

Structural Changes in Female Employment in Bangladesh

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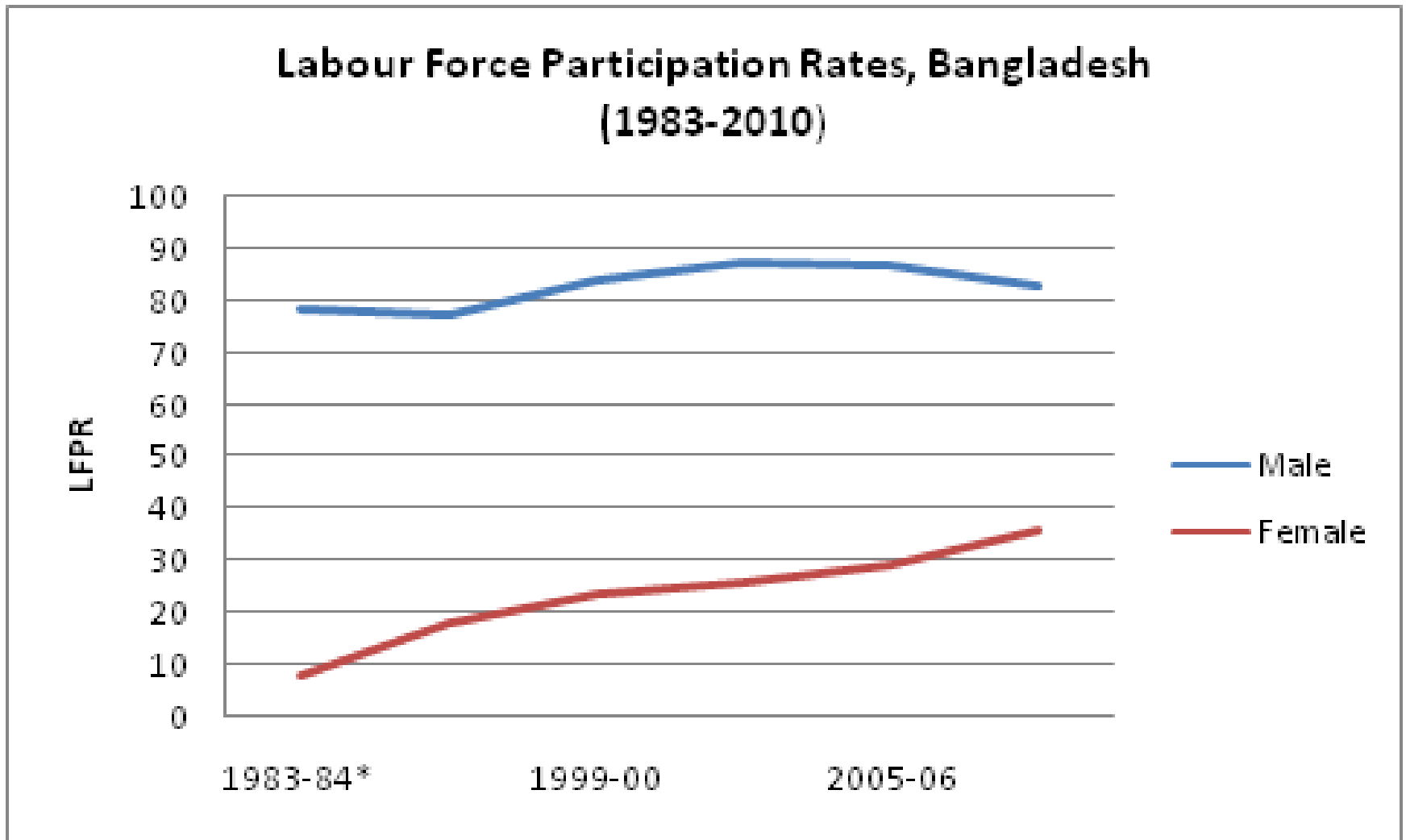
Data challenges

- Definition of work, status of work, occupation (pri and sec), non economic work, ambiguity regarding 'unpaid work'
- ILO definition wide and inclusive, but process of data collection under enumerates women's remunerated work: many different type of work around the year
- Trend comparisons flawed due to def changes (often not documented, eg int classification of industries between 2005 and 2010).

