

## **Sex Segregation Under Labour Market with Special Reference to Professionally Educated Persons in Pattambi Municipality**

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### **ABSTRACT**

*The amount and type of gender-based occupational segregation among professionally qualified individuals are examined in the paper "A Sex Segregation under Labour Market with Special Reference to Professionally Educated Persons in Pattambi Municipality." The main goal is to examine the ways in which gender affects local labour market income trends, employment possibilities, and occupational preferences. Crucially, the study shows a distinct pattern of sex segregation in career choices: men are more likely to work in engineering and medical, while women are concentrated in teaching and nursing. Despite similar educational backgrounds, the gendered distribution of occupations shows that structural hurdles and traditional role perceptions still exist in the labour market. The study comes to the conclusion that in order to advance gender parity and increase career participation across professions in Pattambi Municipality, certain policies and awareness campaigns are crucial.*

**Key words:** Sex Segregation, Professions, Labour market.

### **Introduction**

Work is an important part of everyone's life, and having equal opportunities in the job market is a sign of a fair society. However, even today, men and women are not always treated the same when it comes to jobs. In many places, men and women often work in different kinds of professions. This is known as sex segregation in the labour market. It means that men are more common in some jobs, while women are more common in others.

In India, more women are getting professional education than before, but that doesn't always lead to equal chances in the workplace. Jobs like nursing and teaching usually have more

women, while fields like engineering and medicine often have more men, especially in higher positions. This division shows that even educated people are facing boundaries based on gender.

### **Objective of the study**

1. To analysis the prevalences and pattern of sex segregation exists in the labour market among professionally educated persons

### **Scope of the study**

This study focuses on understanding sex segregation in the labour market among professionally educated people in Pattambi Municipality. It mainly looks at four professions: nurses, teachers, doctors, and engineers. The study will explore how men and women are represented in these jobs, what factors influence their job choices, and how this affects their work life. It will also try to understand if both genders get equal chances in terms of pay, promotions, and working conditions. The study is limited to Pattambi Municipality, so the findings may not fully apply to other areas. However, it can give useful ideas about how gender affects job opportunities in small towns or semi-urban areas. By focusing on professionally educated persons, this study hopes to highlight whether education alone is enough to ensure equality in the workplace or if gender-based barriers still exist.

### **Methodology of the study**

This study uses a descriptive research design to understand the pattern of sex segregation in the labour market among professionally educated persons in Pattambi Municipality. The study focuses on professionally educated persons, especially those working as nurses, teachers, doctors, and engineers. A sample of respondents is selected using random sampling or convenient sampling. The total sample size is 120 respondents. The data is collected through a structured questionnaire. Secondary Data taken from books, articles, government reports, websites, and previous research studies. The collected data will be organized using simple statistical tools such as percentages and also using chi-square test and for hypothesis testing.

### **Review of literature**

**Anker (1998)** highlighted the global persistence of occupational sex segregation. Despite economic growth and rising female education levels, men and women still dominate different job sectors. **Reskin & Roos (1990)** introduced the concept of gender queuing, where women fill occupations as men exit them. They argue that economic restructuring and social norms reinforce sex segregation.

**Charles & Grusky (2004)** analyzed how cultural and institutional mechanisms reinforce occupational ghettos, where men and women cluster in different job categories. Their cross-national study emphasized that even in progressive societies, deeply rooted gender beliefs and socialization contribute to enduring labor market segregation.

**Bergmann (2005)** explored how discrimination, family roles, and societal expectations limit women's access to high-paying and influential jobs. She discussed the economic consequences of this division, including wage gaps and reduced productivity.

**Hakim (2000)** introduced "preference theory," asserting that women's career paths are influenced by personal lifestyle choices rather than external constraints alone.

**International Labour Organization (2012)** highlighted the persistent gender gaps globally, showing women's concentration in vulnerable jobs and low-wage sectors. Occupational segregation and wage inequality are key issues.

**Rubery (2014)** examined labor market structures that sustain gender inequality, such as segmented labor markets and gender pay gaps. She advocated comprehensive policy interventions combining legal enforcement, childcare support, and flexible working arrangements. The study argued that these reforms are necessary to dismantle institutional barriers and promote women's full participation and advancement in the workforce.

