

# **Dynamics of female labour force participation**

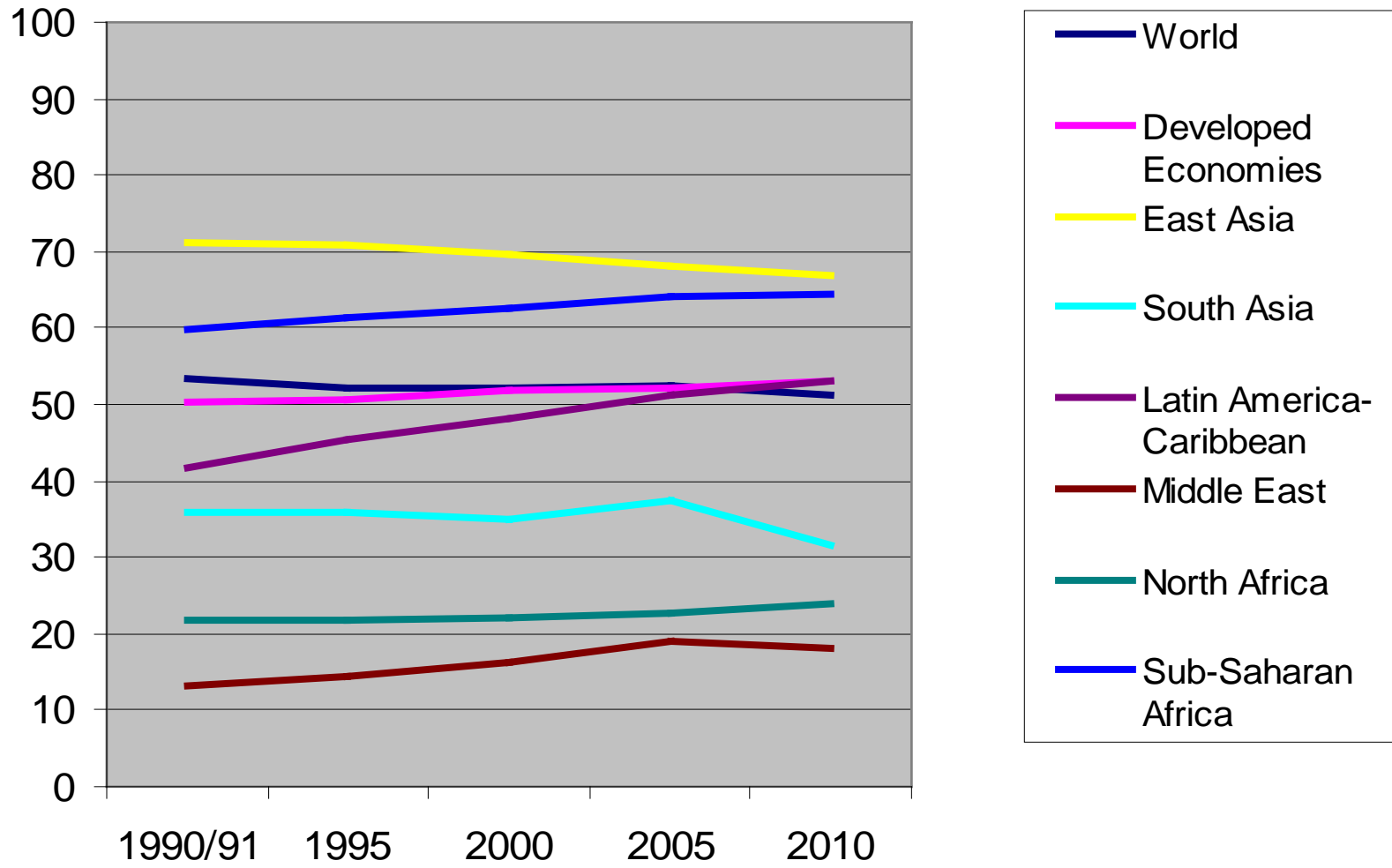
*Janine Rodgers*

SARNET training course  
IHD, 7 December 2013

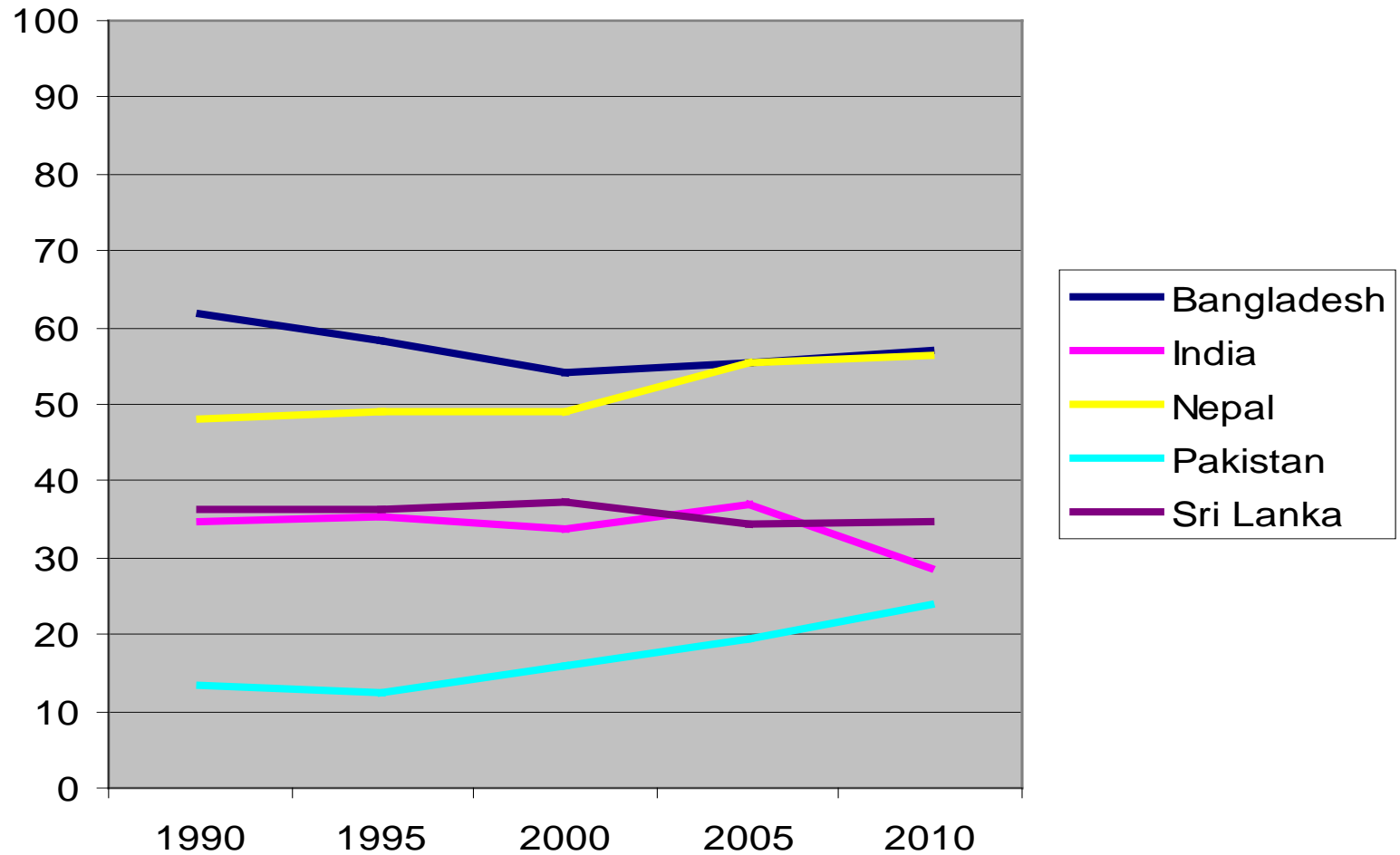
# Plan of the session

- The overall picture
- The challenge of measuring women's work
- The determinants of FLFP
  - demographic factors
  - economic and structural factors
  - FLFP and development
- How to explain the falling Indian FLFPR?
- Estimating the likelihood of women entering the labour market. A case study.

