

Gender inequalities in paid work: why these matter

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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

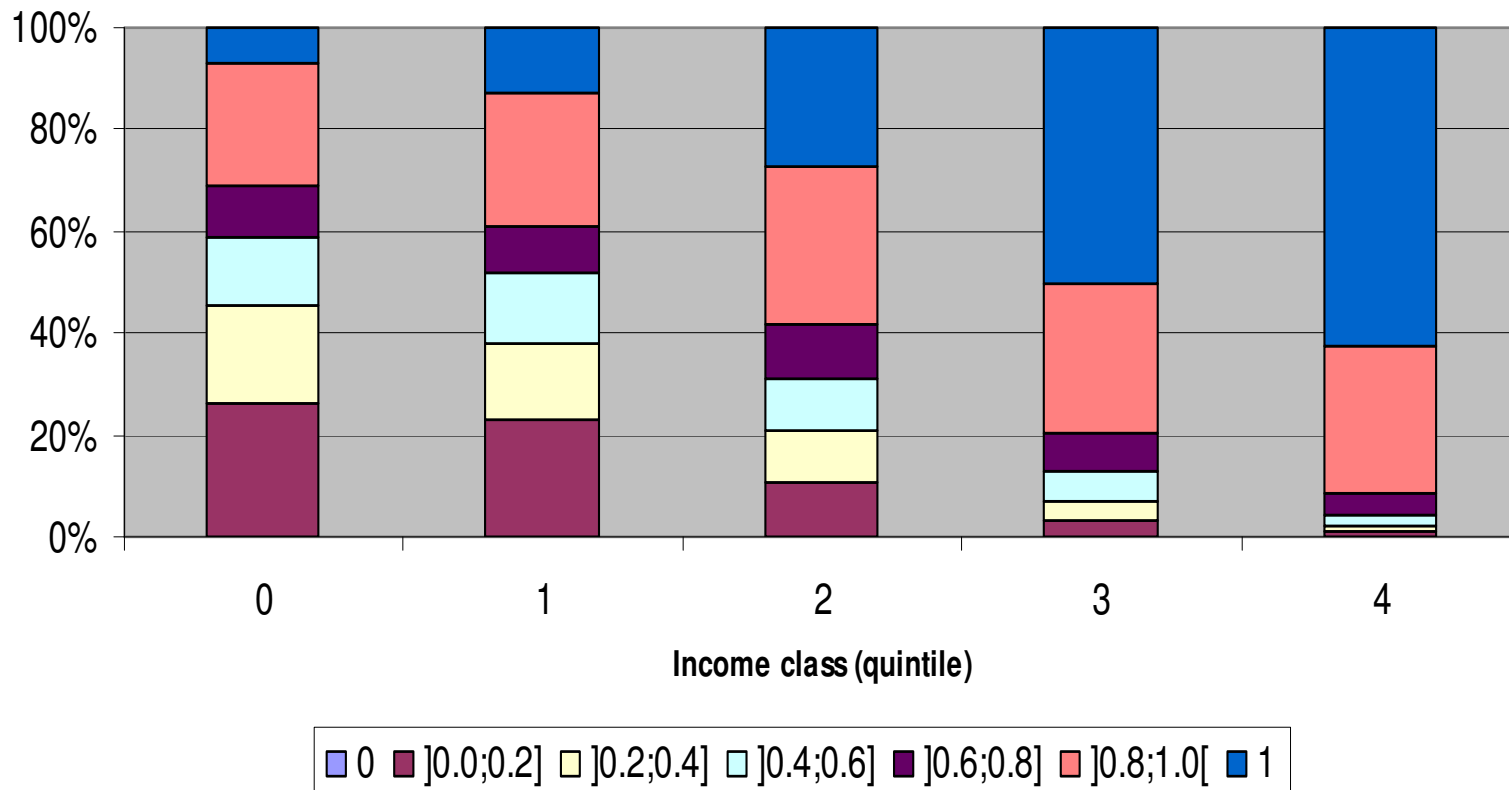


- Rural-urban & regional inequalities:
 - income level
 - poverty incidence
 - uneven poverty reduction

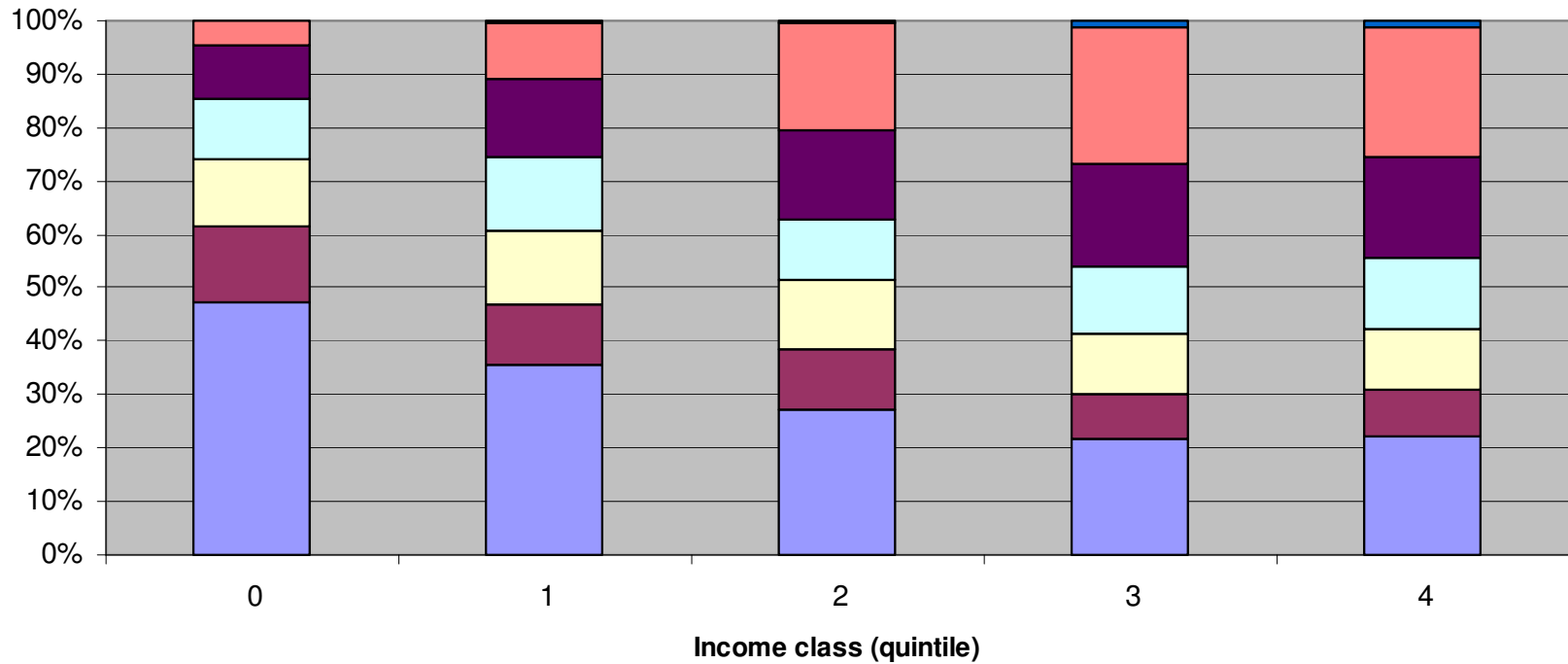
HH income diversification- pathway out of poverty

- Higher-income HHs have more diversified income sources
- Ratio of « non-agricultural income » to HH income increases with HH income
- Contribution of wage income is related to structure & development of market economy but:
 - critical for low-income & landless HHs
 - still a key factor for higher HH incomes

