

Exploring the Psychological Effects of Mansplaining to Women Working in Male-Dominated Workplaces: A Case Study

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Abstract

This study explored the psychological effects of mansplaining on women employed in male-dominated workplaces in the Philippines, focusing on how women interpret, experience, and respond to gendered communication bias in professional environments. Anchored on the theory of Competence-Questioning Communication, the study examined how behaviors such as unsolicited explanations, interruptions, dismissal of expertise, and voice nonrecognition reinforce gender inequality and undermine women's professional credibility. A descriptive multiple-case qualitative research design was utilized, with female professionals from male-dominated industries serving as participants. Purposive sampling was employed to select approximately six to eight respondents who had experienced mansplaining in workplace settings. Data were gathered through semi-structured in-depth interviews and analyzed using qualitative thematic analysis and cross-case comparison. Findings revealed that participants frequently experienced interruptions, condescending explanations, unequal recognition, and invalidation of expertise within workplace interactions. These experiences contributed to emotional exhaustion, self-doubt, anxiety, reduced confidence, hesitation in professional discussions, and diminished workplace participation. Participants employed coping strategies such as evidence-based communication, selective confrontation, written follow-ups, emotional regulation, and mentorship support to maintain professional credibility. However, the study emphasized that individual coping mechanisms alone are insufficient without organizational support. The findings highlighted the importance of inclusive leadership, gender-sensitive communication training, mentorship initiatives, and institutional policies that promote equitable participation and respectful workplace interactions. The study aligns with Sustainable Development Goal (SDG) 5: Gender Equality, SDG 8: Decent Work and Economic Growth, and SDG 3: Good Health and Well-Being by addressing workplace gender bias, inclusive organizational practices, and psychological well-being among women professionals. The research contributes to sustainability by promoting equitable workplace cultures, psychological safety, institutional inclusivity, and organizational practices that support long-term employee well-being, professional growth, and gender equity in male-dominated industries.

Keywords: Career Efficacy, Competence-Questioning Communication, Gender Inequality, Male-Dominated Workplaces, Mansplaining, Organizational Culture, Psychological Well-Being, Workplace Communication, Workplace Incivility, Women Professionals

1. Introduction

Mansplaining has emerged as a significant workplace communication issue, particularly in male-dominated industries such as engineering, technology, finance, and academia, where women frequently encounter dismissive or condescending interactions that undermine their competence and professional contributions (Reagle, 2016). These experiences reinforce gender stereotypes and contribute to workplace inequities that negatively affect women's psychological well-being, job satisfaction, and career advancement. Although progress has been made toward gender equality, subtle forms of gender-based mistreatment continue to shape organizational culture and professional dynamics. This study explores the psychological effects of mansplaining on women employed in male-dominated workplaces in the Philippines. It examines how women interpret and respond to these experiences, the implications for workplace relationships and career development, and the coping mechanisms used to address gendered communication bias. The study also seeks to contribute to organizational reforms promoting inclusive communication, psychological safety, and gender equity.

1.1 Mansplaining and Gendered Communication in Male-Dominated Workplaces

Mansplaining refers to situations in which men explain something to women in a condescending, overconfident, or patronizing manner regardless of the women's expertise or experience (Giaxoglou, 2018). The term gained prominence in discussions of workplace gender inequality and communication bias in the late 2000s (Scott, 2015). In male-dominated fields, women often experience heightened scrutiny, limited mentorship opportunities, and assumptions of incompetence compared to male colleagues (Goodwin, 2018). Research indicates that mansplaining reflects broader patterns of gender

bias and unequal power relations in professional settings (Stamarski & Son Hing, 2015). Repeated exposure to these behaviors can reduce women's self-esteem, productivity, job satisfaction, and organizational commitment while increasing the likelihood of emotional exhaustion and workplace disengagement (World Economic Forum, 2022). Historically embedded patriarchal structures continue to reinforce unequal access to resources, leadership opportunities, and professional recognition for women across cultures and societies (Sue et al., 2007; Coaston, 2017). Gender inequality persists in employment through wage disparities, underrepresentation in leadership, occupational segregation, and gender stereotyping (Barnett and Homany, 2022; Kura, 2022). Women in male-dominated industries are frequently perceived as less competent despite equivalent qualifications, which contributes to discriminatory communication practices such as mansplaining (Ridgeway, 2011). Language and social discourse have evolved alongside changing understandings of gender. Gender-related neologisms such as "mansplain," "non-binary," and "genderqueer" emerged through media, advocacy movements, and academic discourse to articulate previously unrecognized experiences related to gender inequality (Department of Labor and Employment, 2012; Wise et al., 2016; Scott, 2015). These linguistic developments help identify and challenge discriminatory behaviors embedded in everyday interactions.