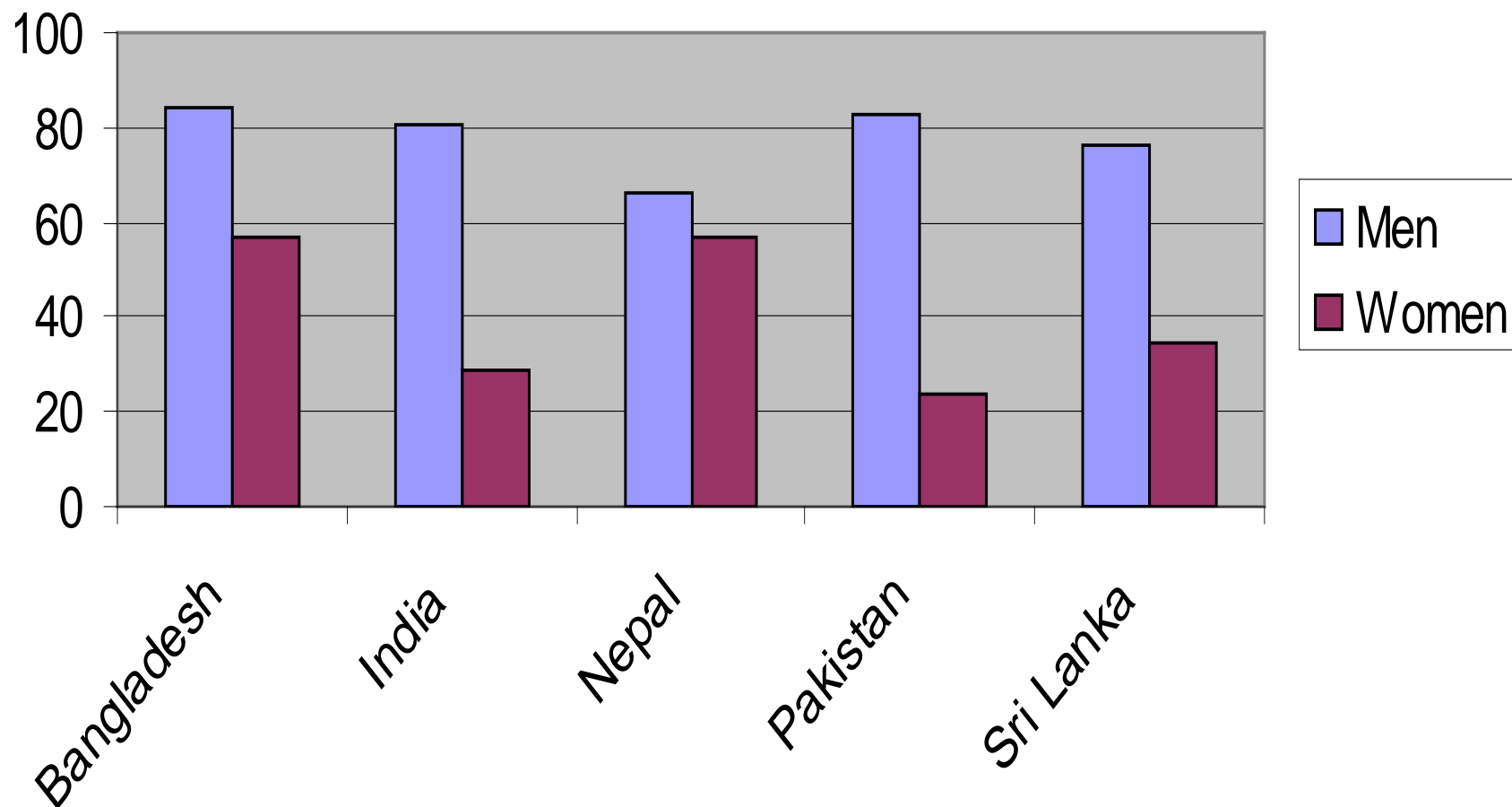
## Regional Trends in FLFP (15+)



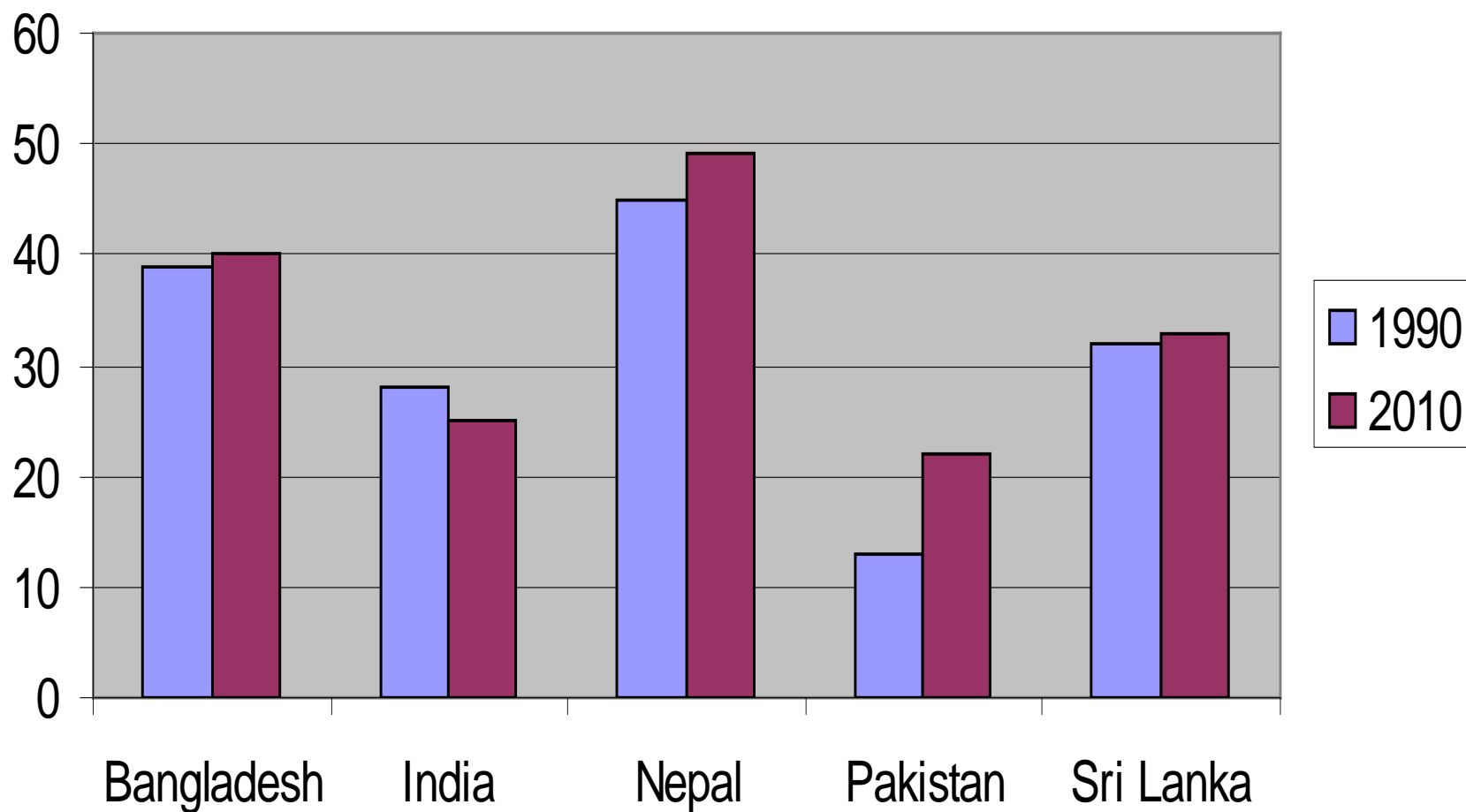
## FLFP South Asian countries (15+) ILO estimates



