

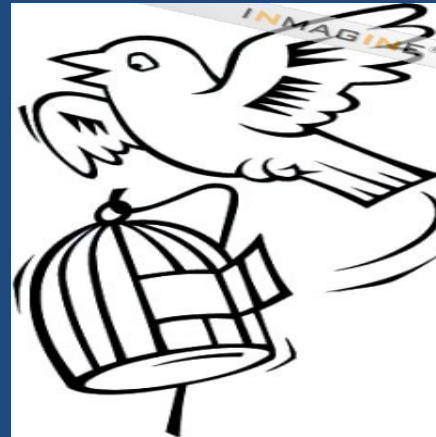
Women, Work and Employment Outcomes in Rural India

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The great escape



Women's autonomy (independent mobility; control over land, SHGs), and education are the most important variables determining movement into non-agricultural jobs, better quality (regular) jobs, and regional variations in employment.

Objective

- To examine the gender patterns of employment
- To examine the factors that determine
 - a) women's participation in work overall and
 - b) in different kinds of employment,
 - c) variation in pattern of women's employment across states
- What is the role of factors such as education, caste, economic status, autonomy, region etc on women's participation in work
- How can these be leveraged through policy initiatives to enhance women's well-being?
- **Data Sources**
 - This study analyses unit record data from two large scale surveys, the NSSO and the NFHS.
 - NSSO covers 100,000 hhs and 500,000 persons; provides information on employment and socio economic variables
 - NFHS covers hhs with women in reproductive ages. In 2005-06 covered 63,896 women
 - In addition, data is drawn from other sources such as agricultural census and CSO

Unequal Partners: men and women's employment profiles

- Fewer women in employment compared to men (32 %, 54 %)
- Among women, large disparities: WPR highest for ST/SC, illiterate, and poor women showing that economic factors most compelling reason to work
- But pattern different for types of employment (casual work, self-employment, regular work)
- Contrasting pattern for men (wpr improves with education)
- Contrasting pattern for urban women (improves at highest educational and income levels)
- Vastly different pattern across provinces/regions

Wages (Rs. Per day)			F/M Wages
Casual Labour	Male	Female	
Agriculture	48	33	0.69
Non-Agriculture	68	44	0.65
Total	54.6	34.7	0.64
Regular Workers			
Agriculture	68	54	0.79
Non-Agriculture	151	86	0.57
Total	143	83	0.58

- Women's wages lower in all categories of employment
- Women concentrated in low wage categories of employment
- Disparities in earnings higher in non-agriculture

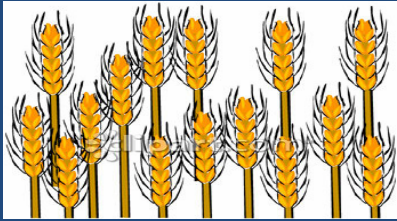
Agriculture: Creeping feminisation?

Workers in agriculture and non-agriculture

	1993-94	2004-05	
Agriculture	workers (million)		Increase
Male	144.0	151.3	7.2
Female	94.2	107.8	13.6
Non_agriculture			
Male	50.3	76.2	25.9
Female	15.2	21.8	6.6

Employment status in agriculture		
	Male	Female
Self employed	63.7	64
Wage employed	36.3	36.0

- Increase in number of women workers in ag, more than among men. Ratio of Female/ male workers increased in agriculture but fell in non-ag.
- Migration out of ag has been slow for women
 - In 1972-73, 90% of women workers, 83% of male workers in agriculture.
 - In 2004-05, 83% of women workers, 67% of male workers in agriculture.
- Women wage workers most deprived. SC/ST disproportionately represented. Half of women wage workers belong to SC/ST groups. More than twice their share in pop.
- Significant gender segmentation of operations. Job-typing restricts and confines women to low end activities.