Philippines: Ratio of non-agric income to HH income by income class

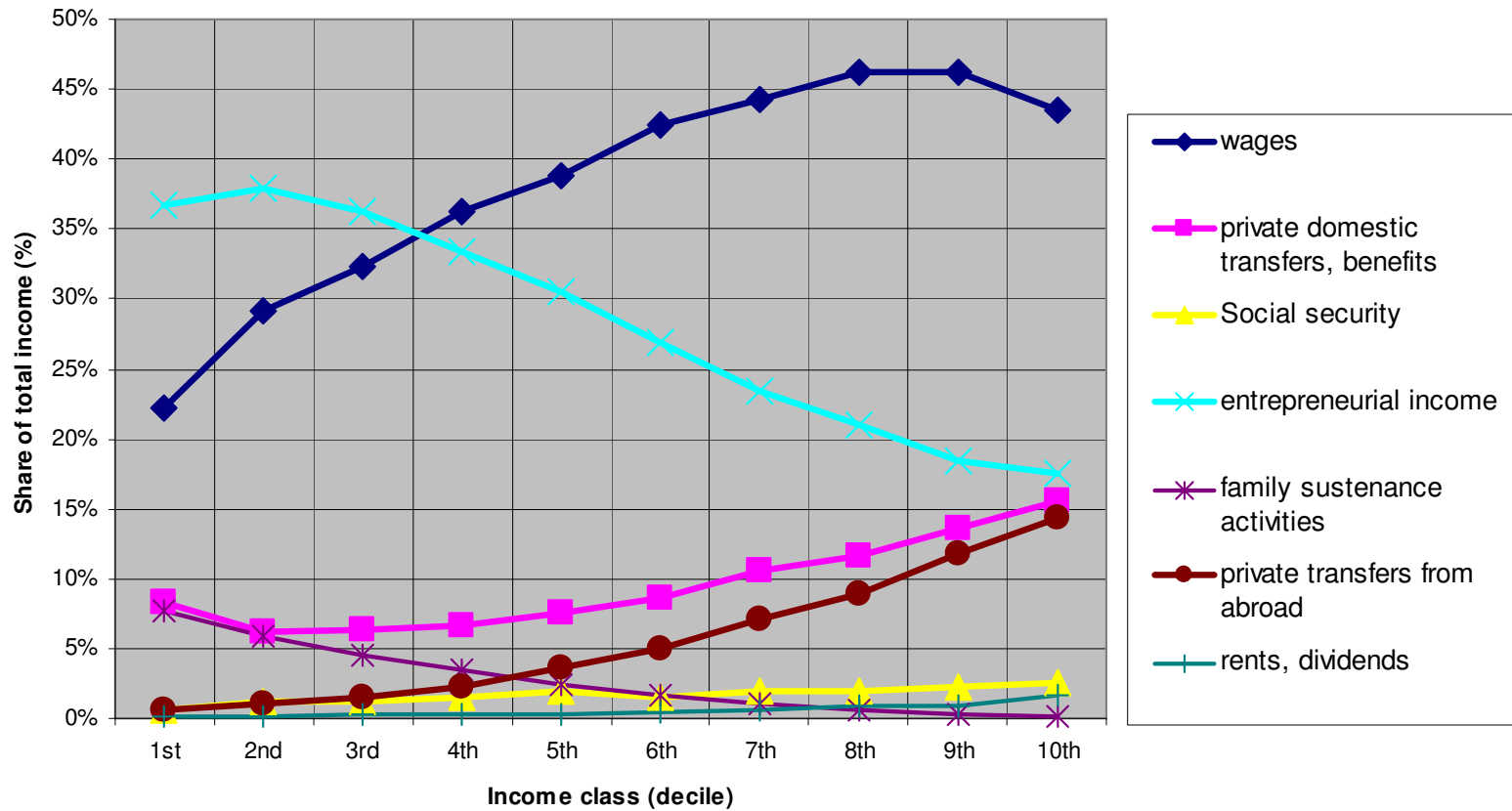


Philippines: Ratio of wage income to HH income by income class

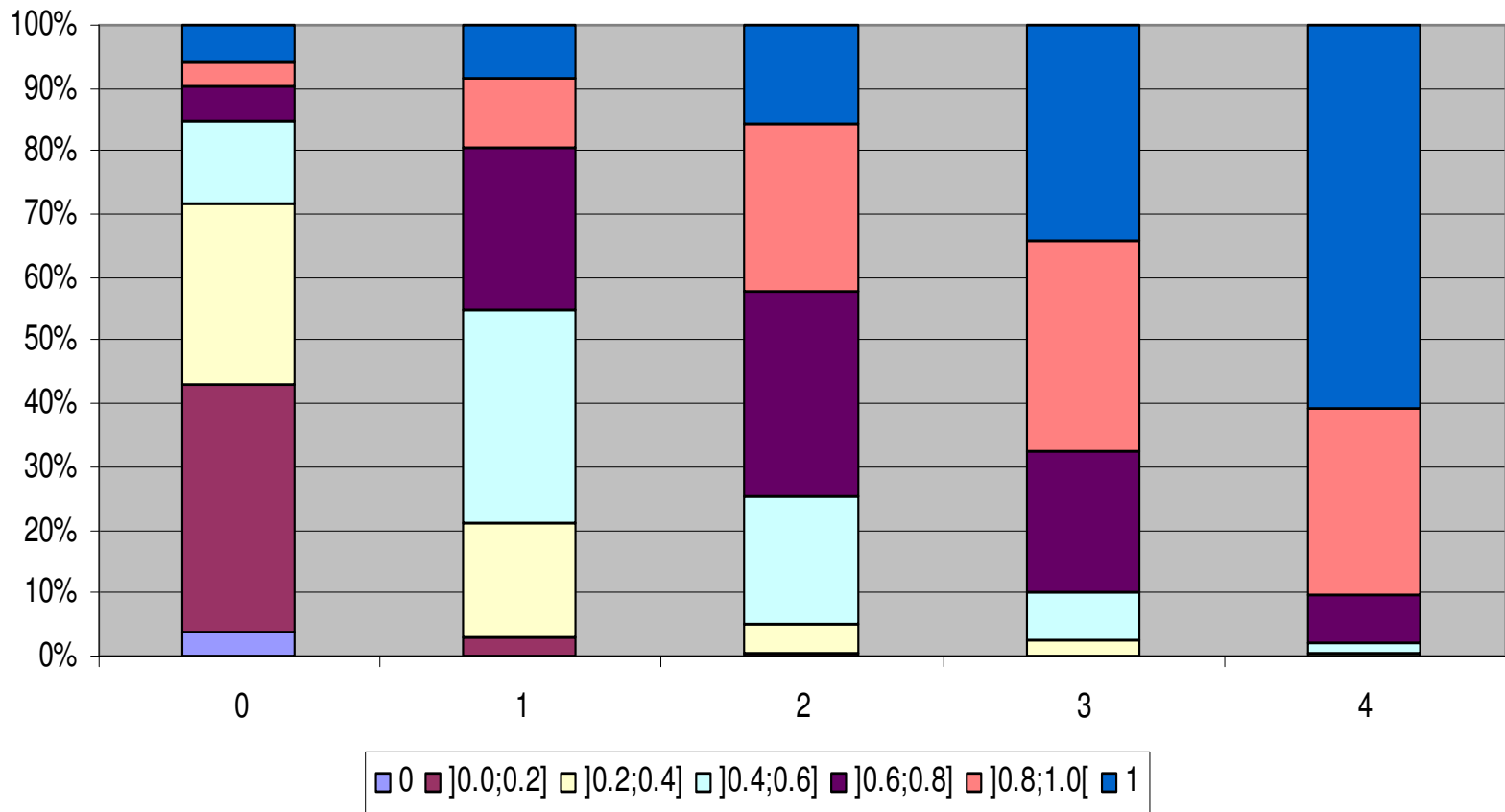


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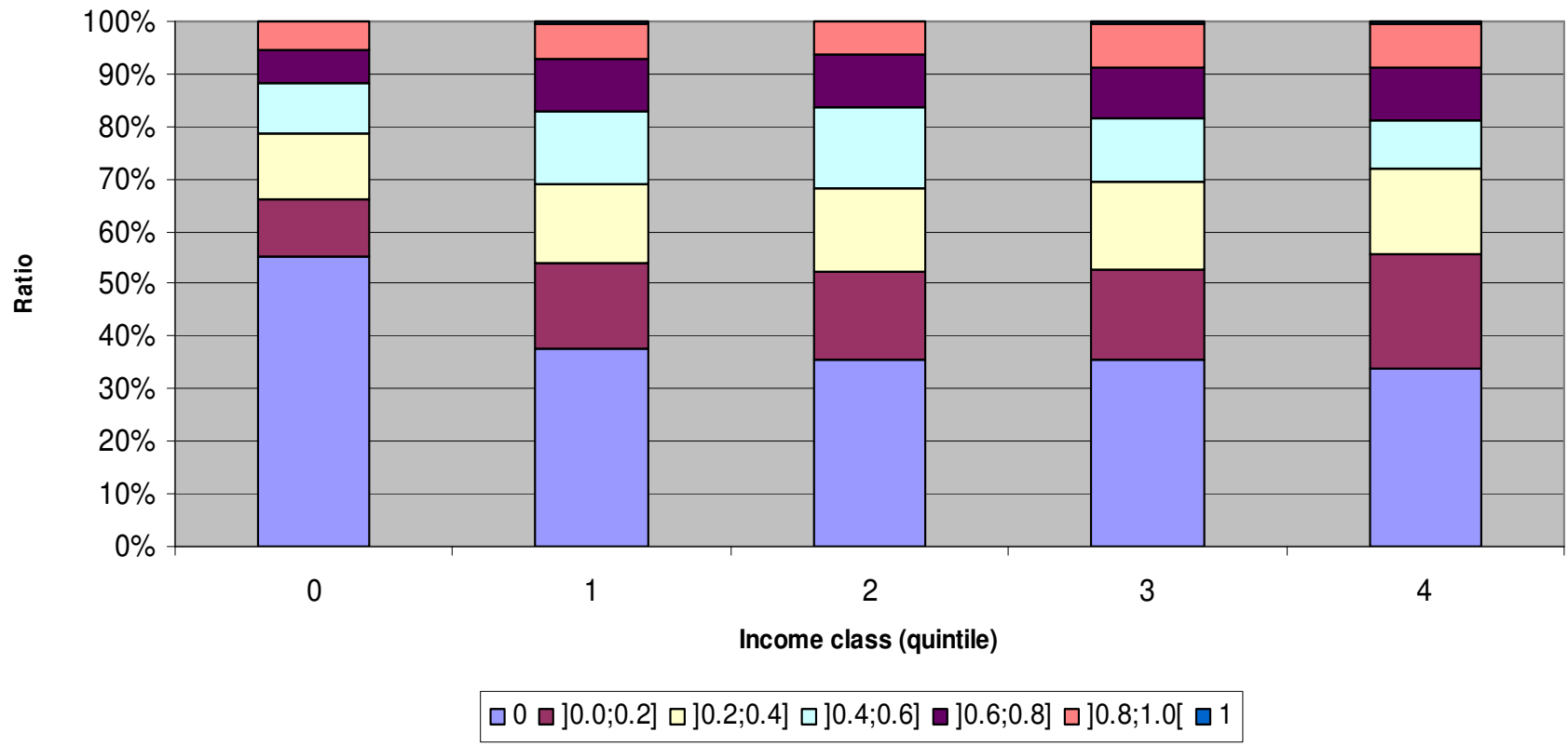
Philippines: Household income decomposed by source (FIES 2003)



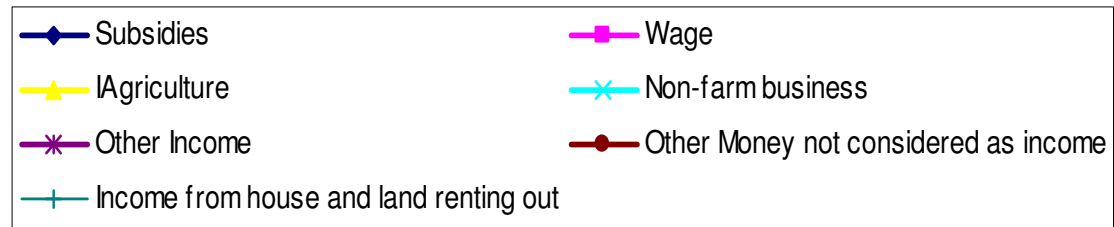
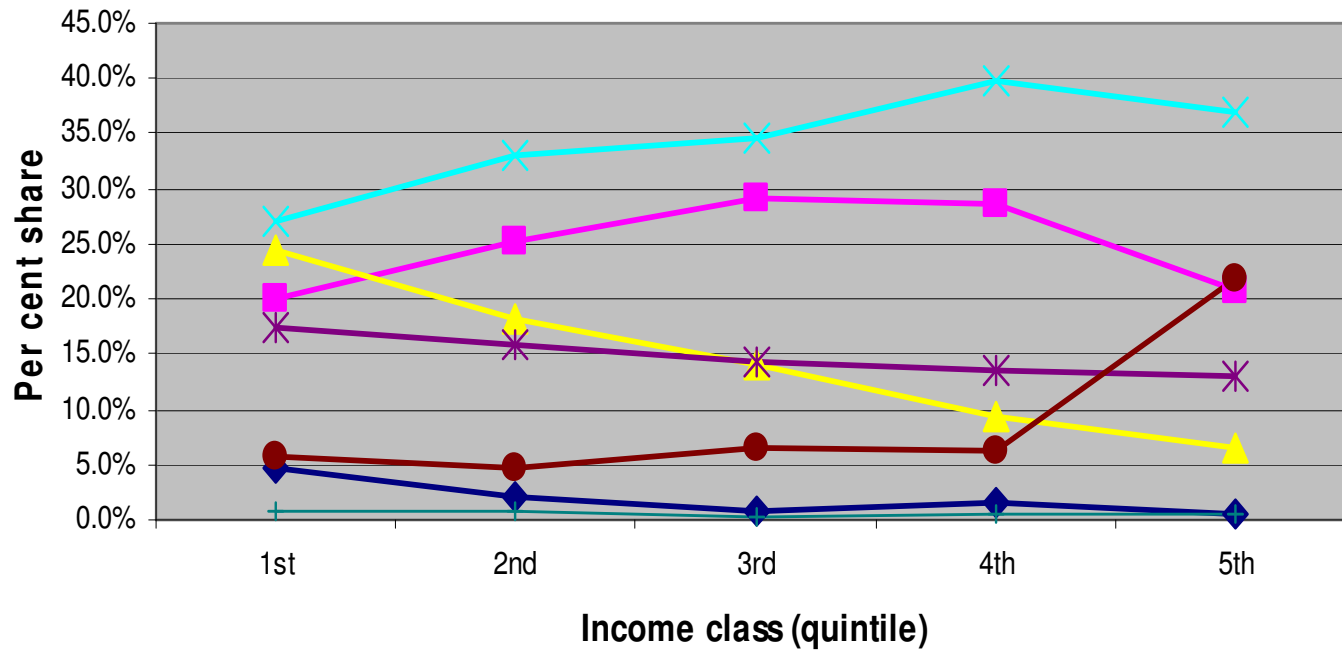
Vietnam: Ratio of non-agric income to HH income by income class



