

# An Emic Analysis of Glass Escalator in Women

Oriented Professions

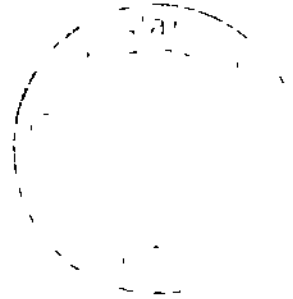


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1 Women's Studies



**INTERNATIONAL ISLAMIC UNIVERSITY, ISLAMABAD**

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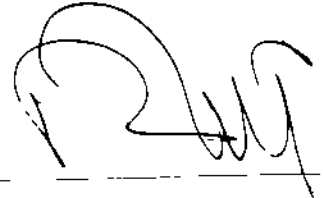
**DEPARTMENT OF SOCIOLOGY**

It is certified that thesis submitted by Ms Farah Saeed, Reg No 133/FSSMSSOC/S13 titled "An Emic Analysis of Glass Escalator in Women Oriented Professions" has been evaluated by the viva voce committee and found that thesis has sufficient material and meets the prescribed standard for the award of degree in MS in discipline of Sociology

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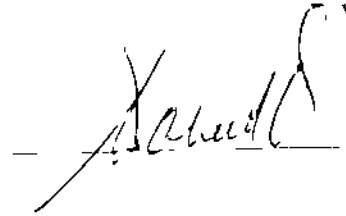
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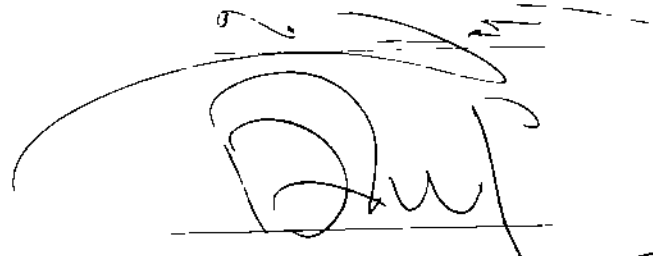
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**Dedicated to my Parents,  
Husband and  
My loving Daughter**

## **Abstract**

This study was conducted with the aim to explore the motivations of male entering female domains and the problems faced by males in these professions. The study also investigated difficulties met by females working in mix workplace culture due to entry of males from emic perspective. To meet the demands of the research, qualitative approach was used. Data was collected from respondents working in female domains residing in twin cities (Rawalpindi and Islamabad) of Pakistan. Fifteen in depth interviews were conducted face to face with those employees who were willing to share their detailed perspective. These respondents were selected through purposive sampling technique. Interview guideline was prepared and used to conduct in-depth interviews. The main findings of the study have highlighted that both males and females working in female domains face positive and negative affects due to entry of males in today's modern organizations. Males are getting advantages in pays increment and promotions due to their managerial and leadership qualities. Besides this they are also confronted with problems and facing stigmas from society. Likewise females are also coping with problems as males are gliding past them on the status ladder. Their entry is also creating conducive environment as a result of adopting western organization patterns.

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I tender my sincere apologies to all readers, intellectual personalities, teachers and researchers for the errors or inadequacies pertaining to my work For I deem that responsibility in this regard lie solely on me

**FARAH SAEED**



## Table of Contents

<b>Abstract</b>	IV
<b>Acknowledgements</b>	V
<b>Table of Contents</b>	VII
<b>List of Tables</b>	IX
<b>List of Figures</b>	X
<b>List of Abbreviation</b>	XI
<b>Chapter 1</b>	1
<b>Introduction</b>	1
<b>1.1 Statement of the Problem:</b>	6
<b>1.2 Research Objectives:</b>	6
<b>1.3 Research Questions</b>	6
<b>1.4 Limitations of the Study</b>	7
<b>Figure 1.5 Conceptual Framework of Study</b>	8
<b>2.1.1 Tokenism Theory</b>	9
<b>2.2.1. Comprehending the Lucidity behind Occupations know as Masculine or Feminine</b>	11
<b>2.3 Explaining the prodigy of Glass Escalator</b>	13
<b>2.4 Glass Escalator effect and Tokenism:</b>	14
<b>2.5 Reasons of individuals Joining Atypical Occupations</b>	16
<b>2.5.1 Nursing and Men</b>	22
<b>2.5.2 Males in other Female Domains</b>	24
<b>2.6 Men’s advantages in female-concentrated occupations</b>	25
<b>2.7 Challenges Faced by Men in Female-Dominated Professions</b>	27
<b>2.8 Mix Workplace Culture in Modern Organizations and Its Influence on Employee’s Gender Behavior:</b>	32
<b>2.9 Conclusion</b>	34
<b>Chapter 3</b>	35
<b>Research Methodology</b>	35
<b>3.1 Research Methodology</b>	35
<b>Figure 2 Research Methodology – A Snapshot</b>	37
<b>3.2 Qualitative Research Approach</b>	38
<b>3.3 Research Method</b>	38
<b>3.4 Research Instrument</b>	39
<b>3.5 Study Locale</b>	39
<b>3.6 Population:</b>	39

3.7	<b>Sampling Technique and Sample Size:</b>	39
3.8	<b>Coding</b>	40
3.9	<b>Thematic Analysis:</b>	40
	<b>Chapter 4</b>	41
	<b>Qualitative Analysis</b>	41
4.1	<b>Thematic analysis</b>	42
4.1.1	<b>Work Experiences of the Female Respondents at the Workplace</b>	42
4.1.2	<b>Male Respondent's Motivation behind Entering Women Oriented Professions</b>	46
4.1.3	<b>Relationship with Male/ Female Colleagues at Work</b>	48
4.1.4	<b>Challenges confronted by Males Professionals in Female Oriented Occupations.</b>	50
4.1.5	<b>Problems met by Females in due to the Entrance of Males in their Professions.</b>	52
4.1.6	<b>Opinion of Male Professionals about Perceptions their families and Outsiders have about their work in Women Domain.</b>	54
4.1.7	<b>Opinion of Respondents regarding perception of clients/customers and whose service they prefer:-</b>	57
4.1.8	<b>Respondent's opinion about perception of Higher Authorities regarding their work.</b>	60
4.1.9	<b>View of Male Respondents regarding switching to their own Domain i.e. Male Oriented Professions</b>	62
	<b>Chapter 5</b>	64
	<b>Discussion, Summary, Conclusion and Future</b>	64
	<b>Research Implications</b>	64
5.1	<b>Discussion</b>	64
5.2	<b>Summary</b>	68
5.3	<b>Conclusion</b>	70
5.4	<b>Future Research Implications</b>	71
	<b>References</b>	72
	<b>Appendix I</b>	88
	<b>Appendix II</b>	89
	<b>Appendix III</b>	90

## List of Tables

Table No.	Page No.
Table 4 1 Demographic Profile of the Respondents	41

## List of Figures

<b>Figure No.</b>		<b>Page No.</b>
Figure 1	Conceptual Framework of Study	8
Figure 2	Research Methodology – A Snapshot	37

## List of Abbreviation

AHA	American Hospital Association
AT&T	American Telephone and Telegraph
HRM	Human Resource Management
ICU	Intensive Care Unit
RNs	Registered Nurses

# Chapter 1

## Introduction

Sociologists have long been concerned with sex-segregated work, and with the encounters of males and females utilized in gender atypical jobs, occupations, and professions (Jacobs, 1989, Reskin, 1988, Williams, 1995, 1992). Explorations on females in men dominated occupations have discovered a "glass-ceiling" effect - a point beyond which females cannot ascend because of exclusion. Williams (1995) had not discovered this impact for males in women-oriented occupations. Rather, these males encountered a "glass escalator" that forced them up in their occupations.

Both concepts delved in a substantial amount of verifiable and current scholarship. Traditionally, Gamarnikow (1978) reflected the gendered segregation of work in nursing, as indicated by Theweleit (1987), past incidents demonstrated that females have occupied the nursing occupation, with a small number of males attempting to discover their places. Current scholarship has nonetheless deliberated in the principle, the assumed comparative benefits confronted by males working in women-commanded occupations. Many scholarships are expressing insightful situations on different parts of this prodigy like Callah, 2004, Armor, 2003, Hultin, 2003, Maume, 1999, and Williams, 1995.

Belief systems and discourses on gender and sex have a pivotal share to play in advancing in addition to supporting the gendered segregation of work and the societal meaning of undertakings as males' labor or females' labor. Morgan (1992) recommends, philosophy of job is fundamental to machismo personalities, also organizations occur as real locales aimed at the development besides reproduction of being masculine or macho. This has outcomes in place of those males and females

who have gone through sexual orientation, a consistent space. In addition to who along these lines challenge expectedly apprehended suppositions and attitudes regarding men and women job Bradley (1993) proposes, it might be less demanding for females to drive into men's employments than the other way around

Research has set males at the mid of the investigation by concentrating on the changing aspects of manliness (Connell, 2000, Collinson & Hearn, 1994, Kerfoot & Knights, 1993) in addition to on organizations as critical arena in place of the meanings of manliness also for portrayals of "machismo" as well as "marismo" labor. These portrayals convey powerful consequences for employees of uncustomary ranks wherever denotations of manliness besides womanliness are uncertain', exceptionally evident and defenseless against challenge (Morgan, 1992). Researchers have likewise demonstrated that there are examples of mobility by males into women-dominated jobs. For instance, Bradley (1993) and Morgan (1992) have attracted regard for the diverse situations where males move into women-concerted jobs as 'tokens', or as a major aspect of a "penetration" and "invasions" and to the distinctive impacts that these procedures have. On the other hand, a very little is understood concerning why males join women-oriented jobs.

Previous research on gender and workplace had conventionally expected males and maleness to be situated as the normative pattern event beside which dissimilarities (i.e. females) have been explored (Collinson & Hearn, 1994). Disparagements of this notion to entirely had directed to the development of various theoretic and abstract contexts (Hearn, 1994, Barrett, 1996, Kerfoot & Knights, 1993, Connell, 1995). Likewise, one emergence regarding the underlying forces of 'hegemonic masculinity', for instance the socially dignified way of maleness that assurances the leading place of males (Connell, 2000). Further constructions of maleness, in addition to these, are

frequently situated in, proceeded out, and conveyed inside the framework of employments and organizations (Morgan, 1992) so, a meaning of how maleness are practiced and fabricated can practically initiate within this perspective Alvesson & Billing, (1997), argue that regardless as later women's activist work they proposed that sexual oriented associations have numerous dimensions besides practiced contrastingly inside of specific dynamic frameworks

Sociologist Kimmel (2004) in his pioneering work "The Gendered Society" highlights that females confront the dual obstacles of the "glass ceiling and the sticky floor", which consolidate to retain them trapped at the base (Sticky floor) and impotent to achieve the top (glass ceiling) This sticky floor hang onto females stuck in low income places by fewer opportunities for vertically up movement in designations This discriminatory constraint comprises of those simulated obstacles grounded on the biasness of attitude and organizations that inhibit competent people from moving ahead inside into management jobs The unfair situation retains females from upward mobility similarly as males and the biased based impediment's effects are duplicated when race is taken into the comparison

Williams (1990) who presented the prodigy of "Glass Escalator" investigated males' involvement in four women-oriented occupations that are nursing, educators, librarians and social workers, inferred that men practiced progressive segregation. particularly, they were invited into the working environment, got higher wages, and were promoted up in the hierarchy, in the administrative positions, more regularly and much quicker than women They were over symbolized in the higher orders

The effects of glass ceiling and the glass escalator are twin concepts commonly used to describe the obstacles women encounter in male-dominated work and the structurally advantaged position of males who do "females labor (Williams, 1995) These escalators



proceed under symbolized males on a rising versatile inner career way at a pace that their women associates can scarcely enjoy (Hultin, 2003) In the same manner, Maume (1999) took noticed of that inside of female-overwhelmed organizations, men quiet have the benefits in administration and they appear to slug up the glass escalator It creates the impression that females are the ones who appears to bear constrained opportunities for progression even in women-oriented professions