Agriculture: women farmers

- Proportion of self employed among women and men increased.
- Reflection of lower availability of work and agrarian distress? Evidence of decline in workdays, stagnation in wages.
- Constraints faced by women farmers who lack ownership titles
- Small increase in operational land holdings operated by women (from 10 % to 12 %)
- Contrasts within states (Kerala women operated 21%, Punjab 0.8 % holdings)
- Decline in prop of land holdings operated by women as size of holdings increases

Proportion of farmers to total ag workers			
	1993-94	1999-00	2004-05
Male	60	61	58
Female	40	39	42

Share of Operational Holdings				
	1995-96		2000-01	
	No	Area	No	Area
Men	90	92	88	90
Women	10	8	12	10



Non-agriculture: constrained opportunities for women

Employment status in Non-agriculture

	Male	Female
Self employed	47	60
Reg employed	24	20
Casual employed	29	20

Rural Proprietary Enterprises by Sex of Proprietor, 1999-00

	OAE		Establishments	
	Male	Female	Male	Female
% of Enterprises	81.5	5.4	12.9	0.2
% of Workers	76.8	11.5	11.2	0.5
Fixed Asset per Enterprise (Rs)	21344	7930	124055	123786
Gross Value Added/Enterprise (Rs)	15372	6996	26194	18115

Note: OAE: Enterprises with no hired worker. Establishments: Enterprises with one or more hired workers.

- Most women in Self Employed as unpaid helpers (49% women, 15 % men)
- Few women run non-agricultural enterprises and scale of operation very low. Most home-based.
- Very few in regular employment
- Constraints for women:
 - Education, skills
 - Lack of capital and assets
 - Lack of mobility

Determinants of employment

Overall

- The regression analysis brings out the predictors for women engaging in different kinds of employment. What emerges from the policy perspective is:
 - a) overall, workforce participation is highest for illiterate, for STs, for divorced/separated women, lowest mpce quintile, lowest wealth index, for women who have freedom of mobility and those with land. Therefore, women's employment is still largely driven by economic and social distress, but also availability of work (with land) and autonomy.

Agriculture.

Participation in **self emp**, likelihood highest for married, illiterate, STs, women with young children, increases with size of landholding, higher ec strata, and for women who lack mobility and from North.

Propensity for **wage work** highest for divorced/ widowed, illiterate, SC, Hindu, women who do not have young children, landless hhs, lowest ec strata, women who enjoy mobility, and women in the Southern and Western states.

Determinants of employment

Non-agriculture.

The probability of non-ag employment is high among those with education, among muslims , among the economically better off, women who enjoy mobility, and those who are in the highest wealth group. Therefore, overall pull factors seem to operate. This corresponds with the fact that this sector offers higher wages.

- **Self employed.** Participation highest in reproductive ages, younger women, more educated, muslims, women with young children, hhs with no land but who belong to higher economic strata, women who enjoy mobility.
- **Regular employed.** Participation highest among older women, divorced or widowed , highly educated, ST (impact of reservation ?), women who do not have young children, who do not have land but are economically better off, women who enjoy mobility.
- **Wage workers.** Highest among women who are younger, illiterate, who do not have young children, landless and poor, but who have freedom of mobility . Wage work in non-ag is still largely distress driven.

Determinants of the regional profile

- Predictors: state level variables socioeconomic status, development, education and women's autonomy.
- Overall WPRs determined by % women from low social status groups & % holdings operated by women.
- WPR in non-agricultural casual wage work and regular work determined by education and % holdings operated by women. Mean years of education a strong determinant of the latter.

Breaking free: pathways out of poverty for rural women

- Our analysis shows:
 - Higher work participation does not necessarily indicate higher welfare
 - Greater disadvantage of women workers, particularly the SC/ST workers. Inherited patriarchal structures, low mobility, low level of education, low access to land, capital and other assets all tie women down to the lowest level jobs.
- Providing more jobs; more 'decent work': NREGA ?
- Education and skills sine qua non
- Improving women's access to land and resources
- Prioritising women workers from SC/ST categories
- Gender sensitive ag technology and strategies (strengthen women farmers)
- Learning from best practices within the country and globally

Thank You!