1.2 Psychological Effects of Mansplaining on Women in Male-Dominated Professions

Existing literature identifies mansplaining as part of broader gendered microaggressions and workplace incivility experienced by women in male-dominated organizations. Microaggressions are subtle and often unintentional discriminatory behaviors that communicate hostility or inferiority toward marginalized groups (Sue et al., 2007). Common forms include interruption, dismissal of women's ideas, voice nonrecognition, and patronizing explanations (Tannen, 1994). Gendered communication norms also contribute to unequal workplace dynamics. Women are frequently socialized to communicate cooperatively, while men are socialized toward assertive and dominant communication styles (Tannen, 1990). These differences often create "chilly climates" where women's contributions are undervalued and opportunities for advancement are restricted. Research further demonstrates that persistent gendered mistreatment negatively affects women's emotional health and professional outcomes. Women exposed to mansplaining and workplace incivility commonly experience stress, burnout, impostor syndrome, self-doubt, isolation, and decreased career aspirations (Sue et al., 2007). Emotional exhaustion and reduced workplace engagement are also linked to repeated experiences of invalidation and exclusion. Gender inequity in male-dominated workplaces extends beyond communication behaviors to include wage disparities, sexual harassment, exclusion from mentoring networks, and limited access to leadership opportunities. These inequalities negatively affect women's psychological well-being, job satisfaction, and professional growth. The literature also emphasizes the importance of organizational responses and coping strategies. Women respond to mansplaining differently, ranging from direct confrontation to avoidance and silence due to fear of retaliation or further discrimination (Brescoll, 2016). Effective organizational interventions include diversity and inclusion initiatives, mentorship programs, leadership development, unconscious bias training, and supportive communication policies. Additionally, coping mechanisms such as social support, flexible work arrangements, emotional regulation, resilience training, mindfulness practices, and Employee Assistance Programs contribute to stress reduction and psychological well-being. Supportive organizational cultures and transformational leadership further reduce workplace stress and improve employee resilience.

1.3 Philippine and Global Context of Gender Bias in Male-Dominated Careers

Globally, gender inequality remains evident despite advances in women's rights and representation. Women continue to earn less than men for comparable work, remain underrepresented in leadership positions, and face barriers to career advancement across industries (Kura, 2022). Patriarchal norms and gender stereotypes continue to shape workplace structures and interpersonal interactions worldwide (Sue et al., 2007). In male-dominated industries such as engineering, finance, and technology, women often encounter workplace environments that invalidate their expertise and contributions through behaviors including mansplaining and gender-based communication bias. These experiences contribute to hostile or exclusionary workplace climates that discourage women's long-term participation and advancement. Within the Philippine context, discussions surrounding gender equity, workplace discrimination, and inclusive communication continue to expand through academic, political, and advocacy efforts (Dayrit, 2018). Gender politics and social movements have emphasized the need to dismantle patriarchal structures and increase women's representation and participation in institutional decision-making processes (Imperial et al., 2023). However, women in professional environments still encounter workplace inequities that affect mental health, confidence, and professional development. The present study contextualizes these issues within Philippine male-dominated workplaces by exploring how women interpret and cope with mansplaining experiences within their cultural and organizational environments.