As indicated by Williams (1992), numerous males in women-commanded professions account that their marginal position is leeway in contracting and advancing circumstances Maume (1999) takes note of that inside of women-overwhelmed associations, men yet have the point of preference in administration besides they appear to projectile up the glass escalator Males who work in ordinarily "feminine" professions have considerably preferable inner advancement likelihoods over just as competent women in such jobs (White, 1995) It gives the idea that females appear to be those who encounter restricted open door for headway even in women-sort professions Numerous males have the capacity to go around the deterrents to inward vocation development in such situations This result is good with the thought that a purported glass elevator receipts understated males on a highly versatile inner career way at a pace that their women associates can barely appreciate Men medical caretakers frequently rise the chain of command more rapidly than women partners (Bradley, 1993)

However, males and females have parallel interior career probabilities in men's-commanded jobs, the males' progress Specifically, females in designing and hands on jobs experience sex based labels regarding their fitness that destabilize their jobs' presentation (Martin 1980, Epstein, 1988) As indicated by Zimmer (1988), unconventional professions gather focal points to men Males are provided particular

handling in employing and advancement choices, they have a more elevated amount acknowledgment in the occupation, and are all around coordinated in the working environment society. Then again, the few studies that have measured males' consideration in sexual unusual jobs recommend that males might not go up against detachment or predisposition when they join fantastically women jobs. Impacts of sexism can surpass the tokenism when males join atypical jobs (Zimmer, 1988, Martin, 1988)

### **1.1 Statement of the Problem:**

Non-traditional occupations accrue advantages to males (Zimmer, 1988) Likewise, numerous researchers have highlighted that Pakistan is a sexually separated society (Lyon, 2002, Saher, 2010) Contrary to this, today's modern organizations are adopting western philosophy of gender egalitarianism (mix workplace culture is being promoted) I intend to evaluate reasons of male entering female domains, problems faced by males in these professions, also difficulties met by females working in mix workplace culture due to entry of males from emic perspective

### **1.2 Research Objectives:**

- 1 To investigate the motivations behind men's choice of entering female dominant professions
- 2 To explore the difficulties met by females due to the male counterparts in their professions
- 3 To study the effect of gender egalitarian work environment in re-molding gender placement of employees
- 4 To study the alteration in male-female communication and association strategies as the resultant of mix workplace culture
- 5 To identify the appropriate solution for the problems met by females

### **1.3 Research Questions**

- 1 What are the inspirations and desires of men in atypical professions?
- 2 What are the difficulties confronted by females due to the male counterparts in their professions?
- 3 How token status of men affects them at workplace?

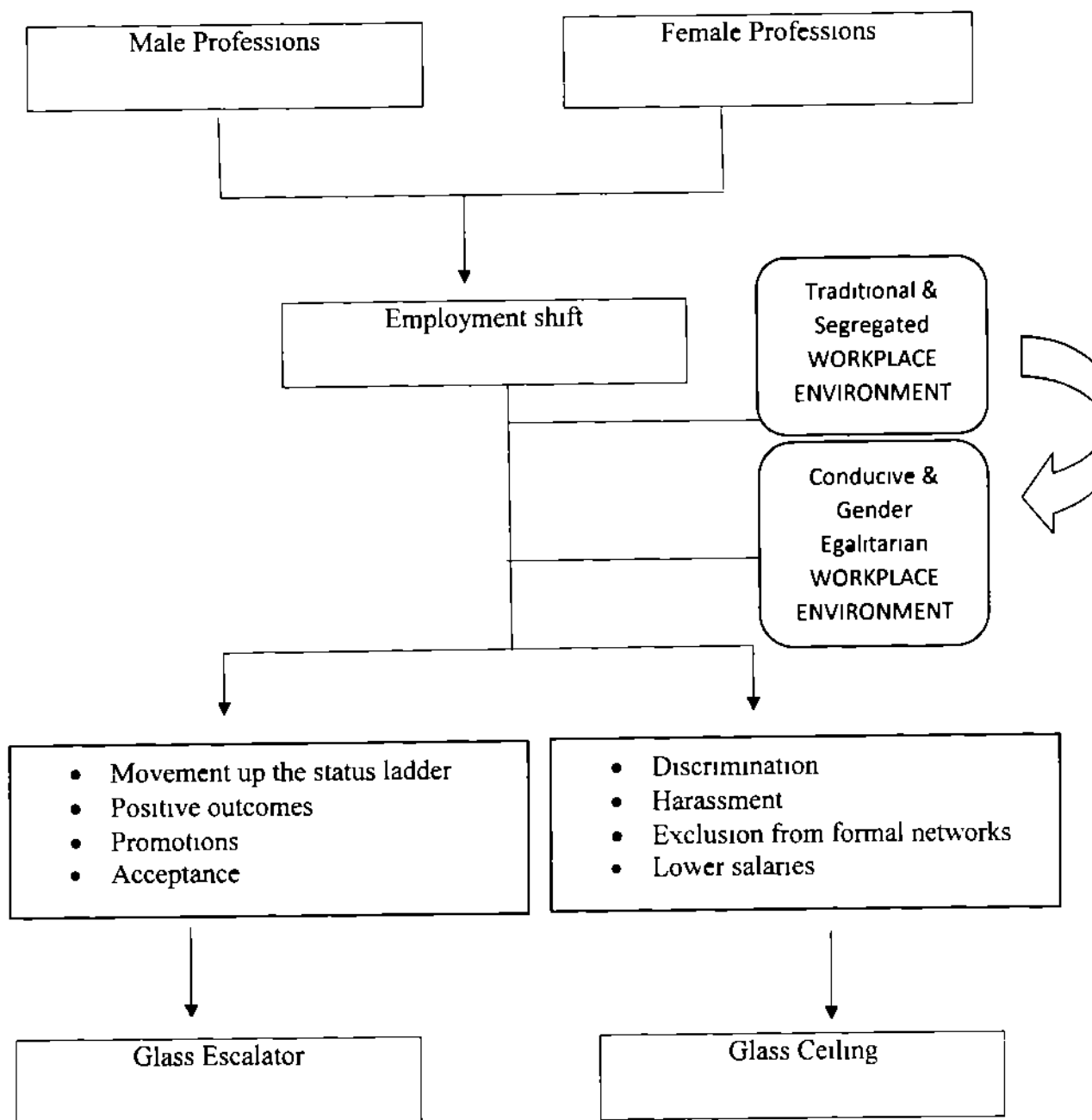
- 4 Do males face difficulties in female professions from their colleagues or outside?
- 5 To what extent experience of mix work environment culture is affecting the gender orientation conduct of employees?

#### **1.4 Limitations of the Study**

The current study has a few constraints as

- 1 Firstly, just service sector firms were captured in the present study, whereas it disregards people in public division
- 2 Secondly, just those service sector organizations were chosen which were situated in Rawalpindi and Islamabad
- 3 Thirdly, a percentage of the items of scales were not fitting in setting of service sector workers. In this way, the outcome cannot be summed up to the entire service sector of Pakistan and different nations too
- 4 Fourthly, only those people were chosen for interviews that were willing for interviews

**Figure 1.5 Conceptual Framework of Study**



## Chapter 2

### Theoretical Framework & Literature Review

#### 2.1. Theoretical Framework

A hypothetical arrangement is a gathering of interconnected ideas, similar to a hypothesis yet not as a matter of course worked-out. A hypothetical system manages the examination, figuring out what things will be measured, and what factual connections are being searched for (Boote & Beile, 2005). In the current study, I used the theory of Kanter (1977) that was "Theory of Tokenism" to explain the statuses of both males and females in non-traditional careers.

##### 2.1.1 Tokenism Theory

Extensive work has been composed on the troubles females face when they go through into adequately men ruled zones of occupation. Initial scholarship on "token" females focuses to frameworks of inclination in addition to disengagement whereby men, who are dominant, control the norms of group and by different techniques minimizes, and keeps up a key separation from the minority of females (Kanter's, 1977).

Specifically, tokens practice three methods that are disadvantageous to their encounters inside of the organization and to their occupations. Great *visibility* makes expanded carrying out burden, *polarization* happens as differentiations between the mind-boggling social event and tokens are misrepresented prompting division and detachment, at last *assimilation* implies that public is prepared to accept labeled roles connected per their group (mother, domesticated) obliging conduct to suite the role trap'. As (Simpson, 2000) propose in a comparable attitude that gender overview

unevenness upraises profession snags, bounds occupation development and makes an adversarial work atmosphere for the marginal females. Harassment of females (sexually), in case, is observed both dominated and powerful in men's professions (Collinson & Collinson, 1996)

Despite the fact that "token" womenfolk could be greatly distressed by their marginal position, progressive livelihood results may pull together for "token" menfolk. Fløge and Merrill (1989) demonstrates that males employed in atypical jobs are being benefited by token position by the presumption of advanced skills and leadership, besides being joined by additional professional attitude to job. Male supervisors every now and again rise the dynamic framework swiftly than woman accomplices (Bradley, 1993)

Males accordingly have a tendency to consume ranks of force and are remunerated for their distinction as of females as far as advanced salary and different advantages are concerned (Williams, 1993). Whereas passionate work, for instance, mentoring, nursing and social work may perhaps request for extraordinary limits which just females are reflected to have (Hochschild, 1983). According to Heikes, 1992 this can be problematic for males who raise question about their wellness and suitability on the off chance that they state a customary manliness but then who welcome difficulties to their sexuality and manliness on the off chance that they embrace a more female approach. In elementary school educating, for instance, males are facing double edge problems: their assumed manly hobbies in game and mannish closeness contributes to early employing point of interest yet these features can keep them away from feminine supervisors (Williams, 1993). These trials increase problems around how menfolk's oblige the cultured method for their effort with the demands of hegemonic manly sexual orientation system. As Lupton (2000) discovered, menfolk

employed in feminine jobs are afraid of feminization and labeling. One answer could be to reproduce the occupation with a specific end goal to reduce its feminine affiliations. Menfolk might take an interest in compensatory gendered practices keeping in mind the end goal to "reestablish" an overwhelming situation (Alvesson, 1998). One approach could be to highlight masculine and minimize the feminine parts of livelihood (Williams, 1993). These systems propose a load for men folk in uncommon roles among the "female" fields for occupation in addition to overpowering discussion about manliness.

## **2.2 Literature Review**

A review of literature is an account of scholarships established in the writing identified with your chosen region. It gives hypothetical premise for the exploration and decides the way of your own examination. The analyst chooses a set number of scholarships that are vital to his/her zone instead of attempting to gather countless that are not as firmly joined with subject region (Boote & Beile, 2005).

In this part of the Chapter, I intended to sum up all the literature relevant to the study in hand that is on the phenomenon of glass escalator. Themes were developed on different issues for reviewing literature effectively.

### **2.2.1. Comprehending the Lucidity behind Occupations know as Masculine or Feminine**

Research has set males at the focal point of the investigation by concentrating on the dynamics of manliness and on firms as central grounds for the meanings of manliness and for portrayals of "male" and "female" work (Collinson & Hearn, 1994). These portrayals convey solid ramifications for occupants of unconventional ranks where



definitions of manliness and womanliness are uncertain', exceedingly obvious and powerless against test (Morgan, 1992)

Specialists have likewise demonstrated that there are examples of development by males into women-dominated professions. For instance, Bradley (1993) and Morgan (1992) have attracted regard for the diverse circumstances in which males have gone through into women dominated jobs as 'tokens', or as a major aspect of a "penetration" and "conquest" and to the distinctive impacts that these procedures have. Nevertheless, substantially less is thought regarding why males join women-dominated professions.

Collinson & Hearn (1994) illustrated that primary scholarships on gender and firms have customarily accepted males and machismo to be the regularizing typical argument contrary to which contrast (females) has been restrained. Reactions of this case to all-inclusiveness have prompted the rise of various hypothetical and theoretical structures (Kerfoot & Knights, 1993, Hearn, 1994, Connell, 1995, Barrett, 1996). This type of advancement apprehends the progress of 'hegemonic manliness', characterized by Connell (2000) as the socially lifted up type of manliness that ensures the prevailing place of males. These developments of manliness along others are frequently situated in, carried on, and arranged inside of the setting of job and associations (Morgan, 1992) subsequently a comprehension of in what way machismos are practiced and built can conveniently start inside of this connection. Rather, in the same manner as later women's activist work (Alvesson, 1998), they propose that sexual orientation relations are multi-dimensional also practiced in various ways inside of particular hierarchical settings. Manliness is consequently prone to be inside partitioned, vague and frequently opposing (Alvesson, 1998, Connell, 2000, Kerfoot & Knights, 1998, Collinson & Hearn, 1994).

