

Theoretical review of the psychological aspects of women's characteristics in the transport industry

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Abstract

This research aims to evaluate how gender roles affect women's labor by articulating with the patriarchal social structure, and what stages women's labor has gone through in the world, through basic concepts and historical plane. The main claim of the study is that the biggest factor why doing a job that is attributed to men poses various difficulties for women is traditional gender roles. However, another claim of the study is that if positive discrimination principles are applied and equality of opportunity is provided, women can successfully perform the profession by overcoming the difficulties arising from gender roles. Working conditions within the scope of the research; It was evaluated together with data on wages, working hours and unionization. Physical and psychological disorders resulting from working life were examined specifically in the bus driving profession. The difficulties encountered in working life were analyzed on the basis of gender and the differences between being married and single women in working life. In the conclusion of the study, information about the theoretical discussion and data from the field research were synthesized. It draws attention to the importance of applying the principle of positive discrimination and providing equal opportunities for women in order to break down gender roles.

Keywords: gender roles, women's labor, urban transportation, women bus drivers, transportation sector

Introduction

Gender; It is a concept produced under the influence of cultural values and causes women to be placed in a secondary position in the social structure. This concept, which codes women and men as masculine and feminine, glorifies masculine values and causes a patriarchal social

structure to dominate. As a result of gender and patriarchal social structure, gender roles emerge. It is possible to define the concept of role as the duties undertaken by people in a situation or event. However, gender roles are not a concept that can be explained so

superficially. Gender roles refer to the meanings and duties imposed on individuals by society as a result of their biological gender being male or female. However, as a result of gender and gender roles, a spatial separation between genders also emerges. While areas that include home and household chores, which can be considered more closed and away from society, are defined as private areas; Areas including education, politics, military and economy are considered public spaces. In this separation of space, women are considered to belong to the private area and men are considered to belong to the public area. This social reality, of course, directly affects women's labor. In the matriarchal period, women and men carry out the activities necessary for survival together, and neither gender has superiority over the other. As a result of the formation of the state, the invention of various means of production, and the emergence of private property, some people in society became slaves while others became masters. In this context, it is possible to accept women as the first being to be enslaved. Women who became workers after the industrial revolution were exposed to different forms of labor exploitation.

While manufacturing industries that require low technology are the areas where women are most employed, areas that require high technology, knowledge and education are more

male-dominated. However, certain professions are also based on gender. In connection with the subject of the research, it is possible to give the bus driving profession as an example. Female bus drivers are an area that is rare and on which limited studies have been carried out.

Problem Statement

The phenomenon of gender and social gender roles, women are placed in a secondary position in the social perspective. Especially when it comes to the topic of the research, women are excluded from some jobs, while certain professions are seen as women's work. Women who choose jobs with more regular working hours, such as teaching, or nursing, which is considered a woman's job, are more approved by society, and women who do these jobs are seen as the

'ideal wife'. However, professions such as engineering, surgery, high-level management, and driving are professions in which women are less concentrated. Within the framework of the traditional role perceptions of women, the primary duty of a woman is to take care of her home, children, and husband. The profession that a woman will choose should first of all be compatible with her family life, her home, and the working hours should be suitable for it. The professions given as examples above are mostly male-dominated and involve busy hours. [3]

The study was conducted with female bus drivers, which constituted a more limited research area. The reason for choosing the subject is that one-third of bus drivers in Adana are women, and this situation, which does not coincide with social gender roles, is important from the point

of view of social sciences. The study focuses on how the women who do the bus driving profession, which is mainly attributed to men's work, receive feedback from their surroundings and families when they decide to do the bus driving profession, the process of starting the profession and what they encounter after starting. The discussed topics were evaluated by assessing social gender, social gender roles, women's positions in the private and public spheres. The study focuses on the positive and negative conditions faced as a working woman while also shedding light on working women in a male-dominated sector.

Psychological aspects of women's characteristics in the transport sector

The transportation sector is generally considered a male-dominated field. However, nowadays, with women starting to take more place in this sector, the psychological characteristics of women in the transport sector are also gaining importance. In this article, the psychological difficulties faced by women working in the transport sector and their characteristics will be discussed. [2]

1. Empathy and Communication Skills

Women working in the transportation industry often have strong empathy and communication skills in customer relationship management. When interacting with passengers, women being more sensitive and understanding can increase customer satisfaction. This situation can turn into an advantage for women working in the transport sector.

