



## Why is there a Gender Segregation in Choosing Occupation?

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**Received Date:** January 25, 2021; **Published Date:** February 17, 2021

### Abstract

Since the globe is developing century by century, the working environment also changes in every era. Currently, the working of women and also female occupations has reached great importance among society around the world. Women are enterprising, flexible and productive beings while working and in constructing new ideas and they want also be recognized by the community. From past to the present women worked in a variety of fields and some of them also did work in some village areas within carrying their small infants. But this area altered and everything turned to modernized and we see more women working in towns and cities. However, there are big differences, such as income and the working environment. Actually the reason why the occupations differ may have different factors. The considering reasons may due to social norms and cultural backgrounds. People want to make a career what social perception expects from them. The social values define whether you will work by your gender or by your skills or opposite of your gender such as women in male-dominated occupations. One of the significant points here is that professions differ according to gender. This paper aims to research about how gender segregation occurred in occupations. Additionally, the research will analyse the perceptions of gender roles in society and also the pay gaps and different factors which have an influence on women's condition at work.

**Keywords:** Social Gender; Gender Roles; Female and Male Professions; Gender-Pay Gap

### Introduction

The concept of gender does not differ community by community while the social gender may vary according to family, culture, and over time. In accordance with the gender they were born with, every person has a gender. The characteristics appropriate for gender are determined for the child once the biological sex of the child is known by the parents. In addition to biological distinctions, the gender definition describes the roles that society assigns the suitable behavioural patterns and expectations for men and women. Some studies examining the impact of gender on values indicate that men tend to have more individual values while women tend to be more collectivistic, because of the reason that men grow up with individual values from birth and women with values of service or care. Although

gender is attributed to different meanings in terms of gender perception, professions are also shaped according to gender stereotypes and distinctions imposed by society [1].

According to Aliyev P, et al. [2], the choice of profession is the process that typically individuals have to decide in their young age and due to that, the choice is influenced by many factors or events. The environment in which the young person makes the decision, the social environment in which he grew up, his family, his teachers in the school or classroom, the attractiveness of the professions in his time, opportunities, income, comfort can be included in such factors that influence the choice of profession [2].

The problem of choosing a career today has become a very difficult and complicated situation. Around the same time,

there are economic circumstances that are known to all and are a real factor deciding and affecting the choice of occupation that tends to stand out in the choice of young people. Despite our society has many occupations that require different skills and preferences at different levels, young people are considering mostly professional prestige and high income. It is really important that young people first understand themselves better and provide more detailed and factual knowledge about their world in order to see different choices.

Although choosing a profession may be a complicated action, psychological factors such as skills, interest, values and social factors such as gender influences the occurrence and development of the behaviour.

The gender formation process begins from primary school and is the period of socializing female as passive and powerless and male as active and powerful. Society designs male and female roles in this period. People adopt roles in the direction of their designed identities. So the basis of male's identity is what they do in the public sphere whereas that of the female in the domestic spheres. The female identity has roles in which it is responsible for domestic tasks such as cooking and childcare. The male identity has roles in which it will show the decision maker's position with financial returns. Women learn about caring and compassionate behaviour patterns as required by these roles whereas men have learned patterns of ambitious, rational and competitive behaviour. In a society where the distinction between men and women and their roles are emphasized, people learn to perceive female as sensitive, emotional, fragile, feminine such as nightingale while men are perceived with the concepts of brash, aggressive, strong, passionate or masculine. The lives of individuals, as well as their professional standards, have been influenced by these qualifications, and men prioritize earning more than women, being ahead, leading and dominating others in their career choices Gündüz K, et al. 2010. Therefore, both boys and girls, within the context of the characteristics that society imposes on their gender, set their professional aspirations in accordance with their gender. It is mentioned that people from an early age will disregard those professions and switch to professions that are "suitable for their gender" Aziz, et al. 2012. Weisgram, et al. (2010) also claimed that despite traditional values come to the fore for men and women, they focus on diverse choices in their occupation Haskan Avcı Ö, et al. [3].

### Female and Male Professions / Distribution by Gender

According to the website of Careersmart (2019), the highest proportion within 97.72% of females is nurses and assistants while the highest proportion with 99.19% of males comprises

vehicle technicians, mechanics and electricians. Following this, there are 831,932 highest total female workforces of sales and retail assistants while there is 497,225 highest male work forces of sales and retail assistants in UN.

The website of Eurostat states that more women are working in personal care, cleaning and teaching professions than men in the EU. Among the most prevalent 20 occupations that include 76% of the employed people in the EU, the highest workforce of women in the EU is recorded in occupations connected to personal care with 89%, cleaners with 84%, office clerks with 80%, health technicians with 78% and teachers with 71%. Additionally, there are more men in construction, transport, industry and science occupation than women in the EU. It mentioned that male is overrepresented among builders with 97%, drivers and mobile plant operators with 96%, metal workers with 96%, science and engineering technicians with 83% and science and engineering professionals with 74% in the EU.