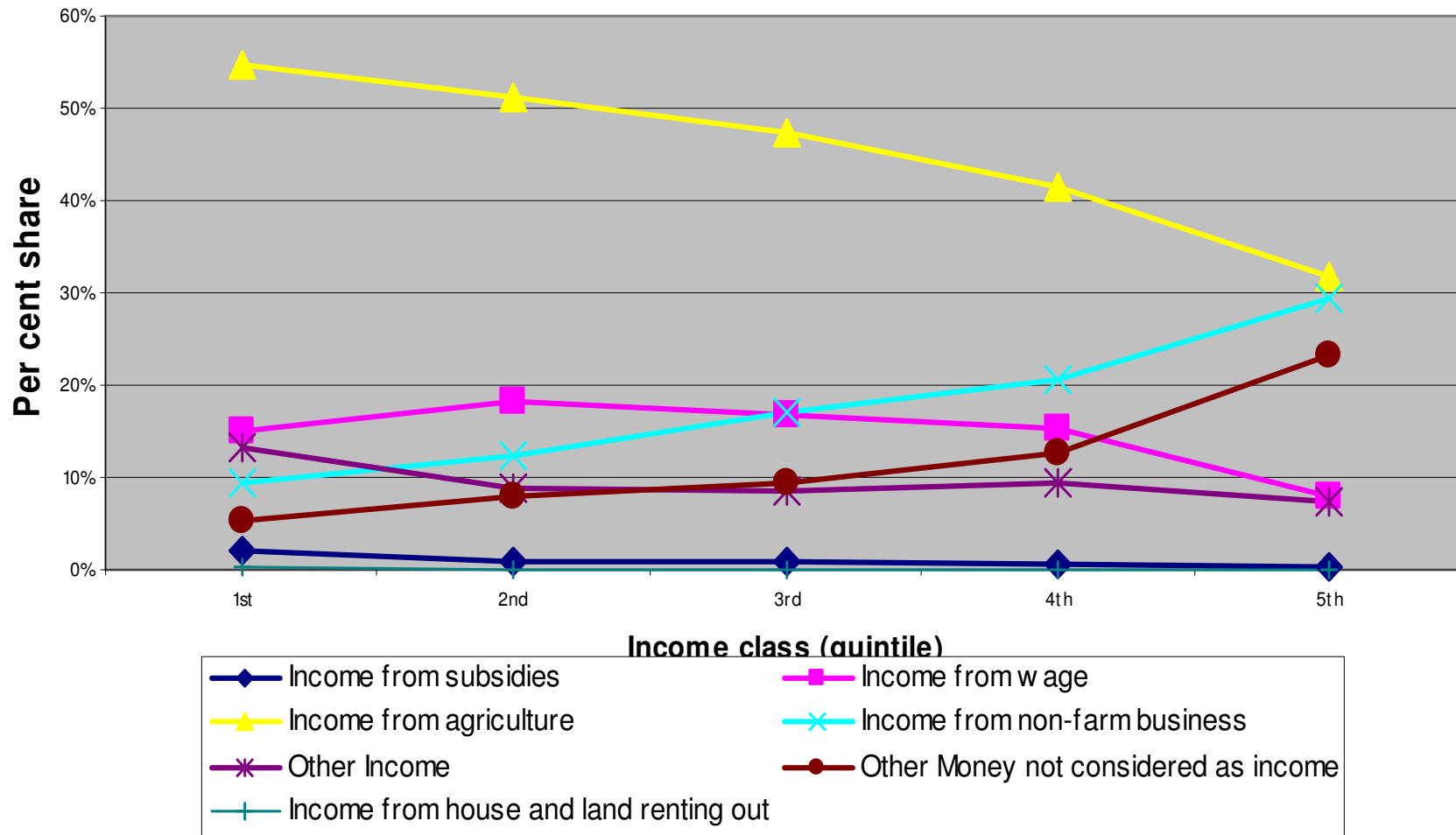
Vietnam: Ratio of wage income to HH income by income class



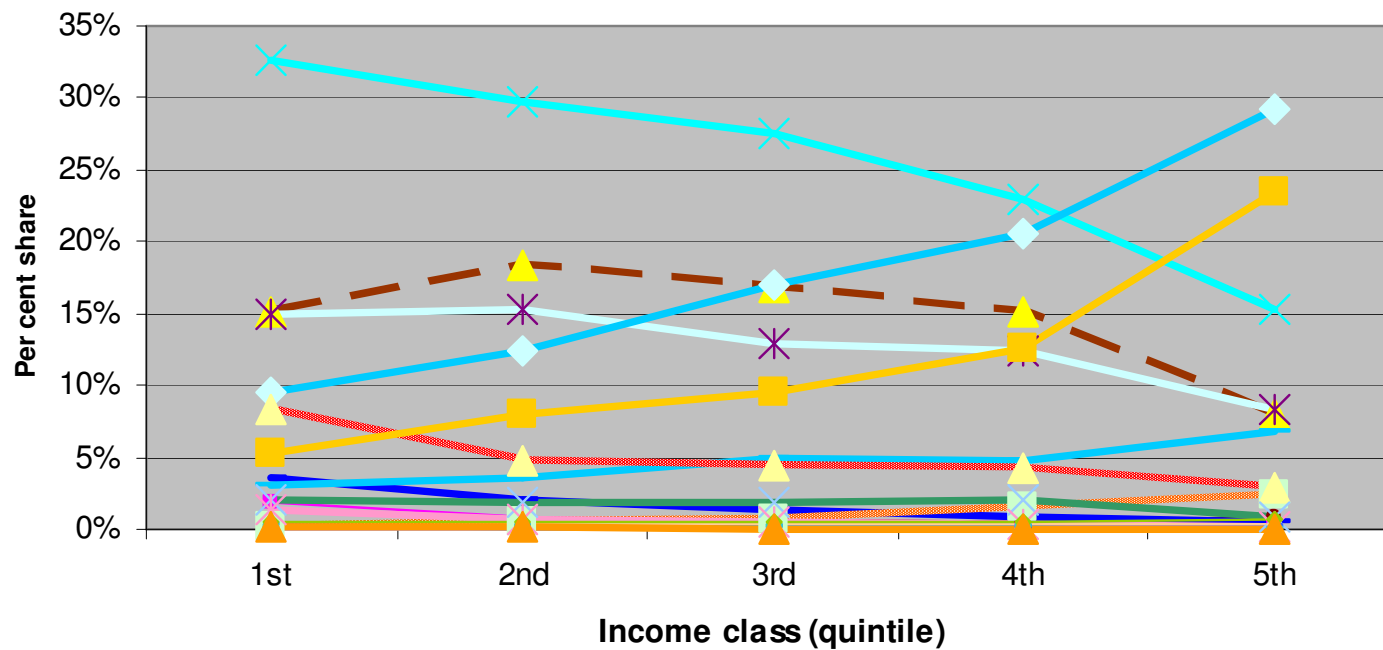
Vietnam - Total household income decomposed by source - urban



Vietnam: Total household income decomposed by source - Rural



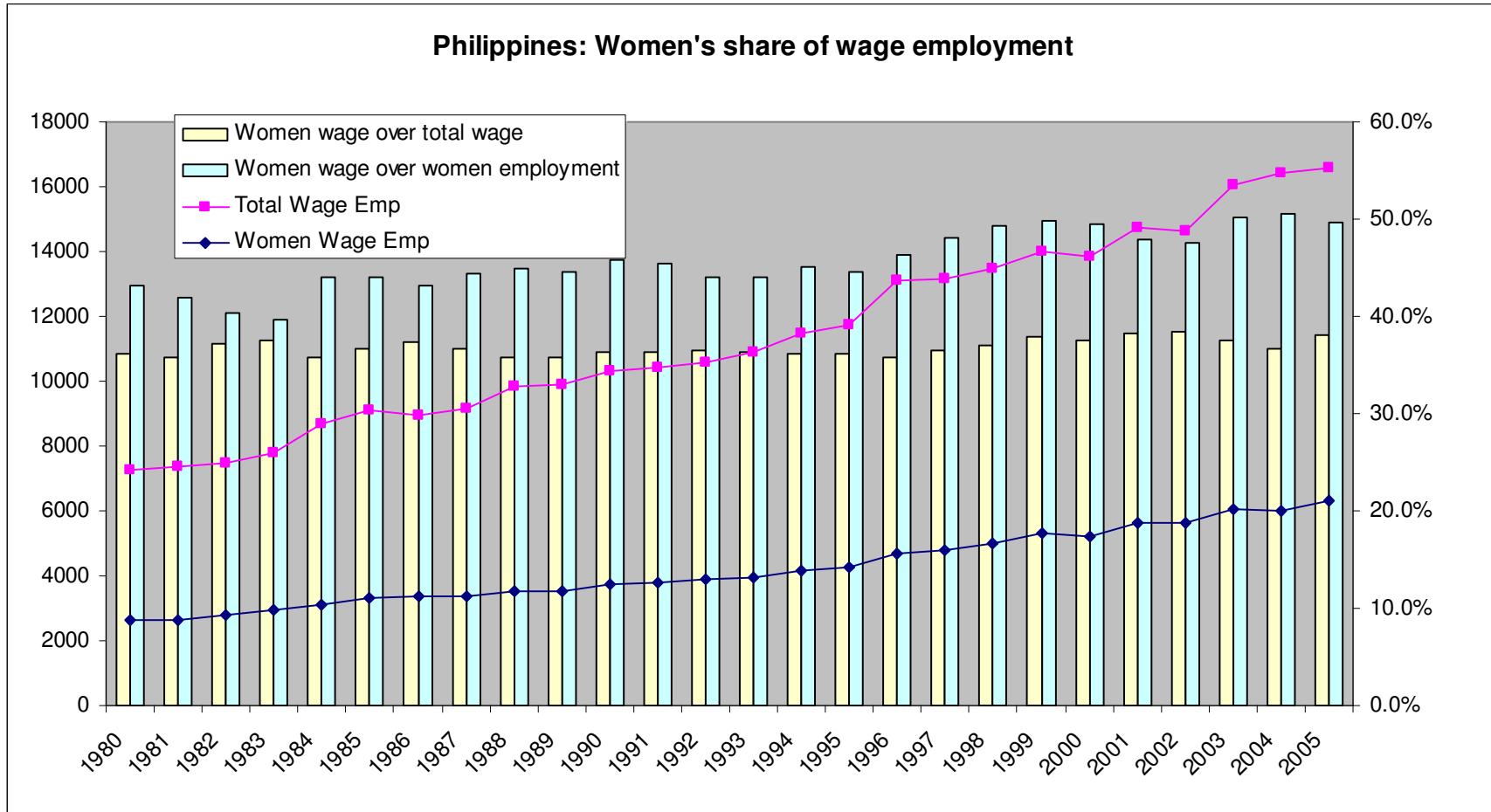
Vietnam - Total household income decomposed by source - rural

