



# Women, Bad Jobs, Rural Areas: What can “SIGI” tell us?

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Presented at the FAO-IFAD-ILO Workshop on  
“Gaps, trends and current research in gender dimensions of agricultural and  
rural employment: differentiated pathways out of poverty”  
Rome, 31 March - 2 April 2009





## Questions for Part 2: „Feminization“ ...

- Is it happening?
- Why is it happening?
- What can we do?



## Answers based on this paper

- 1) YES! Ample evidence documenting a feminization of bad jobs in rural areas of developing countries
- 2) Social institutions (norms, traditions, laws) are key in explaining employment outcomes
- 3) More than BAU:
  - political economy of change
  - involve men
  - better data, statistics and indicators (bottom-up)



## 1) Feminization

- **Job categories and quality of jobs**

- ILO workforce categories:  
employers, own-account workers, employees, contributing family workers

- Literature and evidence suggests:

  - distinct “good job”: employers

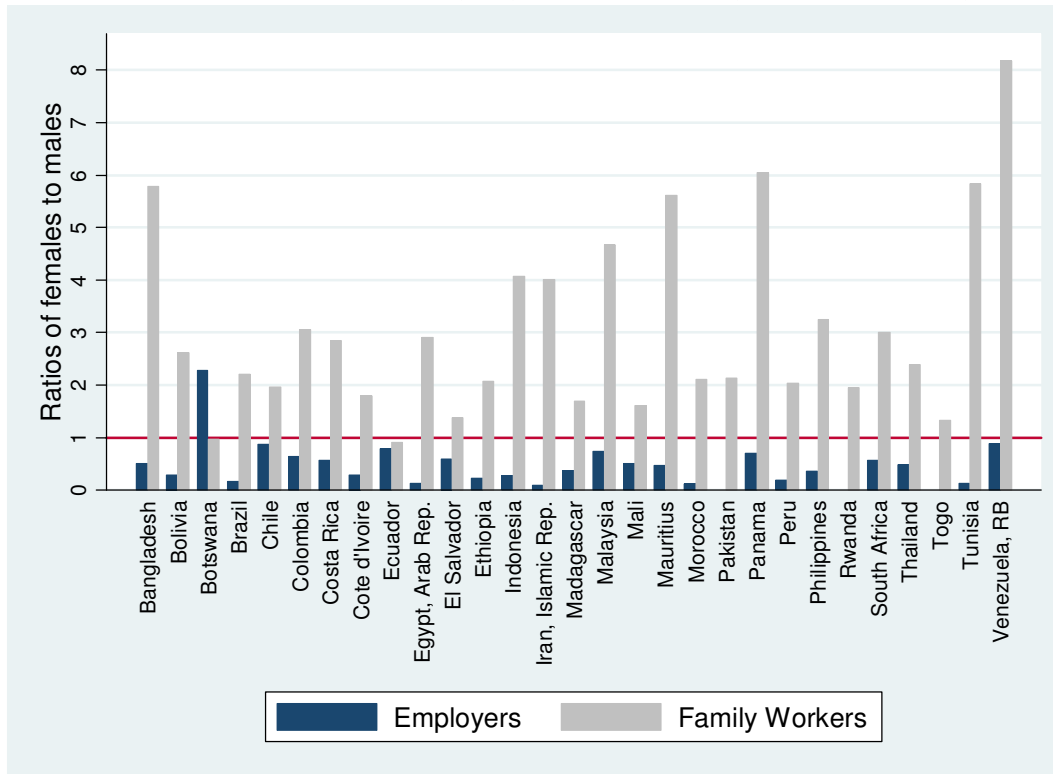
  - distinct “bad job”: contributing family workers

Bad jobs: remuneration does not provide a minimum standard of living,  
protection against risks low, low mobility



