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***Probing into Perceptions of Females working in
Male dominated Fields: The Case of Algerian
Women in Tiaret Region***

*Dissertation Submitted in Partial Fulfillment for the Requirements of the Master Degree in
Linguistics*

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Dedication

This work is dedicated to all the people who supported me, helped me to learn and been always there for me, including my lovely family, members and my dear friends.



Fouzia CHERIF

2021

Dedication

I would like to dedicate this research work to:

-My lovely parents who supported me along my life and provided me with love and affection.

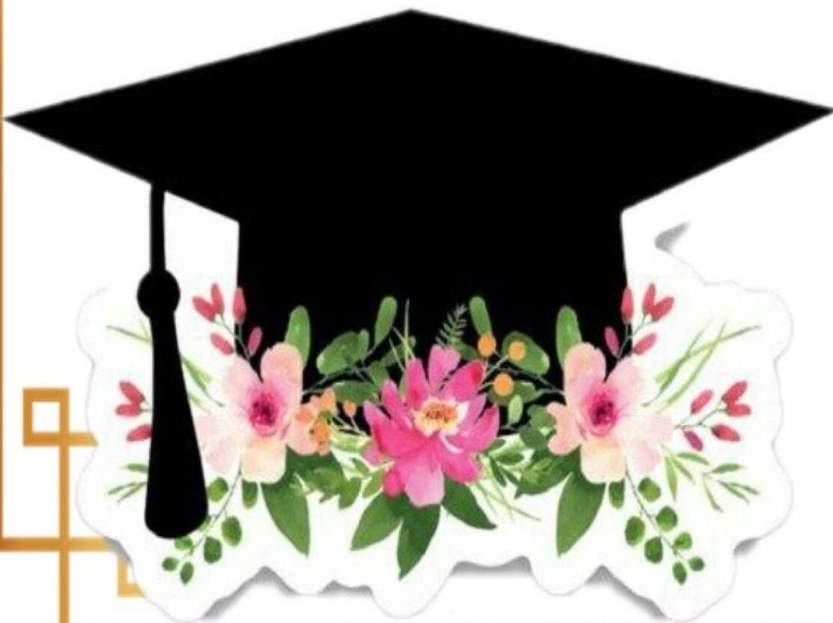
-The one who made me a mom: my lovely so "Wassim".

- My brothers: Abderrahmane and Abdullah.

- My sisters: Esma and Zeyneb.

-My dear husband Mohamed and all the Family of MAKHDOUMI

-All my close friends: Rym, Assia and Nessrine.



Iman Meryem BAGHDACHE

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Abstract

This dissertation is about a contentious issue in the Algerian society, it attempts to probe into perceptions of women working in male dominated fields. More precisely, the primary aim of the research at hand is to examine the social, economic and cultural factors that influence women's choices of male dominated professions along with the obstacles they face to do so. To reach this aim, a mixed method, that combines both quantitative and qualitative approaches, frames the study methodologically. On this basis, a structured questionnaire is administered to eighty (80) male and female participants from Tiaret region and a semi structured interview is directed to six (6) women who have stepped into the so called male dominated fields. This research bring to light additional knowledge for literature in this research area. The obtained results indicate that due to many factors , mainly economic ones, Algerian women still access male dominated fields. It is also found that despite the negative social and cultural stereotypes, women have at such an extent succeeded to conquer barriers of male dominated fields. This research ends with recommendations and implications for further research.

Key words: Culture, gender, male dominated field, perceptions, stereotypes.

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List of Abbreviation

WLB : work life balance

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General Introduction

General Introduction

General Introduction

It can be argued that, not too long, women movement towards male dominated fields has been considered a current event. Women have made incredible progress in getting rid of sexist fields. They have gained the skills needed to join a variety of occupations believed to be dominated by men, including: law, security sectors, business, engineering, construction, academic institutions and even military. In doing so, women resist the widely recognized stereotypes about the differences of potentials between males and females to reach such kind of jobs.

More precisely, they have managed to gradually change the traditional public gaze about women working in occupations, which are supposedly specific for males, and they succeed to impose and strengthen their role as an effective part of the societies development. In these professions, women use distinct coping strategies to overcome the gender stereotypes that preclude the occurrence of equality between both genders in the workplace. However, their excellence in careers seen as stereotypically male, patriarchal societies still expect women to drop out of the labor force to raise families. Hence, it is the endeavor of the present research work to examine the claims surrounding the issue of females working in male dominated fields.

1. Research Motivations

Regardless of the few books and the brief internet search we have examined, the key incentive behind conducting this work is our personal connection to the topic. We have noticed the sexist treatment of Algerian women joining the occupations seen to be stereotypically for men. Despite their attempts to overcome many challenges, we have noticed also how these women are perceived and what are expected to be.

2. Research Aims

Since women working in male dominated fields can be considered as a controversial issue, the main objective of this research is to probe into Algerian society' perceptions towards this issue, and more importantly to investigate the social, personal, cultural and economic factors behind women's choice of male dominated professions, their status and hindrances at the occupations expected to be for men only.

3. Significance of the Study

The research topic of 'females working in male dominated fields' can be worthy of attention. The findings of this research therefore can be significant; it can reveal the relationship between the Algerian patriarchal culture and the probability of the perceptions about this issue. In other words, it can provide additional evidence for the nonsense of those

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perceptions.

4. Research Questions

This study raises the following three main research questions:

- a. How are Algerian women working in male dominated occupations perceived?
- b. Do these perceptions affect Algerian women's personal lives and abilities at work?
- c. How can we become more sensitized to and willing to resist the sexist perceptions

about this issue?

5. Research Hypotheses

Three hypotheses have put forth as anticipated answers to the research questions above:

- a. The investigating phenomenon may generate positive, negative or no perceptions at all.
- b. Work life conflict may not only affect this category of women but also impact their families; assource of stress resulting from conflicting pressure from family and work ,it can lead to poor health physically and mentally, it can also drive women to change or resign their occupational aspirations out of these fields .
- c. The urge to shed light on women working in male dominated occupations by raising greater awareness about gender quality, gender stereotypes and permanently challenging the unconscious biases that are still common in our society to encourage and celebrate women roles in the occupational field .

6. Research Methodology

Besides, to the observation method, this study employs a mixed method that combines quantitative and qualitative approaches. For the quantitative approach, a structured questionnaire is administered to a sample of eighty participants , forty males and forty females, from Tiaret region. For the qualitative approach, semi structured interview is directed to ten women working in the so-called male dominated occupations from the same research site.

7. Research Process

This dissertation is divided into three chapters. The first chapter starts with a review of literature in which the main theories related to the concept of gender are critically sited. The second chapter is dedicated to previous and recent research on women working in the so-called male dominated fields. The third chapter presents the characteristics of the target population and the data collection instruments, which are employed in this research, including the use of questionnaire and interview techniques. This chapter is also devoted to the analysis of data obtained and the discussion of the findings.

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The dissertation at hand ends with a general conclusion, which synthesises the various procedures being opted for during the conduction of this research. In addition to this, a list of references and two appendices are provided. At last, it is worth mentioning that the whole work is written following the APA style 6th edition.

I. Chapter one

Gender Identities

1.1.Introduction

We are surrounded by gender lore from the time we are very small. It is ever-present in conversation, humor, and conflict, and it is called upon to explain everything from driving styles to food preferences. Gender is embedded so thoroughly in our institutions, our actions, our beliefs, and our desires, that it appears to us to be completely natural. Therefore, some gender scholarship does as much to reify and support existing beliefs as to promote more reflective and informed thinking about gender. So, the first chapter focuses on the broad and fundamental interdisciplinary issues surrounding the topic of gender identity .It addresses both the descriptive and prescriptive aspects of gender stereotypes that are applied to both men and women. It also explains the complex relationship between gender and sex, as well as gender role socialization, as mentioned in the content. Finally, these various theoretical approaches serve to highlight the fact that intersection gender identity.

1.2. Questions of sex and gender:

Gender is not something we are born with, and not something we have, but something we do (West & Zimmerman, 1987) – something we perform (Butler, 1990). Imagine a small boy proudly following his father .He is doing everything he can to be like his father – to be a man. The same is true of a small girl as she puts on her mother’s high-heeled shoes, smears makeup on her face. And this is where gender and sex come together, as society tries to match up ways of behaving with biologically based sex assignments.

So, from a sociolinguistic point of view, sex and gender are two distinct concepts . This view has been supported by many scholars. According to (Mills, 2003), sex includes the terms of masculinity and femininity , which refers to the biological features that identify males and females, whereas gender refers to the social norms that society imposes on them. In fact, according to some scholars, masculinity expresses in a variety of ways, including physical appearance, speech, and behavior. In this regard,(Eckert, 2003: 10) argues that “sex is a biological categorization based primarily on reproductive potential“.

Masculinity and femininity, in his opinion, are social products. Gender is therefore a socially imposed behavior on both males and females. In this vein, Eckert claims that:“thus the very definition of the biological categories male and female, and people’s understanding of themselves and others as male or female, is ultimately social.” (2003:10). Furthermore, (Coates, 1998) supports the idea that presenting oneself as a "gendered being" entails doing and performing gender. In a similar manner, (Sadiqi, 2003) argues that linguists in the social

sciences were the first to use the word gender. Sadiqi goes on to explain that the feminist movement of the 1960s and 1970s had a major impact in this regard. Sex and sexuality are compared. The construction of masculine and feminine genders is referred to as gender.

The construction of masculine and feminine categories in culture is referred to as gender. However, several researchers have pointed out that, historically, gender was viewed as a biological sex. The essentialist movement was the name given to this movement. Whereas gender is the social elaboration of biological sex". In his point of view, masculinity or femininity is a social product argues that:

"Sex is a biological categorization based primarily on reproductive potential, whereas gender is the social elaboration of biological sex".

In this context, Sadiqi claims that gender was characterized by three major clusters of characteristics in the essentialist view: innateness, strict binarism, and bipolarization. Gender was classified as innate because the biological endowments were innate. It was binary given the strict binary opposition between men and women as two undifferentiated groups; and it was bipolar because human beings pertain to one of the two bipolar categories : male or female. Later linguists (Zimmerman and West), on the other hand, consider gender to be a social variable that, along with age and social status, should be considered when studying society. Sex interacts with other social variables in the construction of society, according to (Labov , 1972).

This movement was known as The Constructionist Approach on their view, gender has been considered as a fluid and not a static notion.

(Sadiqi, 2003) ,add that the primary distinction between these movements is that the first makes a bridge between gender, ethnicity, age, and class, whereas the latter investigates gender separation from the previous categories. In its general terms, the already cited scholars try to bridge Between the constructionists and the essentialists, there is a path. Many hypotheses emerged as a result of these debates, including the deficit, superiority, cultural model, social constructivist, and difference theory. These approaches support the idea of a link between language and gender.

1.3. Gender stereotypes:

A gender stereotype is a generalized opinion or preconception about a person's characteristics or abilities. Stereotypes reflect general assumptions for members of a specific social group; however, even though there is a general distinction between these groups, not all individual exemplars in these groups will necessarily vary. The general stereotypes suggest that men are more aggressive, direct, confident, strict and violent, using harsher words and shorter phrases. Women are considered to be very calm, gentle, talkative, and better at describing things or situations, which is why they use more adjectives and pronouns.

Gender stereotypes are the beliefs that people have about the characteristics of males and females. The content of these stereotypes varies over cultures and over time. Gender stereotypes are commonly held beliefs about men and women's different "natures." Across cultures men are assumed to be aggressive, independent, and assertive whereas women are assumed to be emotional, sensitive, emphatic, and compliant. Stereotypes of men and women represent social norms. Women and men's notions of femininity and masculinity. Indeed, as among all aspects of gender, what defines traditional femininity or masculinity differs by culture and time. Gender stereotypes often represent femininity and masculinity as binary opposites or dualisms, such as emotionality and rationality. Stereotypes are inaccurate representations of the groups they are meant to depict. Stereotypes often persist even when the statistical realities they were once based on change. The image of a woman as a housewife, for example, has persisted even in countries where the majority of women work full-time.

Gender stereotypes are usually neither positive nor negative generalizations about and gender's role; they are simply inaccurate generalizations of male and female attributes. Since each person has their own desires, opinions, and feelings. These stereotypes are too simplistic and do not accurately describe the characteristics of all people of each gender.

While most people realize that stereotypes are untrue, many still make assumptions based on gender, there are many stereotypes we may all be guilty of, such as assuming that all women want to marry and have children, or that all men love sports, women are fragile and not strong enough, do not need to go to college, they are supposed to be submissive and do as they are told, are not politicians never in charge, and love to sing and dance, but when it comes to men they are enjoying working on cars, do "dirty jobs" such as constructions and mechanics they are not secretaries, teachers, or cosmetologists, they enjoy the outdoor activities such as hiking, camping and fishing, they are husbands and in charge, always in the

top and telling wives (women) what to do, definitely they do not cook , sew or do craft. Genderstereotypes have an effect on speech as well.

Males and females have a tendency to not only talk in different ways, but also to choose different subjects. Men would rather discuss sports, computers or military topics, while women's world will most often revolve around mutual relationships, interpersonal events and emotions, with specific details and thorough descriptions (Tannen, 1994). Men's style implies being more aggressive and assertive, while women are more sensitive and compassionate (Tannen, 1995). Furthermore, at business meetings, men tend to speak with a higher tone and exclamations, whereas women remain silent and use sentences that usually end with a question mark.

1.4 Socialization and Gender Roles

What is meant by the basic principle of socialization. It seems to include a variety of points worth mentioning here. Sociologists use the term "socialization" to refer to the complex lifelong process by which individuals learn the culture of a specific society they live in.

They all agree that the way we are, and think is the end result of socialization, or that we are all products of our social experiences. One factor that enables them to include this concept in explanations of gender differences is their recognition of the nature of the concept socialization. This could be enough to introduce the Gender role socialization , which is more focused ongoing process , where emphasis is given to:

“ The process, through which children of different sexes are socialized into their gender roles (Giddens, A. ,1993) – and taught what it means to be male or female” : (Condry, J. C., & Condry, S,1976);

“The process of how the child becomes an individual respecting his or her environment laws, norms and customs” (Rossi G, 1998);

“The process of how individuals learn to become masculine or feminine in their identities, appearance, values and behaviour” (Pilcher, J. & Whelehan, I,2004)

So, gender socialization is the process of learning to be oneself in a gender-polarized society. In other words, it's about how to carry out one's gender roles. So, the context of the Algerian culture is a good example. Men are socialized to be more masculine and to hide their emotions, while women are socialized to be more feminine, encouraged to express

themselves.(Henslin ,1999: 76) claims that “an important part of 6 is the learning of culturally defined gender roles”.