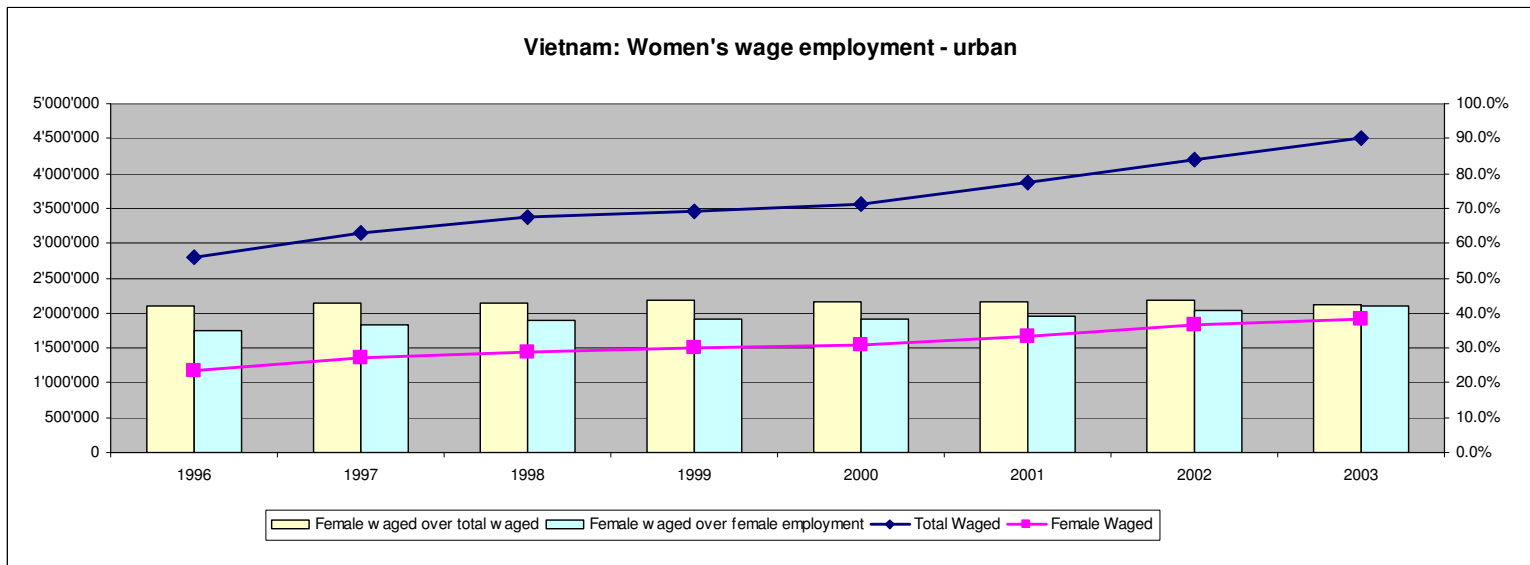
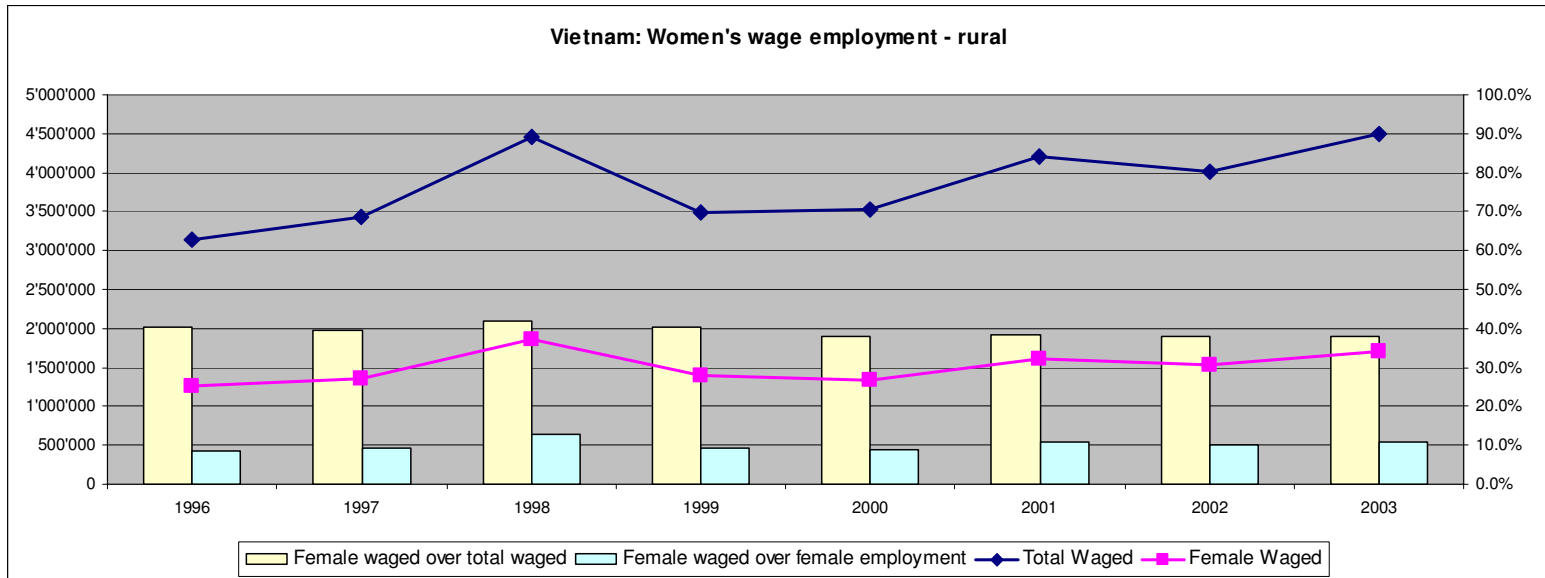


- ◆ Subsidies, scholarship
- ▲ Wage
- ✖ Livestock
- + Hunting and trapping
- Aquaculture
- ▨ Overseas remittances, presents
- ✖ Pension. Sickness, job loss allow ance.
- Insurance benefits
- Rents
- ◆ Other Income 9
- ▲ Income from house and land renting out
- Health subsidies
- ✖ Crops
- Agricultural Services
- Forestry
- ◆ Non-farm business
- ▨ Domestic remittances, presents
- ✖ Social welfare
- + Interests from savings, shares etc
- Charity, associations, firms
- Other Money not considered as income

- A key HH income diversification and income-raising strategy:
 - Rural-urban migration (private domestic transfers)
 - Overseas migration (transfers from abroad)
- Women: an important (or the primary) stream of migrant workers (internal and overseas)
 - Pushed by « rural/agriculture biases » against women (vary by country)
 - Pulled by relatively more remunerative jobs in exports and overseas markets for care services workers