Overall 64 percent economically active women not in official LF

- Age: 15-24 yrs 64%, 25-44 yrs 55%, 45+ years 82%
- Marital status: single 78%, married 64%
- Literacy: literate 63%, not literate 66%
- Head's occp: SE (agr and non agr) 40%, service worker/day labour 80%

Female LFP rate has increased faster than male LFP rate, 1983-2010



Changing composition of female workforce 2005 to 2010

- Share of young women (15-24 yrs) increased, share of older women (45+ yrs) declined, share of WSD women declined
- Share of women from MHHs, self employed agr HHs, and small and medium land owning HHs increased
- Rural share of female LF increased
- Thus, female LF was younger and more educated (skilled) in 2010; included more women from HHs with some land

Trend in female employment location and quality, 2005 to 2010

- IND: agr dominant (66-68%); slowly expanding manuf (9% to 11%) and retail trade (4% to 6%); unchanged activities of HHs (9-10%); diminishing financial services, public admin, education
- Status: decline in share of paid employee and day labour; unchanged 'unpaid' worker, expanding self employment
- Place of work: decline in share of own home and factory/office, large increase own farm

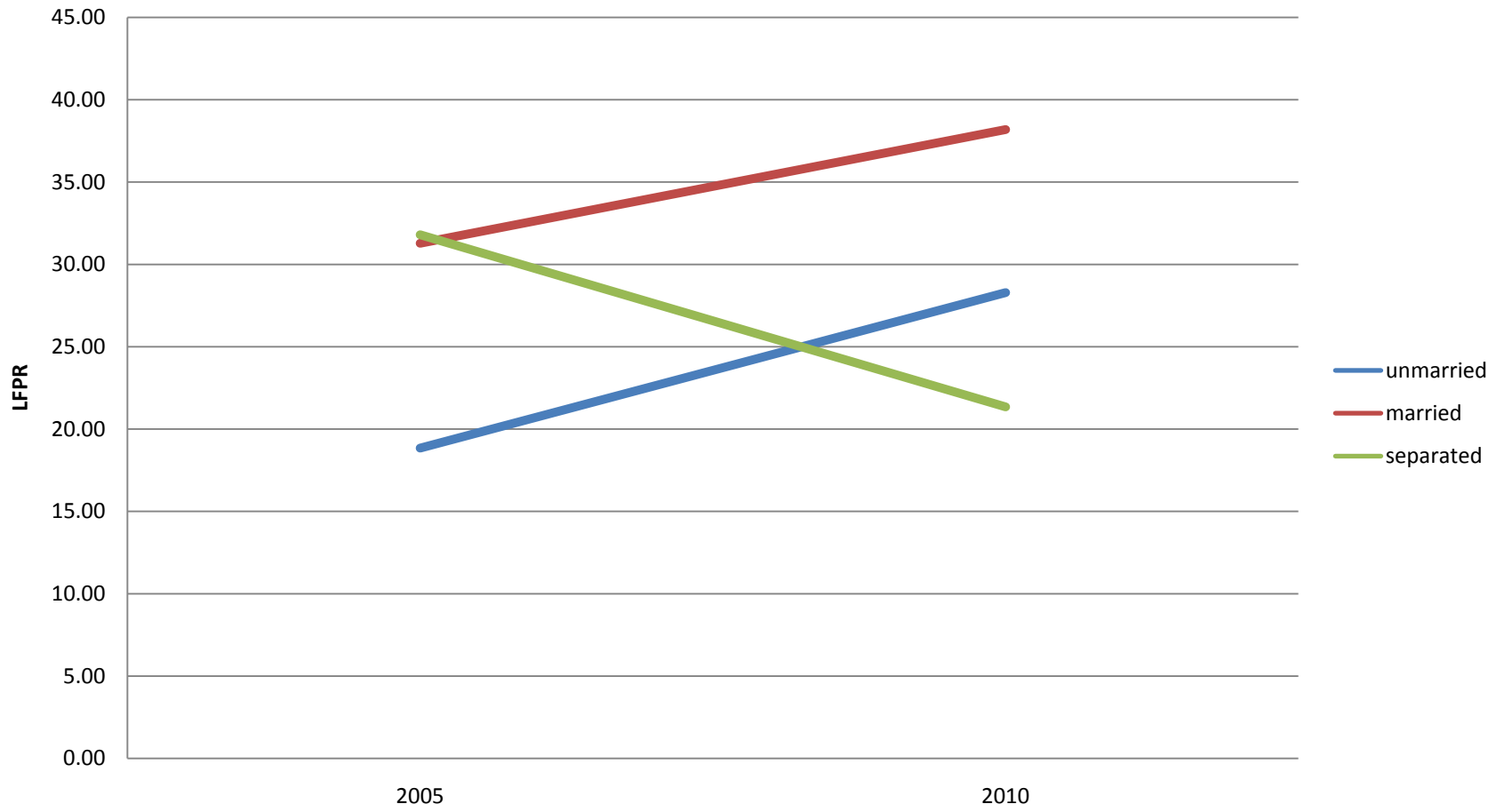
Employment location and quality for younger compared to older women in 2010