2. Strong Decision Making Ability

Women are usually strong in dealing with situations that require stressful and quick decisions. In the transportation sector, especially when faced with unexpected situations such as emergencies and traffic, women's quick thinking and decision-making abilities can come to the fore.

3. Contribution to Diversity and Innovation

The presence of women in the transport sector can increase diversity and bring new perspectives to the sector. Different experiences and perspectives of women can contribute to innovation and development in the sector.

4. Reinforcement in the Work Environment

Women working in the transportation sector can sometimes be subjected to gender-based prejudices. This can increase women's resilience and contribute to creating a stronger work environment. At the same time, supporting each other and establishing mentoring relationships among women in the sector can increase their psychological resilience.

Writing an article about the role and characteristics of women in the transportation industry is a very important issue. In this article, you can focus on topics such as women's contributions to the transportation industry, the challenges they face, gender inequality in the sector, and solutions to overcome these problems. Here are some topics you can cover while writing this article:

Contributions of Women in the Transportation Industry [1]:

- What kind of roles do women play in the transportation industry?● Women's experiences and areas of expertise in this sector.

Challenges and Obstacles:

- Gender-based challenges faced by women in the transportation industry.
- Difficulties experienced due to social expectations and prejudices.
- Experiences with gender inequality in the workplace.

Solution offers:

- Educational programs to raise awareness about gender equality.
- Policies that encourage women to advance to leadership positions in the transportation industry.
- Implementing diversity and inclusion policies that support gender equality in workplaces.

Success Stories and Role Models:

- Success stories of women in the transportation industry.
- The potential for these success stories to inspire other women.

Future Developments and Opportunities:

- Potential future roles for women in the transport industry.
- Planned measures to promote gender equality in the sector.

Social Awareness and Change:

- Changing society's perception of the role of women in the transport industry.
- Efforts to raise social awareness about gender equality.

The psychological characteristics of women working in the transportation sector can allow them to make valuable contributions to the sector. Empathy, strong decision-making, diversity and collaboration can help women succeed in this industry. However, continuous efforts should be made to overcome gender-based prejudices in the sector.

The transport sector is generally a male-dominated field, but the presence of women in this sector is increasing. In order to theoretically examine the psychological aspects of women in the transport sector, we can consider several important points:

- **The Impact of Societal Gender Roles:** Gender roles include stereotypes that women are generally more emotional and empathetic. These stereotypes can influence how women perceive their roles in the transportation sector. It can be studied how women reject the traditional gender roles in the transport sector, going against the general expectations of the society.
- **Effect of Operating Environment:** The transportation industry often presents a physically demanding environment. This requires examining the challenges faced by women working in this sector and the psychological effects of these challenges. How does workplace culture affect women's relationships with colleagues and managers in this sector?
- **Career Development and Advancement:** It is important to examine the effects of women on career development and advancement processes in the transportation sector. To what extent do gender-based barriers affect women's advancement to leadership positions?
- **Diversity and Inclusion:** The impact of diversity and inclusion policies in the transportation sector can be studied. How should these policies be designed to increase women's participation in the sector and provide equal opportunities?
- **Psychological Resilience of Women:** The processes of coping with difficulties and developing psychological resilience of women in the transport sector can be studied. How can women cope with stress factors in the sector and how can they protect their psychological well-being?
- **Social Perception and Attitudes:** How the society in general perceives women in the transport sector and the effects of this perception on women's psychological health can be addressed. How social attitudes affect women's participation in this sector can be investigated.

These points are the basic starting points for theoretically examining the psychological experiences of women in the transport sector. Further research to be carried out may provide a more in-depth understanding of this issue.

Today, businesses see logistics activities as a leverage to reduce operating costs and increase customer satisfaction, and therefore they attach importance to logistics activities both to ensure an uninterrupted product flow and to increase customer satisfaction. With the importance this sector has gained in production activities, the logistics sector attracts the attention of different academic disciplines. Similarly, with the increase in the number of female employees and managers in this sector, which is actually defined as a male-dominated field, gender perspective research has begun to be seen in the sector. It can be said that the discussions that focus on

the logistics sector with the theme of gender are very weak for the logistics sector. In this sense, this study is important in terms of determining the problems of women working in the logistics sector and their perspectives on the sector. Based on the findings of this study, it can be said that women in the sector, contrary to the common belief in the literature, see the sector as an area where women are more advantageous rather than male-dominated. This situation is

closely related to the gender dimension of emotional labor. A more in-depth examination of the concept of emotional labor in sector-specific studies will reveal more comprehensive discussions on both the employment structure of the sector and the gender dimension of employment. Comparative studies, especially in which male employees are included in the interviews, are needed in this sense. [3]

In addition to emotional labor, as in many other sectors where white-collar women are present, women stated that issues arising from traditional gender roles and the reflection of these roles

on the division of labor within the household, rather than discrimination in the labor market, prevent them from advancing in their business lives and affect their career expectations. This indicates that the focus of social policies aimed at ensuring equality between men and women in the labor market should not only be the labor market, and that family structure and gender regime should not be ignored when preparing such policies and practices.