Wage employment

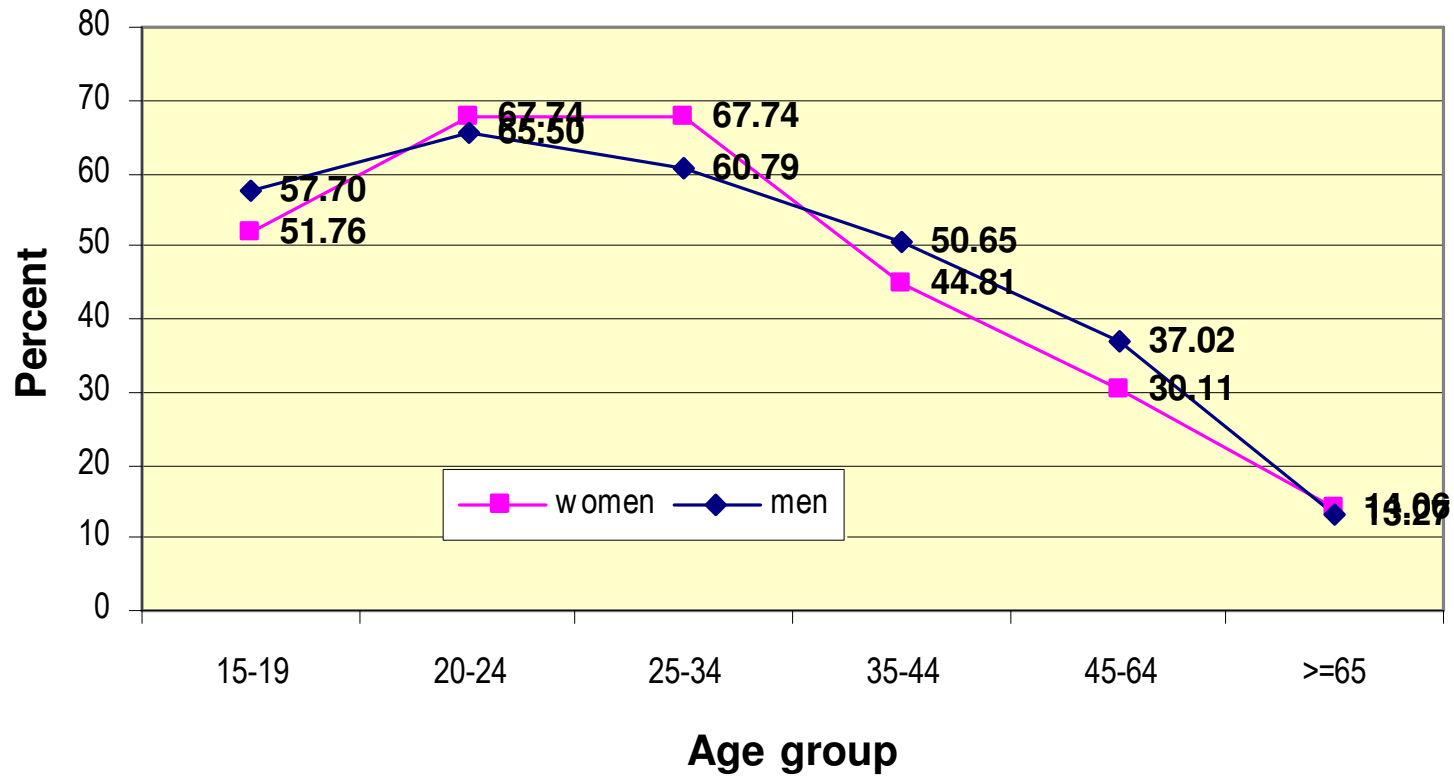




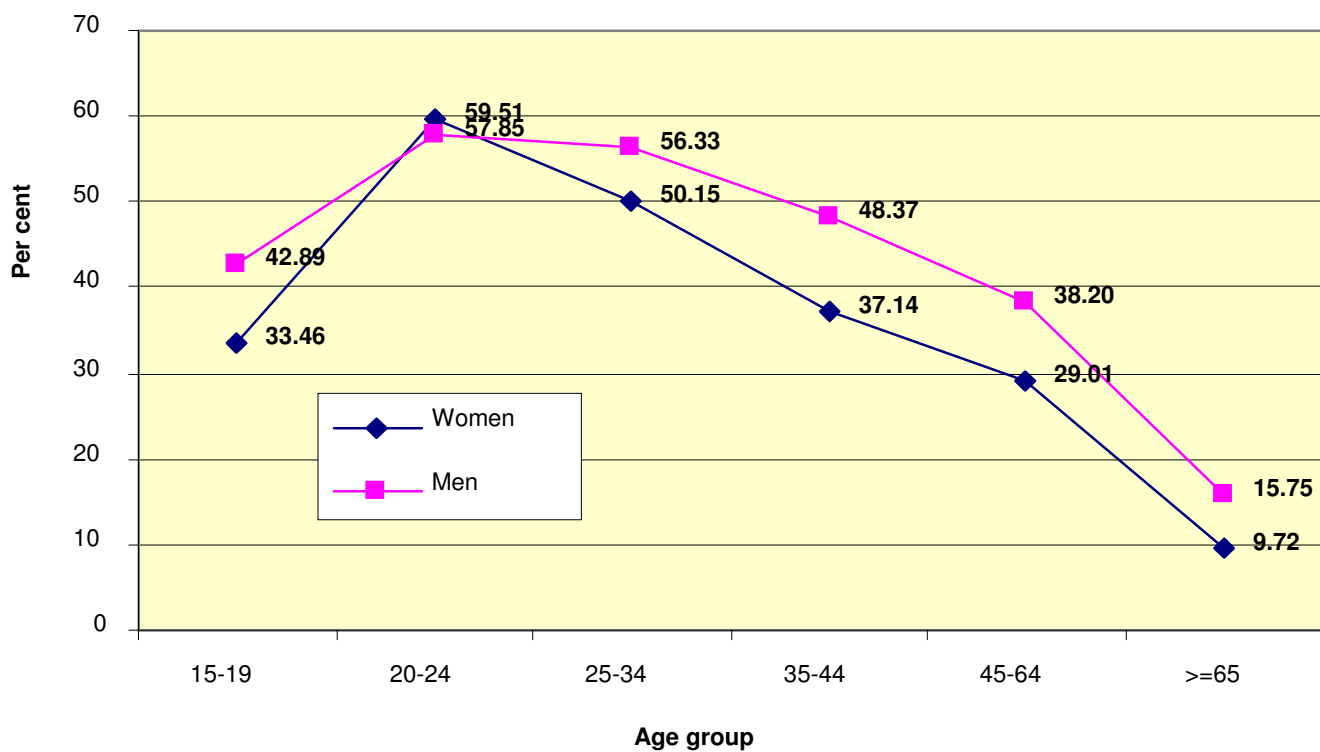
Probability of having a wage job (marginal effect on probability)

	Thailand		Philippines		Vietnam	
	Men	Women	Men	Women	Men	Women
	Being male	12.7		14.7		15.6
Age	-1.0	-0.8	-0.6	-0.1	-1.2	-0.7
W/ children under 1	5.8	-29.0	7.2	-14.4	-2.7	-15.0
W/ children under 15	-2.2	-4.4	1.9	0.0	5.0	3.5
Married	4.1	-4.0	8.0	-1.7	18.7	5.2

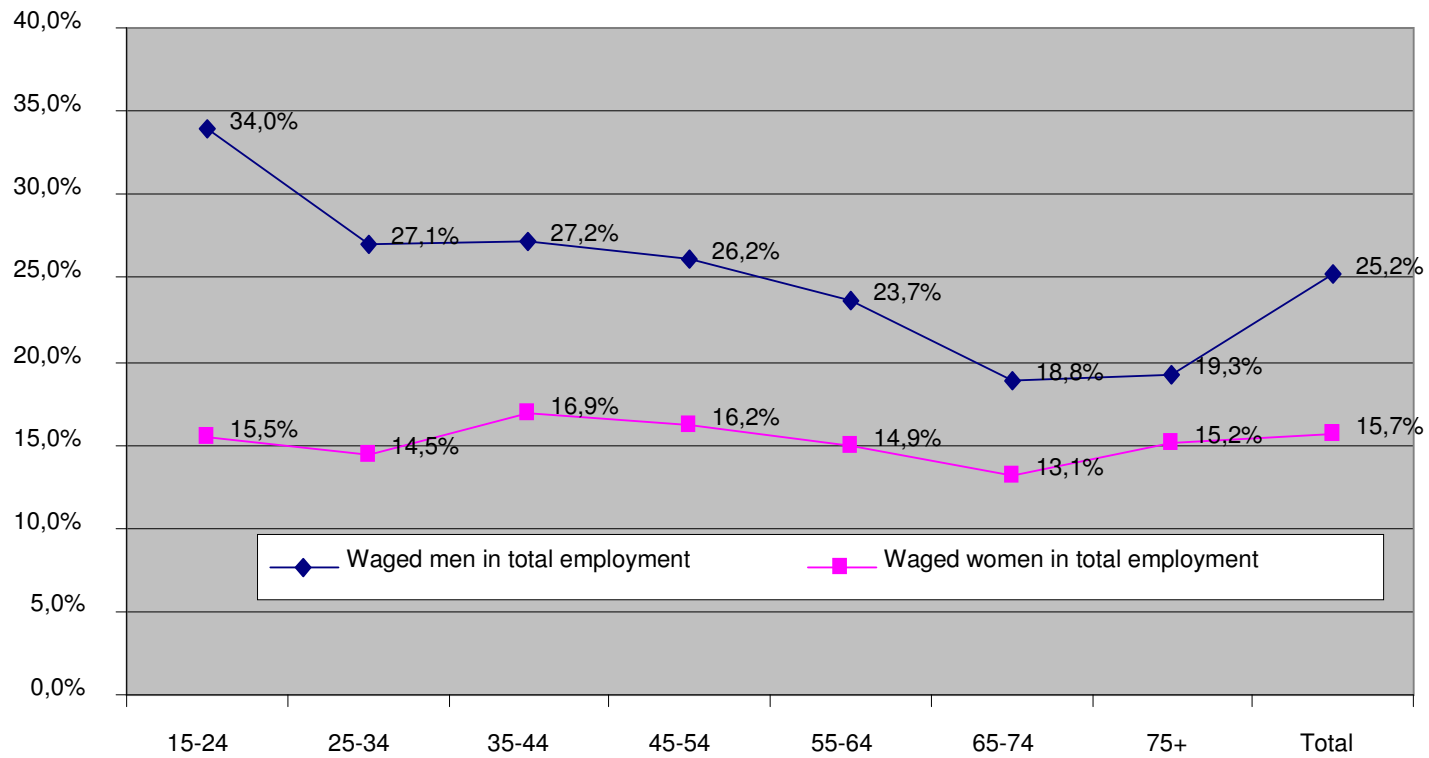
Thailand, Wage Employees by Age: Men & Women, 2005
(% of total employed)



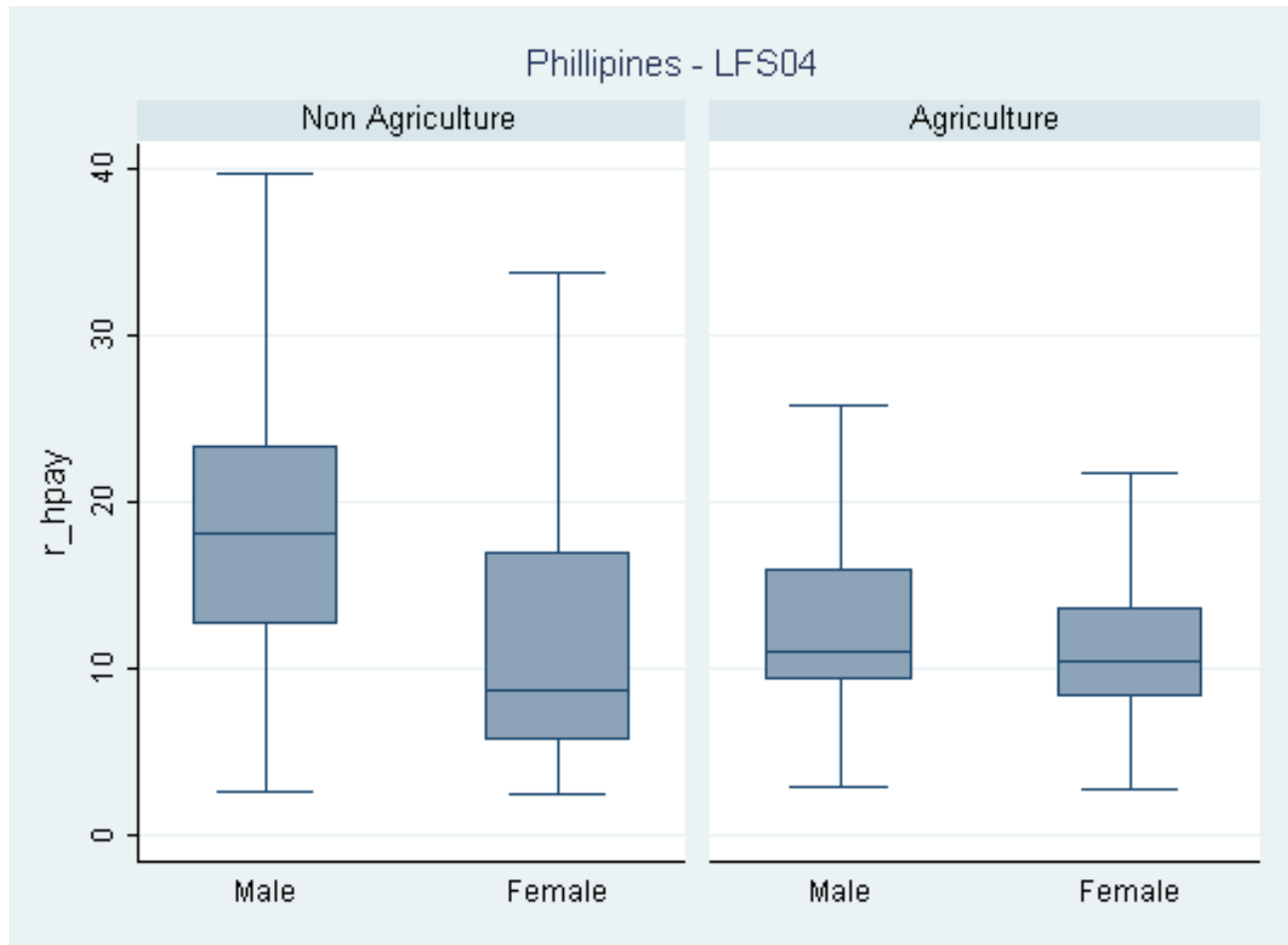
**Philippines Wage Employees by Age: Women and Men,
2005 (% total employed)**