Gender socialization refers to the acquisition of gender-specific behaviors and attitudes; boys learn to be boys, and girls learn to be girls. This learning takes place through a variety of socialization agents. The behavior that is seen appropriate for each gender in a given society is primarily determined by societal, cultural, and economic values in that society; however, it must be noted that the family is an essential agent in reinforcing gender roles, but there are other agents including friends, peers, school, work and the mass media. As a result, it's important to note that gender roles are reinforced in a variety of subtle and not-so-subtle ways. Throughout history, men and women have played different roles in society.

Those functions were often imposed by nature, but more often they were enforced by society. What hasn't changed is the belief that men and women are different in terms of social obligation, it has often been depicted by appropriate actions and behaviors. Gender socialization starts at a young age and has an effect on men's and women's physical health. First, men are encouraged to be courageous, to bear pain, to face risk, and to defend their families. They regularly have to work hard to achieve their masculine status. Their physical health would deteriorate, making it more susceptible to injury. Men are also taught at a young age to “suck it up”, or “rub some dirt on it”. This leads to men under-reporting their illnesses or injuries, which negatively affects their health. Men are also taught to hide their emotions, which can result in increased stress levels and a weak immune system, weight gain or loss, depression, sleeping problems, and alcoholism. Women, on the other hand, are socialized to be the responsible ones, nurturers, and caretakers. It has been discovered that caring for someone with a chronic illness will result in high levels of stress. This may also have a negative impact on their physical health.

A woman's physical health because it can cause weight gain or loss, depression, and sleep problems, deprivation, sleeping disorders, drinking, or exercise are both examples of unhealthy habits.

Second, women have worked hard throughout the day at their jobs and at home caring for their children. This can have an effect on their physical health while they are caring for others and their families. Young boys and girls also learn by imitation and modeling, which are both effective teaching tools for both boys and girls. They find out how to do in different ways that they should act and look, according to their gender, from their peers and family.

It is believed that a man should be strong and muscular, while woman should always be attractive and well-dressed. These activities that are socialized at a young age have an effect on boys' and girls' physical health, as well as their mental health. In most cases, parents have the most power over what is modeled to their children. A big part of what children learn in school has nothing to do with productive skills; rather, they learn about proper behavior and values, including gender signals, through what some scholars have dubbed the "hidden curriculum." In addition to that, they children are often socialized by their school's standardized education and experiences with peers. Gender socialization is heavily influenced by the media, which includes television and social media platforms. Parents are increasingly turning to the media to entertain their children while also teaching them important values, lessons, and skills.

Furthermore, the media is beneficial. Additionally, media also helps socialize children into their gender identities through the portrayal of gender stereotyped behaviours and attitudes. Since the media has such a strong influence on our perceptions and behavior. Especially in terms of aggression. It plays an important role in the socialization process. For instance in movies, women tend to have less significant roles than men. They are often portrayed as wives or mothers, rather than as main characters.

1.5. Language and Gender Theories

1.5.1. Deficit theory

Male language is louder, prestigious and more desirable according to Robin Lakoff's 1975 book "The Deficit Approach". He argues that women are socialized into behaving like ladies (linguistically and in other ways too), and that this, in turn, holds them in line. In the analysis of language and gender, the deficit approach is considered the first approach. This approach which dates back to the early 1970s, considers women to be marginalized. Women's expression is traditionally inferior to men's, reflecting their personal and social identities. Women's speech style, according to Lakoff, includes features that are not present in men's speech. It is expressive uncertainty, lack of trust, and unnecessary deference or politeness. (Finch, p.137, 2003). Robin Lakoff claims that American women were largely confined to soften their viewpoint.

According to (Jespersen, 1922), women's language has almost no taste because women are more refined in their speech and use less coarse and gross phrases, while men who are forced to use women's speech style will easily become bored. Lakoff places words

there are grammatical variations. In addition, Furthermore, she puts out that women have more words to describe colour , while men find colour as unworldly and trivial. Men, on the other hand, have a broader vocabulary when it comes to sports and economics.

1.5.2 The Dominance Theory

Five years after the publication of *Language and Woman's Place*, (Dale Spender's *Man Made Language*, 1980) was published. This book is often used to illustrate the 'dominance' structure .This later, denotes men's control and dominance over women. According to those who consider this to be true, the submissive position of women in society is expressed in language.

Also according to the hypothesis, men are more dominant in mixed-gender discussions. Furthermore, inequitable power relations between the sexes caused linguistic disparities between men and women. Lakoff is known with being the "founding mother" of "dominance theory. "Men are more likely than women to interrupt. Furthermore, inequitable power relations between the sexes caused linguistic disparities between men and women. Lakoff is known with being the "founding mother" of "dominance theory."She argues that the main difference between male and female lies in the inequality of power between them. She argues that the main difference between male and female lies in the inequality of power between them. Men use whatever control they have to rule over one another. (Lakoff, 1975) believes that men are powerful and women are powerless. Women, according to Lakoff. Are expected to show signs of weakness and to be subordinate to men. In her view, men's dominance is the cause of their superiority in society and women's subordinate to men. She goes on to say that women speak in a way that incorporates linguistic features that signify insecurity and lack of authority.

However, this definition has been criticized because it deals as a result with the feminist movement, which emerges side by side with the movement which was against racism.

In a broad sense, the dominance theory, or what is known as power-based theory, which proposes the idea that men and women live in separate worlds. Power and prestige are unequally distributed in the cultural and linguistic world. In other words, To put it another way, this idea is concerned with male superiority and gender division. Many researchers have criticized Lakoff's perspective on women's powerlessness and tentativeness. In this regard,

Wardhaugh claims that “dominance simply fails as a universal explanation of gendered language differences”.

1.5.3.The Difference Theory

The principle that men and women grow up in various societies, social and linguistic environments. To put it in other words, the difference hypothesis proposes that women's speech patterns reflect the social and linguistic norms of the predominantly female subcultures in which most of us spend our formative years, according to (Cameron , 2004).

Similarly,(Tannen, 1995) claims that boys and girls have deficient cultures and, as a result, they talk in a different way. Men and women, according to (Maltz and Borker, 1982), construct subcultures of various genders. Boys and girls learn to do different things with words in conversation; in those two cultures . (Crawford, 1995 :1) claims that “men and women are fated to misunderstand each other unless they recognize their deeply socialized differences”.Crawford goes on to explain how basic differences between men and women influence on their communication.

These distinctions, thus according Crawford, are found within individuals and can be found in personality characteristics, abilities, values, attitudes, or goals in the same stream. (Talbot, 2010), in a similar way, asserts that behavior historically viewed as men's attempts to manipulate women is now reinterpreted as a cross-cultural phenomenon. Women's dominance over men in terms of behavior, design, and cooperation has been the subject of the difference theory. The difference theory, according to (Sadiqi, 2004), has centered on women's superiority over men in terms of behavior, style, and cooperation. Sadiqi writes that women's behavior and style were celebrated and praised as cooperative and optimistic. Women differ from men in terms of speech habits. (Sadiqi, 2004) continues saying that women were said to be better conversationalists for a number of reasons.

- (a) Their elicitory tactics aimed at raising the number of responses.
- (b) They sought support in language, a strategy that was basically different from men's up man ship (Tannen, 1990).
- (c) They learned different behaviors from men as part of their social differentiation from playgroups onwards (Maltz et al., 1982).

Given these features of women's conversations, both sexes ought to respect the other's style, and women couldn't be blamed for voicing their social roles (Tannen, 1990). According

to this theory, men and women live in separate cultural worlds. To put it another way, since there are several laws that must be followed the relationship between male and female is what governs the behavior of two subcultures. Despite the fact that they share the same environment, they are very different. Thus, it emphasizes the importance of social and economic factors. Thus, it emphasizes that social and physical separation from their childhood causes different languages and beliefs in males and females. It's also worth noting that linguistic variation is a fascinating area to investigate when looking at gender differences.

The key differences between males and females, according to (Wardhaugh, 2006) , are in their voice intonation, vocabulary choice, and body language. He further argues that women spend most of their time talking about home and families whereas men are more attracted towards sports, political issues, business and taxes. Later research, such as those by (Bergvall & Bing, 1996), insist on focusing on the similarities rather than the differences between the sexes.

1.5.4.The Social Constructionist Theory

Following the criticism of the previous theories, researchers discovered that the constructionist is the answer to many of their questions, leading them to reconsider a new hypothesis regarding language and gender. Consequently, this wave has heightened interest in gender as a factor in the formation of social identities..

In this regard, Freeman asserts that language plays a role in shaping social world comprehension. Likewise (Cameron, 1992 :16) argues that social identities are constructed during the process of interaction between men and women. Actually, (Eckert & McConnell-Ginet, 2003) maintain that the main principles of the constructivist model lie on the scholars' perception of gender as a social construct.

Agreeing on this notion, Freeman and Mc Elhinny observe that studying the activity of both men and women allows the understanding of language as constituting reality. Therefore, research has shifted away from examining the gaps in men and women's positions and toward examining the similarities and differences in their expressions.

As a result, this would pass In the field of building gender disparities as a social category. (Sunderland, 2004) sees that in comparison to dominance theory, social constructionist theory of language and gender provides a model framework for the study of Language and gender, (Sunderland, 2004) concludes that the construction goes “beyond words spoken and written”.

1.6. Gendered Bodies

The relationship between gender identity and the human body became in the nineties of 20th century one of the key research topics, as in gender studies, and in gender history itself. Where else to look for the differences in the character of women's and men's gender stereotypes than in the core relationship that defines human beings' capacities and capabilities to relate to the outside world, accept and acquire the values and social strategies required for full participation in society, or vice versa, based on their knowledge level.

Exploring aspects of the relationship between body, individuality, and society was primarily motivated by interest created by the publication of Michel Foucault's studies on the formation of social relationships.

In the social sciences, the body is not seen as an immutable physical object; rather, the focus of research is on the transformation and production of roles that the body can perform in relation to the person and society. For this reason, body creation research is almost entirely focused on interdisciplinary approaches and a diverse variety of research topics and methods.

The body is a constantly reconstructed phenomenon, inseparable from the cultural context in which his owner was born. Each society is characterized by this approach to its own vision of the body, which is always culturally dependent. Pioneering work on the role of the body in cultural context was Marcell Mauss's influential essay - *Les Techniques du corps*, dedicated to the function of the body in the social context. Mauss stated in its conclusions that the human body is somehow involved in all activities that accompany a man - be it gestures during a talk, giving the importance of words, or even the ability to perceive the space around him.

In terms of social sciences, the body is not viewed as an immutable physical object; indeed, research focuses on the transformation and production of roles that the body can perform in relation to the person and society. For this reason, body creation research is almost entirely focused on interdisciplinary approaches and a diverse set of research topics and methods.

1.6.2. Conclusion

Throughout the first chapter, we tried to summarize the most important scholarly investigations in the field of gender identity. A range of theories and approaches have emerged, providing fertile soil for gender research. The most important works are led

by

feminist scholars. this chapter emphasizes the need to reconsider the forms in which people create and retain their own identities .Gender identity today is interdisciplinary; it can and does draw on a variety of related theoretical perspectives. We resisted excessively theoretical constructs that do not play a key role in influencing the course of this study in terms of approaches. After describing the broad issues surrounding gender identity that have become relevant. Focus is moved to a critical analysis of the data collected for this dissertation.

II. Chapter two

Gender and the workplace

2.1. Introduction

The following chapter aims to discuss the relationship that exists between the terms gender and workplace, taking into account that gender is a misleading concept for many people and the fact that it has been studied and utilized in a wide range in various research studies and fields such as sociology and linguistics.

This later is also considered as an important component to explain how females and males employees perform their tasks and balance between life and work hours, behave in some expected situations that may occur during work time such as sexual harassment, and how they are being perceived their work environment .

The chapter also presents the women force in the labor market and the ways to empower the female employees to overcome the stereotypes, the discrimination types against them, and what effective measures women can use to cope with the work environment's challenges.

2.2. Gender and the workplace

Despite the encouragement and the call for gender equality to embrace the similarities rather than the differences between men and women, there remain some significant variance when relating gender to the workplace, mainly what is known by gender differences which are generated because of the stereotypes affect. Those gender stereotypes specify what women and men should act according to their femininity and masculinity traits and what they should be like (Heilman , 2012).

Some Stereotypes like ,there is occupations specific for men and others for women ; law, constructions, business, military and engineering, and science are more male-oriented, while women are expected to work as nurses, teachers, and caregivers. Or the stereotype that men workers are leaders in nature and should possess more leadership positions in their fields than women workers.

Though a current study by (Zengar & Folkman, 2012) found that women were rated as better leaders than their male counterparts. Researchers suggest that in comparison to men, women are equally qualified for leadership positions (Singh et al., 2008). Also when it comes to gendered talk at work, where both women and men project their identities and negotiate their gender roles in the everyday workplace discourse.

that is to say, those gender stereotypes help to rise judgment and promote gender bias which can effect both men and women, but more likely women advancement, and rises even more women's expectations for getting new opportunities and that creates competition between gender, to illustrate promotions at the expense of stress, anxiety, and work-life conflict. Other related terms when talking about gender and the workplace are always present such familiar factors may lead to gender discrimination and women marginalization .

2.2.1. What is work ?

Although the term " work " has many expressions and people tend to use it in several ways ("I am working out ", "I m headed to work ", "things are not working so well ")in the following context it has the meaning of producing beneficial good service .

A key aspect of work is the workplace , because it is a place of employment where it is considered gendered space which relies on the cultural , biological and ideological features of different managers and workers .

2.2.2. Sex and gender

Even though , many people use the term sex and gender interchangeably , they are two distinct meanings , we use the term (sex) for a type primarily based on human biology, which depends on person's chromosomes and is expressed in genital hormone and organs. When we categorize people based on their sex it is named sex differentiation .While (gender) refers to a category that social actors assemble that typical variations between women and men .

Gender differentiation "refers to the social processes that create and exaggerate biological differences "(Reskin et al.,1987) .So we use the term gender differentiation when talking about variations between the sexes which are socially structured .To strain the essential function of gender differentiation in developing gender differences between men and women , we must explain how gender is related to work ; employees deliver gender into the workplace either consciously or unconsciously due to sex stereotypes that may have so little credibility in real life due to the policies and attitudes that presume that sexes vary .

Within the workplace, workers play a major role in gendering (Acker & Britton , 2000).Men can bring gender into workplace by the idea of masculinity and superiority while women promote it sometimes by exchanging tales and stories about their families members or by glorifying weddings and births .With one another sex differentiation and gender

differentiation assure that women and men have differences in easily noteworthy ways but they are also essential features for any occupation .