1.4 Competence-Questioning Communication as Basis for Understanding Mansplaining

This study is anchored on the theory of Competence-Questioning Communication, which explains how behaviors such as mansplaining, interruption, and voice nonrecognition communicate doubt regarding women's competence in professional settings. These behaviors function as forms of gender bias that undermine women's credibility and diminish their perceived value within workplace interactions. Mansplaining represents a form of competence-questioning communication in which men explain information to women in a patronizing or dismissive manner despite women's expertise or qualifications (Monti, 2024). Similarly, voice nonrecognition occurs when women's ideas are ignored until repeated by male colleagues

who subsequently receive recognition (Imperial et al., 2023). Frequent interruption further reinforces assumptions that women's contributions are less valuable than those of men. The conceptual framework of the study examines the relationship between workplace incivility, gender-based mistreatment, and mansplaining in male-dominated workplaces and their effects on women's psychological well-being, job satisfaction, professional growth, and career advancement. The framework also recognizes coping mechanisms and organizational support systems as important mediating responses to these experiences. The study further draws from theories of workplace incivility and gendered communication, which explain how low-intensity discriminatory behaviors accumulate over time and negatively affect women's emotional well-being, organizational commitment, and professional identity (Sue et al., 2007).

1.5 Research Gaps on Mansplaining and Women's Workplace Experiences

Although substantial literature exists regarding workplace sexism, incivility, gender bias, and microaggressions, limited research isolates mansplaining as a distinct form of gendered communication with specific psychological and professional consequences. Most studies address mansplaining within broader discussions of sexism or workplace incivility rather than examining it independently as a communication phenomenon with unique effects on women's experiences and career trajectories. Existing literature also lacks sufficient qualitative research exploring the lived experiences of women encountering mansplaining in male-dominated workplaces, particularly within the Philippine context. There remains limited empirical evidence examining the relationship between repeated mansplaining experiences and outcomes such as emotional exhaustion, self-esteem reduction, stress, social isolation, and disengagement from professional advancement. Furthermore, longitudinal and intersectional studies examining the long-term psychological effects of mansplaining remain scarce. Research also identifies insufficient organizational initiatives specifically addressing subtle gendered mistreatment and communication bias in workplaces. This study addresses these gaps by employing a qualitative case study approach to examine how women in male-dominated professions interpret, internalize, and respond to mansplaining experiences. The study also aims to generate evidence-based recommendations for fostering respectful and inclusive workplace cultures.

1.6 Alignment of the Study on Mansplaining with Relevant Sustainable Development Goals (SDGs)

This study aligns primarily with SDG 5 – Gender Equality by addressing gender-based communication bias and workplace discrimination affecting women in male-dominated professions. By examining mansplaining as a form of workplace inequity, the study contributes to ongoing efforts to eliminate discriminatory practices and promote equal participation and recognition for women in professional environments. The research also supports SDG 8 – Decent Work and Economic Growth through its emphasis on inclusive workplaces, psychological safety, equitable career advancement, and employee well-being. Addressing mansplaining and workplace incivility may contribute to healthier organizational cultures that support employee retention, productivity, and professional development. Additionally, the study relates to SDG 3 – Good Health and Well-Being because it investigates the psychological effects of workplace gender bias, including stress, anxiety, emotional exhaustion, and diminished self-esteem. Understanding these effects may help organizations develop interventions that support employees' mental and emotional health. The study also contributes indirectly to SDG 10 – Reduced Inequalities by promoting awareness of subtle forms of gender discrimination that perpetuate structural inequality in workplaces and leadership opportunities.

1.7 Importance of the Study on Mansplaining to Multidisciplinary Sustainability

This research contributes to socio-economic sustainability by promoting equitable and inclusive workplace environments that support women's participation, productivity, and career advancement. Reducing workplace gender bias may improve organizational effectiveness, employee morale, and long-term workforce stability. The study also contributes to psychological and public health sustainability by examining how workplace communication practices affect emotional well-being, mental health, and stress management among women professionals. Findings may support the development of organizational mental health initiatives and employee support systems. From an institutional and policy sustainability perspective, the study may inform human resource policies, diversity initiatives, leadership development programs, and workplace communication standards that foster gender equity and psychological safety. Organizations may use the findings to strengthen inclusive leadership practices and reduce subtle forms of workplace discrimination. Educational sustainability is likewise supported through the study's contribution to gender studies, organizational psychology, and workplace communication research. By expanding scholarly understanding of mansplaining and gendered communication bias, the study encourages continued academic inquiry and evidence-based advocacy for equitable professional environments.

