

Women in male-dominated jobs...

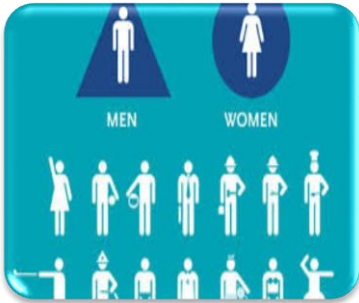
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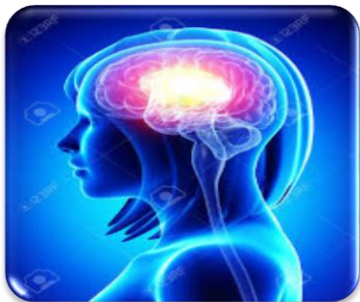
Three main reasons to justify the inequality of access to these jobs



Women would have a lower psychological investment in their work than men



Physical or psychological resistance to the arduous work would be unequal between men and women



Men and women would have personality traits, aptitudes or skills required for professional practice that would be cleaved



Social isolation,
incivility, disparaging
remarks, vulgarities,
excessive paternalism,
discredit of their skills and
performance



Explain the intention of current job maintenance ($N = 132$, $M = 34,35$, $ET = 8,05$)



- ❖ Social support (supervisor, colleagues and material support)
- ❖ Planning of work context: tools (15,6%) ; security equipment (22,2%); working time (23,8%); work clothing (43,8%); work environment as changing room or toilets (49%)
- ❖ Tactics of organizational socialization: by stages (59%) and with a referent person (74%)
- ❖ Self-efficacy (great mental strength)
- ❖ Capacity to assume the destabilization of ordinary representations of femininity: potential perception of gender identity conflict
- ❖ Job satisfaction (often lesser for women in non traditional jobs)
- ❖ Affective organizational commitment