Belief systems in addition to dialogues of sex have a pivotal part in supporting the gendered segregation of work and the societal meaning of undertakings as males' job or females' job. Ideas of job are fundamental to many personalities also associations exist in place of real destinations for the development and remaking of 'what it intends to be a male' (Morgan, 1992). This has outcomes on behalf of males and females who have gone through non-traditional regions of gender and who along these lines challenge routinely held mentalities and presumptions regarding men and women job. Bradley (1993) recommends, it might be less demanding for females to move into male occupations than the other way around. 'Compromised feminineness' is yet a conceivable women's character, including as it does ranks improvement and prospective increments in salary. Through complexity, the male who join the females' domain of job annoys the sexual orientation presumptions connected in that job consequently one is not perceived as a "real" male (Williams, 1993).

### **2.3 Explaining the prodigy of Glass Escalator**

There has been a generally late development in educational enthusiasm for male who do job in women-dominated professions (Segal, 1962, Pringle, 1993, Kvande, 1998, Isaacs & Poole, 1996, Carmichael, 1992, Galbraith, 1991). These researches have given a decent comprehension of males' involvement in such professions.

Sociologists have long been worried with sex-isolated work, and with the encounters of males and females utilized in atypical employments, occupations, and professions (Williams, 1995, 1992, Reskin & Roos, 1990, Jacobs, 1989, Reskin, 1988). The glass ceiling and the glass escalator are twin ideas ordinarily used to portray the restraints women experience in male-commanded work and the fundamentally advantaged position of men who do "women's work".

Both ideas were valued to an important degree in historical and current research. Gamarnikow (1978) deliberated the gendered segregation of work in nursing. Women have commanded the nursing occupation, with not very many males attempting to discover their feet (Theweleit, 1987). Summers (1988) investigated the role of British females as army medical caretakers. Modern exploration has nevertheless, thought in the fundamental, the assumed comparative preferences confronted by males working in women-ruled fields.

Williams inspected males' involvement in four women-commanded jobs (nursing, grade teachers, librarians, and social workers) and found that males practiced encouraging segregation. In particular, they were invited into the work environment, got higher pay rates and were advanced up the step, in the administrative positions, more as often as possible and much quicker than their women partners, and not just. They were over symbolized in the higher progressions. Elevator takes over symbolized males on a highly versatile inner career manner at a pace that their women associates can barely appreciate (Hultin, 2003).

In the light of above discussion, it can be said that glass escalator is either a phenomenon that is positively or negatively affecting both men and women. Then again, in spite of the fact, that Williams' scholarships recommend that males appear to be forced rising, getting advanced in these occupations, there is no accessible writing on the Pakistani circumstance. Thus, it is hard to say whether obvious favorable circumstances happen for men over their woman partners.

#### **2.4 Glass Escalator effect and Tokenism:**

Males and females are progressively moving into sex atypical arrays (Hakim, 2000), keeping in mind there is broad literature on token female (Simpson, 2000, Kanter,

1977, Ely, 1994), there is generally few researches on males who do what would be viewed as feminine job (Heikes, 1992, Lupton, 2000, Williams, 1993)

Kanter (1977), in prominent work, "*Men and Women of the Corporation*", was the first to argue that tokenism heightens the boundaries between groups as opposed to eliminating them. This is done by highlighting difference, namely the contrast between the majority and the token.

Kimmel (2004) in his spearheading work "*The Gendered Society*" focuses out that females confront the dual hindrances of the glass ceiling and the sticky floor which consolidate to retain them fixed at the base (Sticky floor) and not able to achieve the top (glass ceiling). This tacky floor preserves females caught in less pay places with less chance for upside versatility. The glass ceiling comprises of those manufactured obstructions, in light of attitudinal or hierarchical inclination, that keep competent people from progressing up inside of their association into administrative ranks. The unfair limitation preserves females from being advanced just as with males and the glass ceiling impacts are duplicated when ethnicity or race is brought into the comparison.

Then again, studies uncover that males do not stand up to the discriminatory constraint or the sticky Floor (Kimmel, 2004). Once they join woman commanded occupations, however, rather they encounter encouraging segregation (Hultin, 2003). They drive up on the glass escalator (William, 1992).

In other words, they are re-socialized in their new working environment empowered, upheld, apprehended, replicated, and advanced up the ladder much speedier than their women partners (Kimmel, 2004). In mutual situations, females and males practice tokenism, nevertheless, their encounters as tokens are very diverse.

Kimmel (2004) showed that research uncovers strikingly distinctive practices when females are tokens in men's overwhelmed working environments and males are tokens in dominantly feminine work environments. Tokens are persons who are employed or recognized into a union, an organization, or a corporation for the reason that of their marginal position, such as gender, race, color, physical disability, and so on. Tokens are generally females, from ethnic subgroups, the matured or people with unique desires who are frequently regarded as images or delegates of a minimal social gathering to which they belong. The focus here is on differences an analytical category. Unavoidably this emphasis on contrast, rather than admiration for differences, replicates variations in the place of work, social labels, and the sexual mandate (Kamberidou, 2008 a)

Token females, for instance, can be extremely hindered by their marginal position via undesirable labeling (Kanter, 1977) while uncertainties of man professionalism and administrative energy regularly mean constructive professional results accumulating for males (Floge & Merrill, 1989)

## **2.5 Reasons of individuals Joining Atypical Occupations**

Research on females in men-ruled occupations has discovered a "glass ceiling", a point beyond which females cannot ascend because of segregation. Williams (1995) did not discover this impact for males in women-commanded occupations. Rather, these males encountered a "glass escalator" that pressed them uphill in their occupations. Social workers, school educators, librarians, man nurses, etc. have the capacity to jump a 'glass escalator' up inward occupation hierarchy to a degree and at a pace that their woman collaborators can barely rise (Williams, 1993)

As indicated by Williams (1992), numerous males in women-overwhelmed professions show that their marginal position is preferable in recruitment, hiring and

advancing environments Inside of women-overwhelmed firms, males yet have the point of preference in administration and appear to jump over the glass escalator (Maume, 1999) Males who do job in regularly "women" professions have considerably "improved inner promotional opportunities over just as competent females in such professions (White, 1995) It creates the impression that females appear to be those who encounter restricted chances for promotion even in feminine professions Numerous males have the capacity to dodge the deterrents to inner profession development in such situations This outcome is well matched with the notion that a purported glass elevator takes low representation of males on a higher versatile inner career way at a pace that their women associates can scarcely appreciate Men medical caretakers regularly rise the progressive system more rapidly than women partners (Bradley, 1993)

Besides, the outcomes demonstrate that however males and females have risen to inward profession opportunities in men-overwhelmed jobs, the males advance (Epstein, 1988) Specifically, in blue-collar professions and in engineering, females face sexual stereotypes about their ability that challenge their work execution (Martin, 1980)

According to Zimmer (1988), non-traditional occupations accrue advantages to males Males are provided special conduct in employing and advancement choices, they have a larger amount acknowledgment in the occupation, and are very much coordinated within workplace environment Notwithstanding, very little scholarships that have considered men's involvement in sexual orientation different professions recommend that males might not confront difference or preference when they coordinate prevalently feminine jobs Martin (1988) and Zimmer (1988) both clash about the

impacts of sexism may exceed the impacts of tokenism when men join unconventional professions

Different theories, working on cultural, intellectual, and social components, have developed to clarify job-related desires. For instance, Farmer (1995) places three intelligent impacts: background (capabilities, sex), personal/psychological (previous practices, beliefs, attitudes) and cultural (mass media, peer pressure, norms effects). With an attention on mental variables, Holland (1966) has emphasized the significance of "suitable" among person's identity and occupation decision.

This supposed 'trait theory' depends on the presumption that every individual is described by a one of a kind example of abilities and possibilities (attributes) that can be associated with prerequisites of particular employments (Zaccaria, 1970). The closer the identical among the attributes and prerequisites, the more prominent is the probability for employment contentment, achievement, and efficiency (Klein & Weiner, 1977). This proposes the decision of profession is liable to be a statement of identity and that individuals from professional groups are prone to have comparable identity qualities. Medical staff has been observed to be explanatory, non-customary, and reflective with compact generous inspirations (Antony, 1998).

Taking after Holland's model, yet with a stress on the shared instead of the individual's self, limitation and negotiation theory, views of and inclinations for sexual roles as fundamental to professional desires (Gottfredson & Lapan, 1997). Limitation happens as youngsters diminish professions as being contrary with their evolving self-ideas though negotiation exists as they kill their favored decisions through impression of distance (low prestige, mistaken gender-type). The hypothesis proposes that sex, as a central component of somebody's shared identity, is the initial

part of self-idea beside which youngsters judge the attractive quality of distinctive professions and that sex is the part of personality that youngsters, especially young men, are slightest enthusiastic to damage when settling on professional selections

In this manner, as with attribute speculations, limitation and trade off hypothesis stresses that occupational decisions replicate endeavors to execute favored self-ideas and that fulfillment with profession's decision relies upon in what way that decision suits or appropriate that idea

Further assumptions that concentrate on the connotation of sex, stress the impact of generally approved sexual roles (Eagly, 1987) As of this point of view, males decide to join man commanded professions as of sexual oriented socialization forms (Wigfield, *et al.*, 2000) This type of research as needs be proposes sex oriented variations in the selection of profession and desires

Different scholarships concentrate on probable sexual likenesses and propose that females' work desires are turning out to be more like males' (Shu & Marini, 1998) For instance, males and females who considered themselves having a plenitude of masculine qualities will probably seek to top administration ranks than the individuals who considered themselves having feminine attributes demonstrating identity and self-concept were critical elements in job selection and motivation instead of sex On the other hand, though a few females might be adjusting to man examples This does not clarify the little but rather increasing number of males who pick feminine roles and feminine occupations The more restricted and narrow literature around there recommends a few variables within males' choice to join unconventional professions

Taking a glumpse at the progress of route into woman commanded professions. Williams and Villemez (1993) separated among three general gatherings of males



explorers who effectively looked for feminine overwhelmed employments, discoverers who were searching for different sorts of job however who entered in a uncustomary profession, and leavers who were in "feminine" employments and left them. The classification along these lines separates among explorers who effectively looked for this sort of employment and discoverers who did not.

Most of the males come into the classification of discoverer. They join feminine ruled professions just about as a matter of course in that they were not effectively looking for that section nevertheless essentially 'fell into it', through accessibility of accommodation (Williams & Villemez, 1993). This proposes there are diagnostically critical refinements between males as far as the elements of their entrance furthermore increase the likelihood that these contemplations might affect ensuing desires. A few motives have been advanced for males' decision of non-customary professions. The passion for standards of self-righteousness not accessible in masculine gendered oriented occupations, more prominent chances for advancement and rising portability and association with the other gender are elements (Hayes, 1986). In addition, Chusmir (1992) proposes a collaboration of individual impacts (foundation, dispositions, and qualities, natural desires), family affects (mentalities headed for familial roles, associations with kids, matrimonial position), and social impacts (sexually oriented roles, values) on males' atypical profession desire. Scholarships help the notability of few of these variables. Regarding mentalities and norms, males in unconventional jobs are more expected than females to get leadership desires (Williams, 1993). Moreover, they are additionally more inclined to decide to add emotional and affecting sphere of their existence (Schann, 1983, Galbraith, 1992). Selflessness and work contentment, as opposed to external rewards, have been observed to be the primary rousing element for man nurses (Smith, 1993, Bartlett, *et*

*al.*, 1999) Further individual effects might be age, gender orientation, and past work performance Galbraith (1992) and Chusmir (1992), for instance, discovered that males in atypical professions had a tendency to be more established than woman partners had, will probably be married, and had regularly examined different jobs Despite the fact that they were more expected than males in conventional professions to become homosexual (Chung & Harmon, 1994) Concentrating on the significance of family qualities, elements like conducts to youngsters and parental profession are vital as influencing on males' unconventional profession decision (Gutek & Larwood, 1987)

In like manner, some ambiguity is to be expected among sexual orientation personalities and job-related labeling Role strain theory recommends that stress of roles and clashes possibly will turn about as a restriction to males desiring to join nonconforming professions (Kanter, 1977) On the other hand, Chusmir (1992) focuses that males in such employments have a tendency to be less macho nature than males in customary professions They might likewise strive to de-stress their manliness (Villeneuve, 1994) besides along these lines be very satisfactory with their sexual orientation role conduct

Likewise, they may not practice clash with their sexual different employment This is compatible by Kuecker (1986) who discovered that man medical caretakers showed a larger number of favorable circumstances than detriments of their marginal place Similarly, man attendants decrease possible sexual role clash by picking strong point (emotional well-being, mishap and crisis) that are not as much of feminine nature (Squires, 1995)

Three components of the overhead scholarships are essential as far as understanding the motivations of males in unconventional professions. First, an understanding of the flow of careers' passage can highlight on resulting desires and objectives (Williams & Villemez, 1993). In addition, career direction (what is more, accentuation on external vs internal rewards) has been appeared to impact profession goals (Powell, 2002) and some variety in profession introduction of males in unconventional professions has risen up out of the job here (Smith, 1993, Bartlett, *et al.*, 1999). It is in this way critical to consider that in what way, profession introductions for males in non-customary professions may vary and effects on motivations and objectives.