## Labour Force Participation Rate by sex - 2010



## Women's share of adult labour force



## INDIA -Variation in Work Participation Rates at All India Level: NFHS, Census, NSS and Time-Use Survey

	Male		Female	
	Rural	Urban	Rural	Urban
<b>NFHS (1998-99)</b>	48.8	49.7	18.1	12.8
<b>Census main (2001)</b>	44.5	47.5	16.8	9.1
<b>Census total (2001)</b>	52.4	50.9	31	11.6
<b>NSS (1999-00)</b>	53.1	52.8	29.9	13.9
<b>TUS 1998 (6 states)</b>	61.3		50.3	

*Taken from tables 1 and 2 in Mahendra Dev: "Female Work Participation and Child Labour", EPW, 14 Feb. 2004 - Sources: 1) Computed by Mahendra Dev from NFHS and Census; 2) Estimates based on NSS are taken from Sundaram (2001); 3) TUS: Hirway (2002).*

# Conceptualisation of women's work

- All work has a cost in terms of time and energy (physical and psychological/emotional).
- Productive and reproductive work/ Paid and unpaid work.
- The System of National Accounting (SNA) fixed the boundary between economic and non-economic activities.
- 1993 the SNA was revised to encompass the production of all goods produced by a household for its own consumption.
- But the production of services provided by household members such as cleaning, cooking, care of children and elderly was left out of the economic boundary.



# Demographic and socio-economic determinants of FLFP

## **Brief introduction**

- Level of development
- Economic crises, natural disasters
- War and conflict
- Migration

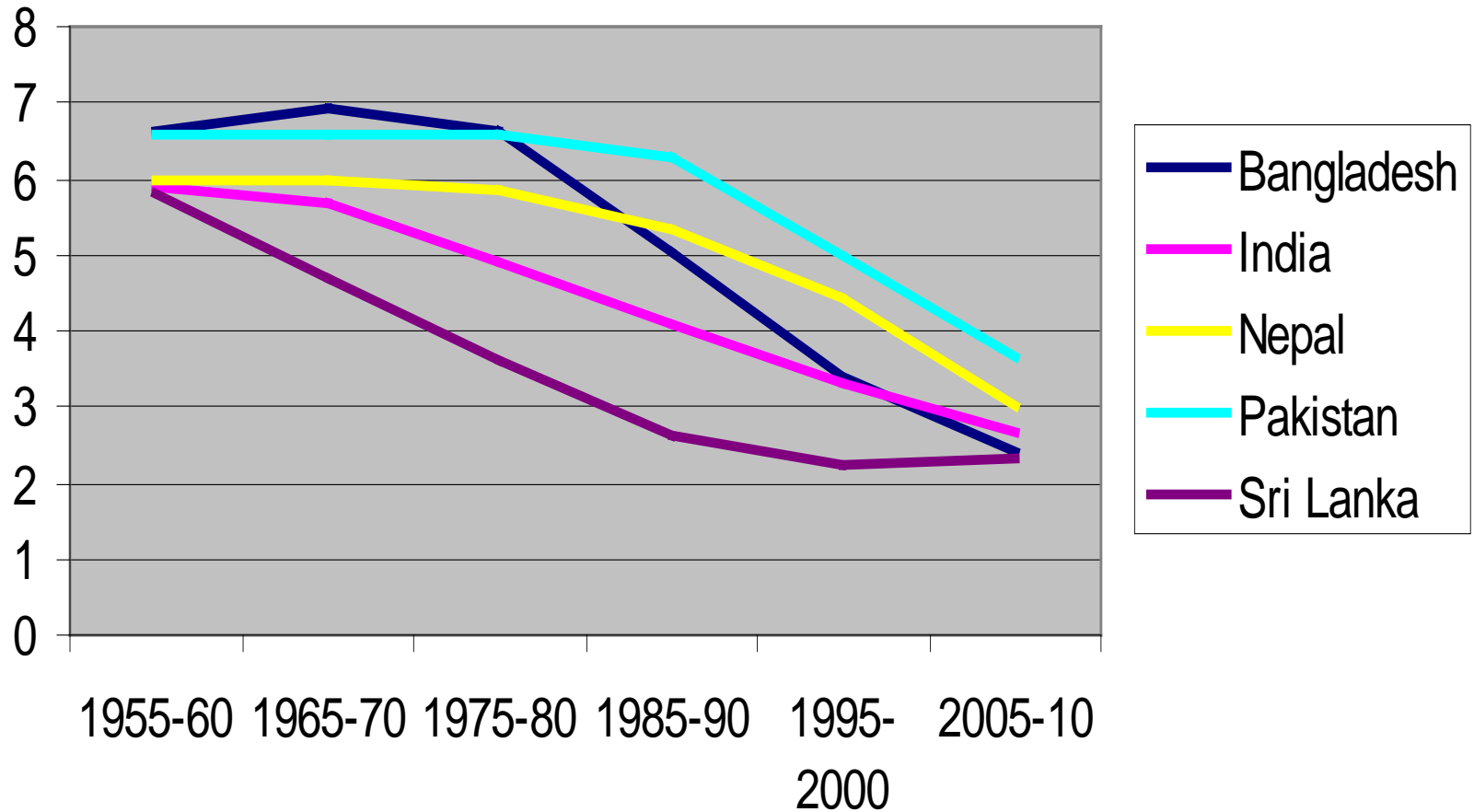
## **National level factors**

- Fertility dynamics
- Economic structure
- Social norms
- Institutions and public policies (legal framework, enterprises, labour unions, etc.)

## **Household/Individual factors**

- Age (life cycle)
- Marital status
- Household structure (Extended or nuclear)
- Family size/Dependency ratio
- Age of children
- Family income (Distress/poverty)
- Place of residence: rural/urban
- Education
- Social norms: caste/class/religion
- Aspirations of women and youth

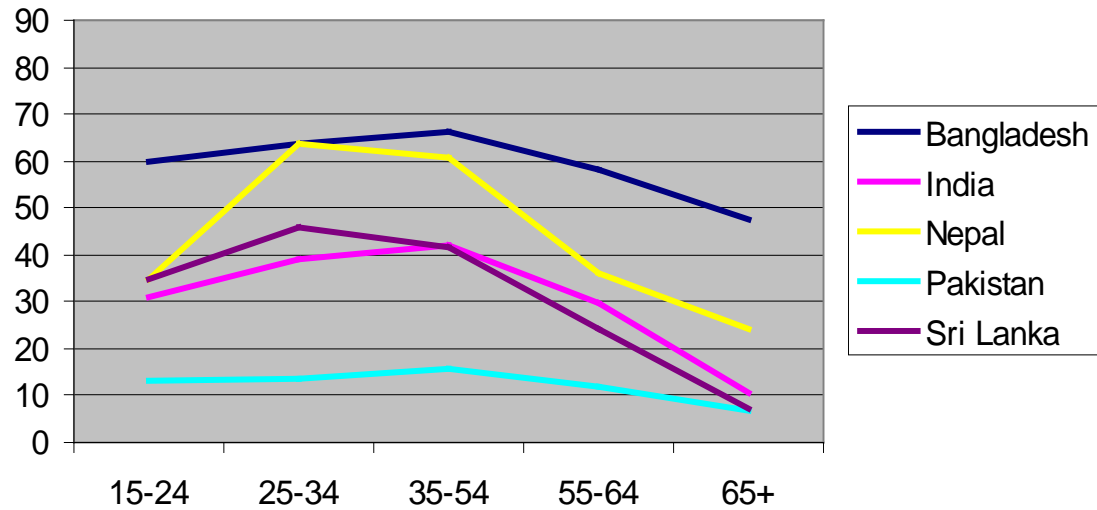
## Fertility Rates (UN data)