2. Material and methods

2.1 Research Design

The study utilized a descriptive multiple-case qualitative research design in which each participant served as an individual case. This design enabled the researcher to explore both the similarities and differences in women's experiences of mansplaining across various workplace contexts and organizational environments. Multiple-case study methodology was appropriate because it allowed investigation of real-life experiences while supporting cross-case comparison and analytic generalization. The research focused on how women interpreted and responded to mansplaining within male-dominated

workplaces in the Philippines. Cultural norms, gender expectations, and organizational hierarchies were considered important contextual factors influencing participants' experiences and coping responses. The use of multiple-case analysis strengthened the depth and contextual richness of the findings while illustrating the relationship between women's experiences and their socio-cultural environments.

2.2 Locale of the Study

The study was conducted in the Philippines and focused on women employed in predominantly male professional environments such as corporate management, technical industries, and higher education institutions. These workplaces were characterized by gender asymmetry and unequal power structures that influenced communication dynamics and professional interactions. The Philippine setting was considered important because cultural norms, organizational practices, and gender expectations may influence how women perceive and experience mansplaining. The study examined these workplace experiences within the broader socio-cultural context of the country.

2.3 Respondents of the Study

The respondents consisted of female professionals working in male-dominated industries in the Philippines. Participants were selected based on experiences involving gender-related communication dynamics such as condescending explanations, dismissal of expertise, limited recognition, and unequal professional opportunities. To qualify for inclusion, participants had to be women between 22 and 50 years old, have worked in a predominantly male workplace for at least two years, self-identify as having experienced mansplaining or condescending explanations from male colleagues, and be willing to participate in an in-depth interview. The study involved approximately six to eight participants. This sample size was considered appropriate for qualitative case study research because it allowed in-depth exploration of participants' experiences while maintaining feasibility for detailed thematic analysis. The adequacy of the sample was determined through thematic saturation, which refers to the point where no new themes or categories emerged from additional interviews.

2.4 Sample and Sampling Procedure

Purposive sampling was used to identify participants capable of providing relevant and meaningful insights regarding mansplaining in male-dominated workplaces. This sampling strategy ensured that all respondents had direct experiences with the phenomenon under investigation and could provide contextually appropriate data (Sue et al., 2007). Participants were purposively selected from industries traditionally viewed as male-dominated, where women are underrepresented (Dayrit et al., 2018; Bourdon et al., 2021). Respondents were required to have at least two years of professional experience because prolonged exposure to male-dominated work environments increased the likelihood of encountering gendered communication challenges such as mansplaining (World Economic Forum, 2022). The study also sought diversity among participants in terms of career stage, age, and cultural background to explore how experiences of mansplaining may differ across professional and social contexts (Monti, 2024). Recruitment was conducted through professional and personal networks, LinkedIn outreach, referrals, networking events, and organizations supporting women professionals. Thematic saturation guided participant selection and data collection. After each interview, the researcher conducted preliminary coding to identify recurring patterns. Data collection ended once additional interviews no longer produced new themes or categories.

2.5 Research Instrument

The primary research instrument was a semi-structured interview guide used to conduct in-depth interviews with participants. This instrument enabled respondents to narrate their experiences, perceptions, emotional responses, and coping strategies related to mansplaining in workplace settings. Semi-structured interviews allowed flexibility for follow-up questions while ensuring consistency across cases (Wise et al., 2016). The interview guide included questions concerning participants' professional environments, communication experiences, perceptions of mansplaining, psychological effects, workplace culture, coping mechanisms, and recommendations for improving gender communication practices. The instrument also explored participants' confidence, competence, sense of belonging, and career development in relation to their experiences. To ensure content validity, the researcher consulted a registered psychologist specializing in gender studies and mental health. The psychologist reviewed the interview questions for clarity, relevance, conceptual alignment, and appropriateness in measuring psychological and emotional experiences related to mansplaining. Revisions included refining wording, reducing redundancy, and improving conceptual precision to strengthen the reliability and validity of the instrument for qualitative research.