- IND: share of agr still dominant (67%); share higher manuf (12% & 9%) and HH activities (13% & 6%); lower retail trade (2% & 10%)
- Significantly lower daily hours of work (4.5 hrs and 8.6 hrs)
- Much higher share 'unpaid' worker (78% & 38%) and informal sector work (93% & 86%)
- Lower share inside own home (5% & 26%), higher share factory/office (14% & 6%), home employer (12% & 6%)

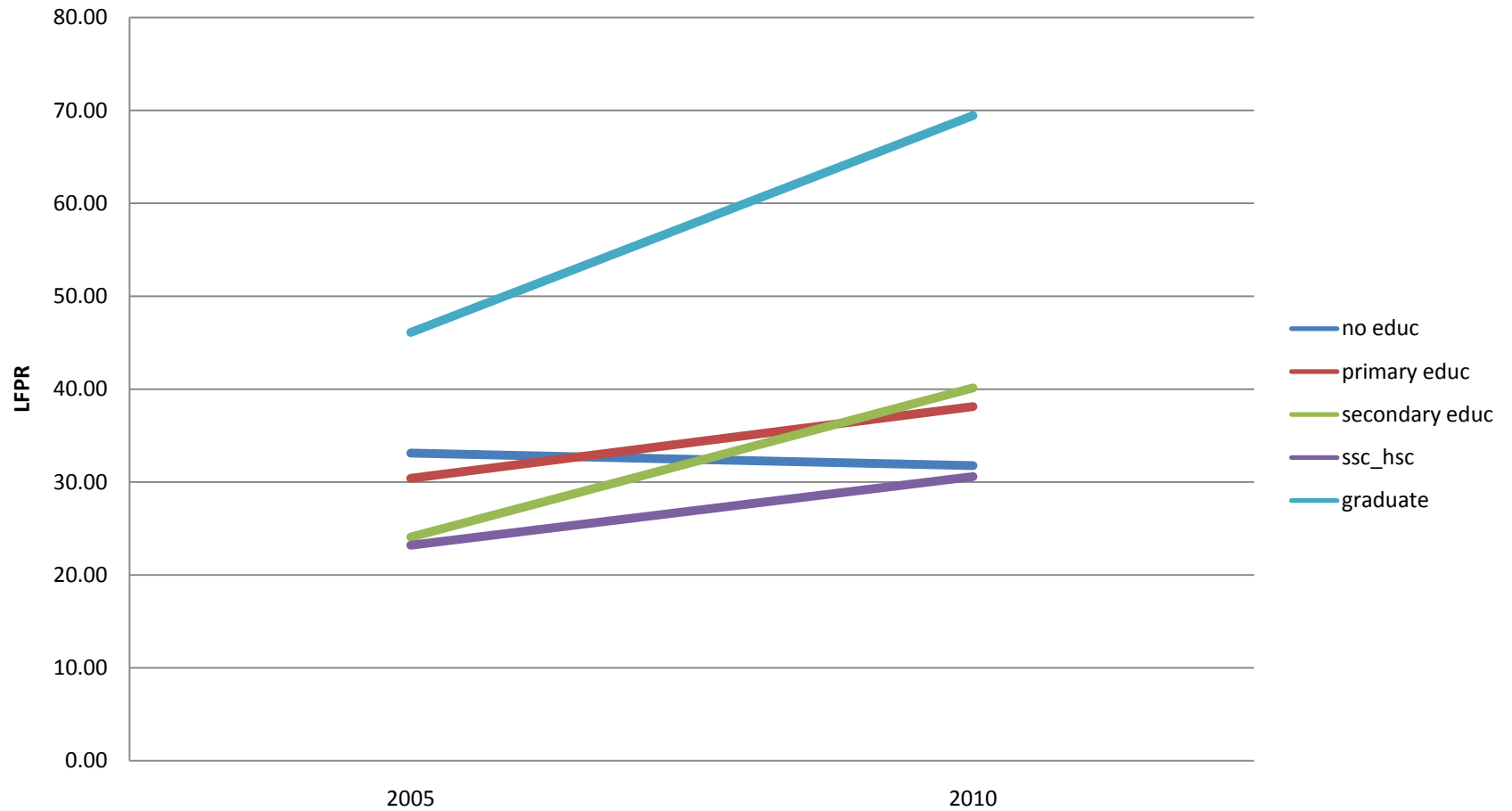
Changing female LFP according to 'supply' factors, 2005 to 2010

