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Gendered Occupations

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ABSTRACT

Does a person's gender really affect their performance at work? The answer is yes. The idea is that these days we won't see a problem with a woman working for a man or a man working for a woman and wages, sexism, and gender classification in the workplace. This issue would be a social conflict due to the tensions between men and women within the workforce. This paper aims to contribute to a broader understanding of occupation by conceptualizing gender occupation as a theoretical tool to help scholars decipher the gender and politicized nature of the occupation. For certain jobs, just labelling them as "female" diminishes their influence, regardless of how many males are in the area. It seems that some occupations are so gender-specific that this has become an integral part of their de facto definition. Gender-specific job titles such as "midwife" and "postman" actively encourage the inclusion of gender in their definitions.

Keywords— Gender, Occupation, Segregation, Inequality

1. INTRODUCTION

When we talk about "gendered occupation," we imply that professions are built with gendered connotations in mind. "Semi" or "aspiring" professions are described as jobs dominated by women that are "semi" or "aspiring" professions, although they are not considered professionals at all. Gender-neutral terms like "professional" are seen as a way to better one's professional standing. "Gendered labour" and "gender occupations" are words that have been created by social scientists to describe the link between gender and profession. Professions arise and change in a social context that is primarily based on a prevailing gender ideology, which leads to gender discrimination in work practice and organizational structure. Women are entering jobs in greater numbers and many reforms have created new opportunities for women to work, but gender inequalities such as job segregation, wage differentials, and career barriers persist.

It is well known that occupations are differentiated according to gender. In all countries, there is some degree of professional segregation by gender. Occupations tend to include a disproportionately large number of women or men [1]. The naturalization of female and male qualities, which served to divide professions by gender, increased in the 19th century. Men's jobs were often based on physical strength or the exercise of high public offices and professions that brought knowledge and power with them, while women's jobs were more skill-related and nursing and educational [2]. The violation of the professional gender order has been going on since the end of the 19th century. Its history is closely related to the recognition of women's rights as well as the progress towards professional equality without leading to equal pay [3].

In this case, men who take on a stereotypical female role experience is a real punishment for them. This is insightful and important because we think a lot. It is proof of how gender stereotypes can disadvantage men; gender stereotypes are bad because they disadvantage women. Well, no, they penalize everyone, and we need to find ways to improve that [4].

2. METHODOLOGY

1. Observations, surveys, interviews, and focus groups are all examples of primary data sources, which are gathered and analyzed by the researcher. There are two types of primary data collection:

- (a) One of the most common ways to gather quantitative data is via the use of mathematical formulas in different file formats. Closed-ended questions, correlation and regression, mean, mode, and median are only few of the quantitative data gathering and analysis approaches. In comparison to qualitative approaches, quantitative methods are less expensive and may be implemented in a shorter period of time.
- (b) Because quantitative procedures are so well-standardized, it is straightforward to compare results. There are no numbers or quantitative calculations involved with qualitative research methodologies.
- (c) Qualitative research has a strong connection to non-quantifiable components such as language or feelings. Data gathering techniques for qualitative research include interviews, questionnaires with open-ended questions (such as those in focus groups), observation, game or role-playing (such as in a game), and case studies.

Information gleaned from pre-existing sources, such as study publications or library or Internet searches is referred to as secondary data.

2. For this study, I utilised a qualitative data collecting approach and secondary data sources from books, journals, internet resources, and media stories to gather information.

3. LITERATURE REVIEW

3.1 Development of gendered occupation

The records of computing offer similar testimony to the arbitrariness of gendered occupations. The term "computer girl" was coined in the early days of the computer industry because programmers were often female and referred to as such. Computing got "upgraded" to men's employment as the domain grew more sophisticated, stressful, and highly-skilled and well-paid. The outcome is today's male-dominated IT sector [5].

Both have made strides of development within the beyond few decades, however possibly women in male-ruled industries have made greater extensive strides than guys in female-ruled industries," Smith said. Male-ruled occupations have historically had greater respect, better pay, and greater fringe benefits – all enough purpose for girls to interrupt the stereotype. Men in female-ruled professions, meanwhile, face stigma without the monetary incentive.