## Feminization of bad jobs in agriculture

Ratio of Females to Males as Employers and Family Workers in Agriculture

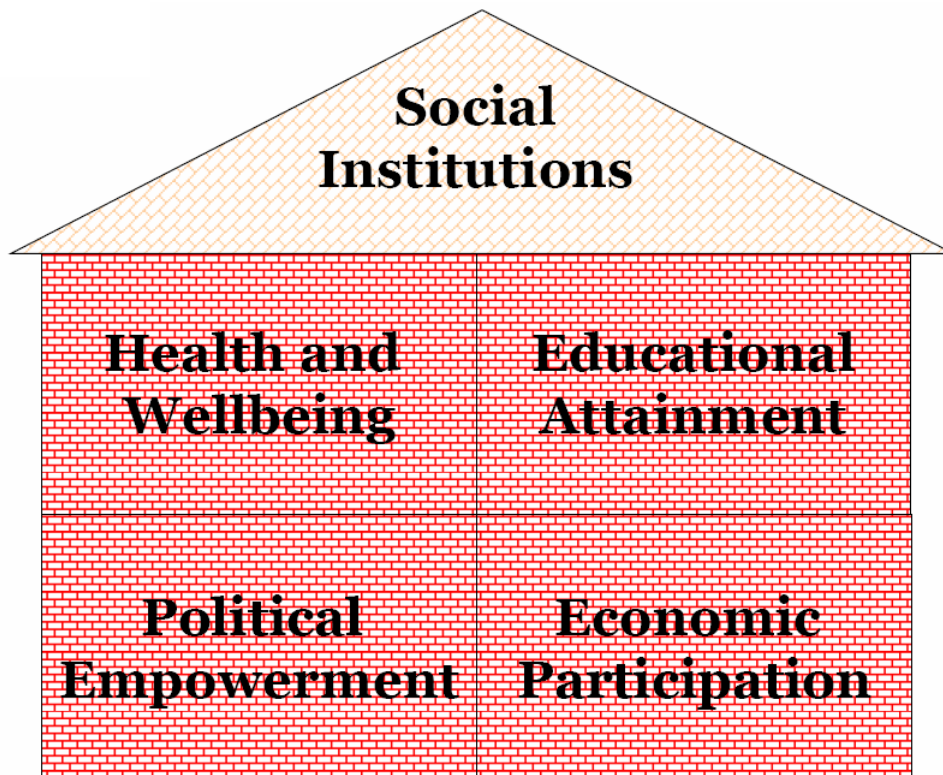


→ ratio of female to male contributing family workers clearly above one in almost all countries; in MENA and Asia almost four times for women than men working as contributing family workers

→ ratio of female to male employers less than one in almost all countries; in MENA only one out of ten employers is a women