Thirdly, sex is a part of self that is to the minimum extent liable to be damaged in settling on a profession decision and provided the imaginable incoherence among sexual orientation character and word related labelling for males in feminine employments. At that point, possibility for role stress might affect choices inside of a word related connection (decision of word related specializations, administration motivations, leaving choices) (Gottfredson, 1981). A comprehension of the type and importance of role stress is hence imperative in making understanding on motivations and objectives of males in "feminine" roles.

### **2.5.1 Nursing and Men**

Nursing is exceptional in that within the nineteenth century it turned into a feminist profession, taking after what Theweleit (1987) defines as 'another feminine attack on restorative and nurturing job'.

Already, for quite a long time, males were at the front line of the concerned labor. It was just in the middle of nineteenth century that this profession was viewed as a female profession as an aftereffect of the scholarship of Nightingale. Indeed,

Nightingale is qualified as the originator of the Nursing occupation as we probably are aware of it these days (The World Book Encyclopedia, 2001) The movement commencing manliness to womanliness happened in the nursing occupation from this period onwards Prior to this, females did minimal more than maternity care Within last century, males progressively discovered their path over in nursing Gamarnikow (1978) in this regard points out that advanced nursing can be followed to the times of Nightingale, who elevated the thought that to be a 'decent medical attendant' was likewise to be a decent female Theweleit (1987) portrays this perfect vision of the female attendant as the 'white medical caretaker', an unadulterated 'minding mother figure, who rises above sexiness'

It may appear from distance that male medical attendants are an arithmetical section, yet experimental scholarships propose that they do not drop any of their organized masculine benefit that accompanies taking part in waged work For example, Callah (2004) refers to Williams, who analyzed males' involvement in four women-ruled occupations that are nursing, teachers, bookkeepers and social specialists and discovered that predominant pay and benefits of men medical attendants, primary teachers, custodians, and social specialists and called this as the "Glass Escalator", to balance this prodigy with the 'glass ceiling

As indicated by Callah (2004), the word 'glass escalator' has arisen to allude to a small marginal in jobs intensely women-ruled These individuals are gradually altering the substance of their jobs The convergence of males into mounting so as to nurse is focused to some degree idleness circumstances More men representatives are presently eager to consider new professions, yet in jobs that have long been viewed as females work What's more, cutbacks likewise make specialists anxious to move into women-commanded commercial ventures, for example, youngster care and nursing,

where work deficiencies offer more employer stability. In the meantime, healing centers are dispatching staffing drives, with a focus on drawing in male medical attendants because of the way that doctor's facilities wind up confronting both prompt and long haul deficiencies of work force, including medical caretakers (American Hospital Association, 2001). As an aftereffect of the previous variables referred to, there is an exceptionally clear move going ahead into what has generally been a women-overwhelmed range. The alteration is little yet noteworthy, vocation specialists and financial analysts say.

### **2.5.2 Males in other Female Domains**

Another examination by the New York Times today demonstrates that majority of males are joining women-overwhelmed jobs like nursing and instructors, with an end goal to accomplish work steadiness, monetary safety and more opportunity for family life. This vocation movement has represented one third of males' aggregate occupation development from 2000 to 2010. Notwithstanding, as per Williams (1992) where it is useful for males and conceivably useful for families, it is more entangled for the females in these jobs. Presently, they essentially battle with yet another headway hindrance, the "glass escalator." Whereas females jump the pacing stool in women-commanded jobs, their men companions skim past them on an undetectable lift, moving direct at the high rank.

In further women-ruled occupations, it had likewise been noticed that there are more men legitimate partners, as well. Males had 15.3% of the occupations in 2000 yet almost 18% in 2002 in the US. Men phone administrators have hopped from 9.4% to 14.2%. There have additionally been expansions in men's information passage assistants, bank employees, housekeepers, dressmakers and early-adolescence instructors. Armor (2003) showed that the quantity of males in personal family unit

work, doing tasks, for example, launderers, servants, cooks and home tyke consideration, has likewise moved from 3.8% in 1983 to 5.3% in 2002. Males in armed nursing inferred that the possibilities of possessing males group of enlisted registered nurses is more than five times as prone to happen in the army. He described that in the US Army 35.5% of the medical caretakers are males (Boivin, 2002).

Men medical attendants are infrequently favored in clinics since, exactly or mistakenly, they possess more physical energy, and thus have little inconvenience patients' taking care, lifting them up, moving them, and so on. Williams (2006) illustrated that male medical attendants see that their women partners naturally anticipate that they will manage raucous or substantial patients. In any case, do males get their appropriate recompense when they join the nursing occupation? This does not appear to be the situation. As indicated by the Women's Bureau, Department of Labor, US (1997) referred by Jackson (2001), females possess 75 percent of every single administrative place in drug and the medicinal services framework. Just about 13% of understudies selected in nursing college of US were males in the year of 2000 (Grant & Williams, 2006). They likewise evaluated that in 2006, males would make up roughly 5.4% of the 2.2 million attendants in the US.

## **2.6 Men's advantages in female-concentrated occupations**

As indicated by an exploration by Lupton (2003), there is significant confirmation that males who join female-dominated jobs advantage from their marginal position (Gutek & Cohen, 1992). Three fundamental (interwoven) prodigies had been distinguished. Firstly, males advance more rapidly than females to high-ranking places — show jumping the 'glass escalator' (Kvande, 1998). The impacts of this procedure are obvious in the upward separation that perceives a upper extent of males in the more elite classes of women-dominated jobs than in these professions all in all,

for instance in elementary school education show 14 percent males of all educators, however 41 percent of head instructors (Department for Education and Skills, 2001)

There is confirmation that males keep away from separation by differing gender bosses (Williams, 1995), are 'optimized' by high-ranking leaders, man and woman (DeCorse & Vogtle, 1997), and advantage from the remaking or re-assessment of job that happens when they, as opposed to ladies, attempt it (Pringle, 1993)

Moreover, males may be directed into specific claims to fame in professions that are respected (independent from anyone else) as more suitable to their sexual orientation, and that regularly contain more noteworthy prizes and fame — which could be a reason as well as a result of their sex affiliations Williams, (1995), Allan, (1993), Long (1984), and Williams (1995) demonstrated that cases of this procedure are the lopsided vicinity of males in psychological condition attention, in worker associations roles in the staff occupation, in optional or higher elementary school educating and in scholastic and professional collections Then again, Allan (1993) and Williams (1995) have shown that fast following as well as diverting can never fundamentally fulfill the desires of totally males As Sargent (2000), reports that males might subsequently be demoralized from joining a profession, which intrigues them they might be dialed down of it For instance Williams (1995) describes this by developing the similarity, such as being on a mobile escalator, males need to do job to remain set up

The third point of preference identifies with compensation Males are waged higher than females in women-dominated professions (England & Herbert, 1993, Williams, 1995) This could take after from the procedures portrayed previously

Another researcher Goldberg (2002) shares the same thoughts Males who join women-overwhelmed occupations have a tendency to be advanced at quicker

proportions than females in those occupations. Research demonstrates that males in women-commanded occupations tend to toll preferable even over males in men-ruled employments, and they commonly win higher wages, get more advancements, and accomplish more elevated amounts inside of organizations than their women partners. In these sorts of occupations while taking an example at senior administration, it seems that males are unequally (Goldberg, 2002)

Goldberg (2002) qualifies the glass escalator, to a limited extent, to females improved probability of encountering "profession intrusions", similar setting aside time off to tend to kids or maturing parentages. In the meantime, generalizations about males and the qualities of authority work further bolstering males' good benefits. Employed mothers are observed as more self-situated and as less committed to their kids than remain - at home mothers - particularly when they are accepted to do job due to an individual decision instead of financial need (Etaugh & Nekolny, 1990)

### **2.7 Challenges Faced by Men in Female-Dominated Professions**

Other than the constructive outcomes of working in female spaces, growing research demonstrates that males in dominantly feminine professions confront gender segregation, work separation, and high degrees of employment related anxiety. A great part of the segregation that males encounter in the nursing job might really be credited to a bigger societal sexual preference. They are joining an occupation customarily ruled by females and encounter a large number of the identical limitations that females have truly confronted in joining working environments ruled by males (Armor, 2003)

The 'glass escalator' prodigy embraces that males incline to ascend to the highest point of their professions more rapidly than their female partners do. On the other



hand, there has been an expanding acknowledgment that whereas males advantage from pleasing their masculinity benefit into feminine professions They likewise endure a few difficulties to their manliness, and both by employed close by females and, from carrying out roles viewed by society such as one that females ordinarily attempt (Vail, 1999) As indicated by Williams (1992), males recognized employment in a women-commanded occupation as a stigma

Others likewise discoursed that, not at all like females who joined customarily man occupations, males' development into women-oriented employments is seen by the external world as a demotion in position Nonetheless, numerous males experience negative generalizations from people not straightforwardly included in their works Males who join these occupations are frequently reflected disappointments, or gendered rebels These generalizations might be a noteworthy obstruction to males who generally should seriously mull over careers in these professions (Williams, 1989)

Males confront the assessment of uneven conduct at the work environment in woman-overwhelmed occupations Williams (2006) discovered that, numerous men medical caretakers are starved of the chance to get job in specific regions in healing facilities, for example, work and nursery segments or conveyance divisions At the same time, significant numbers of males are deprived of the chance to work in specific zones of their obligations (Chung, 2006) Moreover, men attendants discovered that their women partners naturally supposed them to manage wild or overwhelming patients

Majority of males occupied with females overwhelmed occupations are faced by generalizations consistently Individuals act astonished when they find out about their occupation This achieves stress infrequently to these males in connection to the

impacts their sex may have on their occupation way Chung (2006) contends that the ideal approach to energize males in females overwhelmed occupations is to compliment the individual occupations Hodes (2005) for example, cites a man medical caretaker's point of view of nursing that it is not esteemed, it is seen as a woman's job Images, Language, and arrangements all require giving every individual a complete and reasonable opportunity at achievement or disappointment Sex associated administration matters are additionally a typical issue Williams (2006) takes notice of that a few males experience difficulty tolerating a feminine power amount and a few women experience difficulty overseeing males This can be particularly critical in a hospital background, for as indicated by the US Department of Labor (1997) referred to by Jackson (2001), females hold 75% of every single administrative point in drug and medicinal services

As per Williams (1989), there are extra elements other than societal bias adding to males' under demonstration in woman-ruled occupations Supreme prominently, those males she met specified as an obstruction the way that these occupations are entirely come up short on in respect to equal "man" professions, and a few proposed that organizing an "equivalent value" approach may draw in more males She further asserted that she is not persuaded about enhanced pay rates will generously modify the gender arrangement of these professions except the social disgrace confronted by males in these professions minimizes Professional gender exclusion is astoundingly strong, so that despite reducing economic need Blum (1991) stated that amid the Great Depression of the 1930s, for instance, "females' employments" neglected to draw in sizable quantities of males In her investigation of American Telephone and Telegraph (AT&T) specialists, a few males would preferably endure joblessness than acknowledge moderately well paid "women's occupations" due to the harm to their

personalities this could bring about (Epstein, 1989) She cites one jobless male who declined to apply for a feminine-distinguished phone administrator work