**Kingdon & Unni (2001)** revealed that the paradox where increasing female education in India has not translated into proportional employment growth. Social norms, household responsibilities, and labor market rigidities restrict women's participation.

**Desai & Andrist (2010)** Using Indian survey data, explored how gender norms influence women's labor force participation through early marriage and restricted mobility. These norms limit women's career opportunities and reinforce domestic roles, perpetuating labor market segregation.

**Mehrotra & Parida (2017)** Analyzed the decline in female labor participation in India, it attributed the trend to increased education enrollment, lack of suitable jobs, and cultural restrictions on women's work outside the home. They emphasized the need for inclusive economic policies that expand women's employment opportunities, especially in formal and skilled sectors.

**Table No.1 Classification of the respondents on the basis of age**

SL.NO	AGE CLASSIFICATION	NO. OF RESPONDENT	PERCENTAGE
1	20-30	57	47.5%
2	30-40	41	34.17%
3	40-50	18	15%
4	Above 50	4	3.33%
	Total	120	100.00%

SOURCE: PRIMARY DATA

The table no.1 showed the age distribution of 120 respondents, with 47.5% (57) in the 20-30 age group, 34.17% (41) in the 30-40 age group, 15% (18) in the 40-50 age group, and 3.33% (4) above 50. The survey predominantly represents younger adults, with a significant proportion being between 20-30 years old.

**Table No.2 Classification of the respondents on the basis of gender**

SL.NO	Gender	No. of respondents	Percentage
1	Male	56	46.7%
2	Female	64	53.3%
3	Others	0	0.00%
4	Total	120	100.00%

Source: Primary data

The table no.2 illustrate the gender distribution of 120 respondents, with 56 males (46.7%) and 64 females (53.3%), while none identified as "others". The data indicates a slightly higher representation of females among the respondents, suggesting a relatively balanced gender distribution with a minor female predominance.

**Table No.3 Classification of the respondents on the basis of marital status**

SL.NO	Marital status	No. of respondents	Percentage
1	Single	32	26.7%
2	Married	76	63.3%
3	Separated	4	3.3%

4	Divorced	2	1.7%
5	Widowed	6	5.0%
6	Prefer not to say	0	0.0%
7	Total	120	100.00%

Source: Primary Data

The table no.3 presents a classification of 120 respondents based on their marital status, revealing that the majority (63.3%) are married, followed by 26.7% who are single. A smaller proportion of respondents are either separated (3.3%), divorced (1.7%), or widowed (5%).

**Table no.4 Classification of the respondents on the basis of educational qualification**

SL.NO	Educational qualification	No. of respondents	Percentage
1	Higher secondary	5	4.2%
2	Under graduate	38	31.7%
3	Post graduate	49	40.8%
4	Others	28	23.3%
6	Total	120	100.00%

Source: Primary Data

The table no.4 presents a classification of 120 respondents based on their educational qualifications, revealing that the majority (40.8%) hold a post-graduate degree, followed by 31.7% who are under-graduates. A significant proportion (23.3%) possess professional qualifications, while a small percentage (4.2%) have completed higher secondary education.

**Table no.5 Classification of the respondents on the basis of years of professional experience**

SL.NO	Experience	No. of respondents	Percentage
1	Below 10	88	73.33%
2	10-20	24	20%
3	20 above	8	6.67%
4	Total	120	100%

source: primary data

The table no.5 categorizes the respondents based on their years of professional experience into three groups: "Below 10", "10-20", and "20 above". The data shows that 88 respondents have less than 10 years of experience, 24 have between 10-20 years, and 8 have more than 20 years, totaling 120 respondents. The percentages for each category, 73.33% for "Below 10", 20% for "10-20", and 6.67% for "20 above".

**Table No.6 Classification of the respondents based on their Profession.**

Current occupation & Gender			
Count			
Current Occupation or Profession	Gender		
	Female	Male	Total
Medicine	9	21	30
Engineering	8	22	30
Nursing	26	4	30
Teaching	21	9	30
Total	64	56	120

Table No.6 shows that most of the male respondents are engaged in profession like Medicine and Engineering and female respondents belongs to profession like Nursing and teaching.