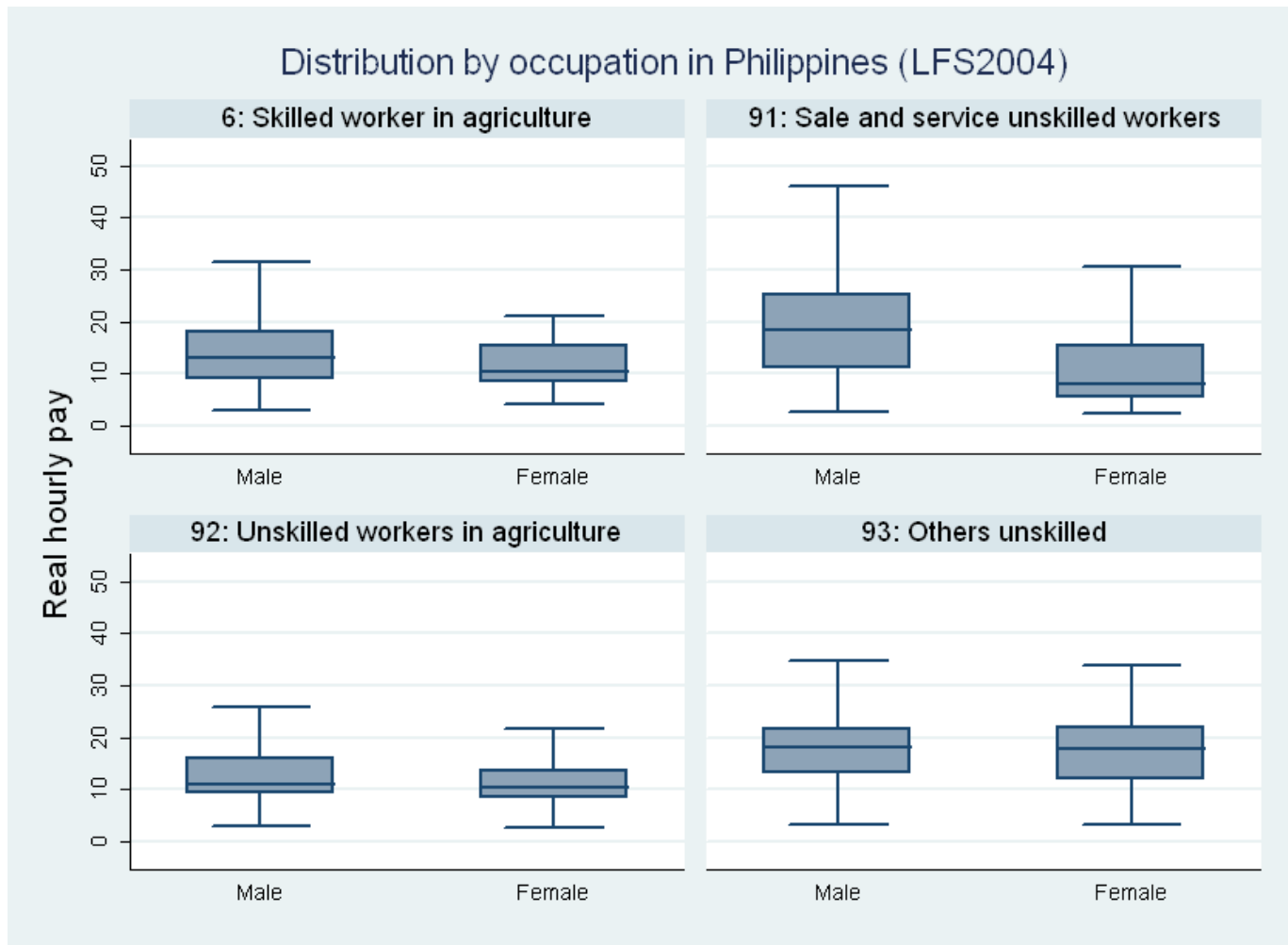
Vietnam: Share of wage employment by gender & age group (2004)



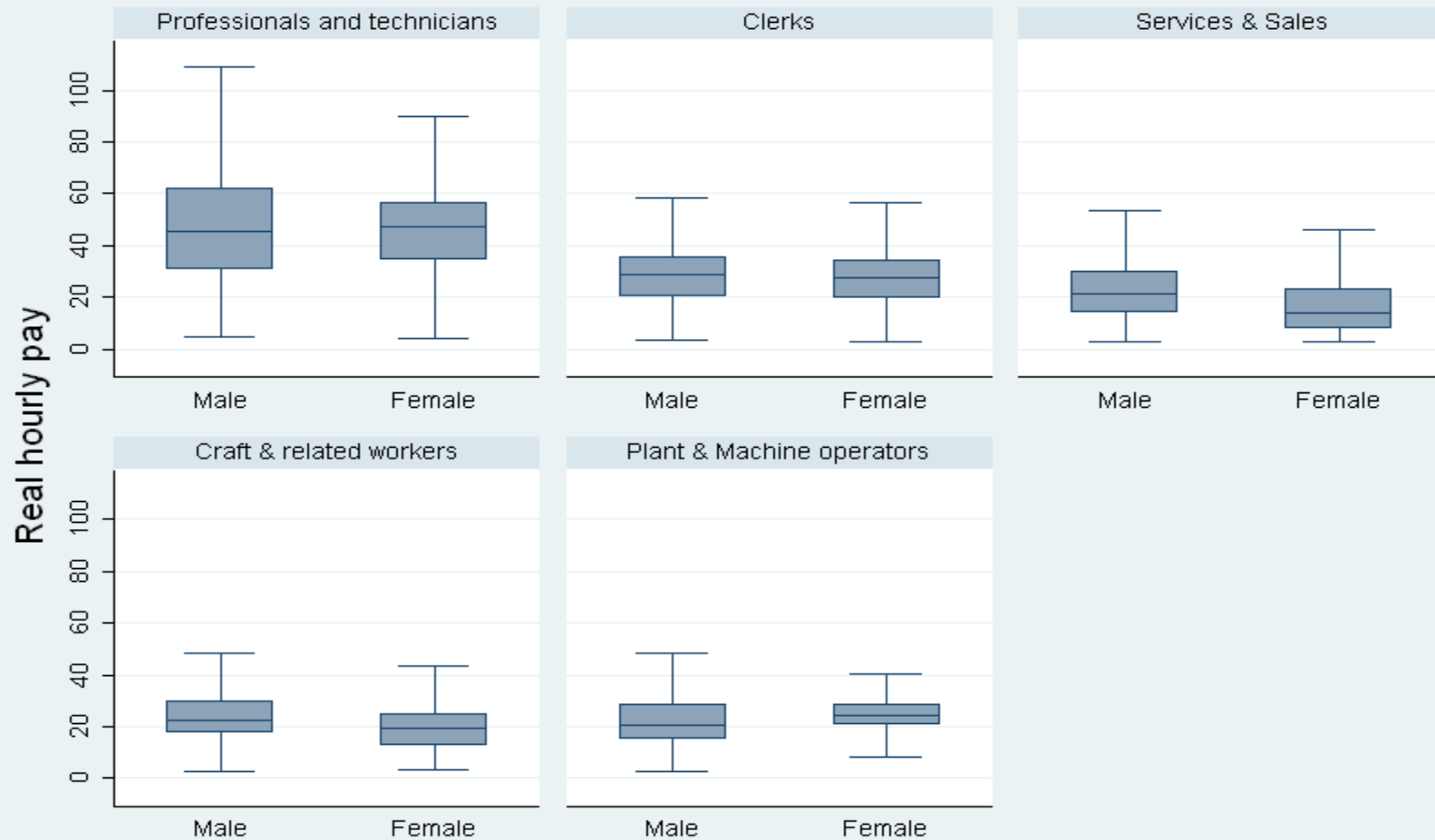
Women are clustered in low pay levels



... in low pay levels in low-paid jobs



Distribution by occupation in Philippines (LFS2004)