*"I think on the off chance that they offered me \$1000 a week expense free, I wouldn't accept that occupation When I see those folks sitting in there [in the phone working room], I ponder what is the issue with them It is safe to say that they are pansies for sure (Epstein 1989 577)"*

As per Lupton (2000), there has been an expanding acknowledgment that males might encounter an examination to their manliness mutually, by working close by females and by acting a role that females regularly attempt Like Williams (1993) contends, this might be a more crucial challenge than the women expose when touching into customarily man professions whereas numerous females might appreciate the "women" roles of their job, their womanliness is not dependent upon substantiating themselves skillful in sexual suitable work that is regularly exactly how manliness is practiced by males

Cockburn (1988) has recommended that the modest bunch of males who passed into conventional woman ranges of job at the woman level will be composed off as womanly, endured as characters or disappointments Carrigan, *et al.*, (1985) found that not even a single of these could be an esteemed personality in the connection of the hegemonic developments of manliness predominant in western social orders Moreover, there is impressive proof that males employed in women-dominated professions endure these marks of shame (Allan, 1993, Vogtle, 1997, Carmichael, 1995) Then again, enthusiastic work, for example, social work, educating, and nursing might demand for exceptional capacities that just females are considered to

have (Hochschild, 1983) This can make issues for males (Heikes, 1992) who raise doubt about their abilities and appropriateness on the off chance that they affirm a conventional manliness, nonetheless welcome difficulties to their gender and manliness in the event that they embrace a more females practice In elementary school instructing, for instance, males were observed to be stuck a twofold bonding their assumed macho interests in activity and man binding provide them a starting procuring favorable position However, these identical attributes can estrange them from women workforce (Williams, 1993) This type of difficulties rises subjects around in what way man specialists accommodate the feminine way of their job along the requests of a hegemonic macho gender appropriate administration Males employed in feminine commanded professions afraid of feminization and disrespect (Lupton, 2000)

One reaction is to reproduce the employment in order to lessen its non-manly affiliations Males might likewise participate in reimbursement sexual experiences in order to "reestablish" a commanding status (Alvesson, 1998) Some system might be to stress the man and minimize the feminine components of the occupation (Williams, 1993) These types of techniques recommend a strain for males in non-conventional roles among the "female" way of the employment and prevailing dialogues of manliness

For instance Williams and Villemez (1993) elaborate that a few males decide to leave non-customary professions and numerous are starved of entrance, in spite of taking an inclination for such work Males confront constraining components because of cultural, societal, and individual obstacles that marginalized free decision (Williams, 1992, Jacobs, 1989) Non-customary employments for females show well wage as well as open doors for progression than sexually appropriate women's occupations

Society comprehends why females would need a male employment in light of the fact that it raises her status and her personal satisfaction. Non-conventional employments for males are prone to be little paid and short-repute. Males' identity as if a male might be tested and their sexuality too (Mangan, 1994), and their capacity to contend in a males' reality (Cameron, 2001).

## **2.8 Mix Workplace Culture in Modern Organizations and Its Influence on**

### **Employee's Gender Behavior:**

The presence of western practices in the modern organizations of Pakistan in the local setting, have given a way to create a unique value system in the modern organizations of Pakistan. This common culture is the mixture of local and foreign cultural values, thus, demonstrate the difference between the national values and organizational values. Hence, mix workplace culture is being developed in the modern organizations of Pakistan.

Many studies have been done to explore the impact of mix workplace culture on national culture and on employee's gender behaviors. The concept of synergistic workplace culture is identified by Saher (2010) in her research in which she explored that only a synergistic organizational culture is best approach for the successful business in local settings of Pakistan. The study of Aycan (2001) has delineated that Turkish Modern hierarchical society is a blend of "western" and "eastern" social qualities. Similar phenomenon had been seen by Khilji (2004), in which real changes in the norms of social framework in Pakistan are discovered. The mix workplace culture then influence the gender behaviors of employees, as new experts have delineated extra enthusiasm for acknowledgment to western standards and values of HRM which are conveying alteration their value systems. Saher's (2010) argument underpins the consequence of Khilji's scholarship by expressing that however

workers' behavior are altering in the modern organizations yet it does not clarify that these representatives are not Pakistani's. Saher (2010) further illustrates this prodigy by giving illustration of pants, which began in America and subsequently diffused rest of the world. In a matter of seconds, however numerous Pakistani's are utilizing pants yet wearing pants doesn't demonstrate they can embrace western taboo things or can cooperate with one another like Americans neither one of the its delineates that Pakistanis' and Americans offer same perceptual world. Shaules (2007) clarifies the similar prodigy by providing contention that if a Pakistani worker is compliant practices of the west of contemporary organizations besides demonstrating western state of mind, his conduct will be like an American's conduct rather it implies he is an American.

Social Psychologist, Schein recognizes the similar prodigy and contends that culture may affect a person (Worker) in the similar amount as the domestic values. The study coordinated by Inkeles (1969) at the Harvard University furthermore finds the same result. He elucidates that instructions given in school, experience of organizations, and urbanism, encouraged changes in individuals and by these experiences, individuals are more exposed to new encounters, and act free from parental force, and what he is taught by socialization and culture. The influx of modern organizations in Pakistan is bringing more women into professions (Saher, *et al* 2014). The employees are socialized according to gender segregated behaviors, when they experience gender egalitarianism values in mix workplace culture, their gender orientation gets flexible. This orientation influences their personal and social life. MHDC (2004) indicates however females' place is fragile here than the western nations, as Pakistani females are weaker regarding correspondence, physical individual space, social adaptability, training, wellbeing, cooperation in financial exercises and in choice building.

## 2.9 Conclusion

In the light of above discussion, it is highlighted that according to research, when atypical professions are joined by both males and females, many different outcomes are engendered. Men enjoy many advantages in these professions while women are at stake in male domains. Glass escalator helps men to go up status ladder faster than females experience in male domains (Glass Ceiling). Tokenism affects men and women differently in these professions. Token females, for instance, can be seriously burdened by their marginal status via destructive stereotyping (Kanter, 1977). Whereas expectations of men's career process and administrative potential regularly mean encouraging talent results accumulating for males (Folger & Merrill, 1989). In addition, we live in a society bound by strong cultural barriers that does not allow mixing of male and females in public places. Today's modern organizations are adopting western organizational practices so male and females can work in close proximity in a conducive environment to deliver better services. This social change in our society is creating positive as well as negative effects as women at certain places are feeling uncomfortable due to male colleagues. However, gradually this situation will change with time and people will completely adopt western organizational patterns to work in a better environment.

## **Chapter 3**

### **Research Methodology**

Social research is a scientific study of society, more particularly, social exploration reviews the attitudes of the society, hypothesis, theory, convictions, patterns, stratifications, and framework. Research methodology includes cooperation in the middle of thoughts and truths. Thoughts help social analysts to understand certainties and use realities to grow, enhance, and test hypotheses with the fundamental point of investigating, portraying, and clarifying complex social phenomenon.

#### **3.1 Research Methodology**

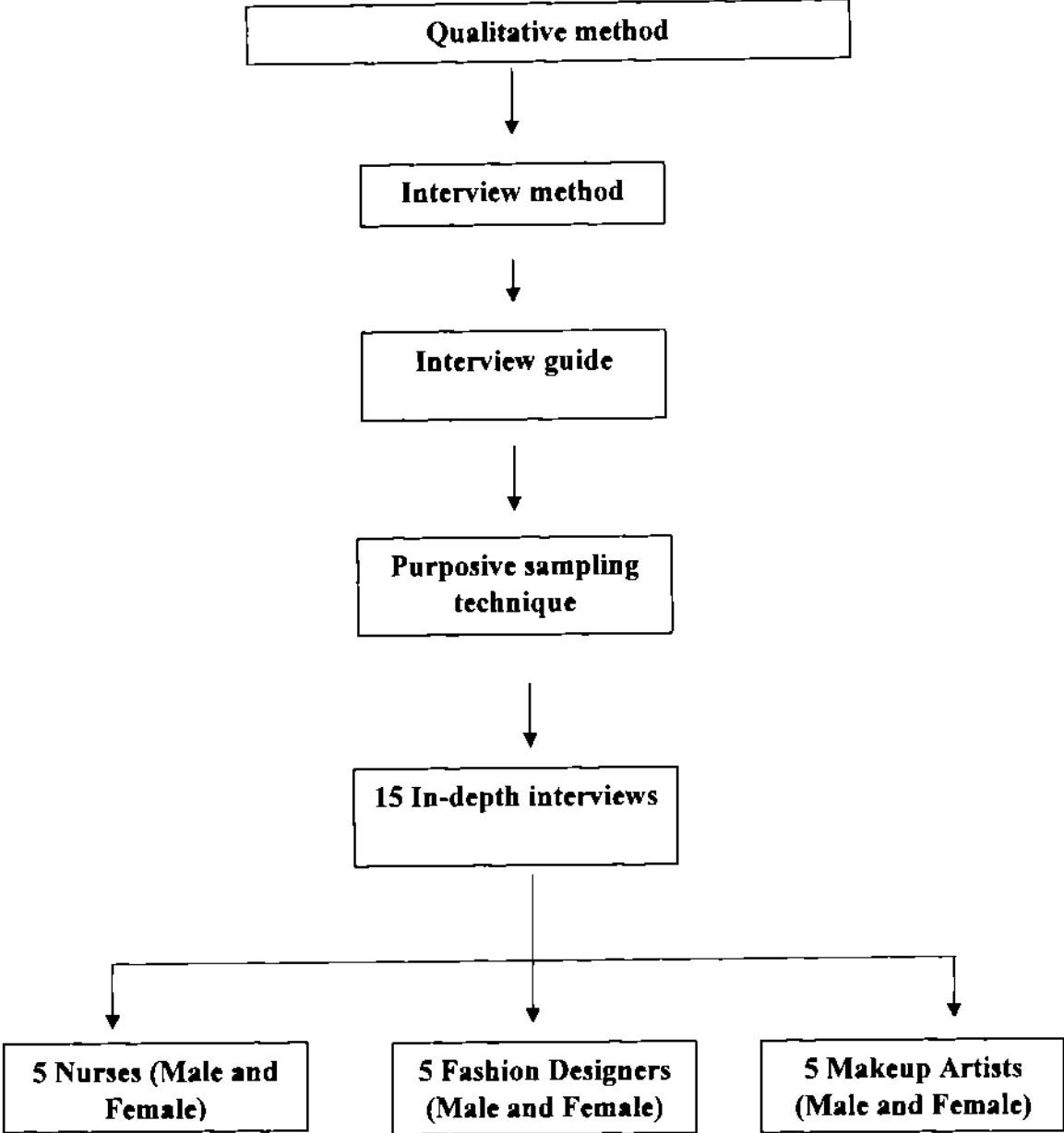
The aim for this chapter is to portray and clarify the subtle element of approach used to accomplish the targets of the study in hand. Methodology hence clarifies why we are utilizing specific techniques or instruments as a part of research. Methodology is an organized way of explicit guidelines and techniques whereupon exploration is based and against which research titles for information are considered (Nashmias & Nashmias, 1992). Methodology is the hypothetical sphere perspective lens through which the exploration is comprehended, arranged and achieved (Walter, 2010).

The present research was exploratory in nature, the main objective of this research was to investigate that how women face problems of different notion due to entrance of males in their professions and means through which women were controlled and how their growth and movement in different spheres was limited. It aimed to uncover the implicit barriers created by glass escalator. It also investigated the problems that males were facing in female domains and are there any cultural barriers that prohibited male and females to work together in the modern organizations. The males



and females were selected from service sector organizations of twin cities of Pakistan  
(Islamabad and Rawalpindi)

**Figure 2      Research Methodology – A Snapshot**



It showed a systematic and theoretical analysis of the methods applied to the field of study to discover the validity and reliability of the research. Hence, for the holistic view of the study researcher used Qualitative approach. The key determination of this methodology was to validate data free from unfairness and to improve its validity.

### **3.2 Qualitative Research Approach**

The main purpose of using qualitative research in this study was to get deep insight of the present study. Further, it helped in interpreting the opinion of respondents under examination. It depends on the standards of interpretive sociology and concerned with "Cases and Contexts" and social or cultural accepted meanings. It concentrates on directing thorough and comprehensive investigations of particular circumstances that emerge in the characteristic flow of social life. It looks at social procedures and cases in their social frameworks, interpreting the significance in particular socio-cultural contexts (Neuman, 2000).