- LFP increased most for younger women (15-24 yrs) from 22 to 36; declined for older women (45+ yrs) from 27 to 18
- LFP increased the most for single women from 19 to 28 and a little for married women, but declined for WSD women from 32 to 21
- LFP rate unchanged for illiterate women, increased most for women with schooling class 6-SSC, and also for women BA+ degree

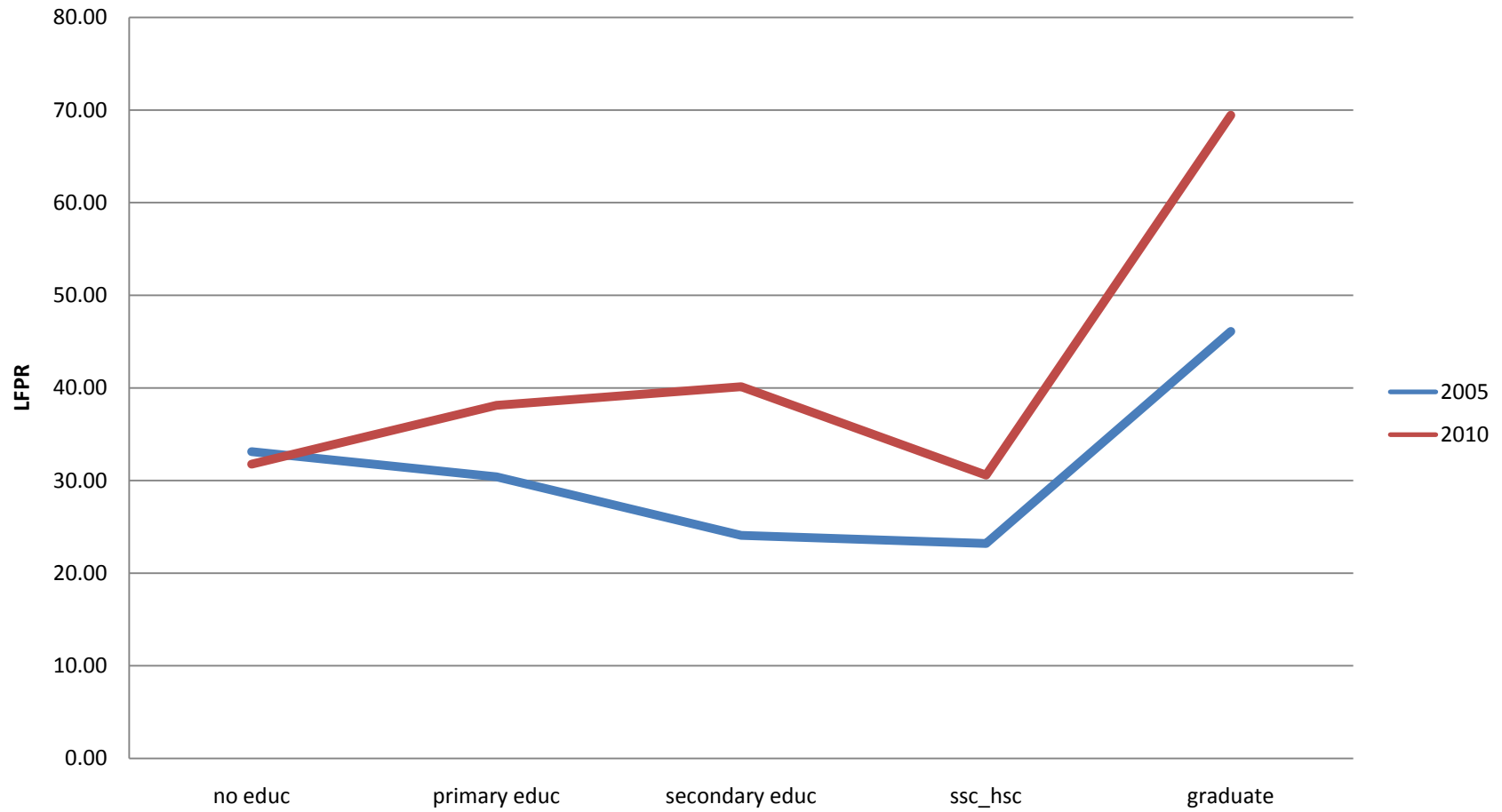
LFP change by marital status



LFP change by education

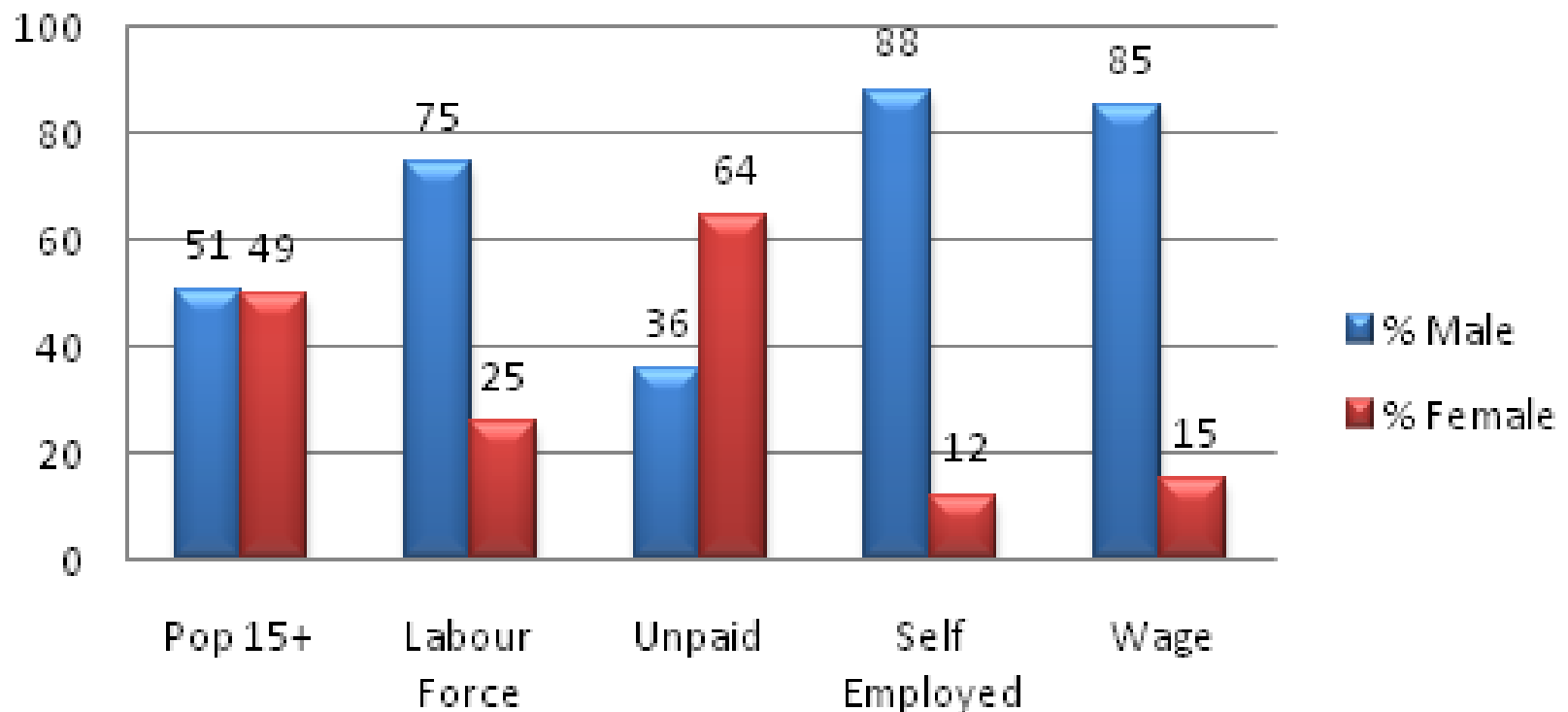


Changing U shape of female LFP by schooling level

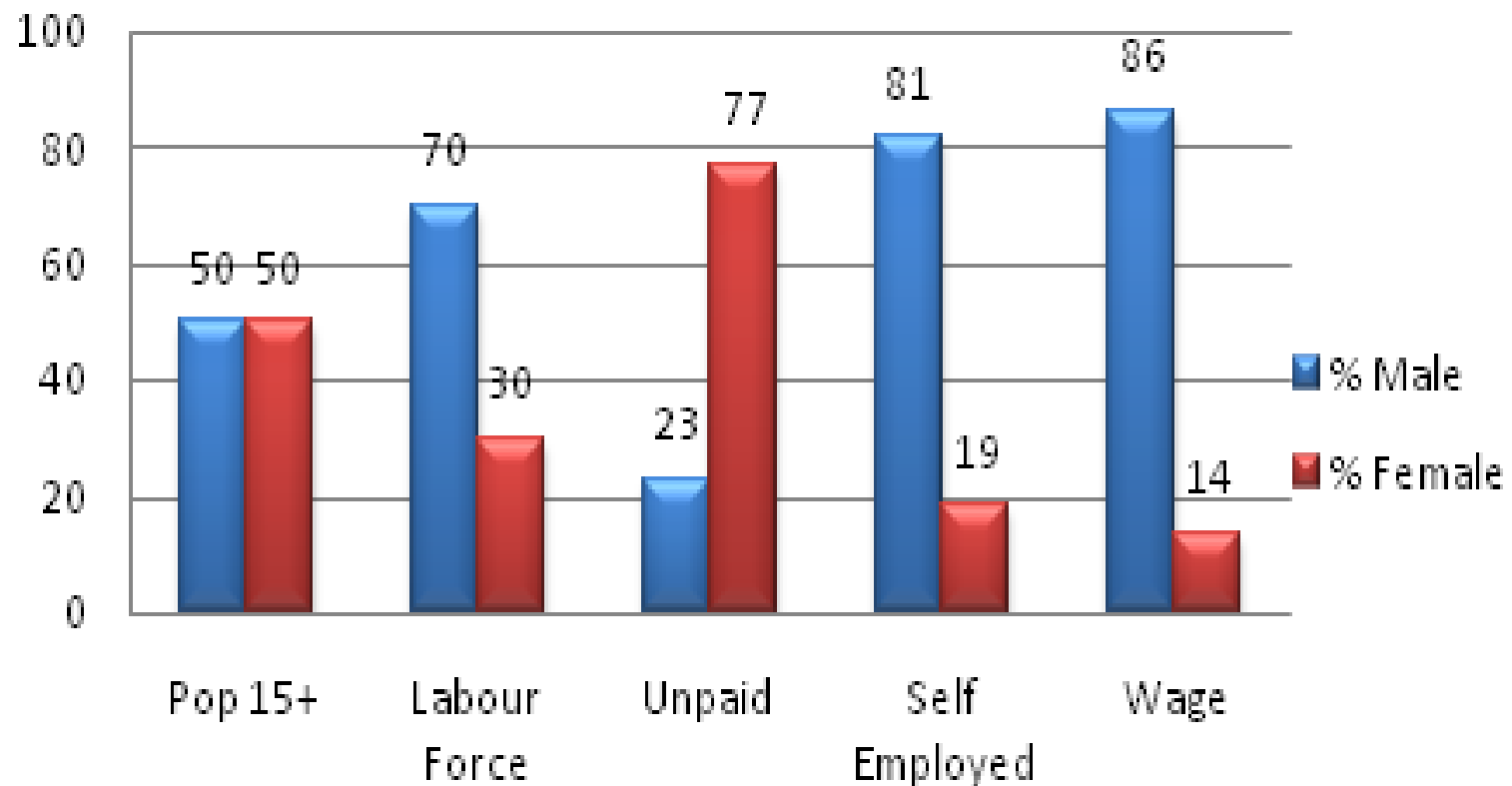


Occupational gender segregation has not diminished