According to the website of the ILOSTAT (International Labour Organization) the personal care jobs, such as health care assistants and home-based private employees are by far the most female-dominated professions. Caring workers are 88 per cent female compared to 12percent male, according to the latest ILOSTAT estimates. The professions that are often filled by women are dominated by health care. About three-quarters of health associate practitioners, assistants in fields such as pathology, imaging and pharmacy are female, and 69percent of health professionals, such as general physicians and nurses contains also females. Also cleaning roles, teaching, clerical support and food preparation are under the domination of at least 60percent of women. In the meantime, jobs overwhelmingly held by men are generally more dangerous occupations like the military, plant machine operators and construction work. Men account for 97percent of jobs in building and related trades and as drivers and mobile plant operators in 121 countries. 90percent or more of the occupations contained the armed forces while 83 per cent of those working as employees are in mining, construction, manufacturing and transport ILOSTAT, 2020 [4].

The webpage ILOSTAT claims that there are only a handful of professions, according to the data, in which the gender split is close to equal. Much of these are desk-bound jobs, with legal, social and cultural practitioners, associate professionals and sales employees from business and administration, all floating around the 50percent divide between men and women. Hospitality and craft jobs also reveal an even division, with women accounting for 51percent of food production, woodworking, clothing and other crafts and related trade occupations, and 54percent of managers of hospitality, retail and other services ILOSTAT, 2020 [4].

According to the news of the İhlas news agency (2020), it was determined that the gender of the professions such as doctor, politician, scientist and construction worker was related to male, while it was noted that the teaching profession was related to female. It is estimated that the separation of professions by gender will not change in the last 5 years. The media monitoring agency Ajans press analyzed the amount of news about professional groups reflected in the press. According to the information gathered from the digital press archive by Ajans Press and PRNet, it was estimated that this year, 32,943 news items related to professional groups were represented in the press. When the amount of news reported last year was investigated, it was noticed that the media reflected 172 thousand news. When the quality of the news was analyzed, it was determined that the number of women tradesmen and craftsmen had risen considerably. Therefore, the occupational classes where women are mainly present are management of groceries and buffets, restaurants and hairdressing. According to the data obtained from the IPSOS Global Attitudes to Gender Survey by Ajans Press, it was announced which gender the professions are identified with. While it was thus decided that occupations such as doctor, politician, scientist, and a construction worker were associated with men, it was contained that women were mainly associated with the teaching profession. While the study was collected by interviewing more than 20 thousand individuals from 29 countries, the distribution of tasks inside the household was also revealed. Though paying bills and doing repairs are regarded as men's work, it has been indicated that women are related to washing clothes worldwide.

Schultz C, et al. [5] states that according to a new report, the distinction may emerge from the choice of professions of men and women, rather than from a decision to prioritize the goals of the man, the Post says. The finding came from the work of researcher Alan Benson of the University of Minnesota, who determined that men-dominated industries appear to be more geographically restricted than women-dominated industries. Benson claimed in his report, that this difference in the geographical requirements of the male-and female-heavy industry indicates that it may be the demands of the work, rather than an intrinsic male bias in the power dynamics of married couples [5].

Hedreen S, et al. (2019) points out that in fostering occupational stereotypes, pop culture can also play a part. Whitney Joy Smith, president of the Smith Investigative Agency, demonstrate to individuals that actual private investigators do not track individuals like in the movies, but also reckon with their gender assumptions. Men and women who break down gender distinctions, meanwhile, are also viewed as less male or female Hedreen S, et al. [6].

## Gender-Pay Gap

In the website of PayScale, it was stated that part of the explanation for the gender wage gap is that women are more likely to take a break to have children during their careers or to look for lower-paying jobs that provide more flexibility to make it easier for a family to handle. Some people erroneously believe that this "explains" the gender wage gap and relieves concerns of sexism. This clarification does not, however, fully account for the gap and as we can see from the controlled gender pay gap, gaps in schooling, experience, and profession do not have differentiations. It also doesn't negate workplace sexism. Unconscious sexism and prejudice against women, including expectations that women would leave the workforce to have children or those women with children should receive less than men, are factors that are likely to affect the gender wage gap but are difficult to quantify. The Pew Research Center found in a 2017 study that 42percent of women said they faced gender discrimination at work, compared with 20 per cent of men who said the same. Earning inequality is one of the most widely reported forms of discrimination.

Indeed, 25% of women said they earned less than a man who did the same job, while only 5% of men said they earned less than a woman who did the same job. There are far fewer women with children than men with children or women without children. This is also called the punishment for motherhood or the penalty for childbearing. The study also reveals that women hold lower-paying jobs than men. Women today have increased representation in higher-paid employment than they did when the Equal Pay Act was signed over 50 years ago. However, women as a whole are still underrepresented, especially in the C-Suite, in high paying jobs and leadership positions PayScale, 2020.