### **3.3 Research Method**

For qualitative research, in-depth interviews were conducted for gaining profound exploration and understanding of the topic in hand from the respondent's perspective. The data was collected through face to face interviews with employees working in female domains and having mix workplace culture. Walter (2010) confirmed that in-depth interviews will be conducted due to its importance of meanings and subjectivity by using the method of verstehen or understanding which will make researcher possible to address the perspective of people in a variety of social settings.

### **3.4 Research Instrument**

Semi structured interview guideline was produced, keeping in perspective the theoretical context of the current study. To gather the important data from the respondents, main themes were covered by interview guideline. Furthermore, it was flexible and different themes were added and discarded based on research objectives.

### **3.5 Study Locale**

The present study was conducted on male and female employees working in the modern organization particularly female domains in twin cities (Islamabad - the capital of Pakistan and Rawalpindi - a district of Province Punjab). Service region organizations were Hospitals, Designer Galleries, and Beauty Salons.

### **3.6 Population:**

Population of current study was men working in different female dominant professions as beauticians, dress designers and Male nurses and women affected in these 3 professions due to entrance of men. Their experiences and perception were documented.

### **3.7 Sampling Technique and Sample Size:**

Unlike probability sampling, there is no formula which can help researcher in determining actual size of sample. Instead in non-probability sampling, researcher rarely determines sample size as it depends on what better fits the purpose of the study. In addition, researcher had restricted information about the population as it is hidden from which the sample was drawn. Therefore, the researcher interviewed 15 respondents for qualitative approach. Walter (2010) illustrated that sample size depends upon quality, saturation point of key concepts and on the question, budget, time limits and interviewing resources.

- 15 in-depth interviews were done
- 5 in-depth interviews from male and female (affected) Nurses, 5 male and female (affected) designers, 5 male and female (affected) beauticians

### **3.8 Coding**

The process of coding is a logical procedure where information is organized to facilitate the analysis of the research. The data was read several times keeping in view the context of the respondents. Codes were assigned to the data and these codes were then categorized into themes.

### **3.9 Thematic Analysis:**

Thematic analysis has been applied to understand the findings for the present study. To analyze the existing data, deductive qualitative analysis was conducted as suggested by Leedy and Omrod (2001). The themes from the interviews were produced and then coded after intensive review of existing literature. The data then received from respondents was coded. The responses also helped to develop new themes and sequencing the initial themes. The chosen verbatim from these in-depth interviews were utilized to strengthen both the findings and the discussion of the outcomes. A portion of the verbatim was likewise incorporated into the research for more clarity. Respondent's names were kept confidential as per their instructions.

## Chapter 4

### Qualitative Analysis

Table 1 beneath presents the demographic points of interest of respondents who participated in this research. Pseudonyms have been used here to maintain confidentiality of the respondents.

**Table 4. 1 Demographic Profile of the Respondents**

<b>Pseudonyms</b>	<b>Gender</b>	<b>Designation</b>	<b>Work Experience</b>
<b>Misbah</b>	Female	General Duty Nurse	8 years
<b>Sarah</b>	Female	Gyneca Specialist	7 years
<b>Tabinda</b>	Female	Head Nurse	2 years
<b>Shafaqat</b>	Male	Nursing Assistant	15 years
<b>Wali</b>	Male	Public Health Worker	12 years
<b>Waleed</b>	Male	Fashion Designer	1 year
<b>Amaar</b>	Male	Fashion Designer	2 years
<b>Tanzeela</b>	Female	Textile Designer	6 years
<b>Sana</b>	Female	Fashion Designer	6 months
<b>Amna</b>	Female	Fashion Designer	2 years
<b>Abbas</b>	Male	Beautician	10 years

<b>Ali</b>	Male	Beautician	6 years
<b>Cybil</b>	Female	Beautician	4 years
<b>Shaista</b>	Female	Beautician	2 years
<b>Mehreen</b>	Female	Beautician	3 years

Source: Survey

According to the requirements of the study in hand 15 in-depth interviews were conducted from service sector organizations regarded as female domains. Different people working in these organizations had different work experience. 5 male and female nurses were interviewed some of which had been working for 12 plus years. Likewise, 5 fashion designers (male and female) were interviewed having different experience in the field. Also 5 (male and female) beauticians were interviewed who gave responses depending upon their work experience in their field.

#### **4.1 Thematic analysis**

To analyze the existing data, qualitative thematic analysis has been used as proposed by Leedy and Omrod (2001). The data was first coded systematically and themes were generated accordingly. The themes are being discussed here.

##### **4.1.1 Work Experiences of the Female Respondents at the Workplace**

Some respondents were of the view that working experience had improved with the increase in number of years in job. Many respondents shared the same experience. Misbah who is a General Duty Nurse in "Combined Military Hospital" shared her thoughts as follows:

*"I am in this profession for the past 8 years. At the start of my career I faced many adjustment problems while*

*working with male colleagues We did not have mind matching and had quarrels over many decision making situations which in turn affected my job With the passage of time, we are comfortable while working with each other and handle medical cases with common consent "* (Misbah, Interview, 15/3/2015)

The above excerpt indicates that the difficulties Misbah encountered at the beginning of her career. She acknowledged having adjustment issues with her colleagues at work largely due to the male dominated culture. She believed that this was also due to the fact that she did not have compatibility with her male colleagues and this also affected her output at work. However she was content that as time passed she had got used to working with men and felt comfortable performing day to day activities at work.

Many respondents shared their thoughts that adjustment at workplace increases with time. They had lack of emotional understanding with their colleagues. They shared negative thoughts about job in the starting years which improved with time. Tanzeela is a textile designer who is working at "Raani Emaan" designer gallery for the past 8years. She shared her experience as follows

*"When I was new in this job, I faced attitude problems from many senior artists as they had work experience of many years and had fame. I thought of resigning at one point when I came to know that my male colleagues were preferred over me in different errands. With the*



*passage of time my views reformed and now I am satisfied with my Job" (Tanzeela, Interview, 7/6/2015)*

Shaista (Makeup Artist) who works at "Jugnu Wasim" shared her experience as follows

*"I remember my first 2-3 months at this salon were very hard-hitting and I have bad memories about that time Whenever a task was assigned to me, I was never being guided by anyone in work At every step I was being checked If I did anything erroneous, it was not corrected rather criticized However, with time, everything settled and now we work as a team" (Shaista, Interview, 2/7/2015)*

It is clear from above discussion that many complications regarding attitude of colleagues, work, nature of job and adjustment problems are solved over time with one's experience in particular field It shows the kinds of problems women face initially and how they are accounted for repeatedly Also difference in working experience of males and females is due to gender difference and socialization Males did not face much problem as compared to females as they took time to adjust with them due to their gender, social values and cultural practices Hence, all problems exist due to cultural framework and socialization difference from the west

Domosh and Seager (2001) pointed out that females when found out in the open sphere are frequently viewed as adjusting their conduct in the feminine way

Respondent Amna who is a fashion designer at "Raani Emaan" shared her experience as follows

*“Due to tough market competition and work burden (Famous Fashion Designer), I had to stay in the office and work for long hours. In such situations I had difficulty in dealing with male contemporaries as atmosphere is very open and preserving distance was essential” (Amna, Interview, 8/6/2015)*

Some respondents shared their thoughts that in any organization, seniors are followed by juniors. Their attitude and behavior guides juniors towards individual and organizational success. A nurse named Sarah working currently in “*Mariam Memorial Hospital*” who had 2 years’ experience in the relative field said

*“My seniors did not trust much and dithered to assign critical cases as my experience was not much in practice. Most of the times when we had night shifts my task was ascribed to male assistants which was embarrassing and annoyed me. I had to face their awkward remarks about my work but with time all settled and now we work in a conducive environment”*  
(Sarah, Interview, 15/3/2015)

As directed by Saher, podsiadlowski, and Khan (2012) who uncovered that although in contemporary organizations of Pakistan, sitting patterns in forward-facing zones of offices depict the gender egalitarian environment. However, profound perception investigated that sitting pattern is prepared by given scenario, while chief hierarchy and gender discrimination were two primary standards trailed in common hierarchical sitting patterns within organizations. This foundation highlights the adjustment in

sitting patterns as males and females sit and cooperate with one another. In spite of the fact that they are not quite contended but rather they are utilizing techniques to administer adjustable sitting arrangements in mix workplace culture.

Famous beautician Cybil working at "Sobia's" shared her experience as follows:

*"Male and female beauticians are working here on the same podium. We do not hesitate to mix up or keep distance because our elite class clients and success of our organization demands openness and sociable environment"* (Cybil, Interview, 2/7/2015)

Above discussion highlights that with change in patterns of work many women are using techniques to manage adjustable arrangements in mix workplace culture after the entrance of males in their domain. For this, females practiced emotional and moral issues in the contemporary organizations in Pakistan because of inconsistency among role's expectancy at working environment and Islamic traditions of females' humbleness and modesty. To maintain the harmony, these females always juggle between the distinctive professional and socio-cultural personalities (Syed, Ali & Winstanley, 2005).

#### **4.1.2 Male Respondent's Motivation behind Entering Women Oriented Professions**

According to majority of the respondents, many factors contributed to joining atypical feminized profession like job benefits, social security, interest, passion etc. White (1995) males who work in generally "feminine" professions have considerably preferable inner promotional and progression chances over just as competent and skilled females in the same professions.

Shafaqat who is a male nursing assistant at "Combined Military Hospital" shared his experience as follows

*"I had passion to serve humanity, to console them This was the main reason I joined medical profession I am working in the hospital for 15 years and Alhamdulillah I am contented with my decision" (Shafaqat, Interview, 2/4/2015)*

Another respondent Waleed working currently at "Shakir's Designer Gallery" shared his experience as follows:

*"I am a fashion designer and I had passion to join this field After graduating in fashion designing I joined this designer (Owner- Famous Fashion Designer) We are working under one umbrella and I am contented with the work" (Waleed, Interview, 6/6/2015)*

Maume (1999) proceeded that inside of women-occupied organizations, men still have the benefits in administration, and that they appear to projectile up the glass escalator. Another respondent Amaar who is providing services at "Raam Emaan" was also of the same opinion as follows

*"Joining this fashion house was my desire I joined it 6 months back Main reason was to produce something different and acquire reputation and make money We get probabilities to travel around the world for shows Over all I am contented" (Amaar, Interview, 6/6/2015)*

Mehreen who is a famous beautician working at "Shakir's" for a large model industry shared her experience as follows

*"I am a makeup artist and being in the field I realized that services of both males and females will gratify demands of clients Although sometimes males have edge on us but still creativity and uniqueness comes when different minds work together"* (Mehreen, Interview, 4/7/2015)

In light of above discussion, it is verified that in today's time, economic condition of Pakistan is not very strong and it is facing poverty, inflation etc so people are preferring jobs which have social and economic benefits for e g nursing profession may facilitate with good pay packages, extra benefits, bonuses, social security, medical facilities etc Likewise, Fashion designers and makeup artists working for elite class may make money and have fame These are some common reasons, which encourage males to enter women domains

#### **4.1.3 Relationship with Male/ Female Colleagues at Work**

According to a study by Syed (2005), mix workplace culture expects free male female interaction that is contrary to social values of Pakistan For this, females practiced emotional and moral issues in the contemporary organizations in Pakistan because of inconsistency among role's expectancy at working environment and Islamic traditions of females' humbleness and modesty, to maintain the harmony, these females always juggle between the distinctive professional and socio-cultural personalities (Syed, Ali and Winstanley, 2005)

Tabinda, Head Nurse working at "Mariam Memorial Hospital" shared her experience as follows

*"In times of Emergency in hospital, all the staff should be at service either male or female This prerequisite good relations among colleagues because without friendly terms we could not work at ease and deliver satisfactory service"* (Tabinda, Interview, 17/3/2015)

Tanzeela who is textile designer and currently working at a fashion house "Raani Emaan" shared her experience That she is from Peshawar and from a highly rigid Pashtun family She joined this profession after marriage as her in laws were not much inflexible She said that her husband was contented that she is fulfilling her dreams but he was always apprehensive about her interaction with male colleagues He always asked her to keep distance from them For her grooming and success of fashion house, Male and Female colleagues had to work hard and forget gender differences All relied on their relation with each other so she never forgot what family and culture desired and what this fashion business required for success She was of the view that keeping herself on a neutral path is very difficult but she never failed to manage"

Saher (2012) had emphasized the adjustment in the conduct of employees of an advanced organization as the connection with opposed gender unquestionably additional to their judgment worldview and encounters either positive or negative which might be genuinely not quite the same as world perspective of homemaker or from females working in conventional organizations

Abbas (Makeup Artist) at "Jugnu Wasim" shared his experiences as follows

*“My female colleagues worked in close proximity as our work demands creativity and perfection so we have to give and take suggestions on the spot. They never felt uncomfortable with me because I always respected them although we have friendly terms. For a successful team formation we have to work under one umbrella and sustain good relations to compete with other renowned artists. In short we are working as a family” (Abbas, Interview, 25/6/2015)*

Most of the respondents had the same opinion that work environment should be conducive for better deliverance of services either its hospital, office, fashion gallery or beauty salon. The thing which matters and is of immense importance is doing work together but keeping limits as mentioned in Islam and our Pakistani society.