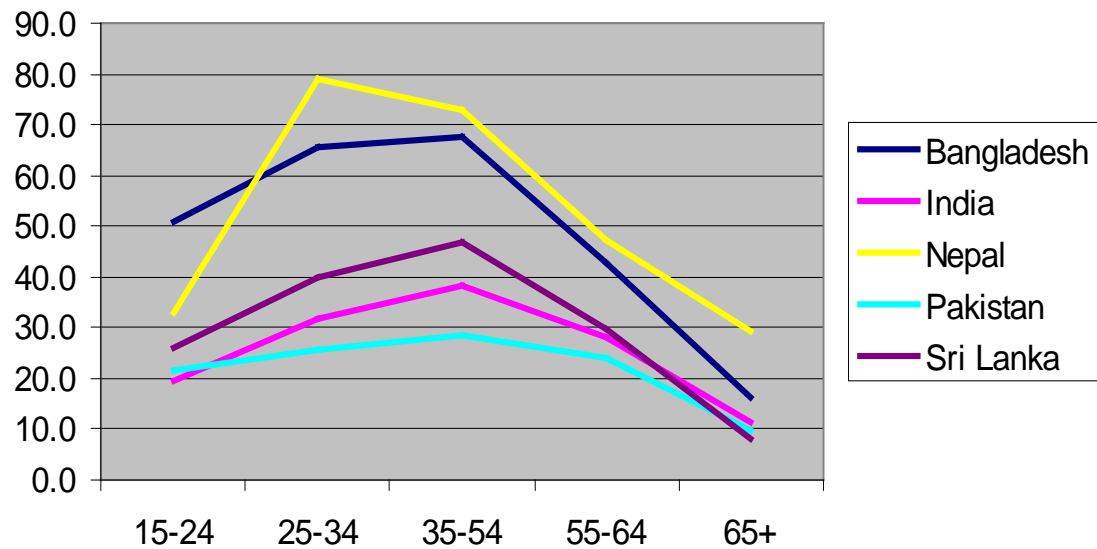
# Missing Women

	Missing women 1998-2001		Sex ratio 2012
	millions	%	Males/females
<b>Bangladesh</b>	2.7	4.2	102.4
<b>India</b>	39.1	7.9	106.7
<b>Nepal</b>	0.1	0.5	98.4
<b>Pakistan</b>	4.9	7.8	103.3
<b>Sri Lanka</b>	0	0	97.3
	<i>Source: Klasen and Winch, 2003</i>		<i>Source: UN estimates</i>

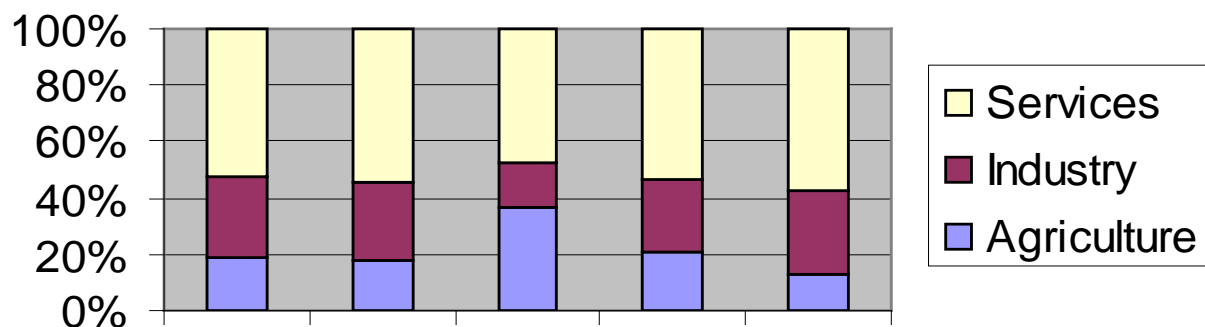
**FLFP by age-group 1990**



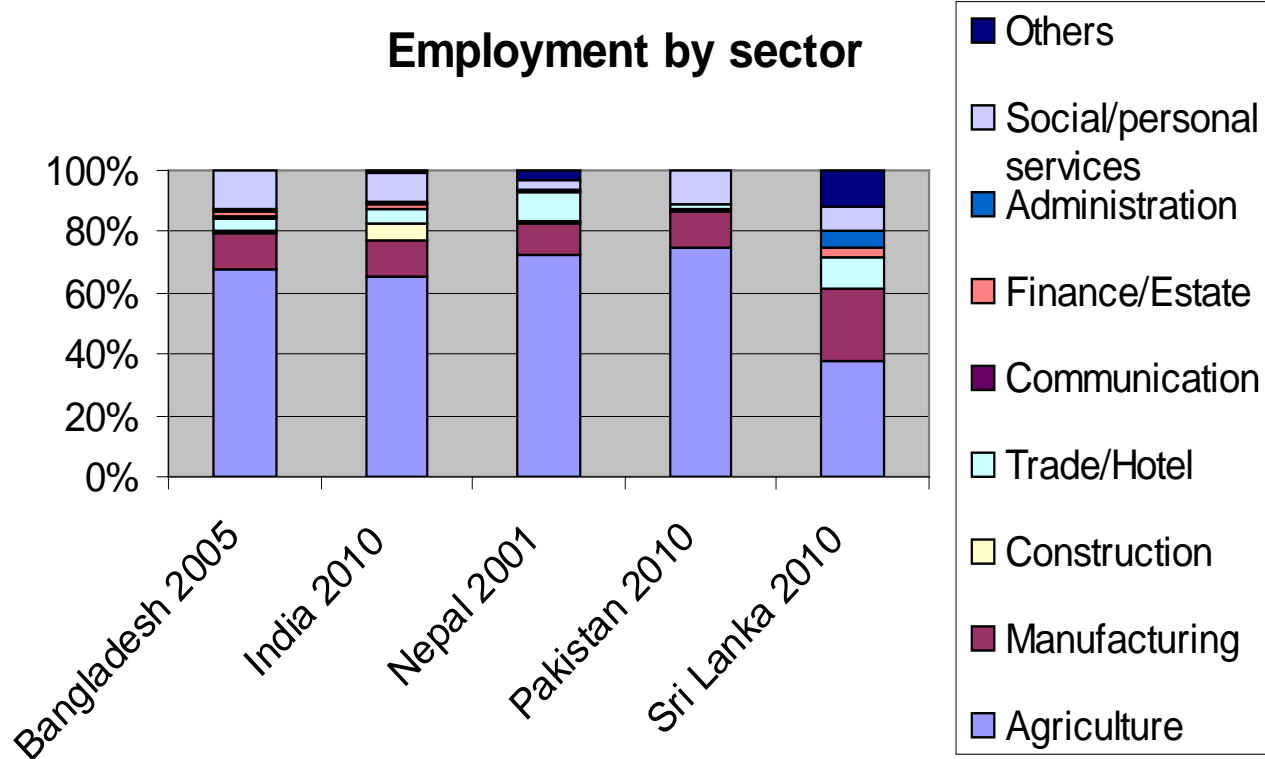
**FLFP by age-group 2010**



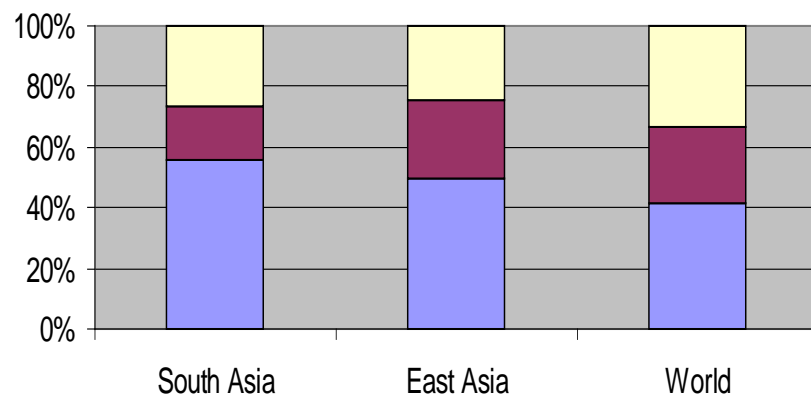
## Sectoral contribution to GDP (%) 2010



