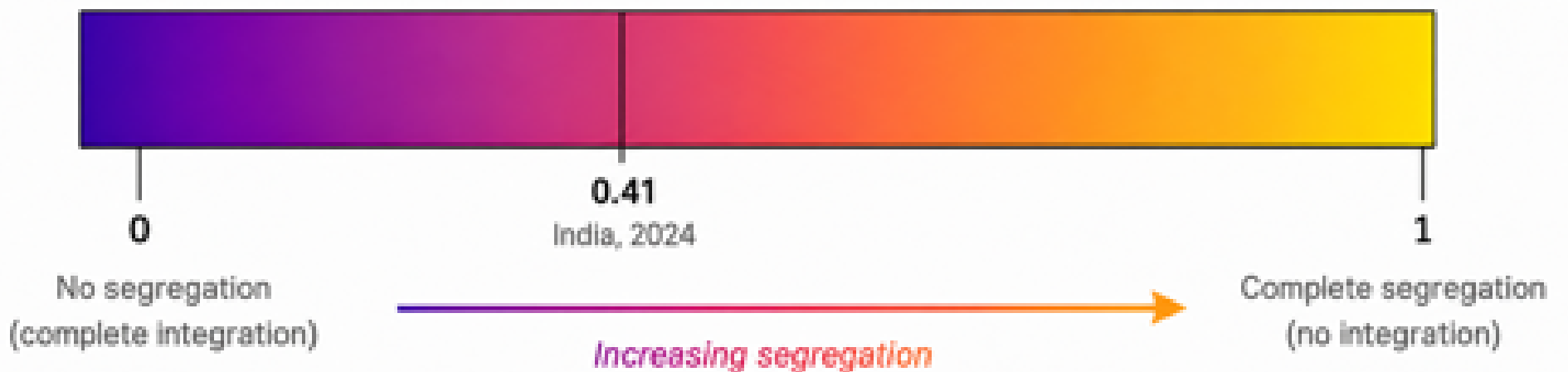


Beyond Participation: Uncovering Occupational Segregation in India using Periodic Labour Force Survey (PLFS) Data

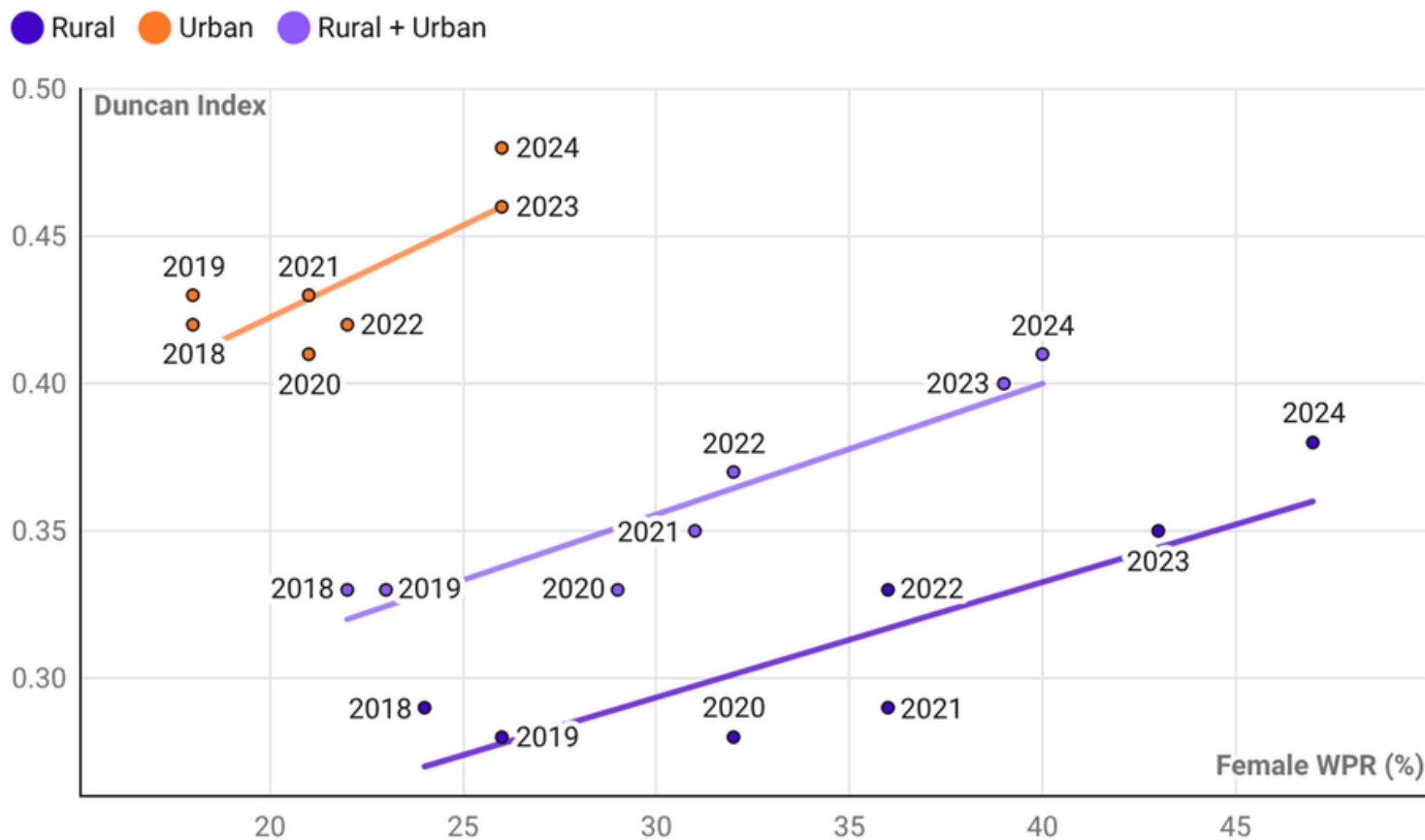
- *Duncan and Duncan Index of Dissimilarity is a measure of segregation between two groups across categories.*
- *In occupational studies, measures how unevenly two groups (e.g., Men and Women) are distributed across occupations.*