#### **4.1.4 Challenges confronted by Males Professionals in Female Oriented Occupations.**

Other than the constructive outcomes of working in female spaces, mounting examination demonstrates that men in dominantly female professions face gender discrimination, work separation and high rates of employment related anxiety (Armor, 2003). Some of the male respondents were of the view that they faced certain difficulties while working in female domains. Shafaqat who is a male nursing assistant at “*Combined Military Hospital*” shared his experience as follows:

*“Joining this profession was my choice but I also had to face many problems in the hospital. Many of the times my female colleagues did not share circulars with me that was of immense importance. Sometimes they*

*expected me to deal heavy or unruly patients”*

(Shafaqat, Interview, 2/4/2015)

He further added

*“Sometimes they expected me to deal heavy or unruly patients which was very difficult for me to manage”*

(Shafaqat, Interview, 2/4/2015)

Male medical attendants find that their female partners naturally anticipate that they will handle unruly or substantial patients (Williams, 2006)

Wali who is public health worker, shared his experience as

*“Many of the times in my career, I had to work in the departments I did not like because delivery rooms and neonatal ICU's (Intensive Care Unit) were dealt by female nurses and some departments that were left were given to male staff (Wali, Interview, 2/4/2015)*

Williams (2006) discovered that, numerous women medical caretakers are starved of the chance to work in specific regions in healing facilities, for example, work and nursery units or conveyance units, at the same time Chung (2006) explained that a significant number of males are deprived of the chance to work in specific zones of their obligations

Other respondent Amaar who is providing services at “*Raan Emaan*” was also of the same opinion as follows

*“Joining this fashion house was my desire But I had to face many problems by working with females because*



*they most of the times ignored my ideas and rejected my designs due to jealousy and for acceptance of their work Due to this situation I took long time to adjust there and make clients But once I was settled I got promoted to managerial position” (Amaar, Interview, 6/6/2015)*

As per Lupton (2000), there has been an expanding acknowledgment that men may encounter a test to their manliness, both through working close by females and from performing a part that females regularly attempt

From the above dialogue, it can be concluded that males also faced problems in female domains and they got through hard times in settling down Some males were of the view that they did not get promotions for a long time due to glitches created by females

#### **4.1.5 Problems met by Females in due to the Entrance of Males in their Professions.**

Problems in female domains were not only confronted by males but also by females Some of the female respondents were of the view that due to entry of males in their fields they lagged behind Goldberg (2002) offers the same contemplations "Men that enter female-overwhelmed professions have a tendency to be advanced at quicker rates than women in those occupations have", clarifies Goldberg Exploration demonstrates that men in female-commanded occupations tend to toll preferable even over men in male-ruled employments, and they commonly win higher compensations, get more advancements, and accomplish more elevated amounts inside of associations than their female partners (Goldberg. 2002)

A nurse named Sarah working currently in "Mariam Memorial Hospital" who had 2 years' experience in the relative field said

*"Although with time everything settled but initially I faced much problems due to male colleagues as they were preferred over me due to their masculine qualities" (Sarah, Interview, 15/3/2015)*

Goldberg (2002) qualifies the glass escalator, to a limited extent, to ladies' improved probability of encountering "profession intrusions," like setting aside time off to tend to kids or maturing folks. In the meantime, generalizations about men and the qualities of solid authority work further bolstering men's good fortune

Sana (Fashion Designer) at "Shakir's" shared her experience as

*"I had to take maternity leave of 3 months. When I went back after leave, my male colleague was handling my customers and they were happy with his services. It took a lot of time to make new customers because in this profession you have to work a lot for making clients. Promotions are most of the times dependent on no. of customers so my male colleague got a huge advantage"*  
(Sana, Interview, 7/6/2015)

From the above discussion, it can be concluded that females also faced problems due to males in their professions. Males got advantage in pays and promotions due to female's leaves and certain leadership qualities those male were having

#### **4.1.6 Opinion of Male Professionals about Perceptions their families and Outsiders have about their work in Women Domain.**

Current scholarships, in any case, has put males at the mid of the investigation by concentrating on the changing aspects of maleness and on organizations as critical fields for the meanings of manliness and for portrayals of "manly" and "feminine" occupations (Collinson & Hearn, 1994, Connell, 1995, 2000) We live in a society, which is highly bounded by cultural values and support family system strongly However, according to Bengston (1991) and Ritzer (2008), individuality within organizational culture is altering conventional ethics of collectivism to individualistic perspective inside the family

Wali who is public health worker, shared his experience as

*"My family wanted me to become soldier in Pakistan Army and serve the nation I got through initial test but didn't qualify My family was very disappointed as they wanted me to serve Pakistan I applied in School of Nursing and completed initial training there Although its female profession but my and my family's aim of serving humanity is being fulfilled and I am satisfied"*

(Wali, Interview, 2/4/2015)

Another respondent Waleed (Fashion Designer) currently working at "Shakar's Designer Gallery" who belongs from Peshawar shared his experience as

*"I remember after completing my degree in fashion designing I requested my parents if I can go to Islamabad to start career as a fashion designer but they*

*disagreed totally and were of the view that this profession belongs to women plus our family system does not support males who work in such fields I assured them that with time I will make name I was very tense and travelled all alone to Islamabad and here I am, a successful person I earn a lot in this profession which is more than enough to spend a luxurious life and now my family is gratified with my choice" (Waleed, Interview, 6/6/2015)*

The respondent was of the view that somehow acceptance of profession by the family is important although the situation is changing in Pakistani society with changing trends

Williams and Villemez argument out that a few males decide to leave their non-traditional professions and numerous are starved of admittance, in spite of having an inclination for such an occupation. Men face restricting variables because of societal, cultural, and individual hindrances that oppress free decision (Williams, 1992, Jacobs, 1989). Another respondent Ameer who is also a Fashion Designer at "Raam Emaan" shared his experiences as

*"My father is Flight Stewart and a very successful person Alhamdulillah I had interest in arts and design since I was a teenager but my father wanted me to join his field I had quarrels with him more often and then left for Islamabad to fulfil my dreams I worked with many renowned artists and with time managed to make*

*name My family is now supporting me at each stage  
and is happy” (Amaar, Interview, 6/6/2015)*

Some respondents were of the view that their friends raise questions sometimes that why did they chose female professions They faced certain stigmas from society According to (Carrigan, *et al* , 1985), working in female profession would not be an esteemed character in the setting of the hegemonic developments of machismo predominant in the society and there is extensive research that males working in women-concentrated professions tolerate these stigmas (Allan, 1993, Benton DeCorseand Vogtle, 1997, Carmichael, 1995, Heickes, 1991, Morgan, 1992) Abbas (Makeup Artist) at “*Jugnu Wasim*” shared his experience as

*‘My friends frequently crack jokes about my profession  
although they know I am earning a lot Most of the  
times I change the topic because a person cannot satisfy  
everyone with his answers” (Abbas, Interview,  
25/6/2015)*

From the above discussion, it can be concluded that still people are following traditional patterns of male and female work norms Workers working in these fields often face stigmatized situation from family and friends However, it is obvious that the social change is coming in Pakistani society International Assessment exposes that another standard of segregation of work among males and females is by all accounts developing (Sofer, 2008)

#### **4.1.7 Opinion of Respondents regarding perception of clients/customers and whose service they prefer:-**

According to many respondents working in successful organizations, every popular organization aims at making its clients/customers happy and satisfied through its fair and friendly services. They making successful customer friendly policies and making egalitarian models equal for all. As a famous company had a logo

*"Happy Customers Happy Us"*

According to Shafaqat, working in "Combined Military Hospital" Customers are only happy when organization satisfies it with its satisfactory services

Shafaqat (Nursing Assistant) is of the view that

*"It frequently happens that male nursing staff deals with male patients but in times of emergency situation they treat female patients too in case of general minor injuries. Mostly female patients enquire treatment from nurse"* (Shafaqat, Interview, 2/4/2015)

Misbah (Head Duty Nurse) serving at "Combined Military Hospital" shared her experience as:

*"Mostly female patients prefer services from female nurses like blood pressure examination, weight inspection, application of cannula because they think female nurses are more kind and empathetic while male nursing assistants are rigid"* (Misbah, Interview, 15/3/2015)

Cybil (Makeup Artist) working at "Sobia's" shared her experience as

*"My clients check my availability before approaching services. Although it's common perception of clients that male artists in the salon provide paramount services but it is about their comfort level that whose services will they prefer"* (Cybil, Interview, 2/7/2015)

Abbas working at "Jugnu Wasim" shared his experience as

*"Mostly clients do not ask that they want services from female artist but in case a woman in veil has certain limitations and she prefers female artist's services but this situation is sporadic"* (Abbas, Interview, 25/6/2015)

Almost same is the situation at designer galleries. Most of the respondents had opinion that clients prefer services of the designer whose designs (dresses) are different and work is unique. Designers were also of the opinion that they have to do actually harder to compete in market. They said that there is no job security as competition is high and the owner might look for new designers if they fail to produce different stuff for clients.

Sana (Fashion Designer) at "Shakir's" shared her experience as

*"I try to produce something different because our customers want unique and trendy outfits. Many designers are working here on same platform so people want work rather than services of same designer. Some*

*clients prefer single designer but mainstream go for change” (Sana, Interview, 7/6/2015)*

Tanzeela working at “*Raani Emaan*” shared his experience as

*“I have to work for long hours experience enormous difficulties in balancing work and family, and keeping myself in pace with multiple projects running at the same time to fulfil demands of customers” (Tanzeela, Interview, 7/6/2015)*

Abbas working at “*Jugnu Wasim*” shared his views as

*“You are only as good as your last project’ (Abbas, Interview, 25/6/2015)*

It is obvious from the abovementioned discussion that because of social change people are adopting western patterns and picking trends from the west. These trends are then adopted after localization i.e. making them approved by local values by molding into appropriate form. Today the customers prefer different trendy designs and outfits adopted from western culture. It is responsibility of designers to produce this stuff. Clients prefer services of the designer who is presenting different stuff either he is male or female.



#### **4.1.8 Respondent's opinion about perception of Higher Authorities regarding their work.**

According to many respondents, the work of employees is evaluated on certain basis. Some are promoted, receive pay increments, given certificates, letter of commendation while other are warned for future or fired from the job. This check keeping is of immense importance for healthy growth of the particular organization.