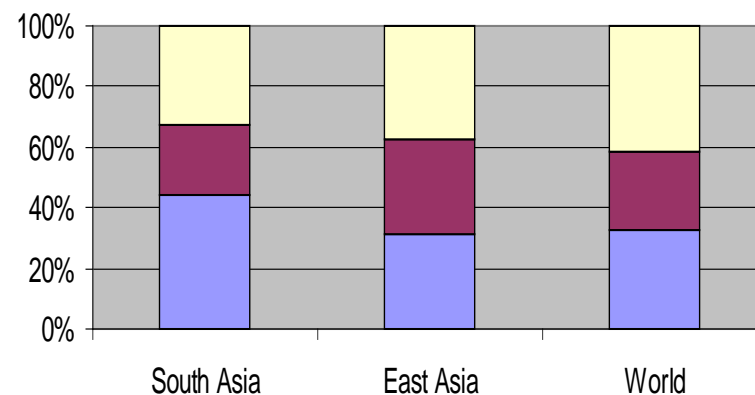
## Employment by sector



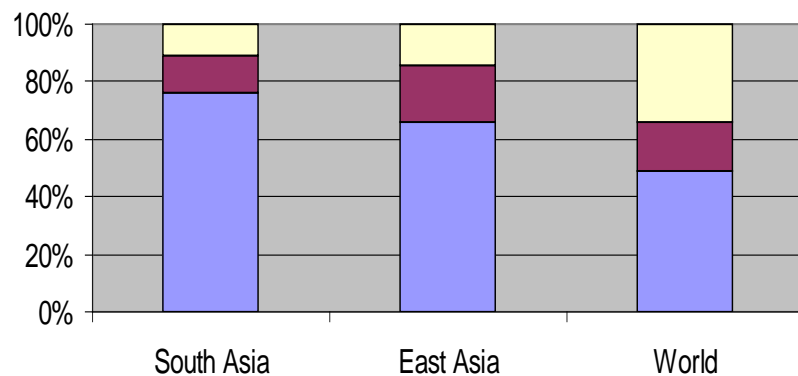
**Employment by sector 1990 (Men)**



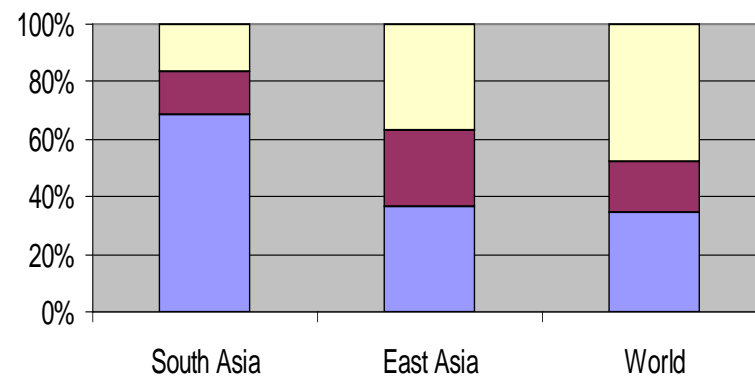
**Employment by sector 2012 (Men)**



**Employment by sector 1990 (Women)**



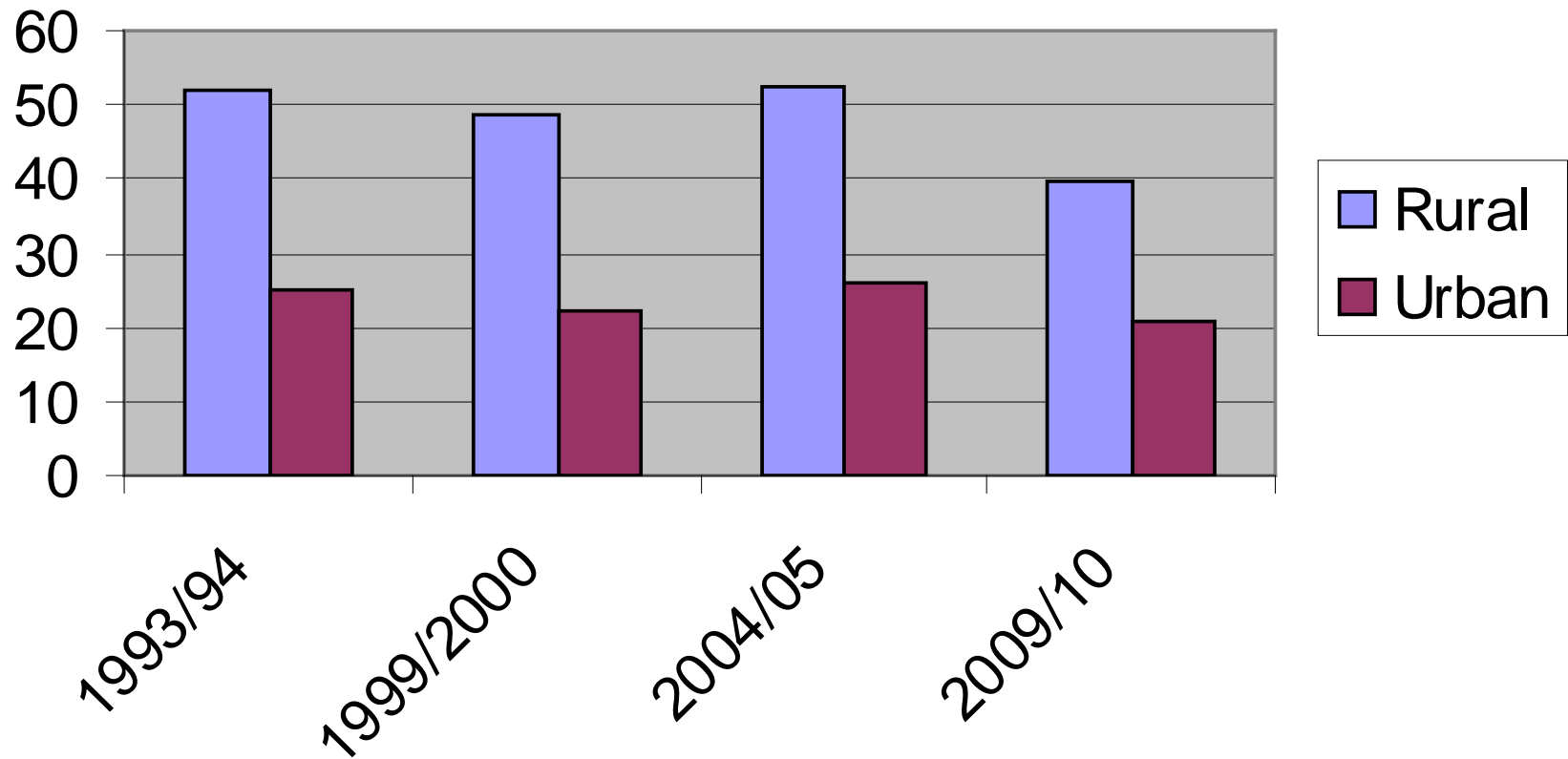
**Employment by sector 2012 (Women)**



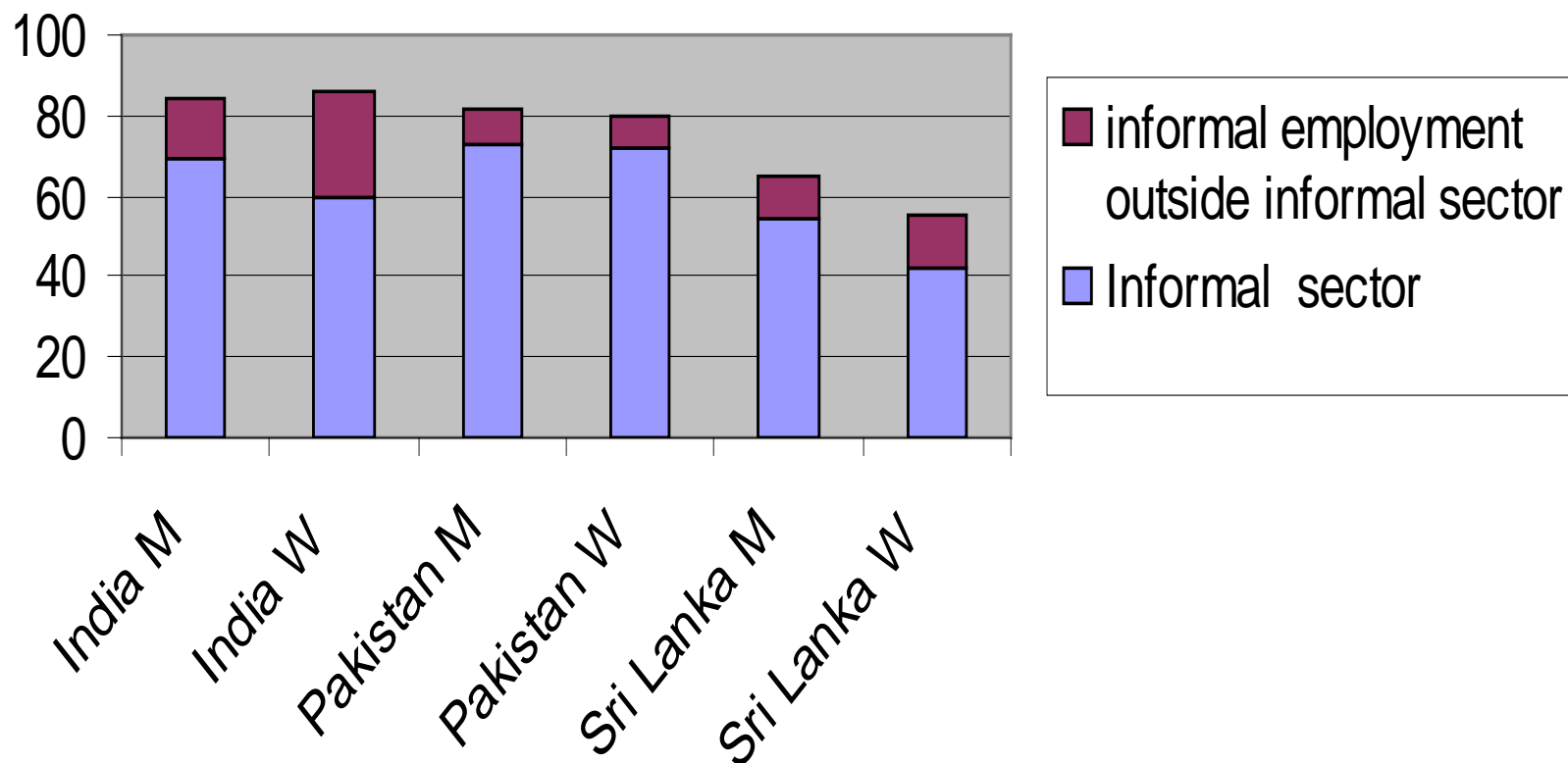
**Blue = Agriculture; Red = Industry; White = Services**