2.3. Gender stereotypes

Different definitions by different researchers are coined when talking about gender stereotypes as a term , for instance in 1997 , Ashmore and Del Boca defined gender stereotypes as “structured days of beliefs about the personal attributes of women and men ” (p,222).

A number of researchers argued that gender stereotypes have no effects on some subsequent standard but powerful effect on others , similarly several researchers have found that predictions based on behaviours and attitudes perhaps are affected by gender stereotypes , gender stereotypes such as : men are more aggressive than women , men are more athletic and into sports more than women , also the stereotype that women are more verbally compatible and talkative than men .

When talking about gender stereotypes in the workplace the more common typical images are those related to ambition, personal style , leadership , competence and usually are that women are not as competitive as men or the idea that they are specific occupations for gender ;men are seen in occupations like sales , commerce, drivers science, technology ; while occupations such as personal care , education , secretarial, public relations are suitable for women .Or that females workers are more friendly and easy going in comparison to male workers , or that number of males who experience work shift are greater than females numbers , and may more .

Those gender stereotypes seem to have an impact of how female and male workers perceive themselves , how they act in the workplace ,moreover they effect workers self confidence, work abilities and their chances to persuade suitable careers .

2.3.1. Gender role

Gender roles refer to what is expected from females and males to do inside the house ,the society and at workplace ,they are constant and transmitted over generations due to the fact that gender is constantly created and recreated and a part of the social life .

Multiple reasons impact the ways in which females and males integrate work and family roles ,such as some conventional gender concepts like “men are superior to women “and “husband be the breadwinner ,wife the housekeeper “.

Individuals who believe in such traditional concepts see that women first and primary priority is inside their houses ,to take care of family responsibilities whereas men should give priority to work responsibilities (Guttek et al, 1991).

In the other hand, thanks to modernity and women empowerment which enables women rights ,the traditional mindset changes if not completely then close enough .Those individuals who change their traditional views are known as not traditional or egalitarian individuals who certify the important need of a fair gender role distribution for equally men and women.

2.3.2. Gender bias

It is important to explain what do we mean by gender and sex before discussing a term like gender bias ,that is to say we should make a distinction between the two .In simple words gender can be defined as the expectations of men performing masculinity and women demonstrating femininity, while sex means the biological differences that distinguish between males and females .hence we define gender bias as a favoritism of one gender over another ,and most of the time means to show partiality towards males .

Gender bias can be experienced in different parts of life ,same goes with the workplace and mostly is towards the females ,the scientific fields are a suitable example where the percentage of women working in their fields has always been low ,though that is changing over time and their participation is increasing ,women still experience gender bias in IT and medicine for instance .

Same goes for leadership patterns where men are seen more competent and being leaders thus they possess higher professional positions rather than women do ,also women are frequently asked to prove their competences more times than men .

Gender bias can have unfortunate consequences and effects promotions ,professional hiring and professional evaluation mentoring and training , and wages to name a few .

Thus, adopting an efficient mechanism to limit gender bias effects we must take in to consideration the wild prevalence of gender bias that is supported by gender differences and try to prevent it ,to create equal opportunities for both men and women at work and spread awareness are solutions that can minimize gender bias and gender discrimination at the work place .

2.3.2.1 Gender equality

Gender equity means fairness for both men and women through the processors and measures , and this later help to create what is known by gender equality , as a center of interest , it is of great significance to explain what definition gender equality has in the literature and how it is perceived .

The feminist definition of the term is complicated , yet most feminist according to (Ruth Wodak, 2005) share the same opinion that an essential component of creating gender equality is that “Men and women should have equal rights and equal opportunities in life without being valued differently “(p.526) to enjoy same rights , possibilities and fair treatment without any stereotypes or gender roles limitations .Yet a worthy point to mention is that the gender equality debate , and whether it is about fair treatment or about spotting differences is still questioned.

In the labor field , gender equality means to inverse female numbers in the paid labor market. and that traces back after the end of world war 2 and continued to increase even more in the 1960s, and keep on growing till the recent era .as a result, the struggling to obtain gender equality is also continuing too, because it limits the potential growth of women .As a workplace issue that can be solved once we extend egalitarian treatment , equal access and equal opportunities , and ending gender violence which affects mostly women .altogether with measures to empower women.

Also by promoting the implementation of policies such as the affirmative act and equal pay act and at the end to call for a positive social change ;to rise awareness to the policy makers , tutors and any parts that can help overcoming gender inequality .In the view that, once gender equality is created ,harmony is also created and all workers will be more satisfied , encouraged and show higher rates of productive performance .

2.3.3. Work -life balance

Work life balance is a worthy topic to discuss ,because it is an important element in the everyday life, but it is difficult to coin a confirmed definition of WLB; some researchers like (Clark, 2000) state that, WLB is “satisfaction and good functioning at work and home, with a minimum of role conflict “.another one by (Clark et al .,2004, p.751) argue that WLB is an “equilibrium or maintaining an overall sense of harmony in life “.

(Grzywacz & Clarkson, 2007)state that WLB is the “accomplishment of role-related expectations that are negotiated and shared between an individual and his/her role-related partners in the work and family domains “(p.458)

Thus WLB is still vague as a term that has no clear definition. Since each researcher focuses on a particular criterion ; either relating to the social construct or the idiosyncratic contrast or to the conflict that occur between work and individuals life.

Although the lack of knowledge about its established definition the term wLB is a popular concept and widely used. The current studies marked WLB as an essential need once it is fulfilled successfully, it can lead to not only work satisfaction, and good work performance, and an organized commitment at work only, but it also boosts the long life family satisfaction, reduces mental issues that are caused by work hours such as pressure, stress, and depression.

WLB has Four types of influence that can occur between work and family; family -to-work conflict, work-to-family conflict the effect in both is negative but occurs either from the family or work , enrichment either family to work enrichment or work to family enrichment and both are positive, but since the 2000s the emphasis is more in the positive form the enrichment.

In addition, The difficulty of WLB is to balance the responsibilities inside the home and at work, it is a day to day challenge for most workers who aim to maintain a full balance schedules and if that happens, employees can experience a healthy work life style and employers witness flexible work performance from their employees .

WLB is vital in individuals life , the employees awareness is increasing to accomplish harmony between personal life and work and setting a clear boundary between the two equally and that is due to studies which warned the negative effect caused by failing WLB , studies which proved that women are more likely to experience it because they devote more

hours at workplace in comparison to men who experience less interference between work and home responsibilities .

2.4. Leadership and gender

Leadership becomes a serious topic of discussion within the past years , though it was not a newly topic , researchers define it in different ways through years , according to (North house, 2004, p .3), leadership is “the process whereby an individual influences a group of individuals to achieve a common goal , while (Yuki, 2002) state that , leadership is “the process of influencing others to understand and agree about what needs to be done and how it can be done effectively, and the process of facilitating individual and collective efforts to accomplish the shared objectives “(p.7).

Although those definitions are not related to gender and even though leadership moved recently from the individualistic and becomes more about the process, yet gender is considered a relevant variable related to leadership.

The debatable question of whether women and men have different styles and whether women are as good as men in leading, though it is clear that women can succeed in leading as women do since the increasing of the female numbers in the workplace of high professional positions, where the some of the most popular companies over the world are now ruled by women (eg. Meg Whitman, the CEO of eBay).The labor market is still dissociated by sex in terms of professional positions or in work fields such as male-dominated fields.

Studies confirm that society look at women and men according to their different traits and that those traits have interference with leadership skills and styles , for example men style is seen mostly aggressive , dominant and ambitious while women are seen as friendly, soft-spoken and good motivators (the mothering role).And one confirmed view is that people believe that the masculinity stereotypes are needed for leadership (male based knowledge).People should know that other traits are more indicators for an effective leadership such as the work experience, attitudinal drivers , emotional intelligence.

The way women and men are seen, and how they are expected to act in the workplace minimize and question their leadership roles .and are equally affected , because neither women nor men adopt fixed styles of leadership , studies in fact reveal that those leadership stereotypes are not utterly adopted by female and male leaders and they reveal little facts about gender and leadership style since they are only related to behaviors and

characteristics patterns .They also show that the feminine traits patterns and masculine straits patterns, are both needed and essential since they are crucial qualities in the workplace.

2.5.Females in male-dominated fields

Although the twentieth century witnessed a dramatic increase of the women force in the work field, women still find difficulties to step inside gendered occupations , occupations such as the male dominated fields which particularly comprise smaller number of female workers in comparison to males workers , moreover it is discussed that if a person works in an occupation that has the opposite gender dominance , gender related hindrances possibly grow, thus those women during their professional journey may experience gender bias , sexual harassment or suffer the unfair wage gap and are only oblige to cope strategies as a solution to fit in .

Male dominated fields are usually better paid than women dominated field or the normal occupations that is designed for both gender and might provide possibilities to enhance financial safety for women as a result more women turn their intention to such fields; accounting , law, science and high tech, and management to name a few .in the contrary some women avoid them purposely because they expected to be less influential to the other workers in terms of power, or at worst scenario outflow those domains, and it is all due to several factors either inside the work environment like discrimination and favoritism of the other male employees ,sometimes by their employers, or outside the workplace due to the insecurities about how will they be treated and perceived because of the shared stereotypes “caring mother “and “office housekeeper “and are likely to be perceived less feminine than other women in other occupations .

Such difficulties are of a serious impact ,thus the majority of those dance workers tend to use strategies to adjust either distancing themselves for other the male workers or to adopt obligatory masculine traits unless they will always remain an outsider in those domains.

2.6. Women empowerment

(Mosedal, 2005) denoted that if we need to empower humans ,it means we presently see them as being disempowered, deprived via power relations that mold their choices , possibilities and well-being .[27]

Women empowerment refers to the system by which women who have been denied the potential to make strategic lifestyles selections accumulate such capacity, where in strategic choices are vital for humans to live the life styles they want.

History demonstrates that out of all the disadvantaged groups within the entire world women have suffered the most , their struggling knew no limits of culture , race , territory , and religion .they have been sufferers of abuse , molestation violence , extortion , poorness and malnutrition.

Even in the 21st century women are still victims of violence, beaten, tormented, raped and murdered, while the wrongdoers circulate freely without penalty .

Further more , they are prevented to disclaim , disallowed to choose their own dress way ,to be educated and select their dream professions, discouraged to be part of the political activities .

In a nutshell they are enchained to societal traditions and lot of distinctive struggling thorough their life .Women have been always the preys inside their societies, socially, in politics, religiously, and the economic submission. Empowerment of women is not only obligatory but also critical for all the progress of community and nation as a whole, it also becomes a major prime concern of social activists and scientists, researchers, and politicians.

Although the term “empowerment” was used in the 17th century and has several meanings “delegate “,” enable “, as a result, the term empowerment is a complex one to define and did not gain extensive discussion in the literature till the eighties.

So according to (Bhadra, 2001,p,61)” the most common use of the term “empowerment “refers to increasing the power of the low power group so that it more nearly equals the power of the high power group “.Moreover , we can classify this empowerment into five main classification , the social part , educational part , economic part , political part and psychological part .

1. Social empowerment

Social empowerment means to strengthen women's position and their social relatives in the social constructions . to be socially empowered , is to address the social differentiation existing based on race, religion , gender or ethnicity .

Empowerment as a procedure is often linked to feminism , a definition has given by Valsama Antony (the Kurukshetra. February 2006.p.27) regarded that "empowerment of women is a multi-dimensional process , which should enable the individual or a group of individuals to realize their full identity and powers in all spheres of life .For (Sujata Manohar ,2001) the key to women's empowerment is recognition and enforcement of women's humans rights" in the view of" equality before law "and "equal conservation of the law "

From sociological perspective it means equal status for woman, and privilege to develop herself and to be able to make contributions at all society levels not just inside home and gain values and recognition .

2.Education empowerment

Education is taken into consideration because it is seen as the most essential element of social, political and economic change. Without established education to all children counting girls gender empowerment is not possible to happen .

The maxim "if one male child is educated personally he alone become literate in the other hand if a girl child is educated the inter circle of her relatives turn into educated individuals ". It has been perceived by the national political heads , policy makers and administrators .

Education generates self respect , self confidence and self sufficiency to an individual , it brings ray of hope , boosts intellectual and cultural consciousness about external facts , gender and social justice .

3.Economic empowerment

Women participation in labor and income generating activities will lead to women's empowerment because that is how a woman can improve their position to maintain a full monopoly over life choices and to become independent to take care of herself. Woman's wage may be considered as an important part of this independence and empowering women "wage employment means economic power (Elliott ,2002.p.86).Through labor women become bread earners "not "house keepers "and to be freed from all sorts of oppression and deprivation .

4.Political empowerment

Women involvement in the political field and being decision makers are significant instruments for empowerment "empowerment is not giving people power, people already have plenty of power, in the wealth of knowledge and motivation, to do their jobs magnificently .we define empowerment as letting this power out (Blanchar et al, 1996), it encourages individuals and permit them to conquer barriers of that lifestyles or in the workplace, in the end, assist them to evolve within themselves or the society.Because politics decide who will get what and how much, hence the highest need currently is to empower women politically because it is vital for their advancement and the basis of a gender-equal society.

By the help of political power , women rise effectiveness, challenging the current power construction and fight patriarchal ideology , and by participating in politics women will find opportunities to change and influence the public judgement and decisions to bring them into their favor , by legitimizing and promote justice .

In addition to this , women empowerment does not mean to empower women to use authority to subjugate their opposite sex but to cast equals power between men and women and to minimize power repression

5.Psychological empowerment

Psychological empowerment does not only enables women to break the conventional and patriarchal prescription and social duties but also to alter themselves and judgement perspicacity. when women have more access to education , to join educational and political institutions ,have more freedom to prosper , they feel mentally empowered, and more self-

confident to take responsibility for their wages and bodies more than women who missed such opportunities and have remained at home.

2.7. Conclusion

The previous tackled chapter provides an overview of gender and the workplace, and the most common related concepts and topics, definitions in the literature review. The aim of this chapter aims to explain prevails between gender and work and how to employ them to analyze the data of our research.

III. Chapter Three

Research Methodology,

Data Analysis and

Interpretation

Chapter Three: Research Methodology, Data Analysis and Interpretation

3.1.Introduction

This chapter presents the practical part of the research at hand. It is intended to provide a general overview of the different steps this research has undergone to probe into perceptions on Algerian females working in male dominated fields. It describes the methods adopted, the research setting, the sample selected, and the data collection process. The data gathered in this chapter are analyzed both qualitatively and quantitatively. Then, the results are discussed in view of the addressed research questions and, finally, some recommendations are put forward and limitations are mentioned.