3.2 Gender-specific characteristics of occupations

- Gender variations in time usage, access to productive resources (particularly land and credit), and gender inequalities owing to institutional and market failure all contribute to gender segregation in access to economic opportunities for farmers, entrepreneurs, and workers.
- Women have a disproportionate share of household and caring duties and are therefore confronted with significant fixed costs in connection with market work: fixed working hours and minimum hourly requirements as well as difficulties in adjusting responsibilities at home.
- Additionally, these compensations are influenced by societal expectations of women's roles. Women are more prone than males to be smuggled into low-quality occupations because they are more likely to put in less hours in the market.
- Due to market entry hurdles, such as discrimination and price disparity in land and credit markets, and institutional constraints, such as land rights and financial laws and regulations, women farmers and entrepreneurs have less access to land and credit than males [6].
- Discrimination within households favors men in the allocation of productive resources, which is reflected in gender differences in terms of output, productivity, and capacity to invest and grow.
- Lack of women in specific markets may create hurdles to information and learning about women's performance, as well as a lack of access to certain markets for women.
- The design and operation of facilities may (intentionally or not) be biased against women in a way that perpetuates existing inequalities.

3.3 Performance due to gendered occupation

The powers are given to men and women in the workplace and the lack of them is often due to reasons beyond their control, which has a negative impact on their performance. In the present study, for example, it is more difficult for loan service providers to take on female roles in acquiring borrowers to meet the terms of your loan. Management must take gender biases into account when assessing employee performance [7].

3.4 Occupational bias due to gendered occupation

There is a widespread consensus in managerial and sociological studies that positive occupations are gendered. Examples of "female-oriented" employment include public relations, nursing, and coaching; whereas "male-oriented" ones include inventory trading, engineering, and manufacturing. Women are also seen as less authoritative than males in the workplace, according to a number of studies. In addition to getting to the function of gender bias, control ought to be privy to biases related to occupational roles which can be gender-typed female, as even men in such roles can also additionally face poor repercussions of their performance [8].

Men who take on male roles experience the highest compliance rates, men who take on female roles, and women who take on male or female roles, however, have lower compliance rates. In promoting occupational stereotypes pop culture also plays a role. The decades-long stereotypes of men as bread winners have led to the view that a highly skilled and well-paid job is a man's job; the programming example illustrates this. It has also been discovered that males are seen to be more trustworthy if they are allocated arbitrary jobs. Pay differences are observed not only in low but also in high positions: Male supervisors receive half of the social benefits more than female supervisors. not as much prestige as men. Men occupy higher and more important positions in companies, such a classification is made from the stereotypical view of gender, women and men have a different character than the professions in the feminine form, which characterize gentleness, women have contact with other people who are related to the profession in service. Men are considered to be the stronger sex and belong to professions that require physical as well as mental strength; men are better at making decisions.

3.5 Gender stereotyped in occupation

What is the process through which vocations become gendered? In many situations, we can observe that the gender of the first individual to take on an otherwise gender-neutral function has long-lasting ramifications for how that role is regarded. The research found that when a woman is hired as a loan manager at a microfinance bank for a certain borrower, the borrower subsequently sees that function as a "lower-status" position regardless of whether they engage with male or female loan managers

in the future. To put it another way, this research shows how rapidly gender ideas may be incorporated into professional positions, and how this has a detrimental impact on women's power at work. In contrast to assumptions such as women as caregivers and men as money managers, other gendered tasks seem to be allocated more ad hoc. Who made the decision that bank tellers are women and cab drivers are men? [9]

4. FINDINGS OF THE STUDY

Men are not immune to the drawbacks of gender stereotyping, according to the findings. Despite the fact that males are typically seen as more capable managers than women, a man who goes into a female-typed job will face a kind of trickle-down disadvantage.