Duncan Index of Dissimilarity



Women's work is rising, but occupational boundaries remain sticky

Female Worker Population Ratio and Duncan Index by region, 2018-2024



Lines show fitted linear trends for each region. The Duncan Index ranges from 0 to 1; higher values indicate stronger occupational segregation.

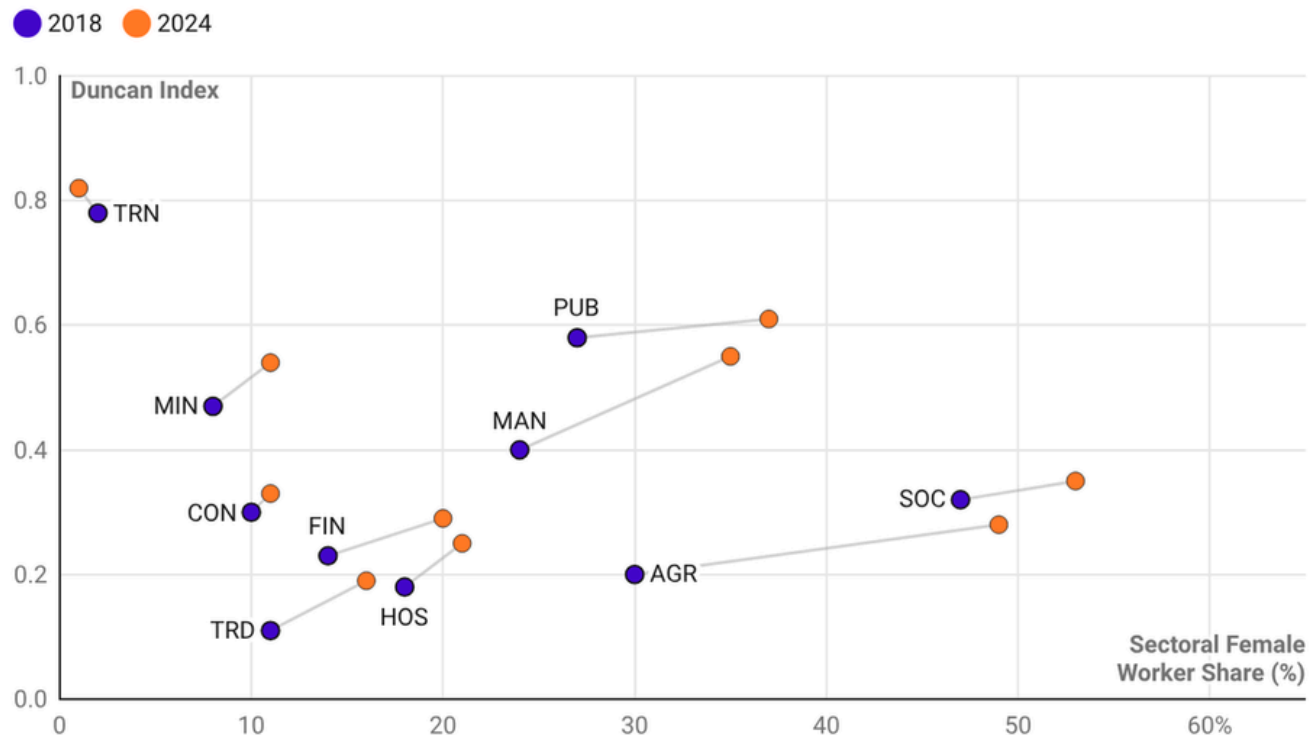
Source: Estimates using PLFS unit-level data. • Created with Datawrapper

Urban India remains more segregated than rural India, suggesting that greater occupational diversity does not automatically translate into a more distributed occupational structure.

The increasing Duncan index over time shows rising concentration in a limited set of occupations rather than broad-based integration across sectors.

Women are gaining ground across sectors, but not equally across occupations

Movement in female worker share and Duncan Index by broad sector, 2018-2024



Note 1: AGR (Agriculture & Allied); MIN (Mining & Utilities); MAN (Manufacturing); CON (Construction); TRD (Trade); TRN (Transport & Storage); HOS (Hospitality); FIN (Financial & ICT Services); SOC (Social Services); PUB (Public Administration & Others). Note 2: Lines connect each sector's position in 2018 and 2024. The Duncan Index ranges from 0 to 1; higher values indicate stronger occupational segregation.

Source: Estimates using PLFS unit-level data • Created with Datawrapper

Sectoral Patterns over time

Manufacturing: Increased female participation with increased segregation

Agriculture: Strong feminisation with rising segregation

Transport: Persistently low female participation & very high segregation

Social Services (SOC): High female participation but no decline in segregation