3.2.Research Design

Research design refers to the general outline (the overall plan) of the study. It presents a clear statement of the research problem, data collection, the study subjects, and the data analysis methods. In other words, the subject of the research itself may ultimately determine the design of the study including the methods used (Davis, 2005).

As long as the present research work seeks to shed important light on perceptions on Algerian females working in male dominated fields, it is of vital importance to opt for a combination of qualitative and quantitative methods and procedures. A detail of their integration is demonstrated in the figure 3.1 below:

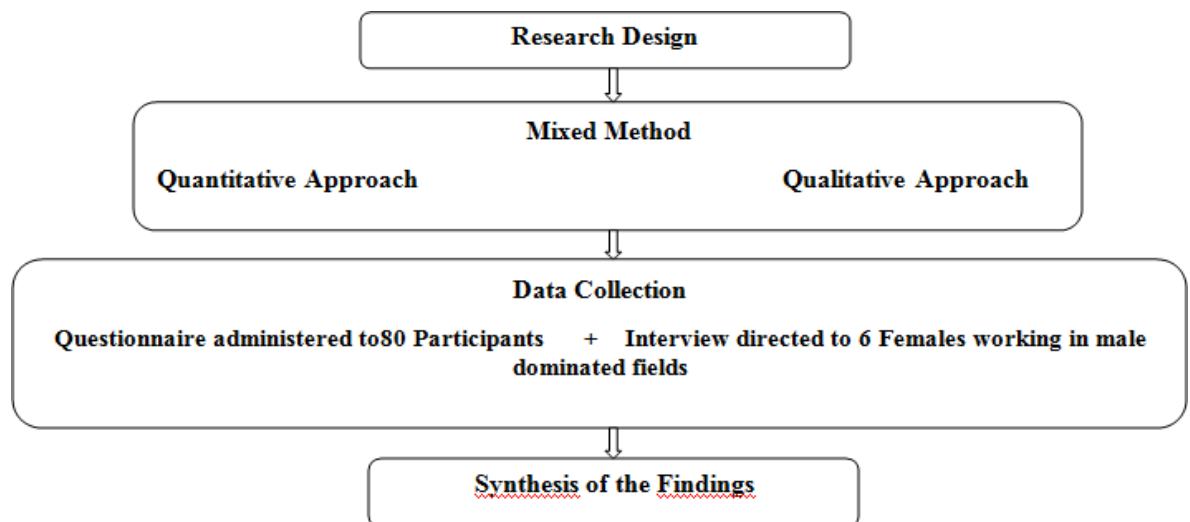


Figure 3.1. The research design of the research at hand

3.2.1.Triangulation

The term triangulation is referred to as a technique to analyze results of the same study using different methods of data collection. According to (Nightingale, 2020), triangulation method aims at enhancing the validity of the findings, creating a more in-depth picture of a research problem, and interrogating different ways of its understanding. (Andrea Nightingale ,2020) continues saying that researchers look for three types of triangulation: convergence, complementarity, and divergence. Convergence shows that there is a strong degree of overlap and accuracy between the data sets collected using different methods. Complementarity provides a richer picture of the research results by allowing the results from different methods to inform each other. Divergence displays a different set of challenges within the methods, and how it is interpreted depends on the conceptual framework for the research.

With regard to the emphasis on the use of triangulation as the strengths of each individual method can compensate for the weaknesses of others, the theme of the present research work calls for the integration of a mixed method combining quantitative and qualitative approaches.

3.2.2.Mixed Method : Qualitative vs. Quantitative approach

Following what has been just mentioned; the integration of both qualitative and quantitative data in the form of a mixed method in the current research may have great potential to strengthen the rigour and enrich the analysis and findings gathered. On the one hand, a qualitative research is used to explore and understand situations, perspectives, behaviours, experiences, and process in context-specific settings. (Rubin & Babbie, 2001) claim that researchers use qualitative approach focusing on the qualitative aspects of the human nature to describe, explain, predict and control a given behaviour. Such approach helps pursue a deeper understanding of the human experience, especially when observations and theories cannot easily be reduced to numbers such as meetings, interviews, open-ended questionnaire items and observation.

On the other hand, quantitative approach is used for collecting numerical data that maybe put into categories, rank order or measured in units of measurement. It makes use of statistics that can be constructed into graphs, charts or tables. Quantitative research aims to establish general laws of behaviour and phenomenon across different settings, situations and contexts.

Chapter Three: Research Methodology, Data Analysis and Interpretation

The difference between qualitative and quantitative approach lies in the fact that qualitative research generates “textual data” (non-numerical), while quantitative research produces “numerical data” or information that can be converted into numbers. Hence, we have mixed these two methods together as an effort to provide a comprehensive view of the topic being studied. We have adopted a qualitative approach as it aims to make a general exploration of the experiences of Algerian females working in male domains through the use of semi structured interviews. In addition, this research also opts for a quantitative approach employing a structured questionnaire as it may provide deeper understanding of different perceptions and attitude towards them.

3.3.Setting, Population and Sampling of the study

3.3.1.Setting

Since the research at hand aims to examine perceptions on Algerian females working in male dominated fields in Tiaret region. It has been conducted in the same setting. The participants are working in Tiaret or Tihert in Berber variety, is a major city in the western central of Algeria. It is located in the Tell Atlas which is 150 km far from the Mediterranean coast. Therefore, it has a Mediterranean climate with population estimated to be almost 1,000,755(2011) and estimated area of 20673 km square. The economy of this region predominantly relies heavily on crop growing.

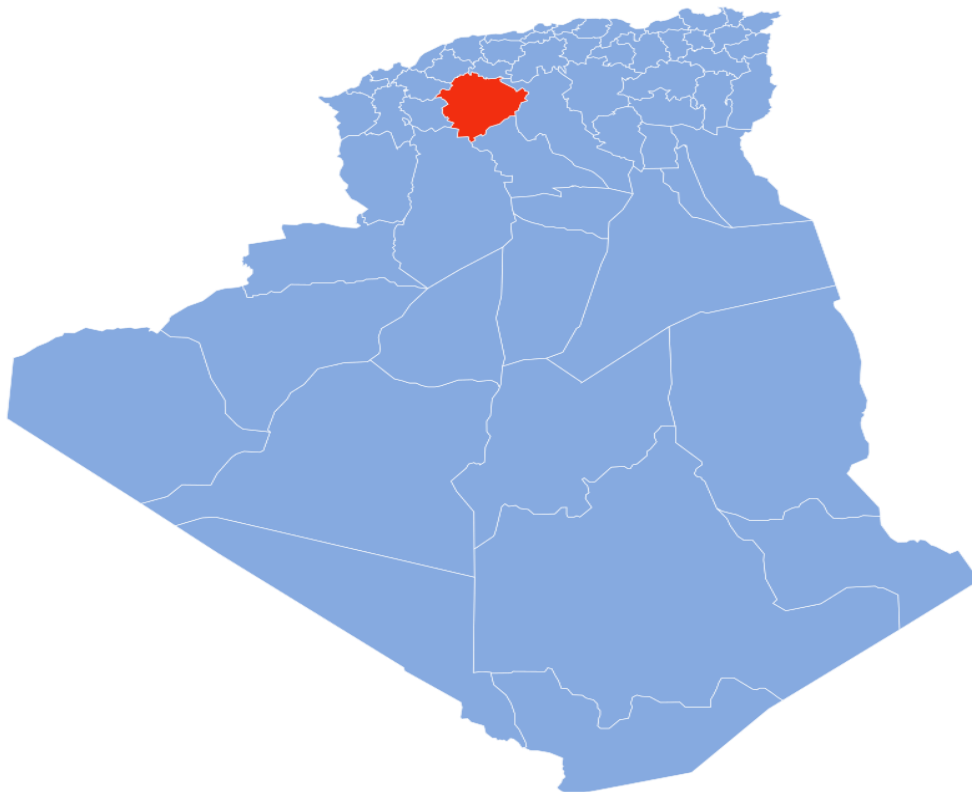


Figure 3.2: Map of Algeria highlighting Tiaret province

3.3.2. Population

This study deals with people in Tiaret region. For a study done in 2011, the city population was 1,000,755. For this population, Algerian Arabic is the mother tongue of the vast majority of the Algerian people.

3.3.3. Sampling

Sampling for this study is a random one. A sample may be defined as random if every individual in the population being sampled has an equal likelihood of being included. To paraphrase the words of Indrayan (2008), random sampling is the basis of all good sampling techniques and disallows any method of selection based on volunteering or the choice of groups of people known to be cooperative.

In our study, the sample selected for the questionnaire technique is relatively a group consisting of eighty (80) participants, forty females and forty males, representative of the target population in the city of Tiaret. Their ages are between 18 to 59 years old and they are from various backgrounds. The participants' age is not a variable of interest in the study; it is not taken into consideration. Thus, the analysis of the results is only gender-biased.

For the second technique, the semi structured interview, six females working in the so called different male domains, including police force and engineering but not only restricted to these sectors, are provided with the aims set for this study, they are asked to approve that they understand and informed having interview with them is a tacit consent for their data to be used and shared anonymously. Variables such as age and educational background are not taken into consideration for the data analysis.

3.4. Data collection instruments

To meet the research aims, we have used two instruments designed to measure different attitudes and perceptions. The descriptions of these tools are as follows:

3.4.1. Description of the Questionnaire

It is repeatedly put that questionnaire is one of the most used instruments. It is a series of written questions that particular persons would answer for the sake of collecting rapidly the largest amount of data. Items of questionnaires should be clearly and plainly stated in order to motivate the respondents to provide more information. Questionnaire method has several advantages. The common ones can be summed up in the following points:

Chapter Three: Research Methodology, Data Analysis and Interpretation

- a. Almost all educated people are familiar with questionnaires, and know how to complete them.
- b. The respondents' opinions are not influenced by the researcher's viewpoints.
- c. Questionnaires are easy to analyze.

For these reasons and others, questionnaire instrument is used in this study. Worthy of mention is that questionnaires, though they are widely used by researchers for the sake of investigating peoples' attitudes, they have some disadvantages; one of which is the lack of qualitative depth to the answers and the results are superficiality. In addition, other limitations can be highlighted:

- a. Written questionnaires lack some helping features like gestures and other visual clues, and personal contact which can affect the respondents.
- b. Sometimes questionnaires are not completed by the persons we want.
- c. Some respondents may not give the questionnaires back.

As already mentioned, structured questionnaire is distributed to forty males and forty females from Tiaret region. It was first written in English language but due to the fact that most of Algerian population do not neither know nor use English in everyday life, the use of MSA has been an obligatory step. The questionnaire designed for this study consists of thirteen questions broken down into five sections that covered respectively the personal information, gender differences at work place, perceptions about females in the work place, stereotypes about females working in male domains and lastly promoting gender equality in the workplace.

3.4.2. Description of the interviews

(Cohen et al ., 2007) shows clearly that interviews enable participants discuss their interpretation of the world in which they live in and to express how they regard situations from their own point of view. The interview directed to the six females working in the so called male dominated fields is developed on the basis of the concerned research questions. It included nine planned questions.

3.5. Pilot study

To assure the convenience, efficiency and for the purpose of avoiding any kind of misunderstanding or ambiguity of the research designed questions ,we examined and verified the questionnaires questions by distributing them in two few participants. As a result, there

Chapter Three: Research Methodology, Data Analysis and Interpretation

was several changes before the final distribution of the questionnaire to the total selected sample .

3.5.1. Data analysis and Interpretation of the findings

3.5.2.The Analysis of the Questionnaire

The obtained data is represented in graphs, each graph followed by a descriptive analysis.

1. Section One: Personal information

Two variables are taken into account for this section: gender and age

Gender		Females		Males	
Number of Participants		40 (50%)		40 (50%)	
Age	18-23	5 females	12%	10 males	25%
	24-29	20 females	50%	13 males	32%
	30 <	15 females	38%	17 males	43%
Total percentage		100%		100%	

Table 01: Distribution of the participants

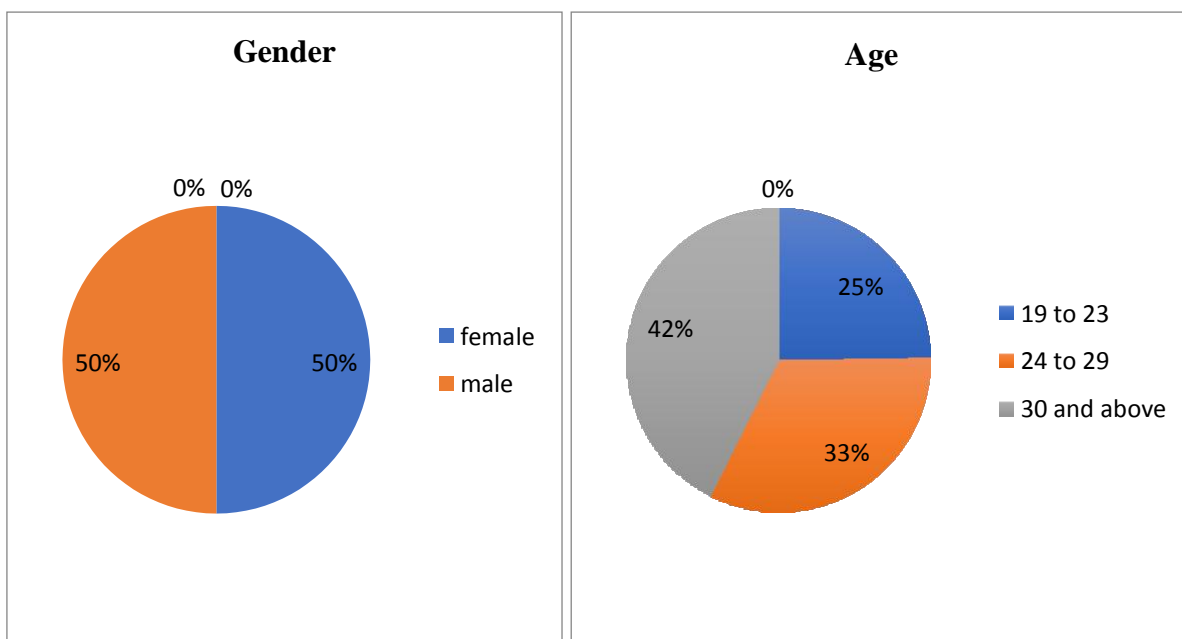


Figure 1.1: Participants' gender **Figure 1.2. :**Participants' age

Chapter Three: Research Methodology, Data Analysis and Interpretation

As shown in figure 1.1., the sample is selected equally; forty females and forty males. For the obtained data displayed in figure 1.2.; the participants' age are between 18 and 59. It can be noticed that the highest percentage 33% is for the icon of age from 30 and above.