2.6 Data Gathering Procedure

The study employed qualitative case study procedures to examine lived experiences and organizational dynamics related to gendered communication. Participants who met the inclusion criteria were informed about the study's objectives, procedures, confidentiality measures, and voluntary nature of participation before recruitment. Data collection was conducted through semi-structured interviews lasting approximately 45 to 60 minutes. Interviews were conducted either face-to-face or through secure online platforms such as Google Meet, depending on participant preference and availability.

Open-ended questions encouraged participants to provide detailed narratives regarding their workplace experiences and psychological responses to mansplaining. All interviews were audio-recorded with participant consent and transcribed verbatim to ensure accuracy and detail. Data collection continued until thematic saturation was achieved, meaning no new significant themes emerged from subsequent interviews. The interviews allowed the researcher to examine the effects of mansplaining on women's emotional well-being, confidence, sense of belonging, and professional growth.

2.7 Data Analysis Techniques

The study employed qualitative thematic analysis to systematically organize, interpret, and synthesize data gathered from interviews, observations, and supporting documents. Verbatim transcriptions and field notes served as the primary basis for analysis. The researcher repeatedly reviewed the transcripts to identify recurring words, phrases, behaviors, and emotional responses, which were assigned descriptive codes such as interruption, dismissal of expertise, and emotional distress. Related codes were then grouped into broader categories, including communication behaviors, power dynamics, and emotional responses, to develop overarching themes. Cross-case analysis was conducted to identify similarities and differences among participants' experiences. Triangulation was also applied by comparing different sources of data and examining gender-related communication patterns within workplace interactions. The analysis emphasized how women experienced epistemic invalidation, gender-based authority structures, and emotional consequences associated with mansplaining. To ensure credibility and accuracy, an independent auditor reviewed the coding process, thematic categories, and cross-case comparisons. Findings were presented narratively using thematic summaries and direct participant quotations to illustrate the lived experiences of women in male-dominated workplaces.

2.8 Researcher Reflexivity

The study acknowledged that qualitative research involves co-construction of knowledge between the researcher and participants. The researcher recognized that personal interests in workplace equity, gender dynamics, and power relations could influence interpretation during analysis. To minimize bias, reflexive journaling was maintained throughout the research process. Initial coding remained inductive and grounded in participant language before theoretical interpretation was applied. Peer debriefing was also used to challenge assumptions and strengthen confirmability of findings.

2.9 Ethical Considerations

Ethical standards were strictly observed throughout the study to protect participant rights, privacy, confidentiality, and emotional well-being (Sue, 2007). Ethical clearance was obtained from the appropriate ethics committee before conducting the research. Participants signed informed consent forms approved by the Research Ethics Committee (REC) and were informed about the purpose of the study, procedures, confidentiality measures, and their right to withdraw at any time (Reagle, 2016). Pseudonyms were used in all reports and publications to protect participant identities. Audio recordings, transcripts, and field notes were securely stored in password-protected files accessible only to authorized researchers. Data retention and disposal followed institutional ethical guidelines. Because mansplaining is a sensitive topic, precautions were implemented to reduce emotional distress. Participants were informed beforehand that discussions could involve experiences of discrimination and workplace challenges. They were allowed to pause interviews, decline questions, or withdraw participation at any stage. Participants were also provided with counseling resources, mental health hotlines, and workplace support services if needed. The researcher further emphasized cultural sensitivity throughout the study by ensuring respectful language, inclusive framing of questions, and fair representation of participants' diverse social and cultural experiences.

3. Results and Discussion

3.1 Manifestations and Effects of Mansplaining in Professional Workplaces

3.1.1 Manifestations of Mansplaining in Professional Interactions

Participants consistently described experiences of being interrupted, spoken over, corrected unnecessarily, or given unsolicited explanations despite their qualifications and expertise. Many participants reported that male colleagues assumed women lacked knowledge or competence, even when women held specialized roles or greater professional experience. Participants also shared experiences where their ideas were ignored until repeated by male colleagues, after which those ideas were immediately recognized and accepted. These recurring communication patterns made women feel professionally undermined, emotionally frustrated, and less credible in workplace discussions. These findings support the argument that mansplaining functions as a gendered form of communication that reinforces epistemic authority and male dominance within workplace interactions (Bridges, 2017). The results align with Crowe (2023), who explains that unsolicited explanations often arise from assumptions about gender rather than actual differences in competence. The findings also reflect how microaggressions reproduce workplace power imbalances and negatively affect women's perceptions of professional credibility, authority, and participation.