Only a small percentage of the gender pay difference can be explained by traditional human capital qualities such as education and work experience. In fact, in 2010, profession and industry were shown to account for the bulk of the explained component of the pay discrepancy between men and women [10]. These developments emphasize the necessity of comprehending the causes and implications of gender disparities in employment distributions. Between 2009 and 2017, women occupied roughly one-quarter of new roles in traditionally male-dominated industries including CEOs, attorneys, doctors, web developers, chemists, and producers, according to the research. In all, women now hold 23 % of all traditionally male-dominated occupations. Similarly, during the previous eight years, males have filled 30% of new jobs in traditionally female-dominated fields [11]. It was discovered in the research that men now control 27% of all traditionally female-dominated positions, such as those of school principals and pharmacists.

Women have made significant progress in management, law, and other STEM-related fields during the previous ten years. More males are entering the sectors of education and training, as well as support and creative work. The problem of gendered occupations may be approached in two ways. The first step is to cease deeming women-dominated sectors untrustworthy. The second alternative is to abolish the use of gender-based classifications altogether. Women and men are bucking gender stereotypes and venturing into roles that have traditionally been dominated by the other gender. The research is based on an examination of data from 2009 to 2017, which was compiled from a variety of federal and state Labour market sources. While the data ranks jobs based on advances achieved by the opposite gender, it does not indicate the occupation's initial gender distribution, which means some may have been somewhat biased one way or the other. This might explain some of the more perplexing discrepancies, such as marketing managers being classified as "male" professions and accounting and auditing professionals being classified as "female" employment, despite the fact that neither gender is strongly associated with either

4.1 Discussion on the findings

The current investigation brings these two lines of request i.e., gendered occupations and authority together to ask what the gendering of word-related jobs means for ladies' clout at work. Despite the combining jobs of people in the work market, word related isolation, characterized as the inclination of people to work in various occupations, keeps on being a solid component in labour markets throughout the planet. Sexual orientation contrasts in occupation and industry have been generally found to add to sex wage differences [12].

The contemporary world is changing; today might meet all the more frequently ladies on place men or men on place ladies. Presently men need to comparably affect bringing up kids like ladies, they would prefer not to just to be for carrying cash to home, they will not to effectively take an interest in a kid's life. Through that their job at work environment additionally ought to be changed, guys need to adaptable working hours, all the lower maintenance occupations for men. Shockingly future that changes for men will be difficult and quick since work is as yet male-centric for men. Guys regularly don't take leave to focus on kids since they fear deriding at work, insofar as organizations will have to imagine that men have obligation work without thinking about, that men have likewise commitments comparative with family as long men will be the more modest piece of interest in being in a kid's life. Guys need to be in everyday life like never before yet work is as yet the main piece of men life, work gives a feeling that all is well with the world, feeling of qualities, having work is for the topic is the determinant of manliness, for men cutback of employment and approval the present circumstance is harder for men than for women [13].

5. CONCLUSION

This research adds to our knowledge of how fast and readily professional positions become gendered, and how gendered expectations effect the following persons who occupy those jobs, whether male and female. Women's and men's roles at work have evolved throughout time, yet gender continues to have a significant role in the occupational choice [14]. By assessing the proportion of new employment filled by members of the opposite sex in gender-biased professions, Career Builder was able to follow the blurring of gender boundaries. This bodes positively for the performance of many male and female-dominated sectors [15]. Men or women who operate in a position that is based on gender stereotyping will be perceived as having less authority. As a result, men are subjected to discrimination when they work in positions that are traditionally held by women [16]. The findings demonstrate that when males work in a management position that is associated with men and masculine stereotypes, they may exert significant control over clients. When the same management role is held by a woman, however, males in that position are regarded as substantially less legitimate sources of authority.

In other words, our research shows that labelling a profession as "women's labour" or "men's work," as well as social prejudices that give one genderless power than the other, harms us all. In an ideal world, we'd like to live in a society where we all do work that is best suited to our skills and where everyone, regardless of gender, is treated with respect in positions of power. If we can all encourage men and women who work in gender-atypical jobs, we may be less inclined to dismiss certain workers based on arbitrary and outdated gender preconceptions.

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