2. Section Two :Gender differences at the workplace

Question One: Who is more determined and hardworking at the workplace?

	Female	25%	23%
yes	Male	60%	56%
no	Both	15%	21%

Table 2. Determination and hard work at the workplace

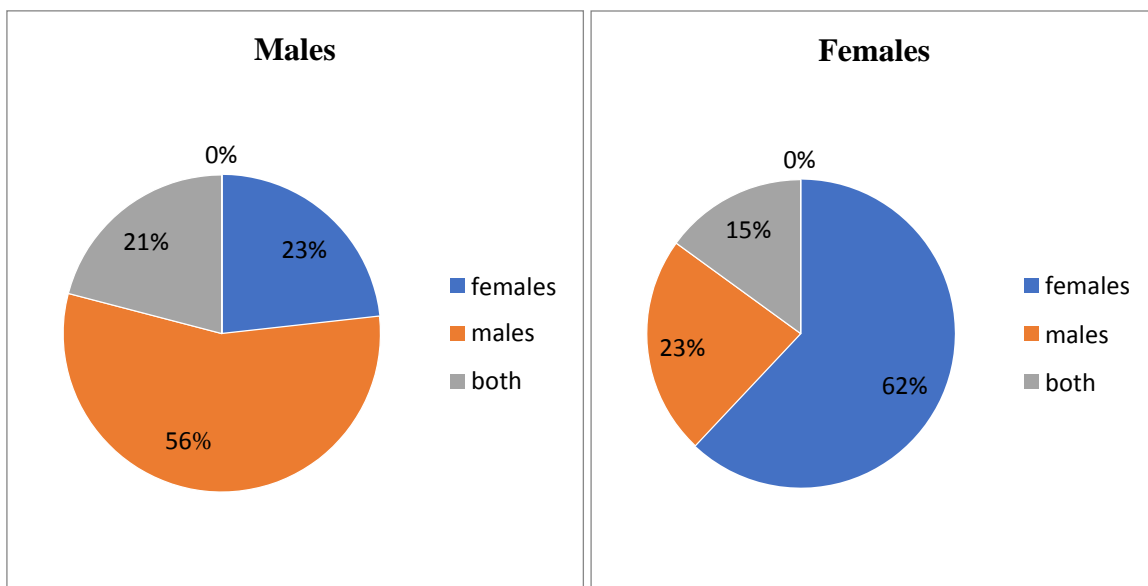


Figure 02: Determination and hard work at the workplace

Figure 2 indicates that both respondents agreed on that female workers have more determination and more hard working at the workplace in comparison to the male workers.

Question 2 : Are women and men treated equally in the work?

	Males	Females
yes	30%	40%
no	70%	60%

Table 3: Equal treatment at the workplace

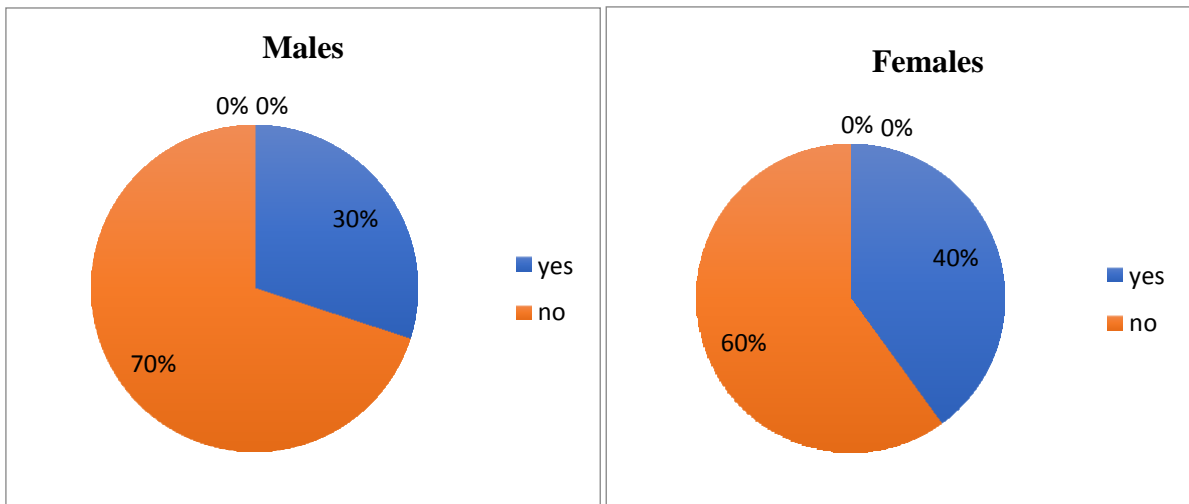


Figure 3. Equal treatment at the workplace

The gathered results in figure 5 reveal that the majority of the male respondents (70%) believe that there is no fair treatment between both genders at the workplace. For female respondents, they have almost the same belief as men, 60% share them the same view while only 40% do not.

Question 3: Do you think that women and men can equally achieve a career success?

	Males	Females
yes	50%	67%
no	50%	33%

Table 4:Gender achievement of career success

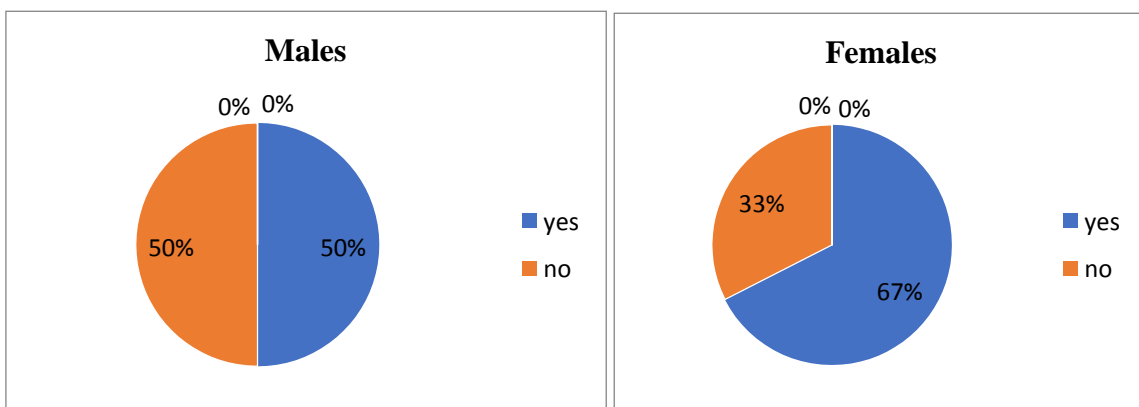


Figure 4: Gender achievement of career success

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From figure 4 above, we can notice that, according to the male respondents, the answers are equally distributed (50%) for both options. Whereas, more than half of the female respondents (67%) report that both genders can achieve success in their careers.

3. Section Three: Perceptions about females in the workplace

Question 4: Do you think that a working woman is less appreciated than jobless woman?

	Males	Females
yes	47,5%	17,5%
no	52,5%	82,5%

Table 5 : Working women appreciation

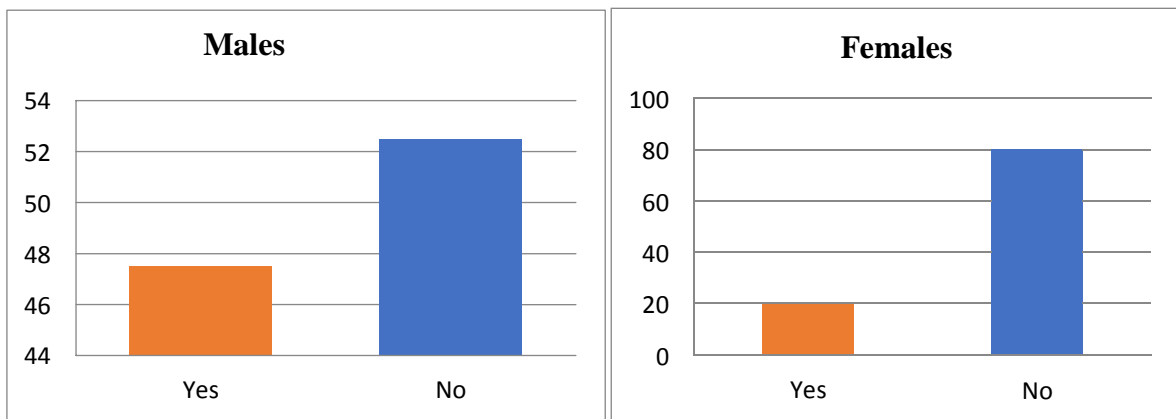


Figure 5: working woman appreciation

The responses rates for this question are close. It is remarkable that 47,5% of the males answers consider a working woman as less appreciated , while 52,5% consider both a working woman and jobless woman having almost close appreciation. On the contrary, only 17,5 % female respondents agree that working woman are less appreciated than jobless woman while most of them (82,5%) disagree with this view.

Question 5: Do you think that the best occupation for any woman is a housewife?

	Males	Females
Yes	17,5%	47,5%
No	82,5%	52,5%

Table 6: Best occupation for any woman

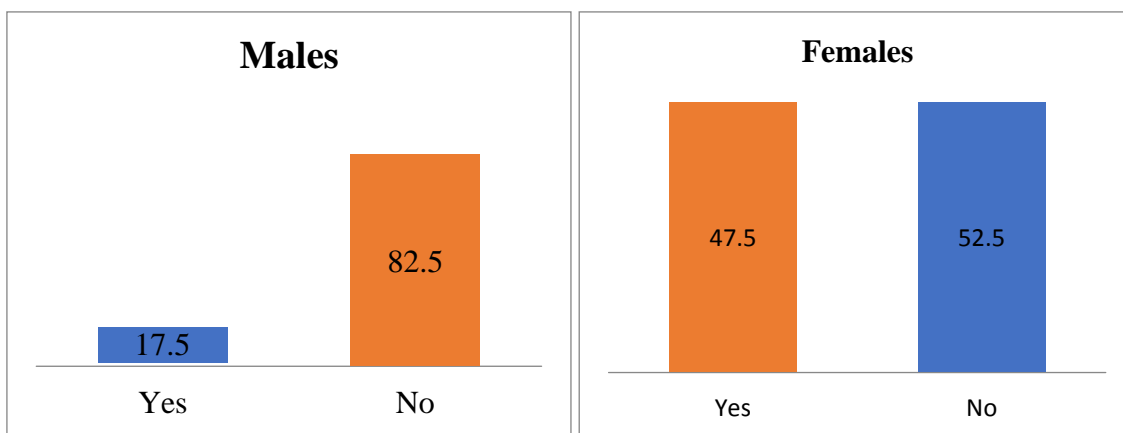


Figure 6: Best occupation for any woman

Both males and females participants are asked to give their opinion whether the best work for any woman is housekeeping. Surprisingly, the majority of males (82,5%) disagree with this claim and only 17,5% respond with the answer ‘yes’, whereas, 47,5% of the female respondents themselves share the same view that managing and running the household can be the best occupation for any woman.

Question 6 : Do you believe that the working women are able to achieve work / life balance?

	Males	Females
yes	30%	77,5%
no	70%	22,5%

Table 7 : Women’s ability to achieve work / life balance

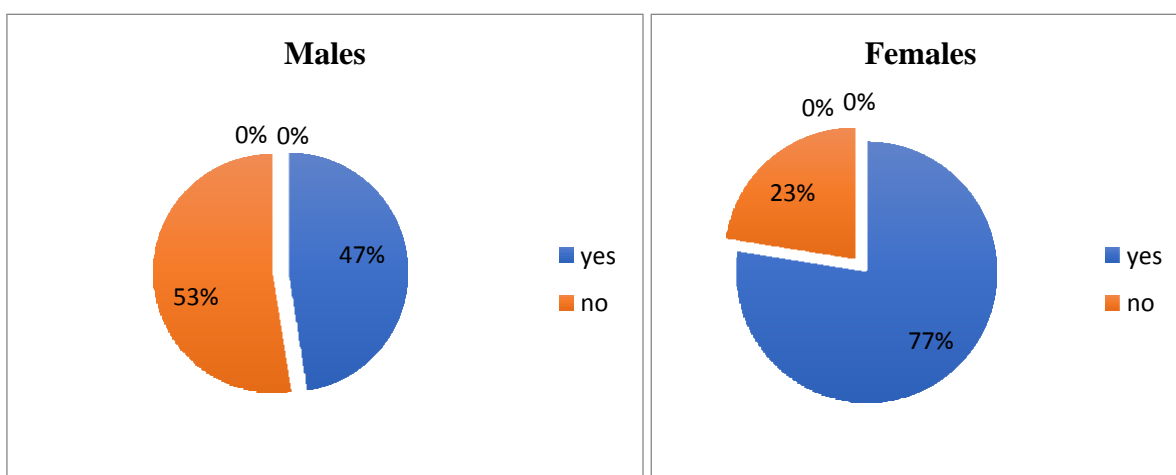


Figure 7 : Women’s ability to achieve work / life balance

This question aims to know whether the participants think that women are capable of achieving a work life balance. The results gathered bring to light that Algerian females

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workers can fulfill a work life balance even in male domains according to the shown data. We notice that the highest response (77.5%) is for the women's capability of achieving equilibrium at both work and personal life.

4. Section Four : Stereotypes about females working in the so called male domains

Question 7: Do you think that women are able to work at any domain?