3.1.2 Gender Inequality in Male-Dominated Workplaces

Participants reported that male-dominated organizational cultures often privileged male voices and authority. Senior men were commonly perceived as automatically credible, while women had to repeatedly prove their expertise before their ideas were acknowledged. Several participants explained that their suggestions were initially dismissed until repeated by male colleagues. Women also described the pressure of being among the few female professionals in technical and leadership positions, which required them to exert additional effort to remain visible and respected in workplace discussions. These findings demonstrate how workplace structures and cultural norms reinforce unequal participation and recognition based on gender. Joyce et al. (2021) describe these experiences as epistemic struggles in which women must continually validate their competence. Robinson (2024) similarly found that a significant percentage of women experience mansplaining in professional environments. The findings also support Cagoco-Guiam (2020), who frames these behaviors as manifestations of “caustic masculinities” embedded in organizational culture. The results suggest that gender inequality is maintained not only through individual behaviors but also through institutional norms that privilege male authority and credibility.

3.1.3 Psychological Impact on Career Efficacy

Participants described the emotional and psychological consequences of repeated mansplaining experiences. Many women reported hesitation before speaking, self-doubt regarding their ideas, emotional exhaustion, and increased anxiety during professional interactions. Participants also explained that they spent additional energy carefully managing how they communicated in order to avoid dismissal or criticism. Although participants remained competent professionals, recurring dismissive interactions reduced confidence and limited active participation in meetings and decision-making processes. These findings indicate that mansplaining acts as a chronic psychological stressor that gradually affects women’s confidence, engagement, and professional visibility. Santoro & Markus (2024) argue that unsolicited and prescriptive advice undermines women’s professional autonomy and efficacy, while Crowe (2023) links mansplaining to reduced confidence and workplace participation. The findings also support Joyce et al. (2021), who describe repeated competence-questioning communication as a form of epistemic disempowerment that causes women to doubt themselves despite demonstrated competence. The cumulative effects of these experiences may hinder long-term career growth and workplace participation.

3.1.4 Individual Coping and Adaptive Strategies

Participants employed various coping mechanisms to manage mansplaining while maintaining professionalism. Common strategies included using technical evidence and documentation to reinforce credibility, calmly restating expertise, selectively confronting dismissive behavior, following up in writing after meetings, and carefully regulating tone and communication style. Some participants also relied on indirect approaches to avoid conflict while still asserting authority and competence in professional settings. These adaptive responses demonstrate the emotional and cognitive labor women perform to navigate gendered communication in male-dominated environments. Reeves (2015) notes that women often modify communication styles defensively in workplaces where their competence is frequently questioned. The findings further support Young (2025), who explains that mansplaining is reinforced by organizational norms that assign expertise and authority unequally. While coping strategies help women maintain professionalism and credibility, Cagoco-Guiam (2020) argues that these strategies alone cannot resolve the systemic nature of gendered microaggressions without institutional support.

3.1.5 Organizational Practices and Structural Interventions

Participants emphasized the need for organizational interventions to address gendered communication patterns. Many respondents believed that mansplaining often occurs unconsciously and that awareness-building initiatives, mentorship programs, leadership accountability, and gender-sensitive communication training are necessary to foster respectful workplace interactions. Participants also highlighted the importance of inclusive workplace cultures where women’s contributions are consistently recognized and valued. These findings support previous research emphasizing the role of institutions in reducing workplace gender bias. Robinson (2024) states that organizational culture significantly affects women’s workplace experiences, productivity, and job satisfaction. Cagoco-Guiam (2020) further argues that systemic misogyny cannot be resolved solely through individual coping strategies and requires institutional accountability. The results suggest that sustainable change requires organizations to implement structural interventions that normalize equitable communication, promote inclusive leadership, and challenge gender-based assumptions embedded in workplace culture.