Male and female(%) Share of Labour force and employed population, 2005



Male and female(%) Share of Labour force and employed population, 2010



Characteristics of employed women 2010

Characteristics of employed women and their households according to employment status in 2010 (%)

	Self employed/employer	Contributing family worker	Waged/salaried worker
N	5376 (26)	11929 (57)	3570 (17)
Broad industry			
Agriculture	56	86	19
Manufacturing	13	3	33
Retail trade	20	1	4
HH activity	-	5	12
Place of work			
Inside own home	41	7	9
Own farm land	52	80	18
Factory/office	1	4	41
Home of employer	2	8	
Mean daily hours of work	9.4	4.7	8.8
No children under 5 years	68	48	71
Female head HH	11	1	31
HH land owned			
Landless/marginal	45	46	80
Small/medium	53	52	19
Head's occupation			
SE agriculture	52	51	10

Choice of employment in 2010

- **'Unpaid' work** preferred by married younger women (15-34) with some education, when head is SE (agr or non agr), landless/marginal/small/medium land owning HHs
- **Self emp** preferred by married women 25-44 with young children, when head is SE (agr or non agr), landless/marginal/small/medium land owning HHs
- **Waged/salaried work** preferred by single women of various ages and WSD women, without young children, either illiterate or with edu SSC+, esp when head is service worker or day labour, landless/marginal HHs