	Males	Females
yes	12,5%	30%
no	87,5%	70%

Table 8: Women's ability to work at any domain

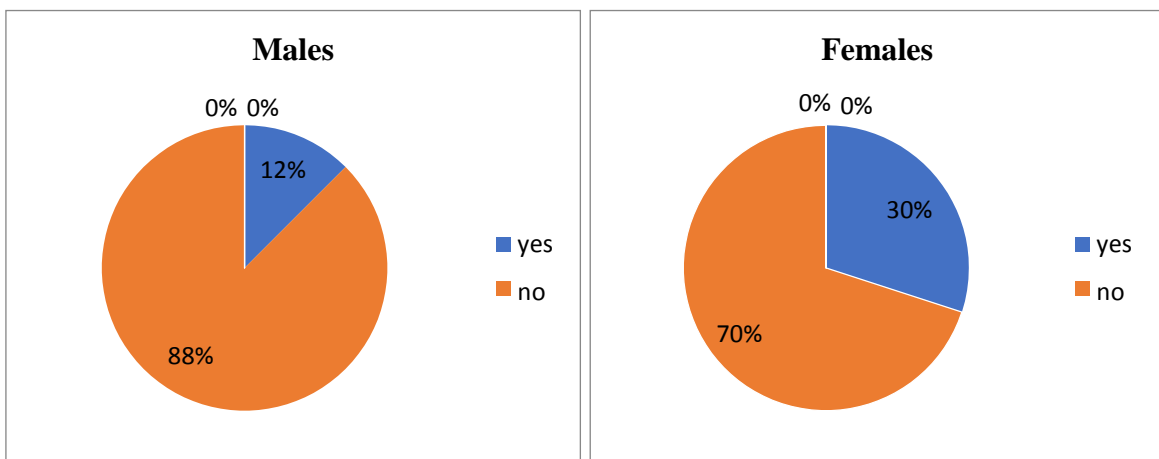


Figure 8: Women's ability to work at any domain

It can be easily observed that the majority of the male participants' answers (88%) doubt women's ability to work at any domain, but more surprisingly females responses are pretty much close to their male counterparts 70% for the same item.

Question 8: Do you think that women and men can work in the same work environment?

	Males	Females
yes	87,5%	27,5%
no	12,5%	72,5%

Table 9: Males and females working in the same environment

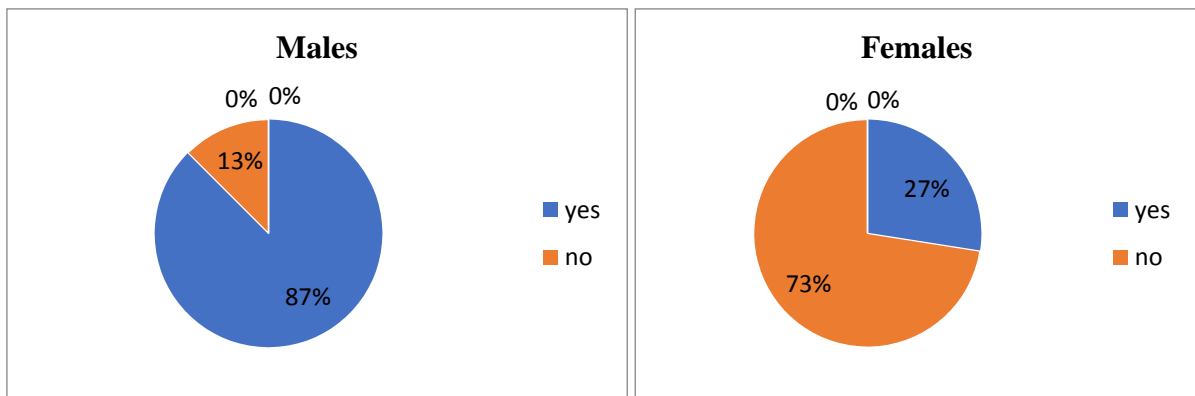


Figure 9 : Males and females working in the same environment

The data suggest that women and men cannot work at the same environment as presented in the pie charts 9 , which may reflect the view that male dominated fields as clearly defined is only suitable for men. As shown for the issue that males and females cannot work in the same environment, males’ answers represent 87% whereas females represent 73%.

Question 9: Do you think that women are less productive when working in male dominated fields?

	Males	Females
yes	62,5%	47,5%
no	37,5%	52,5%

Table 10 : Women’s productivity in male working environment

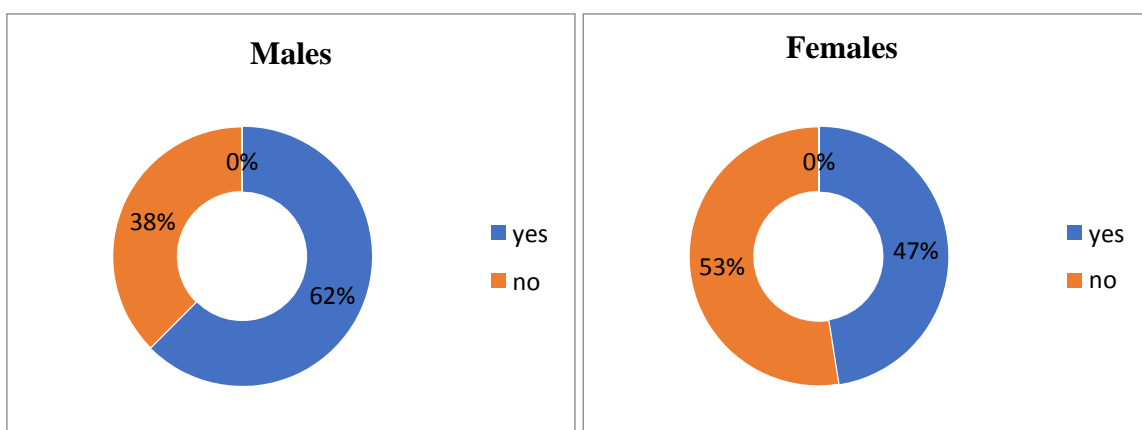


Figure 10 : Women’s productivity in male working environment

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Data according to the figure number 10 reveal that women can be productive when working in male fields so the answers were 62% approving for males participants and 47% for females.

Question 10 : Are women marginalized in the male dominated fields?

	Males	Females
yes	27,5%	55%
no	72,5%	45%

Table 11 : Women's marginalization in male dominated fields

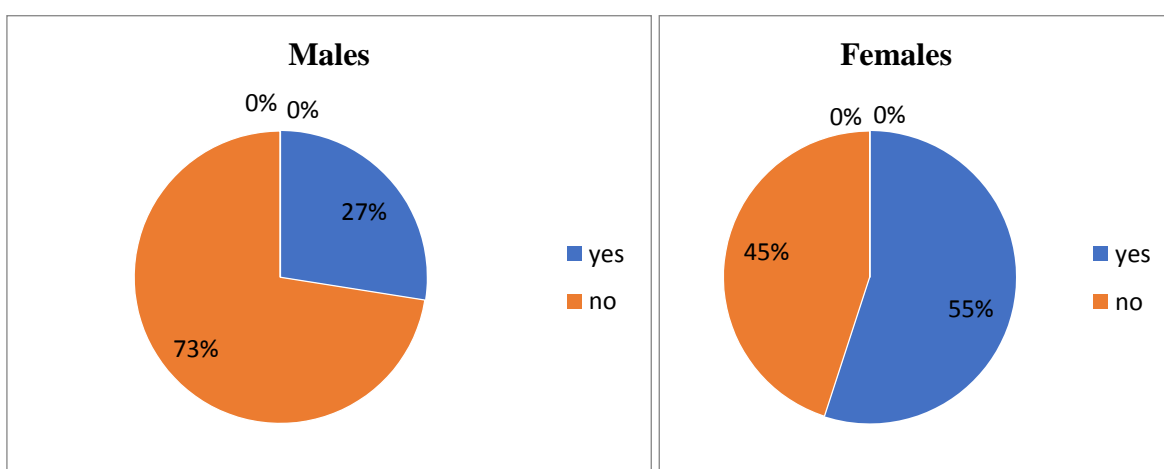


Figure 11 : Women's marginalization in male dominated fields

The data reveals significant differences in responses for women's marginalization in male dominated fields, we can notice that males do not think that women are being marginalization by a percentage of 73% , while females think the opposite and responded by 55% that women suffer marginalization.

5. Section Five : Promoting gender equality in the workplace

Question 11 : Do women encounter challenges when working in the male dominated fields?

	Males	Females
yes	67,5%	95%
no	32,5%	5%

Table 12 : Challenges encounter in male dominated fields

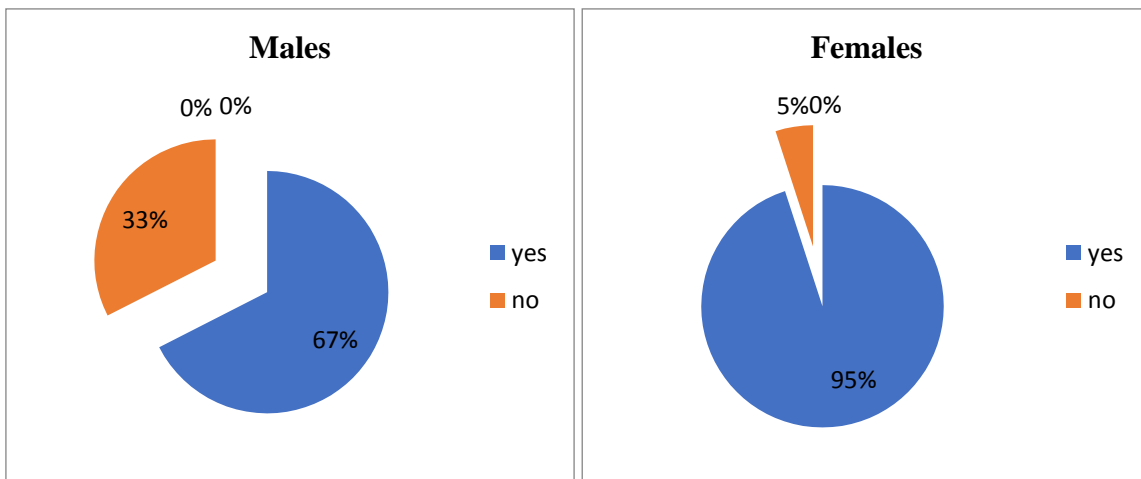


Figure 12 : Challenges encounter in male dominated fields

Our data address the challenges that women encounter in male dominated fields and they show that 67% of males responses think that females struggles at work but 95% of females responses accede that women do face hindrances.

Question 12 : Can gender stereotypes affect women`s performance at the workplace?

	Males	Females
yes	80%	62,5%
no	20%	37,5%

Table 13 : The effect of gender stereotypes on women performance at the workplace

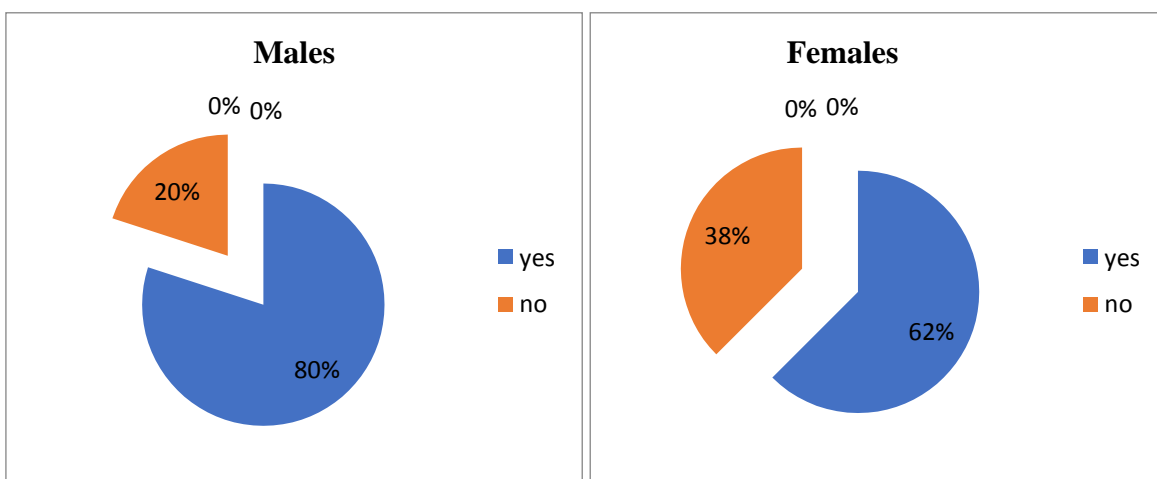


Figure 13.The effect of gender stereotypes on women performance at the workplace

As figure 13 indicates, 80% of male respondents' responses prove that gender stereotypes have an effect on women's performance at work environment. Quite similar, 62% of female respondents do think so, while 37,5 % of the total sample think that they do not.

Question 13 : Is gender equality in the workplace important ?

	Males	Females
yes	62,5%	55%
no	37,5%	45%

Table 14 : the importance of gender equality in the workplace

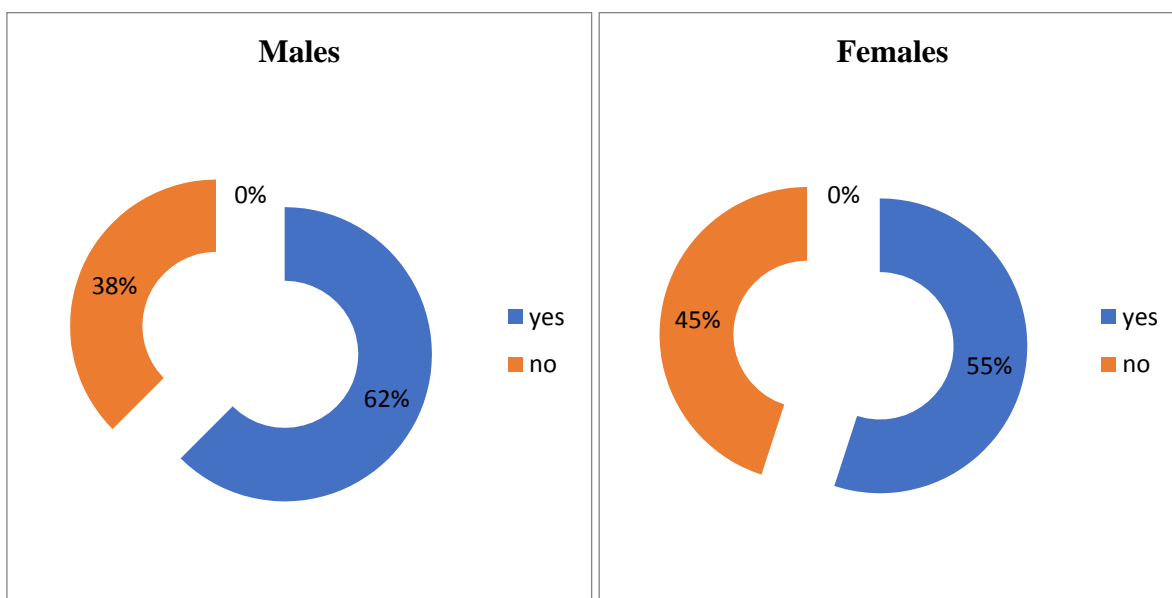


Figure 14 : the importance of gender equality in the workplace

It shows that both of the respondents accord the significance of gender equality at work place, and the responses were 62% for males and 55% for females.