3.2 Integrated Interpretation of Findings

The findings reveal that mansplaining is not solely an interpersonal communication issue but also a psychological, cultural, and structural problem affecting women in professional environments. Participants’ experiences demonstrated that repeated gendered microaggressions undermine confidence, emotional well-being, professional participation, and career visibility. These effects extended beyond individual interactions and influenced broader workplace experiences, professional relationships, and organizational engagement. The findings align with the frameworks of Incivility and Gender-Based Mistreatment and Competence-Questioning Communication, which explain how repeated dismissive communication

contributes to emotional stress and reduced workplace participation. Bridges (2017) and Reeves (2015) describe mansplaining as a form of gendered microaggression that reinforces male authority and weakens women's credibility. Crowe (2023) and Robinson (2024) further explain that these behaviors are embedded within organizational cultures and gender norms that sustain systemic inequality. Santoro & Markus (2024) and Joyce et al. (2021) also emphasize that repeated questioning of women's competence negatively affects professional identity, empowerment, and career progression. The study demonstrates that although women develop adaptive coping strategies to manage these experiences, the burden of adjustment often remains on individual women rather than institutions. Consequently, meaningful change requires organizational commitment to equitable communication practices, leadership accountability, gender-sensitive policies, and inclusive workplace cultures that recognize and value women's expertise and contributions consistently.

4. Conclusion & Recommendations

The study revealed that mansplaining remains a pervasive form of gendered communication in male-dominated workplaces that negatively affects women's psychological well-being, confidence, professional participation, and career efficacy. Female participants across various industries consistently experienced interruptions, unsolicited explanations, dismissal of expertise, and unequal recognition of their contributions, reinforcing gendered epistemic hierarchies and workplace inequality. These experiences resulted in emotional strain, self-doubt, hesitation in professional discussions, and increased emotional labor despite participants' demonstrated competence and qualifications. Participants employed coping strategies such as boundary-setting, use of evidence-based communication, selective confrontation, and mentorship support to maintain professional credibility. However, the findings further emphasized that individual coping strategies alone are insufficient without organizational commitment to gender-sensitive communication practices, inclusive leadership, mentorship programs, and structural reforms that recognize and value women's contributions equally.

The study recommends that organizations implement gender-sensitive communication training, awareness programs, mentorship initiatives, and institutional policies that promote equitable participation, respectful dialogue, and inclusive workplace cultures. Organizations should strengthen leadership accountability and establish mechanisms that ensure women's expertise and contributions are consistently recognized within professional environments. Future research should expand participant diversity across professions, socio-cultural backgrounds, and gender identities while exploring the long-term psychological and career-related effects of mansplaining and other gendered microaggressions. Additional studies may also investigate the effectiveness of organizational interventions and examine how mansplaining manifests in digital and remote work environments to further support the development of equitable and psychologically safe workplaces.

The study was limited by its qualitative design and relatively small sample size consisting of women from selected male-dominated professions in the Philippines, which may limit the generalizability of the findings to broader populations and workplace settings. The study relied primarily on participants' self-reported experiences and perceptions, which may be influenced by recall bias and subjective interpretation. Additionally, the research focused mainly on women's experiences within specific professional and socio-cultural contexts and did not extensively include perspectives from men, non-binary individuals, or organizations with varying workplace structures. Despite these limitations, the study provided in-depth insights into the emotional, psychological, and professional effects of mansplaining within male-dominated environments.

Compliance with ethical standards

This study strictly observed ethical standards to protect participants' rights, privacy, confidentiality, and emotional well-being. Ethical clearance was obtained from the appropriate ethics committee prior to data collection. Measures to ensure confidentiality included the use of pseudonyms and secure storage of audio recordings, transcripts, and field notes in password-protected files accessible only to authorized researchers. Participants were informed about the purpose of the study, procedures, confidentiality measures, and their right to withdraw at any stage of participation. Because the topic involved sensitive workplace experiences, participants were informed that discussions could involve discrimination and emotional discomfort, and they were provided access to counseling resources, mental health hotlines, and workplace support services when necessary. Cultural sensitivity and respectful communication were maintained throughout the research process.

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