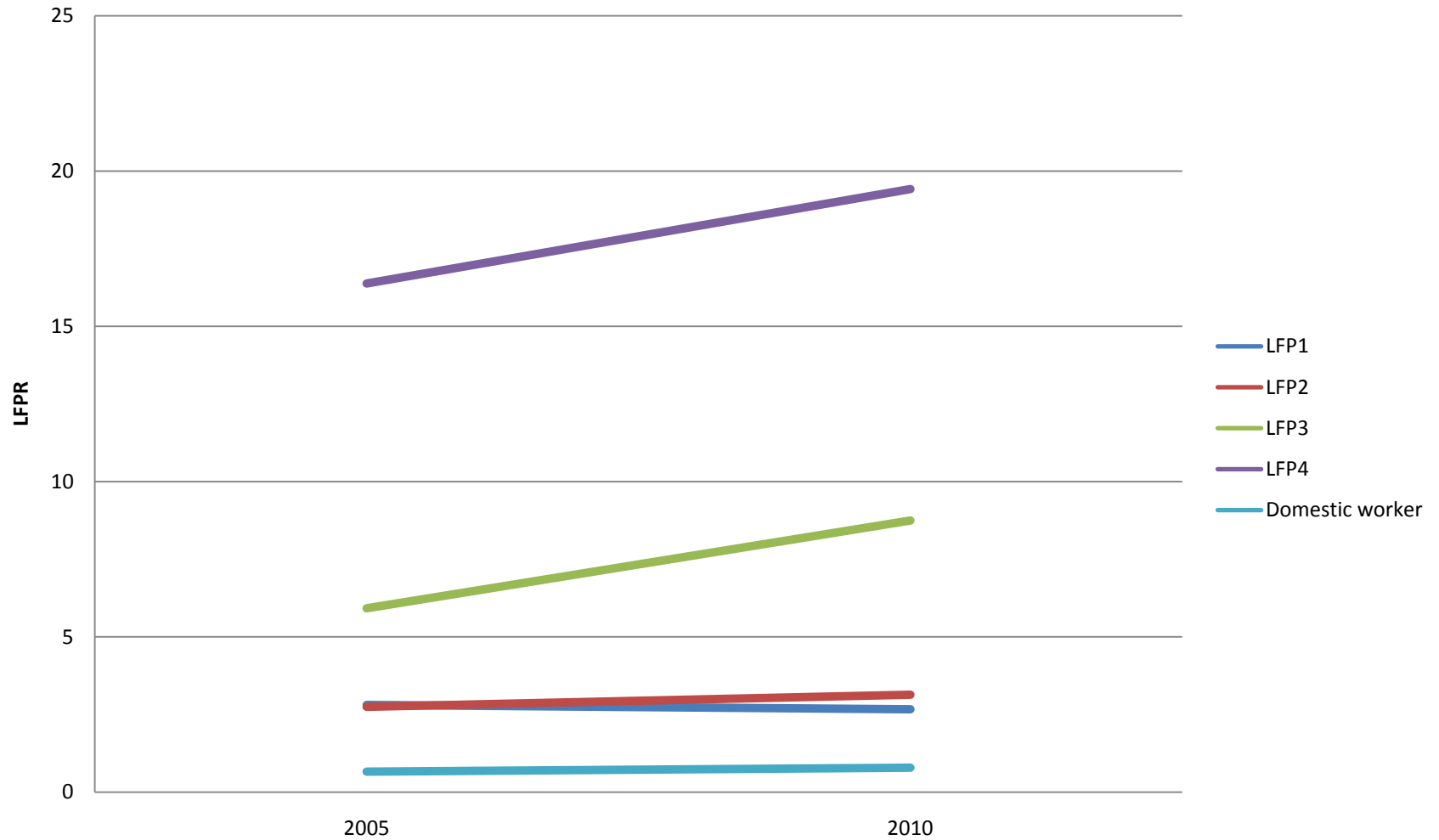
Choice of employment in 2010 ...

- **'Unpaid' work:** agr, own farm, 5 hrs daily
- **Self emp:** agr and retail trade, some manuf, inside own home and on own farm, 9 hrs daily
- **Waged/salaried work:** manufacturing, some agr and HH activity (domestic work), factory/office/employer's home, 9 hrs daily

Female LFP for various employment status, 2005 & 2010

	2005	2010
LFP1 (reg employee)	2.81	2.67
LFP2 (casual worker, day labour)	2.75	3.14
LFP3 (employer/self employed)	5.92	8.75
LFP4 (contributing family worker)	16.38	19.42
Total LFP (all types of employment)	27.86	33.98
Domestic worker	0.66	0.79

LFP change: wide and narrow definitions



Female Average hour of work per day and average weekly/daily income, 2010

Status in Employment	Average daily hours of work	Average daily income in BDT	Hourly return in BDT
Employee	8.81	252.0	28.60
Employer	9.13	226.5	24.81
Self employed (agri)	9.72	177.0	18.21
Self employed (Non-agri)	8.89	198.7	22.35
Unpaid	4.67	198.9	42.59
Casual	9.43	187.6	19.89
Day labour (agri)	9.39	119.8	12.76
Day labour (Non-agri)	8.3	169.0	20.36
Domestic	9.63	211.0	21.91

Employment trajectories for women

- Employed women's 'choice' in type of employment strongly linked to life cycle stage and HH situation
- One highly plausible pattern is a continuum from unpaid work to self employment for women with little education but who have access to material resources (hh land, mfi loan)
- Entering waged/salaried work follows more varied trajectory: young women with some edu may enter factory office 'job'; older women having less edu with no male earner (or access to resources) may enter casual waged work