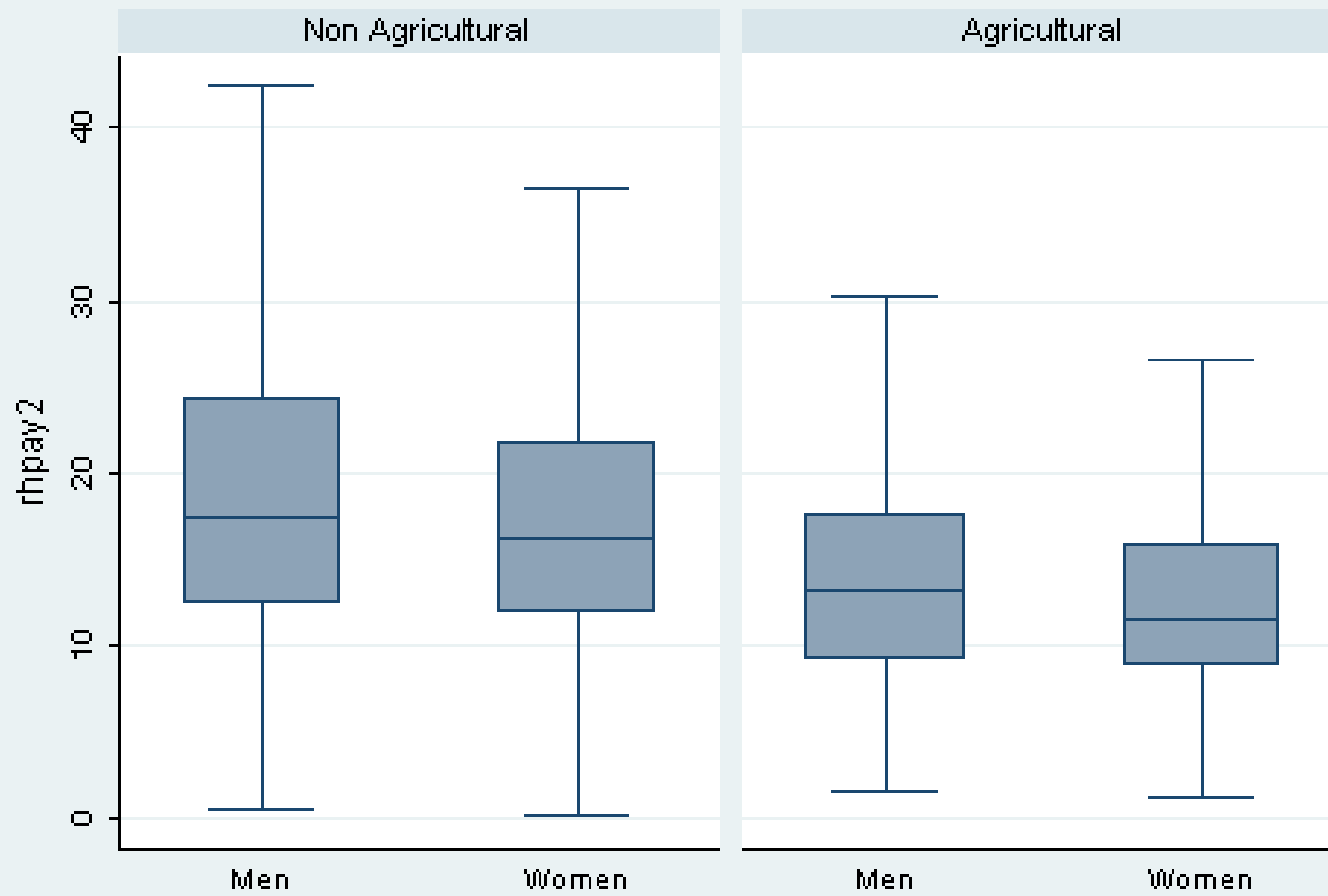


Pay gap decomposition results

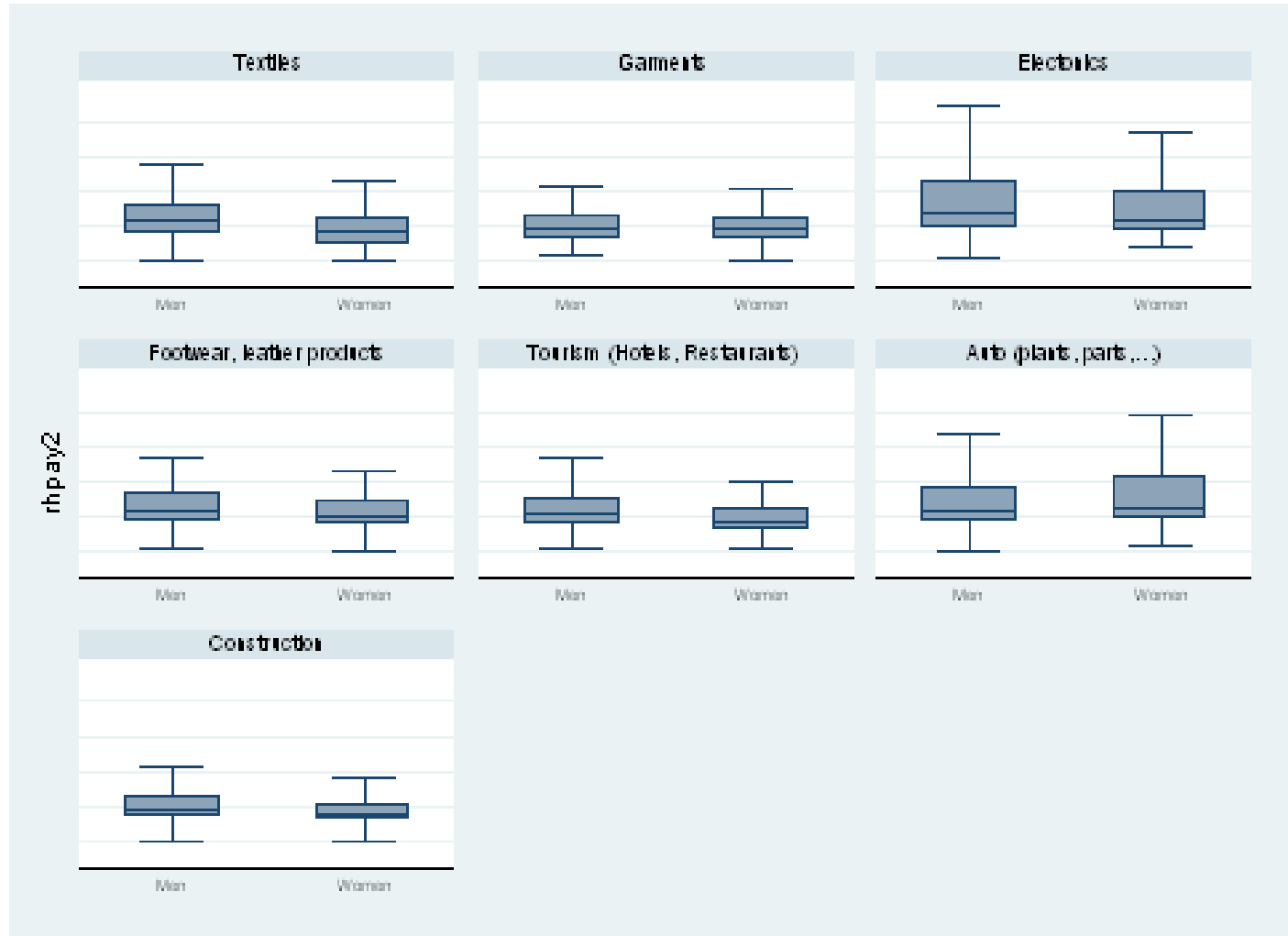
Philippines							
	National	NCR	Calabarzon	Visayas	Mindanao	Agric	Non Agric
Gap	0.072	0.056	0.061	0.078	0.099	0.112	0.148
Discrimination	0.192	0.168	0.189	0.199	0.198	-0.047	0.220
not sign.	-0.005	0.000	-0.003	-0.009	0.000	0.172	0.000
Explained	-0.115	-0.112	-0.128	-0.116	-0.100	0.001	-0.072
not sign.	0.000	0.000	0.002	0.004	0.000	-0.014	0.000
Discrimination Index	0.206	0.183	0.205	0.210	0.220	0.133	0.247
Discrimination Index (%)	1.228	1.201	2.05%	1.234	1.245	1.142	1.280
Relative Gap	2.40%	1.93%		2.58%	3.25%	4.50%	4.76%

	National	NCR	Calabarzon	Visayas	Mindanao	Agric	Non Agric
Gap	0.072	0.056	0.061	0.078	0.099	0.112	0.148
Discrimination	0.187	0.168	0.186	0.191	0.198	0.125	0.221
Explained	-0.115	-0.112	-0.126	-0.112	-0.100	-0.012	-0.072

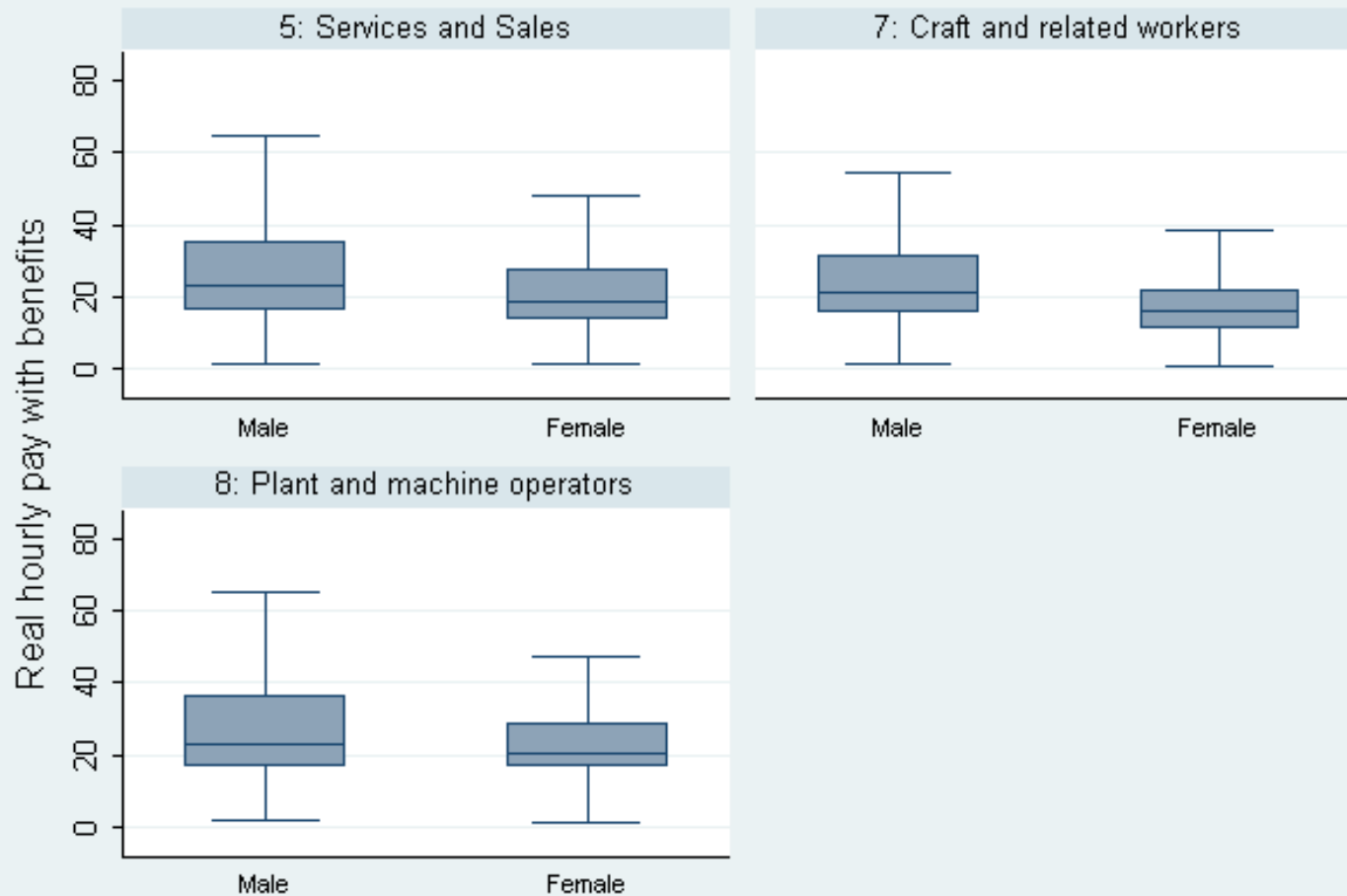
Thailand LSS2005



Thailand: selected export industries



Distribution by occupation in Thailand (LFS2005 1st quarter)



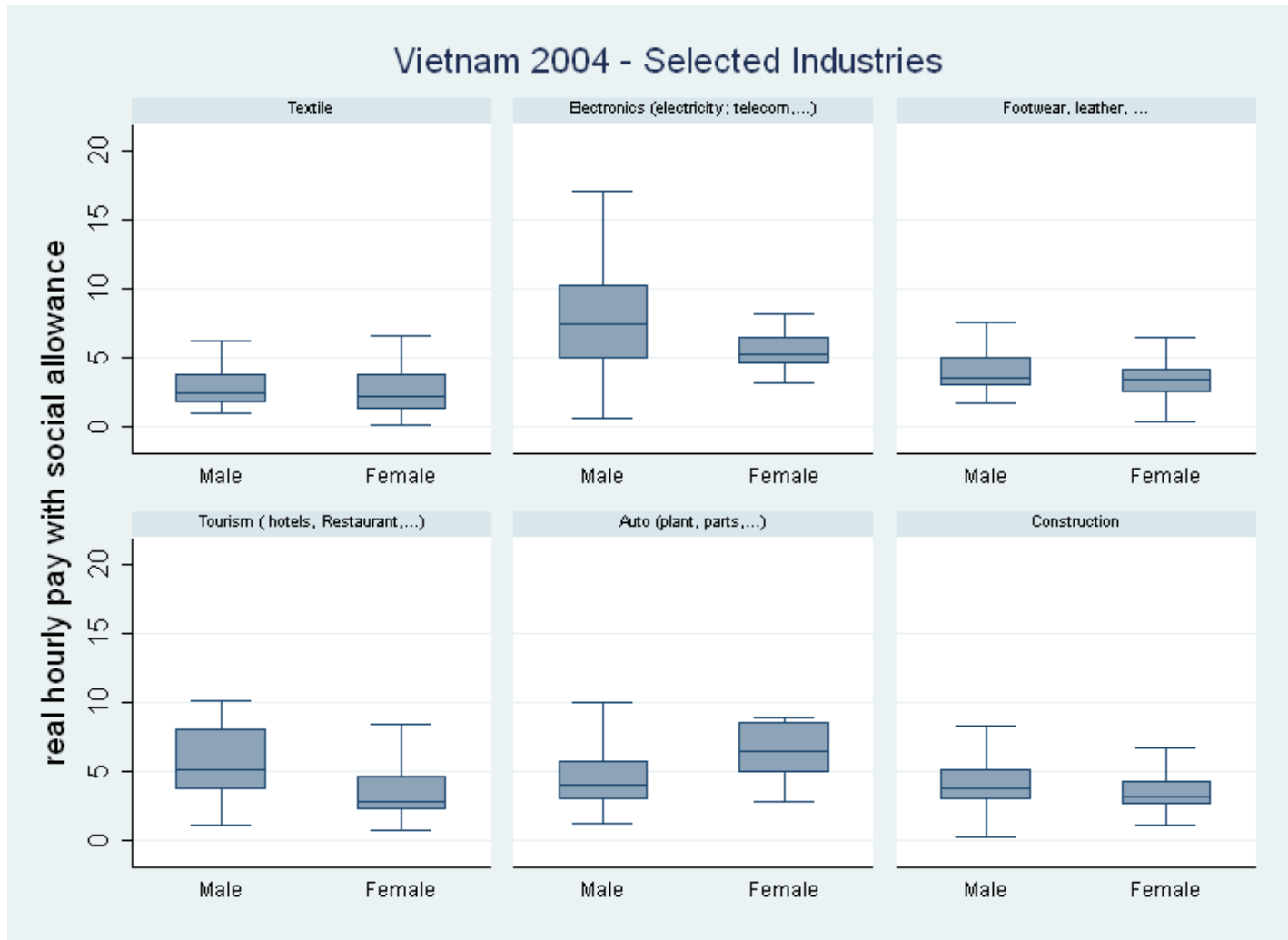
Thailand

	National	Bangkok	North	Northeast	Urban	Rural
Gap	0.042	0.135	0.122	0.036	0.095	0.074
Discrimination	0.125	0.100	0.103	0.240	0.096	0.082
not sign.	-0.007	0.015	0.002	-0.129	0.004	0.026
Explained	-0.083	0.015	0.016	-0.059	-0.015	-0.037
not sign.	0.008	0.005	0.001	-0.016	0.010	0.003