## 2) Determinants: Social Institutions and Gender Index (SIGI)

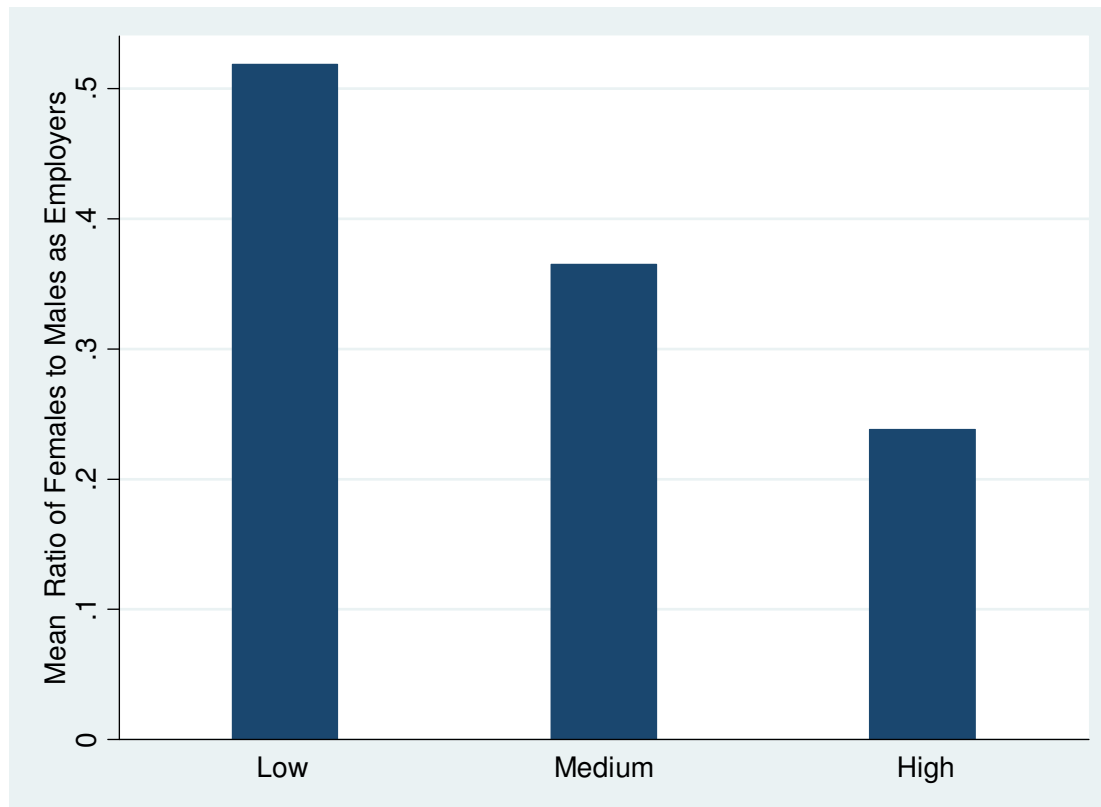


- [www.genderindex.org](http://www.genderindex.org)
- SIGI measures social institutions mirrored by societal practices and legal norms that produce gender inequalities
- 5 components of the SIGI: ownership rights, civil liberties, son preference, family code, physical integrity



## SIGI and good jobs

SIGI against Ratio of Females to Males as Employers (without SSA)

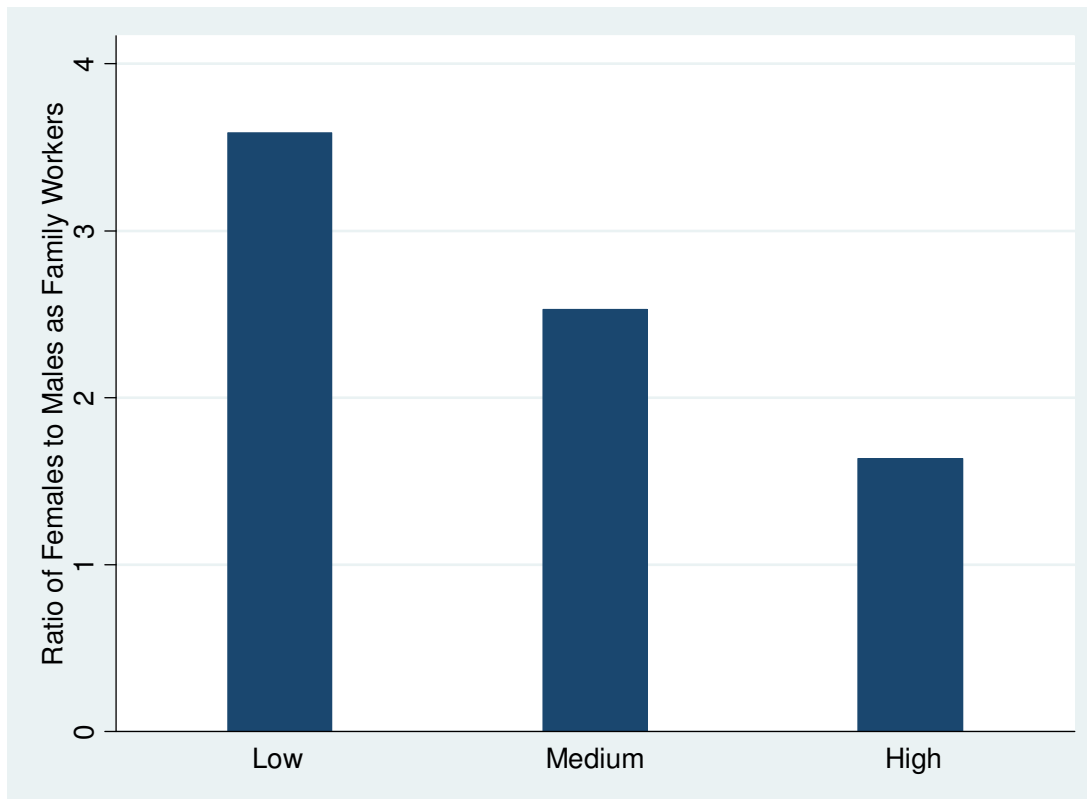


- the lower social discrimination (first tertile of the SIGI), the higher the ratio of female to male employers
- the mean of the ratio of female to male employers in the first tertile (0.61) is almost twice as high as the mean of the ratio in the third group (0.36)
- Specific case SSA