**Table no.7 Classification of the respondents on the basis of sector of employment**

SL.NO	Sector of employment	No. of respondent	Percentage
1	Private	72	60.0%
2	Public	33	27.5%
3	Non- governmental organization	13	10.8%
4	Others	2	1.7%
5	Total	120	100.00%

The table no.7 categorizes 120 respondents by their sector of employment, with 60.0% (72 respondents) in the private sector, 27.5% (33 respondents) in the public sector, 10.8% (13 respondents) in non-governmental organizations, and 1.7% (2 respondents) in other sectors.

**Table no.8 Classification of the respondents on the basis of monthly income**

SL.NO	Monthly income	No. of respondents	Percentage
1	10,000 to 40,000	42	35%
2	40,001 to 80,000	33	27.5%
3	80,001 to 1,20,000	21	17.5%
4	1,20,001 to 1,60,000	19	15.83%
5	1,60,001 to 2,00,000	5	4.16%
6	TOTAL	120	100.00%

SOURCE: Primary Data

The table no.8 presents a classification of respondents based on their monthly income, providing insights into the economic distribution of the surveyed population. The data reveals that the largest proportion of respondents, 35%, fall within the lowest income bracket of 10,000 to 40,000, indicating a significant segment of the population with limited financial resources. As income levels increase, the percentage of respondents decreases, with only 4.16% earning between 1,60,001 and 2,00,000. This suggests a skewed income distribution, where lower-income groups dominate the sample. The findings have implications for policymakers and researchers seeking to understand the economic dynamics of the population and tailor interventions accordingly

**Table no.9 Classification of the respondents on the basis of gender influences on job choices**

Sl.no	Gender influences on job choices	No. of respondent	Percentage
1	Always	65	54.2%
2	Never	41	34.2%
3	Sometimes	14	11.7%
4	Total	120	100.00%

Source: Primary Data

The table no.9 presents a classification of respondents based on gender influences on job choices, with 65 (54.2%) respondents indicating "yes", 41 (34.2%) indicating "no", and 14 (11.7%) indicating "sometimes", totalling 120 respondents

**Table no.10 Classification of the respondents on the basis of impact of segregation on career growth**

SL.NO	Impact on career growth	No. of respondent	Percentage
1	Always	53	44.2%
2	Never	19	15.8%
3	Sometimes	46	38.3%
4	Others	2	1.6%
5	Total	120	100.00%

SOURCE: Primary Data

The table no.10 presents a classification of respondents based on the impact of segregation on their career growth. The data shows that 53 respondents (44.2%) believe segregation has an impact, 19 (15.8%) do not, and 46 (38.3%) are uncertain, with 2 (1.6%) providing other responses, totaling 120 respondents.

Testing Hypothesis

H0: There is no significant association between gender and current occupation

H1; There is a significant association between gender and current occupation

$\chi^2$ Tests			
	Value	DF	P
$\chi^2$	31.9	3	<.001
<b>Likelihood ratio</b>	34.2	3	<.001
<b>N</b>	120		

The Chi-square test result for the relationship between gender and current occupation shows a statistically significant association. The Pearson Chi-square value is 31.9 with 3 degrees of freedom, and the likelihood ratio is 34.2, both with p-values less than .001. This indicates that the distribution of current occupations is significantly different between genders. With a sample

size of 120, these results strongly suggest that gender plays a role in determining current occupational roles, pointing to the presence of sex segregation in the labour market

### **Findings**

The majority of the respondents belong to the age group of 20–30 years. The proportion of male and female respondents in the sample is almost equal. Among the respondents, 63.3% are married. Most of the respondents hold a postgraduate degree. A majority of the respondents (73.33%) have less than 10 years of professional experience. Most of them (60%) are employed in the private sector. The majority of the respondents fall within the income bracket of ₹10,000 to ₹40,000.

### **Conclusion**

This article concludes by highlighting the ongoing reality of sex segregation in the workplace, even among those with advanced degrees. Gender differences still influence employment trends and career choices despite advancements in educational attainment. High-status, traditionally male-dominated professions like engineering and medicine, which frequently offer better salary, prestige, and prospects for career growth, continue to be dominated by males. On the other hand, women are more likely to work in fields like education and nursing, which, despite their social worth, are sometimes underappreciated in terms of prestige and compensation.

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