In the website of Psikolojiler Türkiye, it was asked the reason why women do not engage in occupations with long working hours. It was asked if it could be because of family ties. According to Associate Professor Aslı Çarkoğlu, there is no information which displays that women are more attached to their families than men. She points out that children attach to the person with whom they are emotionally attached, not because they care and nurture them, rather they spend time with them. She mentioned also that when fathers spend time with their children, they will attach to him also like their mothers. Associate Professor Aslı Çarkoğlu states that indicating that in cultures where parenting is not fairly divided between males and females, many who have a job work both outside and at home. This poses barriers, though, such as being able to come home until it is late and not going for long hours. All careers would be fairly available to men and women if business life offers equal conditions for family care for men and women. Such an

opportunity cannot, of course, be achieved at the moment. The psychologies Türkiye webpage shows also the data from TURKSTAT 2016, which indicates that while women and men have comparable averages of intelligence, while men work in more prestigious and higher-earning positions, women, earn less, are more readily dismissed and are more difficult to promote, even though they do the same job. Today, a woman can leave her job for these reasons without worrying too much if she has children. The first reason for the separation of women's studies of work is "child care" in Turkey according to Çarikoğlu. She highlights that long and irregular work hours are not ideal neither for men or women and states that the main purpose should be to obtain more humane working conditions in the world of work.

Psychologies Türkiye webpage shows that according to statistics, the number of female businessmen in Turkey increased by 9percent in 2018. Nonetheless, according to 2016 data on the participation rate of women in the labour force in Turkey, with 31.3 per cent last among OECD countries while it ranks second from last among G20 countries.

### Women in Male-Dominated Occupations

The information which is given by the webpage of Catalyst Research emphasizes that 25percent or fewer of female workers are in male-dominated occupations. It states that in male-dominated industries and occupations are specifically vulnerable to reinforcing masculine stereotypes which makes it more difficult to excel for women workers. Besides in the United States in 2018, just 7.2percent of women worked full-time in male-dominated occupations. Employment of male-dominated fields drives the women's job growth. In industries composed of two-thirds of men, women's employment increased by 5.0percent between 2016 and 2018.

Carpenter J, et al. [7] emphasizes that professions like carpentry, construction and automotive services are mostly male-dominated jobs and there also sometimes few women workers. It was claimed that researchers are not able to estimate women's weekly wages according to the Institute for Women's Policy Research.

According to a study by Frank K, et al. [8], the results discussed in this study will help increase the visibility of women and knowledge of male-dominated professional professions. This information can also be found by the school and career counsellors useful for directing girls and women whose preferences and skills are associated with male-dominated trade occupations. In addition, policymakers should use the findings of this research to inform strategies for increasing women's involvement in male-dominated apprenticeship programs [8].

### Suggestions about Changing of the Occupational Discrimination Based on Gender

Considering all these data and research, such as gender discrimination, gender-based occupations, salaries and difficulties encountered by women, we can say that there should be a requirement of an improvement in this area.

According to a study made by Girişimi ER, et al., it is important to examine the standard of vocational and technical education, educational services and in-class gender perspectives [9]. School communication can be rearranged according to the equality of gender used in school environments and some of the following steps should also be considered:

- In terms of the quality of vocational and technical education, curricula and classroom practices should be reviewed from a gender perspective.
- Considering the presence of young women in school environments, the areas used should be rearranged in a gender-sensitive manner.
- By increasing the importance and function of the gradually decreasing counseling hours in schools, guidance services should be strengthened, especially for the professional development and employment of young women, with practices taking into account gender equality. Teachers who provide this service must be aware of gender equality [10].
- Relations between schools and businesses cannot be established adequately. It would be beneficial to review existing collaborations from a gender equality perspective.
- The discrepancy between the skills acquired in school and the skills demanded in the labor market should be eliminated.
- Professional development activities of teachers and administrators should be rearranged in a way that contributes to the development of gender equality within the school and classroom.

### Conclusion

To summarize, we analyzed in this article that career choices are often made according to mostly gender, then from cultural and familial factors. Generally, although the environment in which a person grows up shapes the choice of profession, we see that career planning is made according to gender and behavioural patterns determined by society [11]. According to the data announced, it is understood that women mostly work in an assistantship, cleaning, nursing, teaching, etc., and men work in such jobs, including heavy jobs such as engineering, metalworking, mining, etc. It is observed that women's "motherhood" roles and being responsible for home are more disadvantageous when coming to business areas. Because the probability of being dismissed increases.

In addition, the wage given is lower than that of men, which is another situation women complain about, because when women and men do the same job and working the same hours long and also making the same efforts then this is unfair [12-15]. There is clearly gender discrimination here, but still, some women prefer male-dominated jobs. The proposed regulations are based on the school process, which emphasizes gender equality and aims to have more equal rights in future career choices. In this, the carrier guidance plays a big role; because a counselor should help according to the outcomes of such occupations they may challenge women [14]. All these data show how career counseling may be beneficial for especially women because they should know and investigate the gender segregations and of course the cultural backgrounds and other factors and they may guide according to these [15]. Shortly, a career counselor may give crucial guidance for women clients.

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