Misbah (General Duty Nurse) working at "*Combined Military Hospital*" shared her view that

*"My performance was virtuous and patients passed satisfactory remarks in the report which lead to my promotion"* (Misbah, Interview, 15/3/2015)

According to many respondents, when male and female employees are working on the same platform then it often happens that males due to their dominating personality and masculine characteristics leave women behind and take lead. Generalizations about males' manliness incline to bring about them being seen as leaders naturally than females are. Therefore, authorities sometimes judge them because of their personality traits. Men advance more rapidly than women do to higher ranks jumping the 'glass escalator' (Williams, 1995, Kvande, 1998). The vast majority of female respondents said that females who assume the responsibility might be seen as forceful rather than emphatic in the expert work environment. They are regularly seen as settling on passionate choices rather than men being seen as settling on logical choices. Sarah (Nurse) working currently in "*Mariam Memorial Hospital*" shared her views as

*“At the time of board meeting I was leading with majority certificates and positive reports from patients but in meeting the board nominated my male colleague for certain post due to his dominating personality and managerial traits which made me downhearted”* (Sarah, Interview, 15/3/2015)

Almost all of my respondents agreed that the authority/board judge them according to certain reports Abbas (Makeup Artist) working at “Jugnu Wasim” shared his experience as

*“Our satisfied clients are our reputation icons We are promoted by our entrance into world famous fashion shows and are given chances on bigger platforms To get pay increments and success in these female domains we have to glide past them and this all is possible due to our clients So we have to satisfy our clients and need to understand their demand”* (Abbas, Interview, 25/6/2015)

When I asked Cybil (beautician) working at “Sobia’s” that on what grounds you are judged by fashion authorities? She replied as

*“Our success story rests with our satisfied customers”*  
(Cybil, Interview, 2/7/2015)

So from the above discussion it is obvious that people from above mentioned organizations are judged through remarks/reports of their patients/clients/customers Either it’s a man working in female profession or a women, success only comes

through serving better with honesty in a conducive environment Also male respondents were of the view that they get success in female domains due to their happy clients

#### **4.1.9 View of Male Respondents regarding switching to their own Domain i.e. Male Oriented Professions**

In the present research when males working in female oriented professions were questioned about switching to their own domains of work, majority answered “No”

I asked one of the respondent Wali (Public Health Worker) working at “*Mariam Memorial Hospital*” to elaborate his view on switching to male domain and he was of the view that

*“I am contented with my recent job and will not change profession because it was my dream to serve people and as I am getting good pay package and other medical benefits I think changing profession will be a senseless decision”* (Wali, Interview, 2/4/2015)

Another respondent Waleed (Fashion Designer) working at “*Shakir’s Designer Gallery*” shared his views on same question as

*“I got fame and success in this profession either its women domain or else I would never like to quit this job”* (Waleed, Interview, 6/6/2015)

As discussed earlier that majority of respondents were satisfied with current professions but a respondent Amaar (Fashion Designer) at “*Raan: Emaan*” shared his view as

*“If I fail to start my own fashion house in near future I would quit and become flight steward like my father”*  
(Amaar, Interview, 6/6/2015)

When I questioned him that would he regret his decision? He answered

*“Fashion Industry is a success failure game. If a designer fails to present his abilities and talent, he is doomed because competition is very high. So in case of failure I will quit this profession”* (Amaar, Interview, 6/6/2015)

Some respondents like Amaar were of the view that in case of failure in present job, they would quit and join other profession and it might be traditional male domain

## Chapter 5

### Discussion, Summary, Conclusion and Future

#### Research Implications

##### 5.1 Discussion

The current research was held in the service sector organizations (Female Work Domains i.e. Hospitals, Beauty Salons, and Designer Galleries) of the twin cities of Pakistan (Islamabad and Rawalpindi). Traditional phenomenon of glass escalator depicted that men have hidden advantages in female domains. They are working along females in their professions. Williams (1992) states as females' ascent the step in women oriented occupations, their men companion's coast past them on an imperceptible escalator, moving directly to the uppermost. Now these patterns are changing and organizational culture is becoming gender egalitarian. To adjust with western practices in local setting hybrid/mix organizational culture (due to entrance of men) is developed in these modern organizations. Still positive and negative outcomes are observed after investigating the respondents.

The study revealed that as males enter female domains, due to their abilities and competent nature they sometimes have advantages. As indicated by Williams (1992), numerous men in woman-occupied professions articulate that their marginal status is benefited in recruiting and advancing circumstances. Maume (1999) proceeded that inside of women-occupied organizations, men still have the benefits in administration, and that they appear to projectile up the glass escalator. This finding is perfectly congruent with the thought that an alleged glass escalator takes understated males on an upwardly versatile interior profession way at a pace that their female partners can barely enjoy.

The outcomes of current study also showed that besides negative effects some positive changes are also occurring due to men's entrance in female dominated professions as workplace culture is changing. They have to interact with each other in order to perform official tasks. The Pakistani cultural values of gender segregation do not allow interaction with non-kin. Consequently, employees working in today's organizations take up western norms to interact with their colleagues. In order to deliver better services, they work in close proximity. As a result, they sometimes develop fictive relations with their colleagues. Mirza (1999) in her study has indicated working women establish fictive relations with her colleague of opposite gender.

According to the findings of present study, traditional workplace patterns are changing. Both genders work together to produce better and solve complicated problems easily. This has created a positive effect on women. Connection with the men associates certainly additional to their recognition, worldview, and their encounters either positive or negative, that might be genuinely distinguished as the world perspective of women working in traditional organization (Saher, 2012). The results obtained through qualitative approach also illustrated that males in female dominated professions sometimes faced stigma from friends and family at certain points. Also they are mistreated in female domains.

Males working in womanly-ruled occupations some of the time are recognized as a stigma. Majority of the males occupied with females ruled occupations are stood up by generalizations consistently. Individuals act amazed as soon as they find out about their occupation (Williams, 1992). Men face restricting components because of societal and individual obstructions that victimize free decision (Williams, 1992, Jacobs, 1989). Williams (2006) discovered that, numerous women medical caretakers are starved of the chance to work in specific regions in healing facilities, for example,

work and nursery units or conveyance units, at the same time Chung (2006) explained that a significant number of males are deprived of the chance to work in specific zones of their obligations. Moreover, men attendants discovered that their women partners naturally supposed them will handle wild or overwhelming patients. This realizes stress in some cases to these males, in connection to the impacts their sexes might have on their career or professional way. Chung (2006) contends that the ideal approach to empower men in females ruled occupations is to compliment the individual occupations.

The study also revealed that females also at large faced problems due to entrance of males in their professions. Goldberg (2002) qualifies the glass escalator, to a limited extent, to ladies' improved probability of encountering "profession intrusions," like setting aside time off to tend to kids or maturing folks. In the meantime, generalizations about men and the qualities of solid authority work further bolstering men's good fortune. When females take leaves, males get advantage over them. Males are also preferred due to their managerial and leadership qualities and they thus gets promotions and pay increments.

The study in hand illustrated that despite of negative effects of men in women domains, positivity is also seen at large level as due to mix workplace culture, gender oriented traditional behavior is changing which is in turn making better people's lifestyles. Social change in Pakistani society is seen at large level due to services provided by males and females at same platform. This is illustrated by the research of Mirza (1999) who distinguished the role of workplaces in altering practices of attitude and conducts, and expected the phenomenon of social change happening in Pakistani society. The study conducted by Inkeles (1969) also justifies the result. He explained that people are further exposed to new encounters who are having school based

education, occupational involvement especially in factories or other organizations, and urbanization prompted alterations in people. The study in hand illustrated that at the time of board meetings for promotions, in some organizations like hospitals male nurses sometimes have edge on female nurses since, correctly or incorrectly, they have extra corporal energy, and thus have fewer inconvenience in humanly taking care of patients, lifting them active, mobilizing them, and so forth. As Williams (2006) illustrated, men medical caretakers discover that their feminine partners naturally anticipate them to hold uncontrollable or heavy patients. Males who work in generally "feminine" professions have considerably preferable inner promotional and progression chances over just as competent and skilled females in the same professions (White, 1995).

The study in hand also was in relevance to "Tokenism" theory of Kanter (1977) theory in which she proposed that males despite their minority in female professions faced advantages over females. Men working in non-customary professions have been found to give advantage by their token position via the supposition of advanced leadership and different aptitudes and by being connected with a more professional conduct to the job (Heikes, 1992, Floge & Merrill, 1989). Men medical caretakers frequently rise the chain of importance more rapidly than women partners (Bradley, 1993).

At last, from the discussion above it is concluded that both males and females working in female domains face positive and negative affects due to entry of males in today's modern organizations. Their entry is also creating conducive environment because of adopting western organization patterns.



## 5.2 Summary

The principle point of the present study was to investigate the reasons of males joining in women work areas and in turn problems faced by females from emic perspective. In addition, it looked into the phenomenon of changing workplace settings due to mix work place culture adopted through western human resource practices. Some of the research questions for the current study include, what are the inspirations and desires of males in atypical professions? What are the difficulties confronted by females due to the male counterparts in their professions? How token status of men affects them at workplace? Do males face difficulties in female professions from their colleagues or outside? To what extent experience of mix workplace culture is affecting the gendered orientated conduct of workers. To attain answer for these research questions, qualitative method was used for the study in hand. To have a holistic view and effectively meet the aim of the current study, an interview guideline was used. Data was collected from service sector organizations such as hospitals, beauty salons and fashion designing galleries located in twin cities (Rawalpindi and Islamabad) of Pakistan. The unit of analysis were men and women working in female domains. By using purposive sampling technique data was collected from respondents working in service sector organizations. After data collection, thematic analysis was done as different themes were generated. The results obtained by qualitative approach have demonstrated that men entry in female domains is due to their own willingness. Although men are facing many societal stigmas and are coping with problems to adjust in these professions but with changing time Men in these professions are working in collaboration with females and both are providing better services while working on the same platform. Females are likewise facing problems due to phenomenon of glass escalator as men are getting promotions due to

their masculine leadership qualities. But with changing scenario they are working side by side and have adjusted. The western organizational practices are being adopted in Pakistani organizations today which are giving opportunity to employees to produce better while working in a conducive environment in spite of atypical domains of work.

### 5.3 Conclusion

The results and discussion presented have illustrated that due to entry of males in atypical professions i.e. female domains, many positive and negative outcomes have been noticed. The results revealed that males despite of their token status are enjoying more privileges than females in their professions. The results also highlighted that females faced problems of adjustment and working with males. The results and discussion also revealed that although females are confronted with difficulties but due to the adoption of western human resource practices in Pakistani organizations, workplace atmosphere is changing now. Results also demonstrated that existing organizations in Pakistan are reconstructing gender particular conduct of workers not only inside of the organizations but out of the organizations too. Mix workplace culture is training employee's behaviors on gender egalitarian principle. Results illustrated that in these organizations, males and females are serving side by side to produce better and serve better. This is all possible due to conducive environment at workplace. Results also illustrated that although males have advantages but they sometimes face stigma from friends and family for working in atypical professions. The outcomes of the study also suggested that both sexes employed in female domains face positive and negative affects due to entry of males in today's modern organizations. Their entry is also creating conducive environment as a result of adopting western organization patterns leading towards positive social change in Pakistani society.

#### **5.4 Future Research Implications**

- 1 This research can be broadened in other female domains such as teaching, chefs and tailoring
- 2 Research can be conducted in less developed regions of Pakistan, where results can be extremely different
- 3 A comparative study among regions of Pakistan would give more knowledge and understanding

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## **Appendix I**

### **Interview Guide for In-depth Interviews (For Men)**

- 1 What is your profession currently?
- 2 For how many years have you been working in this profession?
- 3 What is the motivation behind choosing this profession?
- 4 Can you please share your experiences as a male in this profession?
- 5 Will you prefer to switch to your own domain i.e. male professions?
- 6 How do your clients/customers see you in comparison to female colleagues?
- 7 How do your colleagues and outsiders perceive you in this profession?
- 8 Where do you see yourself in future in this profession?
- 9 How is the mix workplace culture influencing you and your colleagues?

## Appendix II

### Interview Guide for In-depth Interviews (For Women)

- 1 What is your profession?
- 2 For how many years have you been working in this profession?
- 3 Can you please share your experience in this profession?
- 4 How do you perceive males in this profession?
- 5 What are the particular reasons that are creating hurdle in your career success?
- 6 For what reasons you think male have entered your professions?
- 7 On what grounds you and your male counterparts are judged by higher authority?
- 8 Whose services does the client/customer prefer, yours or males?
- 9 How is the mix workplace culture influencing you and your colleagues?
- 10 How are you coping with the problem to move ahead?

## Appendix III

### Interviewee Profile

- 1 Name: \_\_\_\_\_
- 2 Gender
  - a Male
  - b Female
- 3 Sector \_\_\_\_\_
- 4 Designation: \_\_\_\_\_
- 5 Work Experience \_\_\_\_\_ years
- 6 Location of Interview \_\_\_\_\_
- 7 Comments (if any) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_