3.6.1.1. Discussion of the questionnaire's results

The respondents have provided us with essential data through filling the questionnaires, and the findings have been presented in tables as well as pie charts in order to clarify and simplify the results for readers.

These findings maybe of a great deal of importance, they reflect the major collaboration of the participants both females and males and their contributions to conduct the research successfully, thus their responses were highly valued to give an overall view of the findings about the main goal of the questionnaire instrument, which is to collect data that mainly concern the perceptions on females working in the so called male dominated fields in Tiaret province in particular.

According to the data presented in the pie charts, although some females managed to break stereotypical image about women jobs, there are some conservations when it comes

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to females selection of a male determined occupation. They achieved success as well as a recognized status in such fields, but most respondents agreed on the importance of women as a part of the vocational field altogether as being a pivotal part of the society and that they must gain appreciation. Moreover, the findings unveil that there is an urgent need to demolish those perceptions because they play a major role in women's marginalization and inequality in comparison to male workers.

3.6.2. The analysis of the interviews

Question 1: can you tell us about yourself?

Female 1: I m 34 years old ,I m a chartered engineer in computer science ,I studied 6 years at university, I spent a whole year without having a job ,then my first opportunity of passing a test was a successful attempt and I have been working for 8years till now.

Female 2: I m 39 year old ,I studied five years at the university ,I chose my specialty based on my personal interest ,it is something I like, and I have been working in this domain civil engineering since 2009 till the recent time .

Female 3: I m 36 years old, married and a mother of four kids ,and I work Algerian administrative customs ,I study in the third year of doctor's degree public law in Tunisia

Female 4: I am a married employer, modest at my work, strict at my home and work in civil protection agency.

Female 5: I m 62,married and have only one daughter, I work as a taxi driver since three yearsago.

Female 6:I am 57 years old, I joined the police sector when I was 18 , and I worked for 30 years as a policewoman.

Comment one : the aim behind this question is to know more about the females sample ,a general idea about their background and to facilitate the interview process .Their responses reveal their different background ages and their marital status, the kind of specialty and how many years they study at college and motives behind choosing a male dominated environment.

Question 2: How do you describe your work environment ?

Female 1: it is a good occupational environment though it is specifically for men .

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Female 2: well, talking about the domain itself ,there is no differentiation, both of women and men work alike ,means we do not differentiate between sexes, the same work ,same ideas and me it give the same work performance ,and as long as I chose to work in such domain ,there will be less sensitivity in working with the other males workers .

Female 3: we work with semi military system where we have basic law that is related to customs management which oblige us to wear the formal uniform while doing our missions carrying weapons by the use of administrative cars .the field of our work is to protect the national economy for example preventing smuggling.

Female 4: it is a fraternal environment since it is a noble job .

Female 5: I work in a peaceful environment and I am proud to be one of the fewest women who work as a taxi driver in Tiaret.

Female 6: my work environment is peaceful .It is a noble job that needs more encouragement.

Comment 2: the question is an opportunity to dive into those females occupations and how it feels to work in occupation that contains more men than women , according to their responses, it is a helpful environment for all the different occupation that mentioned which reflects their satisfaction.

Question 3: How was your first times at this domain ?

Female 1: first year of work was challenging since I was new to the field and find no-one to help me or show me how things work ,in the other hand after some months I get used to it and to be honest the other engineers from other provinces such as Algiers were really helpful .

Female 2: for sure I have faced some difficulty to get used to my work place at first which is considered as an environment for men more than women but because of determination and ability ,one will only looking forward and neglecting the difficulties ,in fact to be a leader who must guide a certain project for example in a workshop location ,Men colleagues will refuse it ,you will feel unwanted only because they will refuse taking your opinions into account because men possess a superior status ,in the other hand they are some women including me who are more capable in this domain so later things change gradually for the better as long as you give all your abilities and work hard ,you will guarantee your own stairs in the workplace .

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Female 3: at the start ,working in this domain were sort of difficult because I was not fully satisfied , I was scared hearing weapons sound but with the military training they we get through in the customs school at Ouargla it becomes normal .

Female 4 :my start in the field was a bit difficult because of some circumstances,especially my entering year ,it was a challenge since I was among the top first who join the sector .

Female 5: the beginning was challenging ,which starts with the administrative transportation in particular the complications of having my public driving license either for men or women ,and ends with lack of understanding from the society towards my occupation.

Female 6: my first times at this work were not easy. There were lot of difficulties and challenges that I have overcome particularly in 1990 (terrorism period).

Comment 3: asking such question is to highlight the difficulty of entering the so defined domains such as military customs or engineering and how women have to adjust to workplace .A common more is to highlight the difficulty at the start for those jobs and yet the hard working and determination ease this difficulty regardless of the job nature.

Question 4: do you feel that you are being treated unequally or marginalized at your work place?

Female 1: I will talk about my occupational environment, there is marginalization, yes for some females workers including those who are older than me in the workplace, I had to force my presence and adopt a serious appearance in order to get respect and being treated equally.

Female 2: yes ,there is women marginalization in most male dominated fields and it is generated from the official boss or chief or someone who is in charge and possess a higher status and this marginalization is not due to the fact that I m a woman only ,but sometimes it is because of personal reasons .

Female 3: there is no marginalization at my workplace,where we work with men ,missions are given to any workers in customs administration, so there is no differentiation between females and males .

Female 4: no, since it is semi military system .

Female 5: contrary there is no marginalization, because each one has its own car,and I often meet with my partners workers thus we are all treated just the same.

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Female 6: no, there is no differentiation at all, a convention was signed since the beginning that means we have to work day and night just like men, and that cannot differ between workers.

Comment 4: the answers to this question which questioning whether women are being marginalized or not differs and different opinion are given depends on the kind of field itself. In the other hand for other occupations like engineering women face sort of marginalization if not personally then some other female co-workers.

Question 5: what do you think about the public view including your family members about your work selection ?

Female 1: when it comes to my family members they are not against it including my husband ,for our society ,the public case towards my occupation is acceptable view ,and I this public view change to the kind of work itself ,like the perceptions about policewomen they mostly hate it is against it .

Female 2: well, it depends on the family you belong to ,you grow up with and I believe if they have pre idea about your speciality at college and what kind of work will you have ,then they will approve it even if it is a domain that is specifically for men thus my family are normally accepting my work and for the society perceptions personally they are least of my interest ,but in general talking those perceptions can differ from approval ,disapproval or even neutral about women working in such fields ,for example my neighbour at the beginning have difficulty to accept it but then became more accepting because it is a job like a by other job .

Female 3: my family members are proud of me especially that I break into a male domain and they see me as a model.

Female 4: at first there was a rejection from my family but I succeeded to convince them eventually.

Female 5: I have no one to consult ,if my father is still alive then I can convince them because my father is an understanding person who respects everyone's decision as long as principle are not broken ,but society did not accept my job ,Algerian society is a male society par excellence .

Female 6: there was a rejection from my parents especially in the 1990, women could not work in a police sector. It was only directed to men, but my admiration to the job and my insisting eventually my father agreed.

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Comment 5: we asked such question to probe into the public and the families view of these female workers towards their jobs .The responses varies between acceptances and rejection at the beginning but thanks to their standing for their desire to work even it is a male dominated job they manage to convince their families and gradually their society.

Question 6: if you can chose to change your occupation ,will you do that and what is the substituted job ?

Female 1: yes, I would like to change to something else, but I need to explain that is not because of the challenges but due to the fact that ,I do not think that my job suits me ,I have to be honest and say my selection for this kind of job was without an objective I have just chose it and I think I would perform well in another occupation that I fully like ,and yes it would be a French teacher which I m really into it .

Female 2 : Well ,yes I would like to change my occupation though I m doing my job from the start and I know what kind of job it is but lately because of some personal circumstances I would prefer changing it ,and if I have to chose another substituted job it would be then a teacher ,to teach about my specialty in college ,in the same domain.

Female 3: there is a job that I aspire to have without quitting from customs and it is teaching in university and there is 3/6 law which allows teaching in high eradication with keeping your original post .

Female 4: no, although the missions difficulty ,I still feel that I m serving my country and obeying Allah.

Female5: I would not like to change my job because it is a noble occupation that needs encouragement .

Female 6: no, I do not think I like to change, because I still like it just alike.

Comment 6: adding this question in the interviews was a crucial movement to investigate females workers satisfactions towards their occupations. The females answers are quite interesting and different .Part of the responses are with changing into other occupation or aiming for more personal achievements and other are so satisfied with their current jobs that are not replaceable.

Question 7: do you face challenges(hindrances)at workplace and do these challenges impact negatively on your work perforce and on your personal life ?

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Female 1: sometimes I do encounter some challenges for example they do not afford some necessary equipment that we need and I guess it is especially a struggle for female workers ,there is also the time issue ,I think they should change it from 08 to 02 pm for women ,the lunch break is too long and a wasted time and there is also the case of illness day off ,they excuse male workers unlike females workers and all these challenges effect me ,it makes me dislike my job and perform less ,it is like you give all your best without receiving back ,in the other hand if the workplace was helping environment I can balance between working and inside my home because it is not a hard task to do ,many women are capable of achieving a work life balance .

Female 2: sometimes ,yes my job cannot be without challenges but if I may say are due to my personal choice, I like to change my work place more often ,like more than 5 or 6 years for instance .and I can summarize it saying that it is because of problems at work like timing and other personal star of affairs .

And all this can affluence your work purification and personal life , it should be separation; time for work that needed to be done in the work place ,not continue it from home.

Female 3 : I rarely encounter some challenges.

Female 4: of course because I m a married woman I have to out more efforts to balance between work and home and parenting.

Female 5: my occupation has no difficulties at the workplace especially it is an occupation which needs no physical effort.

Female 6: yes, I went through lot of challenges and difficulties, but I like my job and that pushed me to beat it all, and they had no negative impacts on my personal like.

Comment 7: challenges that female workers encounter at occupations can be of an essential part of influence, not only because of it is a male dominated domain but generally an issue like work life balance is a taking into consideration barrier .

Question 8: do you think gender equality is important at workplace ?

Female 1: yes ,gender equality is for sure important in the workplace, if there is no equality most workers will have low performance and have poor abilities ,no creativity especially if there is discrimination, some may quit or change their occupations .

Female 2: I believe in some cases there must be equality creation.

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Female 3: yes , equality is important for sure .

Female 4:yes, but according to what Allah law in the workplace , and for promotions I m as qualified as any other male worker .

Female5: yes , equality is absolutely essential between sexes at the work place but just I have mentioned previously I do not need with the work partners that much .

Female 6: yes, equality is important and there is no difference between men and women at work.

Comment 8: question number 8 aims to investigate the importance of gender equality in the same workplace though it is a male dominated domain by nature .Those females workers are aware of their rights and of the agent need for creating gender equality and that they should be treated based on their work performance and personal abilities rather than their gender.

Question 9: what can you suggest to promote gender equality?

Female 1: they should create such equality between sexes not only talking about it .For example my boss has no discrimination between men and women but other minor male workers treat poorly the other females worker .

The people in charge should be more open minded, and also make some laws that guarantee this equality .

Female 2: we should think of work as a responsibility and must be differentiation among workers abilities only some have the job done in a day, and others need days to do the same exact task .

Female 3: I would suggest to focus on work only whether it is done by a woman or a man .

Female 4: my last suggestion is that equality is taken not given .There should be more laws for women rights just like males but not in the exceptional cases that permit men to have more right .

Female 5: my last suggestion is to encourage such occupation particularly because it helps women and makes them feel secure that their taxi driver is a female, therefore we need more female workers in this field because this job does not require any physical force.

Female 6: as I mentioned in a previous answer .There is no differentiation .We work just like men do during day time or at night.

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Comment 9 : this question attempts to find solutions and suggestion to promote and enhance gender equality in the workplace .The responses are worthy of consideration and mainly founded on the idea that men and women at work are equal, yet more needed laws should be carried out to guarantee this gender equality in its best.

3.6.2.1.Discussion of the interview's results

As an endeavor to carry out a systematic inquiry to examine the perceptions on females employment in the supposed me dominated fields in Tiaret region, this section is a helpful guide that tackles the present work .

The nine research questions of the interview can be of massive importance hence they provide us with great deal of findings about the females backgrounds ,their choice of the field ,the reasons behind entering a male domain and the summons they need to overcome to name a few, throughout the analytical study of the data ,the category of the females workers entering .

Those files shed light on essential parts of their life as being a worker in a male dominated environment, and in subjects as marginalization, stereotypes, gender equality are all sensitive topics. The female sample were helpful to conduct the investigation successfully thus the majority of them explained how haw hard it is to work in such domains and that is a day to day struggle while they have to survive the marginalization and discrimination and being treated like the other, to achieve a successful career and a stable personal life which can be quite tiring and lead to poor lifestyle .However, the findings of the interview prove that female participants do accomplish their roles in their jobs and at homes and break the stereotypical image about what is expected from females.

3.7.Synthesis of the main findings

This section summarizes the present work. It also discusses some implications of the investigation. Taking into consideration respondents' answers of the questionnaire and the interview, we seek to discuss the findings through the interpretation of the analyzed data in this section. Among the results the unique challenges that women face in male dominated occupations and that emerged from the interviews are that women have unique physical, work life balance needs that challenge, and their ability to function easily in a male dominated environment. However, after completing the interviews ,we found few similarities between females and males answers concerning some questions ,that are related directly to gender equality and how workers should be treated in the workplace.So, both participants of

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the

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questionnaires and interviews agreed on the importance of the fair treatment ,equal rights and preventing the gender discrimination either by employees or employers .

While the results differ ,when it comes to working at the same environment for both of females and males ,some views were with a unified environment (a workplace where both men and women work together)while others see that women and men should work in separated occupations for a better performance. Therefore, we noted that women have reliance on their femininity and integrated that into their work identity and these are some of the results :

I. The elements of women's resilience in male dominated occupations are:

1.Coping strategies and advantages

- a. Appreciation of feminine advantage
- b. Mentorship

2. Motivational aspects of the work

- a. Optimistic expectation of future career possibilities
- b. Recognition and success

3.Women's unique physical ,work identity and work life balance needs:

- a. Physical and health related difficulties women experience
- b. Negative work identity perceptions
- c. Work life balance

Also, the majority of women in male-dominated occupations tend to have high self efficacy and confidence, which may be attributed to the fact that women must be strong, courageous.

In addition, we noted that significant career success experiences were discovered, which motivated these women to stay in male-dominated occupations. The successes that women could refer to were sources of inspiration and assured them that it was worth their while to remain in these occupations.

3.8.Recommendations

The research that has been attempted for this dissertation through light on several subjects in which a future investigation would be of advantage.