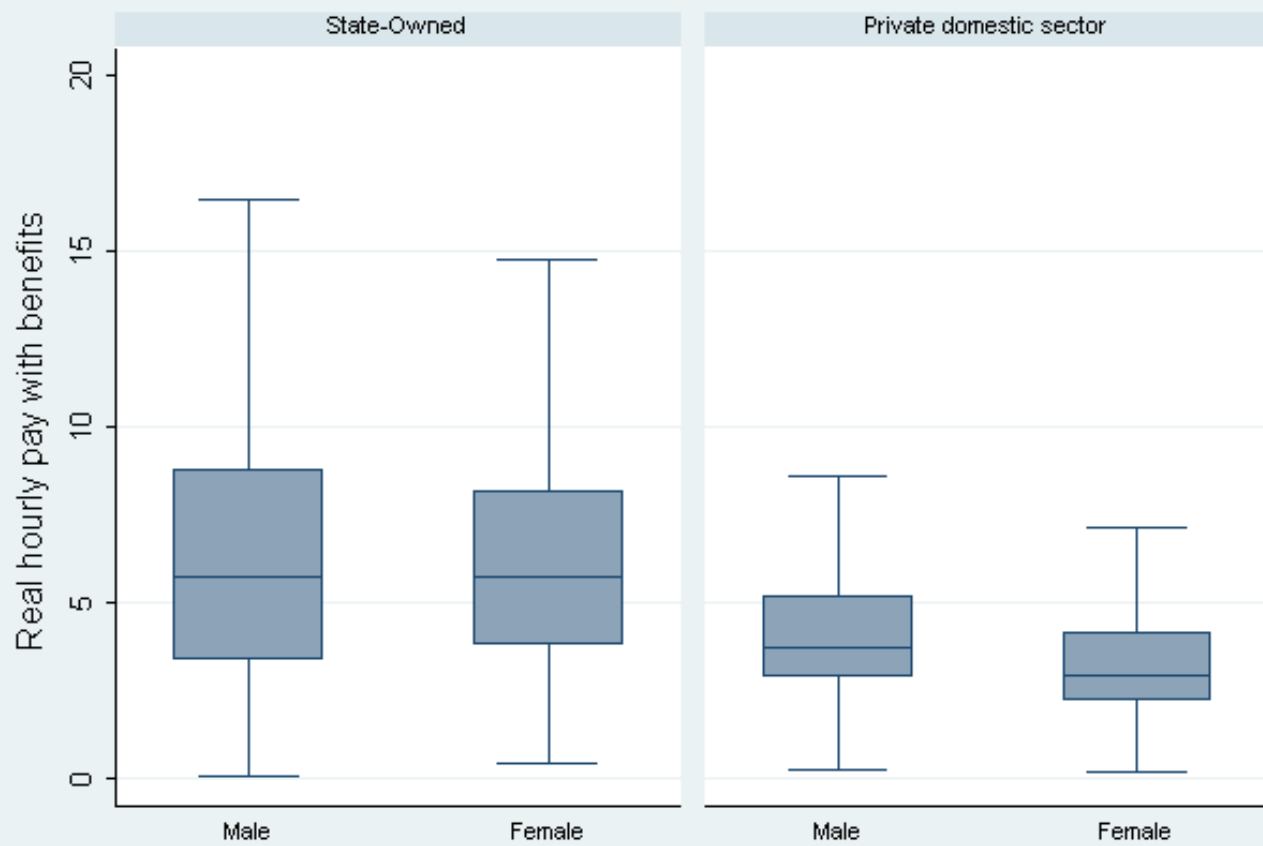
Discrimination Index	0.125	0.122	0.110	0.117	0.105	0.114
Discrimination Index (%)	1.133	1.129	1.116	1.125	1.110	1.120
Relative Gap	0.013	0.034	0.040	0.012	0.032	0.020

	National	Bangkok	North	Northeast	Urban	Rural
Gap	0.042	0.135	0.122	0.036	0.095	0.074
Discrimination	0.117	0.115	0.104	0.111	0.100	0.108
Explained	-0.075	0.020	0.017	-0.075	-0.005	-0.034

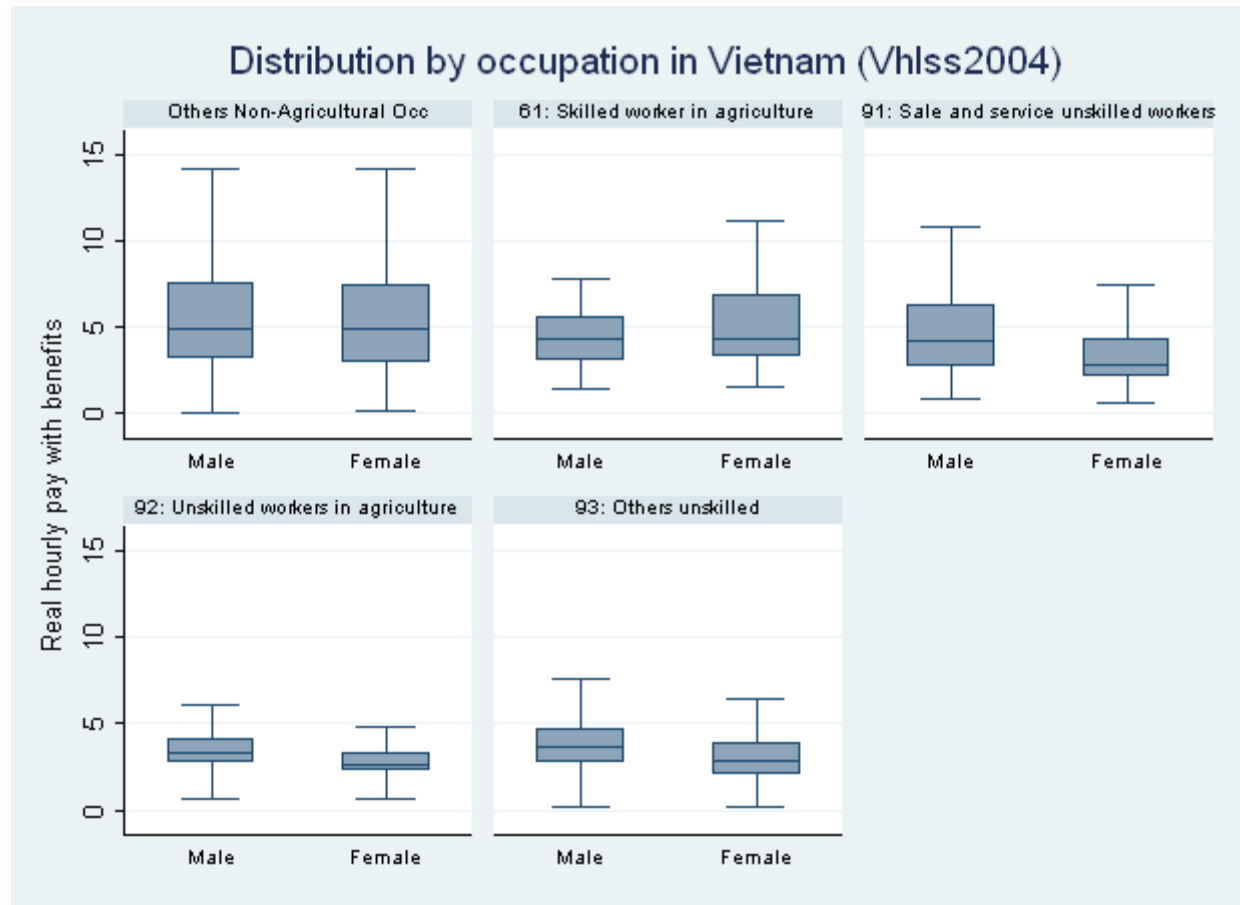
And Vietnam: selected export industries



Distribution by type of Industry in Vietnam (Vhls2004)



Vietnam: low paid in unskilled jobs



Vietnam

	National	Hanoi	Northern	Mekong D	Urban	Rural	Agric	Non Agric
Gap	0.130	0.161	-0.037	0.152	0.152	0.172	0.185	0.114
Discrimination	0.296	-0.137	0.206	0.139	0.184	0.163	0.530	0.186
not sign.	-0.133	0.387	-0.169	0.024	-0.082	0.054	-0.328	-0.034
Explained	-0.040	-0.079	0.007	-0.003	0.052	-0.027	-0.030	-0.043
not sign.	0.007	-0.011	-0.081	-0.009	-0.001	-0.018	0.012	0.004

Discrimination Index	0.177	0.285	0.038	0.177	0.107	0.242	0.224	0.165
Discrimination Index (%)	1.193	1.329	1.038	1.194	1.113	1.274	1.252	1.179
Relative gap	8.93%	11.37%	-2.59%	9.91%	8.84%	13.17%	15.32%	7.58%

	National	Hnaoi	Northern	Mekong	Urban	Rural	Agric	Non Agric
Gap	0.130	0.161	-0.037	0.152	0.152	0.172	0.185	0.114
Discrimination	0.163	0.251	0.037	0.163	0.102	0.217	0.202	0.153
Explained	-0.033	-0.090	-0.074	-0.011	0.051	-0.045	-0.018	-0.038

- Gender dimensions of rural employment require a broader perspective of the interconnections between rural and urban areas.
 - When jobs are scarce, men will generally have better choice: paid over unpaid; wage over own-account, formal over informal, better paid over lower paid. So growth is important.
 - Failure to develop rural areas involves a double bias: makes rural and female labour relatively cheap and flexible for industrial sectors; weakens their bargaining leverage
 - Rural-urban (& overseas) migration involves two-way private transfers: remittances and unpaid (invisible, unaccounted) unpaid care services

- Expanding employment opportunities and stimulating economic growth is not enough.
 - Gender specific constraint to women's mobility and paid work options: women's primary role in child care and family housekeeping
 - Alternative: heavy work burden and long working hours; the « tax » is higher on poor women
 - Gender-based job segregation and low pay levels need to be addressed specifically
 - While education investments are important, not enough to combat discrimination & inequality in pay

- The current crisis will exert further pressures on women's employment opportunities
 - Decreased social spending means higher unpaid care work burden
 - Greater pressure on women in low-income families to earn as well as provide unpaid care services
 - More scarce good jobs, less chances for women
 - One adjustment strategy by laid-off workers in urban areas may be to go back to natal villages (1997 Asian crisis)