**Source: ILO, KILM 7th edition, table R4**

## INDIA - FLFP (15-59) by residence NSS

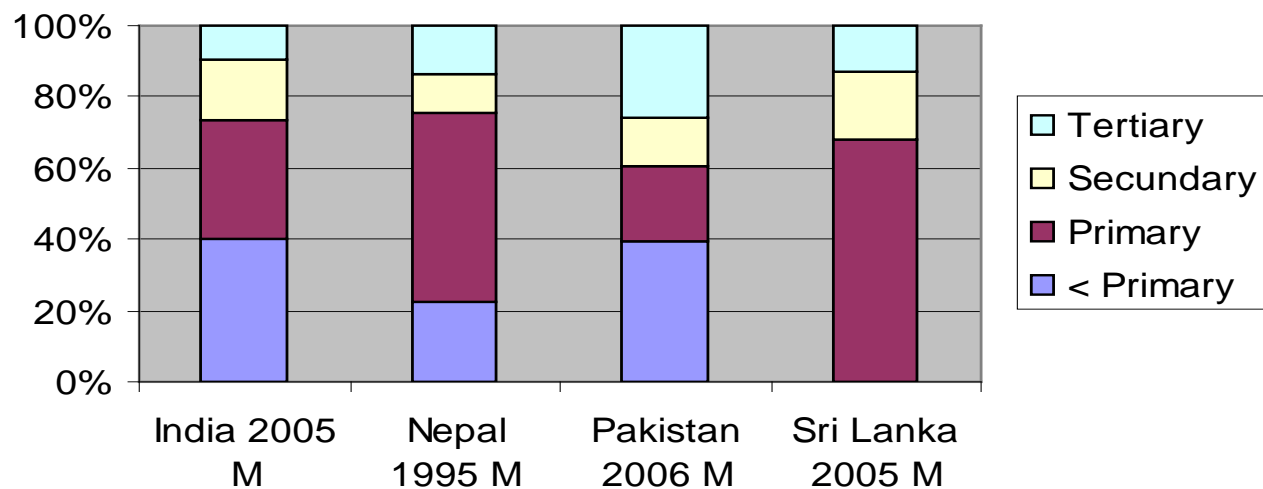


## Employment in the informal economy as % of non-agricultural employment - 2009, ILO

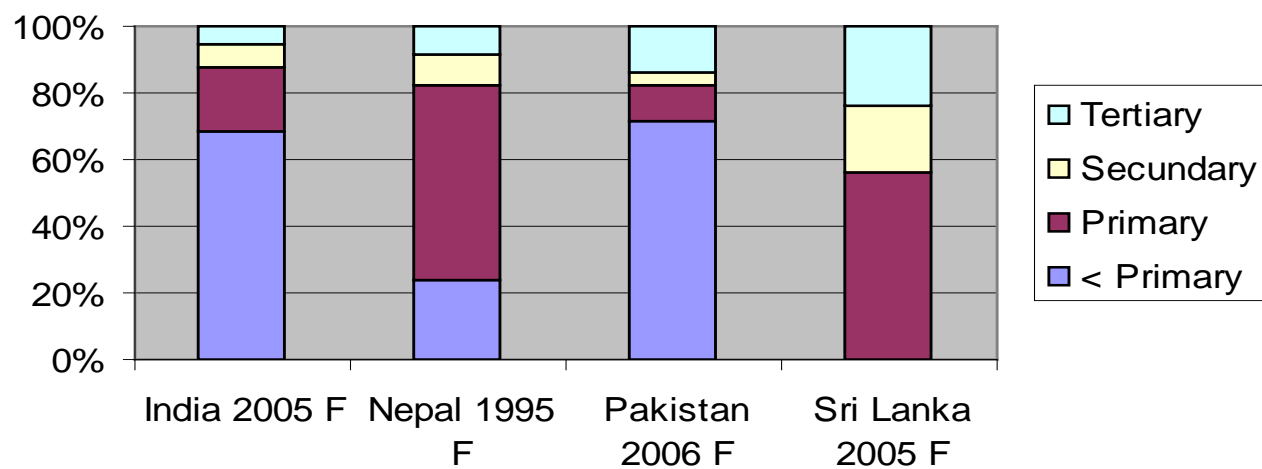




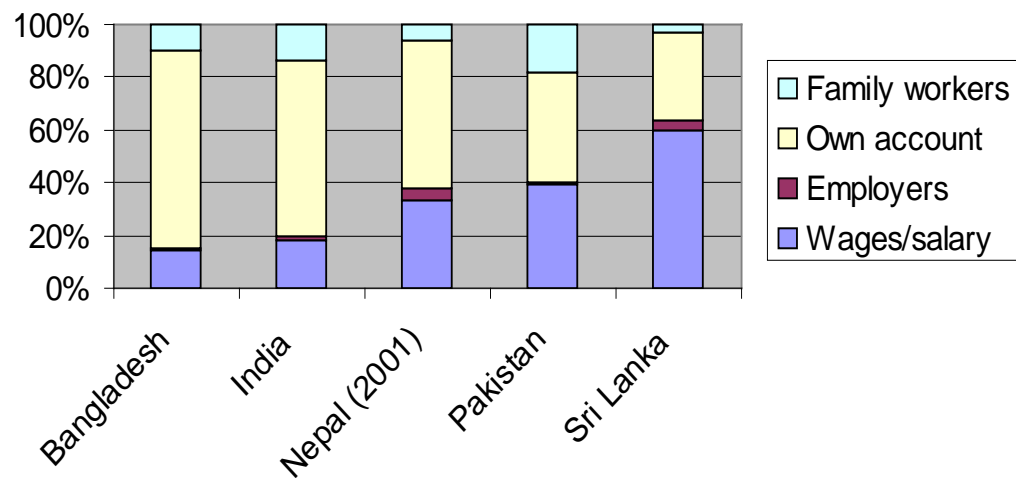
### LF by educational attainment (Men)



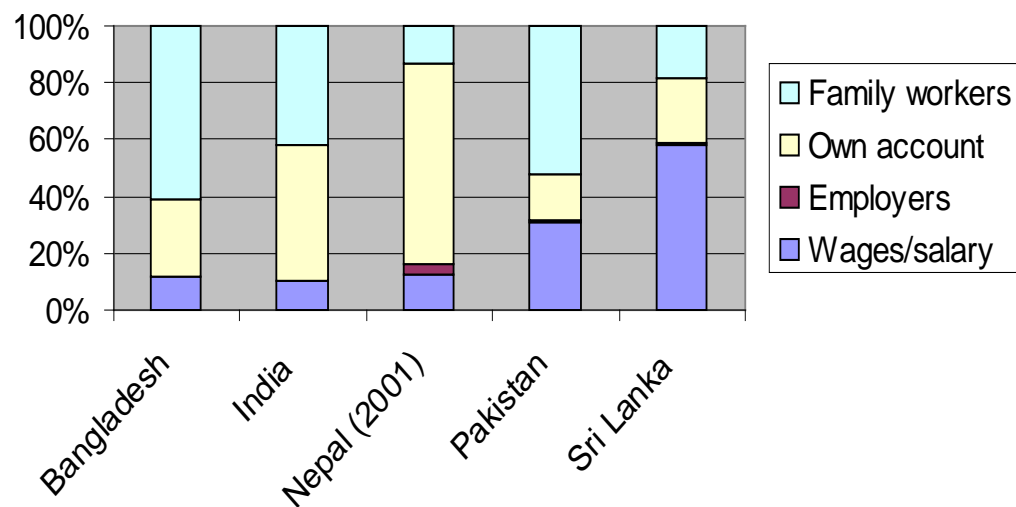
### LF by level of educational attainment (Women)