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A number of topics are lacking when it comes to the literature review, whilst some of the related topics to our theme are not fully covered so upcoming research might for example investigate rather the professions dominated by females. The study has explored the perceptions about females working in male determined occupations by the use of the interviews and questionnaires instruments, still the level of unreliability can be overcome by the use of more or other research tools as well as adopting new research methods can be beneficial and worthy to take into consideration.

3.9. Suggestions for further research

Until women are represented equally across all fields, it is natural that they will feel pangs of anxiety as they settle into their careers. But rather than give up, acknowledge what went wrong, how it can be improved, and carry this into the future. So, as suggestions for future research in this area, this study could be replicated with women who work in other fields similarly dominated by men such as civil construction. Research into these segments, might provide valuable empirical findings on how women working in these specific work contexts attribute meaning to their work. Finally, one would strongly suggest that methodological perspectives of a quantitative nature also be used in any future studies on gender and workplace.

3.10. Limitations

In order to improve the study, this section provides complete transparent points about the research limitations for future researchers. The research sources and the limited amount of time could prevent us from tackling all the study aspects. The obstacles that appeared while doing interviews for example the need of approval to conduct the interviews which as in male dominated fields like security sectors (police sector), the concerned authorities were of no help about this concern. Besides, the data obtained for this research may not be generalized since we select a specific number of participants (80 participants and (6 female workers). So further research is required which can be done with more participants for more reliability.

3.11. Conclusion

As a conclusion, the present chapter aims at providing the readers with a brief presentation of the research methodology. Through the previous pages in this chapter, the sample chosen and the instruments of research handled to collect the needed data that are presented. The present study has employed a triangulation of research methods; hence, this chapter sheds an important light on quantitative and qualitative methods as they are integrated in this study. It also highlights the data analysis procedures and the interpretation of the results.

General Conclusion

General conclusion

General Conclusion

Women's choices, resources, and biases against them are affecting their career preferences. Many who do work in male-dominated careers face challenges of lack of support, voice, and acknowledgement of their balance between home life and their careers. The women, in turn, can create connections through affinity groups to gain support and collaboration. The aim of this dissertation is to investigate the social, personal, cultural, and economic aspects that impact women's career decisions in male-dominated careers.

The dissertation includes a theoretical part devoted to two chapters; the first one is dedicated to the general and basic interdisciplinary issues surrounding the topic of gender identity. It covers the descriptive and prescriptive aspects of gender stereotypes that are attributed to both women and men based on their gender. However, the second chapter aims to discuss the relationship between the terms gender and workplace. While the last chapter is devoted to the practical part and it includes the methodology and the analysis of the findings. This study employs a method that combines quantitative and qualitative approaches is used to explore and understand situations, perspectives, behaviours, experiences, and process in context-specific settings. However, the quantitative approach is used for the sake of gathering data about the different perceptions and attitudes towards them.

On the other hand, a questionnaire is distributed to a random sample of eighty (80) participants from all groups of the society. It aims to collect data that mainly concern the perceptions on females working in the so called male dominated fields .In addition, for the qualitative data, an interview, which is conducted in order to collect more information about , is directed to six (6) women, who work in male dominated careers. It aims to found out gender differences at the workplace. Hence, perceptions about females in the workplace, and the stereotypes about those females .Lastly promoting gender equality in the workplace

On the basis of the data obtained, it is found that those women, who choose to partake in a male-dominated career, may face a variety of challenges such as: lack of support, lower income, a perception of incompetence, mistreatment and unfairness in their role, and overall lack of voice. Two key challenges women face in predominately male careers are a lack of support from colleagues and a lack of equitable income.

General conclusion

So, one of the results of this research show that the majority of women in male-dominated occupations tend to have high self efficacy and confidence, which may be attributed to the fact that women must be strong and courageous. On reflection, we can say that despite all the challenges, women continue to enter and succeed in male dominated professions.

However, future studies are needed to replicate these findings in the workplace.

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Appendices

Appendices

Appendix 1

Dear participants,

You are kindly invited to fill out the following questionnaire that serves as a data collection tool for our Master's dissertation on “**perceptions about women working in male dominated fields**”. We will be thankful if you spare a moment to answer it. Your cooperation and contribution are highly appreciated and strongly needed to investigate our research topic.

Section One: Personal and professional Information

1. Gender Female Male
2. Occupation :.....

Section Two: Gender differences at the workplace

3. Who is more honest and hardworking at the workplace?
Males Females
4. Are women and men treated equally in the workplace?
Yes No
5. Do you think that women and men can equally achieve a career success?
Yes No

If no, why please?.....

Section Three: Perceptions about females in the workplace

6. Do you think that a working woman is less appreciated than a jobless woman?
Yes No
7. Do you think that the best occupation for any woman is a housewife?
Yes No
8. Do you believe that the working women are able to achieve work life balance?
Yes No

If no, why please?.....

Appendices

Section Four: Stereotypes about females working in the male domain

9. Do you think that women are able work at any domain?

Yes

No

10. Do you think that women and men can work in the same work environment?

Yes

No

If no, why please?.....

11. Do you think that women are less productive when working in male dominated fields?

Yes

No

12. Are women marginalized in the male dominated fields?

Yes

No

If yes, why please?.....

Section Five: Promoting Gender equality in the workplace

13. Do women encounter challenges when working in the male dominated fields?

Yes

No

Specify; please?.....

14. Can gender stereotypes affect women's performance at the workplace?

Yes

No

15. Is gender equality in the workplace important?

Yes

No

If yes, how can we promote gender equality in the workplace?

.....

Interview addressed to Algerian females working the stereotyped male domains

ملحق

استبيان عن التصورات حول النساء العاملات في المجالات المخصصة للرجال :

أعزائي المشاركون انتم مدعون لملئ هذا الاستبيان الموالي والذي هو أداة لجمع بيانات لمذكرة تخرج طور ماستر عن التصورات حول النساء العاملات بالمجالات المخصصة للرجال سنكون شاكرين لو تفضلتم بالقليل من وقتكم الخاص للاجابة عنهم كما نقدر تعاونكم ومساهمتم نظرا لأهميتها البالغة للاستقصاء عن موضوع بحثنا للعلم لا يوجد إجابة خاطئة أو صحيحة كل الإجابات مهمة وضرورية وستكون محفوظة وسرية

القسم الأول : المعلومات الشخصية

1. الجنس ذكر أنثى
2. السن.....سنة

القسم الثاني: الاختلافات بين الإناث والذكور في مكان العمل

3. من الأكثر أمانة و اجتهادا في مكان العمل ؟
- الإناث الذكور
4. هل كل من الإناث والذكور يعاملون بنفس الطريقة في مكان العمل؟
- لا نعم
5. برأيك هل كل من الإناث و الذكور متساوون في القدرة على تحقيق النجاح على المستوى المهني؟
- نعم لا
- لماذا؟.....

القسم الثالث : العمل التصورات حول الإناث في بيئة

6. هل مكانة النساء العاملات أقل تقديرا من النساء العاطلات عن العمل ؟
- نعم لا
- لماذا؟.....
7. هل تظن أن أفضل عمل للمرأة هو كونها ربة بيت؟
- نعم لا
- ادعم إجابتك من فضلك.....
8. هل المرأة العاملة قادرة على تحقيق التوازن على مستوى العمل والحياة الشخصية؟
- نعم لا

القسم الرابع: الصور النمطية عن النساء العاملات في مجالات الرجال

9. هل النساء قادرات على العمل بأي مجال مهني؟

لا نعم

10. هل تظن ان النساء والرجال قادرين على العمل في نفس المهنة وفي نفس الوقت؟

لا نعم

أرجوك ادعم إجابتك.....

11. هل تظن أن العمل في مجال مخصص للرجال بالدرجة الأولى يجعل النساء أقل إنتاجية؟

لا نعم

12. هل يوجد تهميش لفئة النساء العاملات بهذه المجالات؟

نعم لا

أرجوك ادعم إجابتك.....

القسم الخامس: تعزيز المساواة بين كل من الإناث والرجال في مكان العمل

13. هل تواجه النساء تحديات ومصاعب لاختيارهن مهنة موجهة للرجال؟

نعم لا

من فضلك حدد أكثر.....

14. هل للصور النمطية حول الإناث والذكور تأثير على أداء النساء في مكان العمل؟

نعم لا

15. هل المساواة بين الإناث والذكور مهمة في مجال العمل؟

لا نعم

إذا كانت الإجابة بنعم كيف يمكننا تعزيز هذه المساواة.....

*: هي المجالات التي تكون بها نسبة الذكور العاملين أكثر من الإناث المجالات المخصصة للرجال

* التصورات : أفكار معينة عن حدث ما

الصور النمطية : تعميم فكرة مسبقة مصادق عليها عن فئة معينة

شكرا لتعاونكم

Appendices

Appendix 2

Dear Participants,

We will be extremely grateful if you take part in this interview that is served as data collection tool pertaining to our Master's dissertation on 'perceptions about women working in male dominated fields'.. This interview aims to probe into the perceptions about Algerian women working in the so called male fields. Your collaboration is highly appreciated and your answers will be kept confidential.

1. Can you tell us about yourself, please?
2. How can you describe your work environment?
3. How did you become interested in this field?
4. Do you feel that you are treated unequally (marginalized) in this workplace? If yes, is that because of your sex?
5. Do you face challenges (barriers) in the workplace? Do these challenges have a negative impact on your job performance and personal life 'work life balance'?
6. What do you think of the public views, including your family members, towards your choice of this occupation?
7. If you have a chance, will you change your occupation? what would be the possible alternative job ?
8. Do you think that gender equality is important in the workplace? What can you suggest to promote it?

ملحق

الجمهورية الجزائرية الديمقراطية الشعبية
وزارة التعليم العالي والبحث العلمي
جامعة ابن خلدون تيارت
كلية الآداب واللغات الأجنبية
فرع اللغة الإنجليزية

مقابلات لفئة الإناث الجزائريات العاملات في المجالات المخصصة للرجال

عزيزاتي المشاركات

سنكون جد شاكرين، اذا كنتن جزء من هذه المقابلات والتي تهدف إلى جمع معطيات لمذكرة تخرج طور الماستر، والتي تدور حول التصورات عن الإناث العاملات بالهياطين المخصصة للرجال، الهدف من هذه المقابلة هو استقصاء التصورات حول النساء الجزائريات بمدينة تيارت، واللاتي تعملن في هذه المجالات.

نقدر تعاونكم، كما سنحرص على حفظ سرية هذه المعلومات.

الأسئلة:

- هل يمكنك التحدث عن نفسك من فضلك ؟
- كيف تصفين بيئة عملك ؟
- كيف كانت بداياتك في هذا المجال ؟
- هل تشعرين بأنك تعاملين بدون مساواة (مهمشة) في مكان عملك ؟
- إذا نعم، هل هذا ربما بسبب كونك أنثى ؟
- ما رأيك حول نظرة المجتمع من ضمنه أفراد عائلتك حول إختيارك لهذه المهنة ؟
- إذا أمكنك الإختيار، هل تختارين تغيير مهنتك ؟
- في حال الإجابة بنعم، ما هو العمل البديل المحتمل ؟
- هل تواجهين تحديات (معيقات) في مكان العمل، وهل لهذه التحديات أثر سلبي على أدائك المهني والحياة الشخصية ؟
- هل تظنين أن المساواة بين الجنسين مهمة في مكان العمل ؟
- ماذا يمكنك أن تقدمي كإقتراح لتعزير هذه المساواة ؟

جزاك الله خيرا...

Resumé

Le présent travail est d'enquêter auprès des femmes travaillant dans des domaines à prédominance masculine, ce qui est une question controversée dans la société Algérienne. Plus précisément, cette thèse vise à examiner les facteurs sociaux, personnels, culturels et économiques qui influencent les choix des femmes carrières dominées par les hommes. Il examine également les obstacles auxquels ils sont confrontés dans les professions qui devraient être réservées aux hommes. . Par conséquent, nous tentons de consacrer les deux premiers chapitres aux principaux concepts de l'étude, tandis que le dernier chapitre est délibérément conçu pour le cadre méthodologique et la discussion des résultats. . Pour ce faire, cette étude opte pour une méthode mixte quantitative et qualitative. Cette méthode combine une variété de techniques méthodologiques bien connues. Ainsi, le questionnaire est distribué à quatre-vingts (80) participants de la région de Tiaret, et des entretiens semi-structurés dirigés vers six (6) femmes, qui occupent des postes traditionnellement dominés par les hommes. Les résultats de cette recherche révèlent que les femmes a réussi à vaincre les barrières des domaines dominés par les hommes, malgré les perceptions et les difficultés de la société. Cette recherche se termine par des recommandations et des implications pour de futures recherches.

Mots clés : carrières dominées par les hommes (postes ou domaines) , perceptions

الملخص

يهدف العمل الموالي إلى التحقيق مع النساء العاملات في المجالات المخصصة للرجال، والتي تعتبر قضية مثيرة للجدل خاصة في المجتمع الجزائري. حيث تهدف الأطروحة إلى النظر في الأسباب الاجتماعية، الشخصية، الثقافية وحتى الإقتصادية منها، والتي تؤثر كلية على الاختيارات المهنية للنساء في الميادين المخصصة للرجال. كما تدرس المعوقات والتحديات التي يواجهنها في بيئة العمل، ومن هنا نهدف إلى تكريس كل من الفصلين الأول والثاني للتحدث حول المفاهيم الرئيسية المتعلقة بهذه الدراسة، بينما خصص الفصل الثالث والأخير من أجل الإطار المنهجي للبحث وللمناقشة النتائج المتحصل عليها، ولضمان سلاسة سير البحث تم انتهاج طريقتي البحث المنهجي النوعية والكمية، بما ان الطريقة تدمج مجموعة من تقنيات البحث المنهجي الأكثر استعمالا وذلك لتحديد أبرز هذه المعوقات في هذه المهن التي تعتبر حكرًا على العنصر الرجالي، حيث أنه تم توزيع استبيانات على عينة مكونة من ثمانين (80) مشترك من منطقة تيارت. وكذلك المقابلات التي وجهت إلى ستة (6) من النساء العاملات بمهن الرجال. وأظهرت نتائج البحث أن النساء استطعن النجاح وإزالة الحواجز في الميادين المخصصة للرجال، رغم تصورات المجتمع حولهن ورغم الصعوبات. في الأخير اختتمت الدراسة بتقديم مجموعة من التوصيات والتوجيهات للأبحاث القادمة.

الكلمات المفتاحية: الجنس ، المجال الذي يسيطر عليه الذكور ، التصورات ، الصور النمطية ، الثقافة.