Conclusion

The important issues in the historical development of women's labor have been gender and patriarchal social structure. These issues cause women's labor force and education participation rates to be lower compared to men. Women's employment is always below men's employment

in the world. According to gender roles in male-dominated structures, women should first be mothers and wives. If she participates in working life, she should not neglect her duties as a mother and wife. For this reason, it is deemed appropriate for women to choose professions appropriate to their gender. Women, who are generally kept away from working life unless needed, are condemned to low-paid, insecure and unskilled jobs when they somehow become involved in the employment process. Even if a woman is working, her primary duty is to provide housework and child care. However, men do not have such an obligation. This situation, which arises as a result of gender roles, may cause women to prefer part-time jobs in the unskilled category. In the category of skilled jobs, professions such as teaching, where working conditions and hours are not determined according to the classical working order, compared to other professions, make them attractive for women. At the same time, professions such as driving, engineering, senior management and surgery, which can be considered male-dominated fields, are not considered suitable for women.

What is decisive here is not whether these professions require qualifications or not, but the time interval of the hours worked, the tiring nature of the job, and whether the woman can spare time for household chores after completing her shift. At this point, society's stereotypes, traditions and cultural values are effective. Social values cause the emergence of discrimination between men's and women's work in working life.

The transportation sector is also subject to occupational sexual segregation. Although it requires technical knowledge, it is a sector where male employment is generally provided due to social judgments. Professions such as piloting, bus driving and being a military officer are coded in social life as professions that require physical strength as well as technical knowledge.

However, women have been successful in challenging traditional gender roles and stereotypes by entering the transportation sector, which is considered a male-dominated sector, and by showing that the chauffeur profession in the sector is a human job, not a man's job.

It is possible to comment that women who become financially stronger tend to divorce by not continuing their bad family relationships. It is understood that the entry processes of female bus drivers into the profession vary. While some participants have been trying for years to enter the profession, some started by applying from

the advertisement or to take advantage of the opportunity they encountered during the unemployment period. When the data obtained in terms of the subject of the research is examined, it is understood that doing a job that is attributed to men's work is not acceptable by society, even if it is considered normal for women who work as bus drivers. When this situation is evaluated with the stigmatization process in

Goffman's (2014) sense, it is possible to see that women bus drivers are stigmatized by society, especially in the years when they are just starting out in the profession. However, it is observed from the field research data that over time, the next stage of the stigmatization process, the acceptance process, is passed and this situation gets used to. In fact, it is seen that it is accepted by both their male colleagues and society that women are better at bus driving. It is seen in the field data that the process of acceptance and elimination of gendered professions will occur with the implementation of positive discrimination principles. The female bus driver, who did not quit her job after being stigmatized and was not dismissed by the employer, exists in society with a stronger self-confidence and fulfills her profession. However, ensuring equal opportunities in education and employment is a process that must first be initiated in the family. If girls and boys receive equal treatment and undertake similar tasks in the family role distribution, their exposure to gender roles will be significantly reduced. When girls and boys raised in this way become adults, they will know that they have equal places in the public and private spheres and will not feel like the owners of certain areas or the prisoners of certain areas. When this process, which starts in the family, spreads throughout society and governments follow policies to ensure equal opportunities, it will be seen that employment rates remain similar in countries over time and gendered professions disappear.

However, when the bus driving profession is evaluated in terms of wages, unionization, working conditions and deregulation, it is possible to say that the individuals who practice the profession are the new proletarians. However, they still stated that they were happy while working as a bus driver. At this point, the most important issue that determines satisfaction is women's financial power. It is seen that women who have financial power and profession are getting stronger. Empowered women gain self-confidence.

The criterion of self-confidence takes precedence over professional satisfaction and women continue to work. When all the data obtained within the scope of the research are evaluated together, it shows that women can do any profession as long as equal opportunities and positive discrimination principles are applied in education and employment.

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