

ABSTRACT

The mining industry remains historically male-dominated, characterized by entrenched masculine norms that produce structural and cultural constraints on women's career sustainability. This study examines the lived experiences of women navigating these constraints within the Indonesian mining sector, with particular attention to how sustainability is constructed across the life course. A qualitative phenomenological design was employed. Data were generated through in-depth interviews with ten women occupying technical and administrative roles and analyzed using an explication process involving bracketing, delineation of meaning units, and composite structural synthesis.

Findings indicate that career entry is shaped by the accumulation of human capital (technical educational alignment) and social capital (paternal influence), reinforced by strong economic rationality. In workplace practice, participants encounter gendered communication norms, dual legitimacy pressures associated with gender and age, horizontal occupational segregation, and vertical glass ceiling dynamics linked to reproductive life-stage assumptions. Career sustainability is sustained through the interplay of formal institutional safeguards (e.g., digital reporting systems and enforcement mechanisms) and informal relational solidarity embedded in familial organizational cultures. Participants demonstrate agentic resilience through adaptive coping strategies and long-term career planning aligned with life-course transitions.

The study argues that women's career sustainability in mining is not a passive outcome of structural accommodation but an ongoing process of negotiated agency between professional aspirations, individual capacity, and gendered institutional arrangements. These findings contribute to scholarship on gendered organizations and extend life-course perspectives within extractive industry contexts in the Global South.

Keywords: *Career Sustainability, Women, Mining Industry, Phenomenology, Masculine Culture.*