## SIGI and bad jobs

### Women's Access to Land against Ratio of Females to Males as Family Workers



- the less women have access to land (first tercile), the more they work as contributing family workers
- the mean of the ratio of female to male contributing family workers in the first tercile is more than twice as high as in the third tercile group

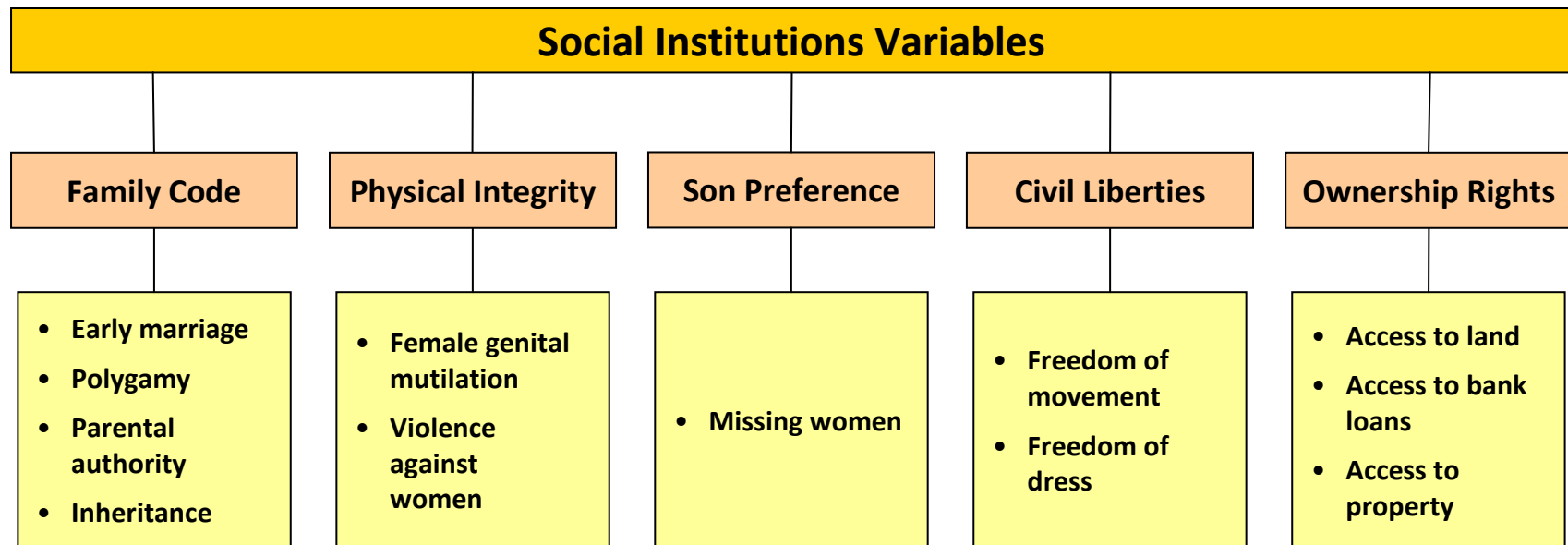


### 3) What can we do?

- “Success”: increased female labour force participation in paid jobs out of agriculture; but: often bad jobs
- Many failures (ex-post interventions)
- Why? BAU not sufficient; political economy/driver of changes analysis often missing; role of institutions largely ignored
- Can things change at all? Yes! Leadership, incentives (compensation for men), quota, data/statistics collection – bottom-up
- Word of caution: you can not have it all (at the same time) → priority setting ; handling trade-offs; long struggle



## 12 Innovative Indicators



The SIGI is an unweighted average of the GID subindices. Each term is squared to allow partial compensation. All variables are coded between 0 and 1. The value 0 means no or very low inequality and the value 1 indicates high inequality.