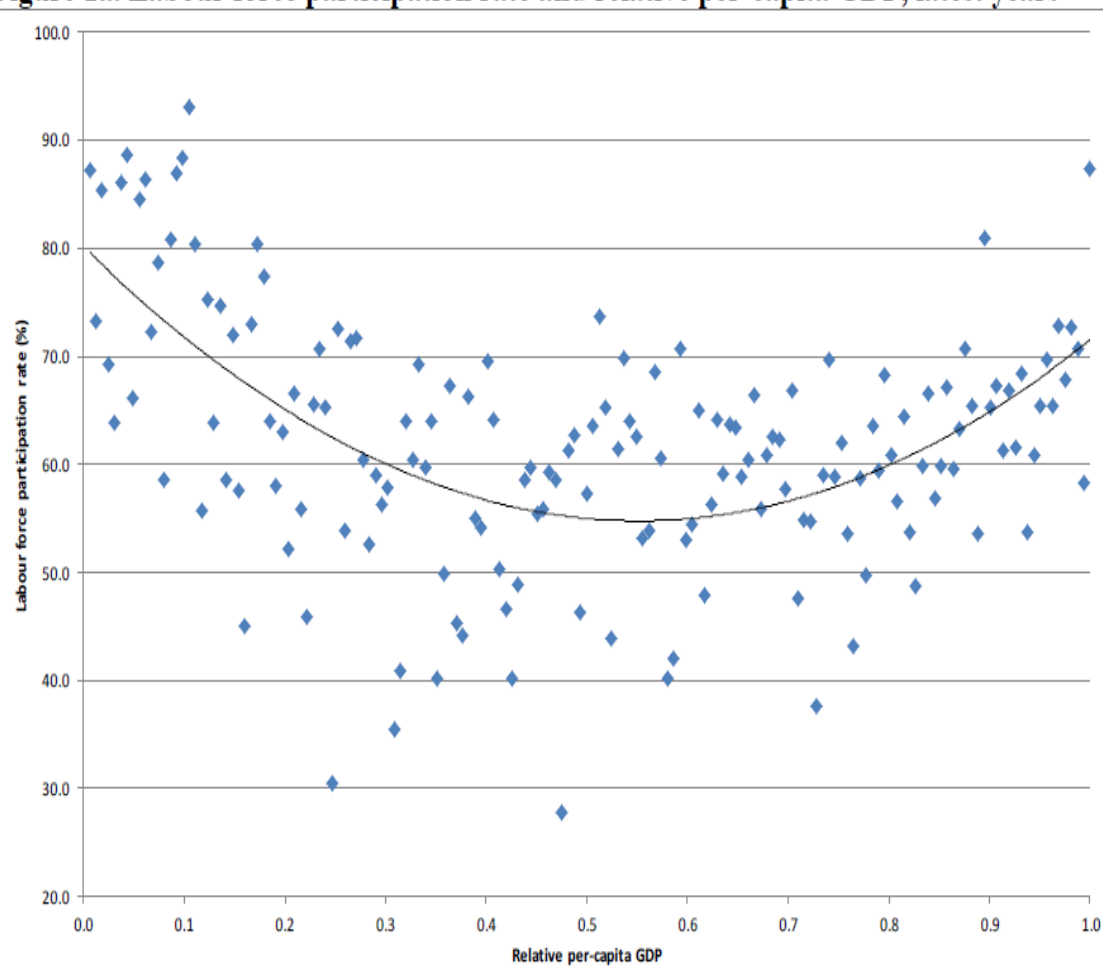


### Status in Employment 2005 (Men)



### Status in Employment 2005 (Women)



**Figure 1a. Labour force participation rate and relative per-capita GDP, latest years**

# How to explain the falling Indian FLFPR?

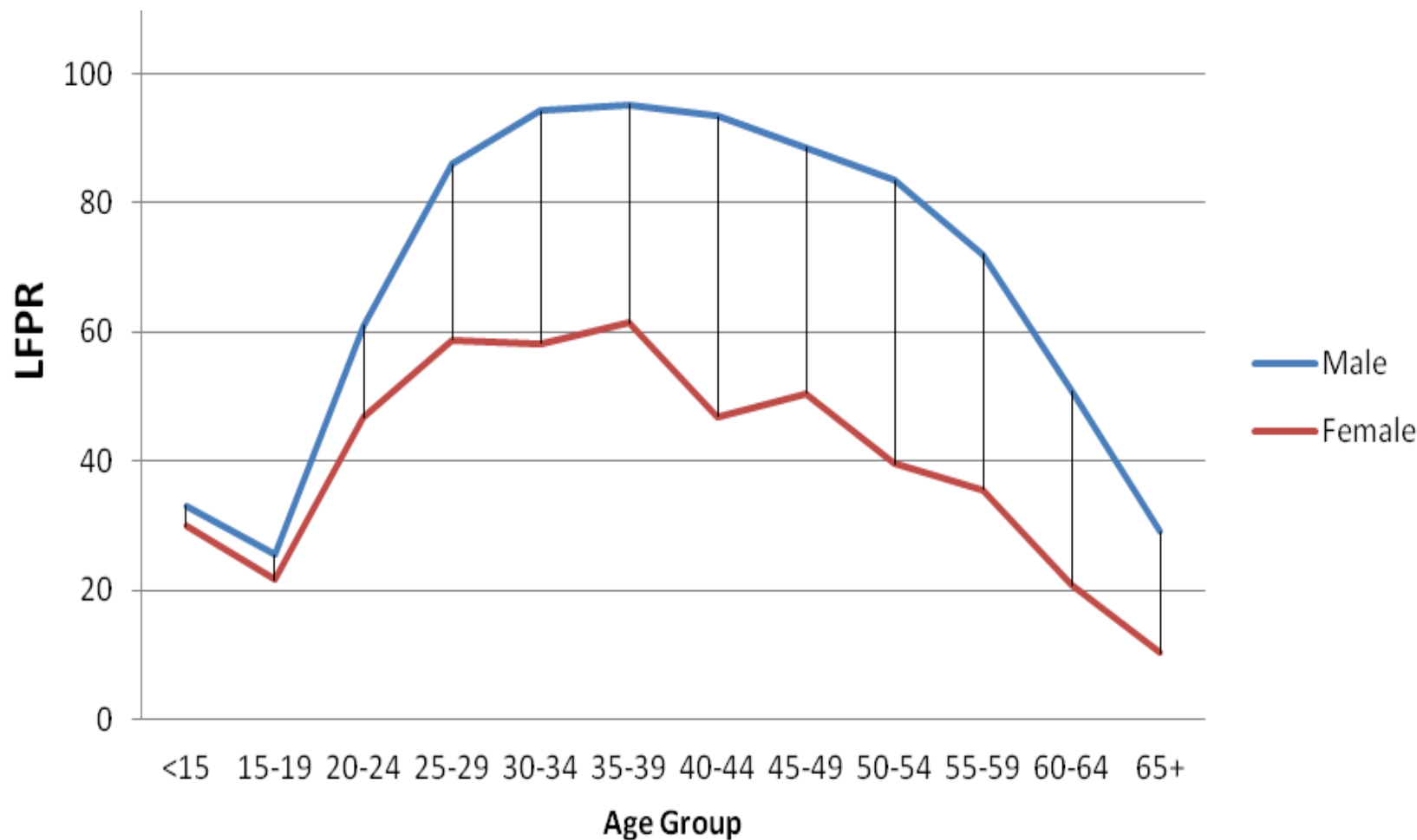
- Quality of data
- Rise in educational enrolment
- Income effect
- Disconnect between growth and job creation: jobless growth
- Lack of employment for women
- 2004-05 year of high distress employment followed by recovery of agricultural wages
- Measurement of women's work

# Estimating the likelihood of women entering the labour market – Case study from Nepal

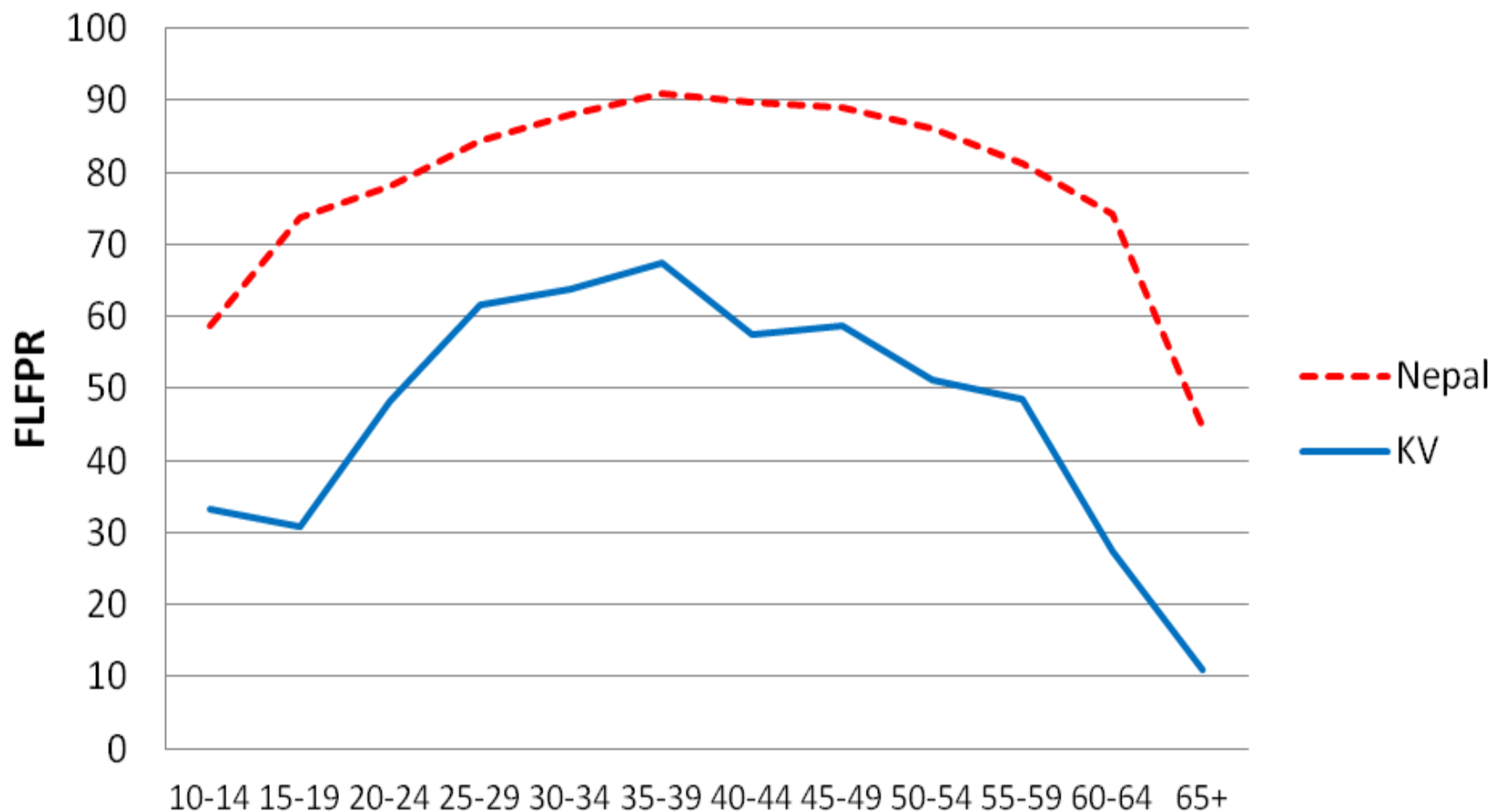
*“The influence of socio-economic variables on female labour force participation in Kathmandu valley,”* Gyanendra Bajracharya, Central Bureau of Statistics, Kathmandu, Nepal. Paper presented at the XXVUU IUSSP International Conference 26-31 August, 2013 – Busan Korea

- *Objective:* examine the influence of age, marital status, education and place of residence (urban/rural) on FLFP rate in Kathmandu Valley (3 districts, 2.5 million persons)
- *Data source:* Nepal Labour Force Survey 2008-09
- *Unit of analysis:* individual; urban/rural
- *2 levels of analysis:*
  - bivariate
  - multivariate

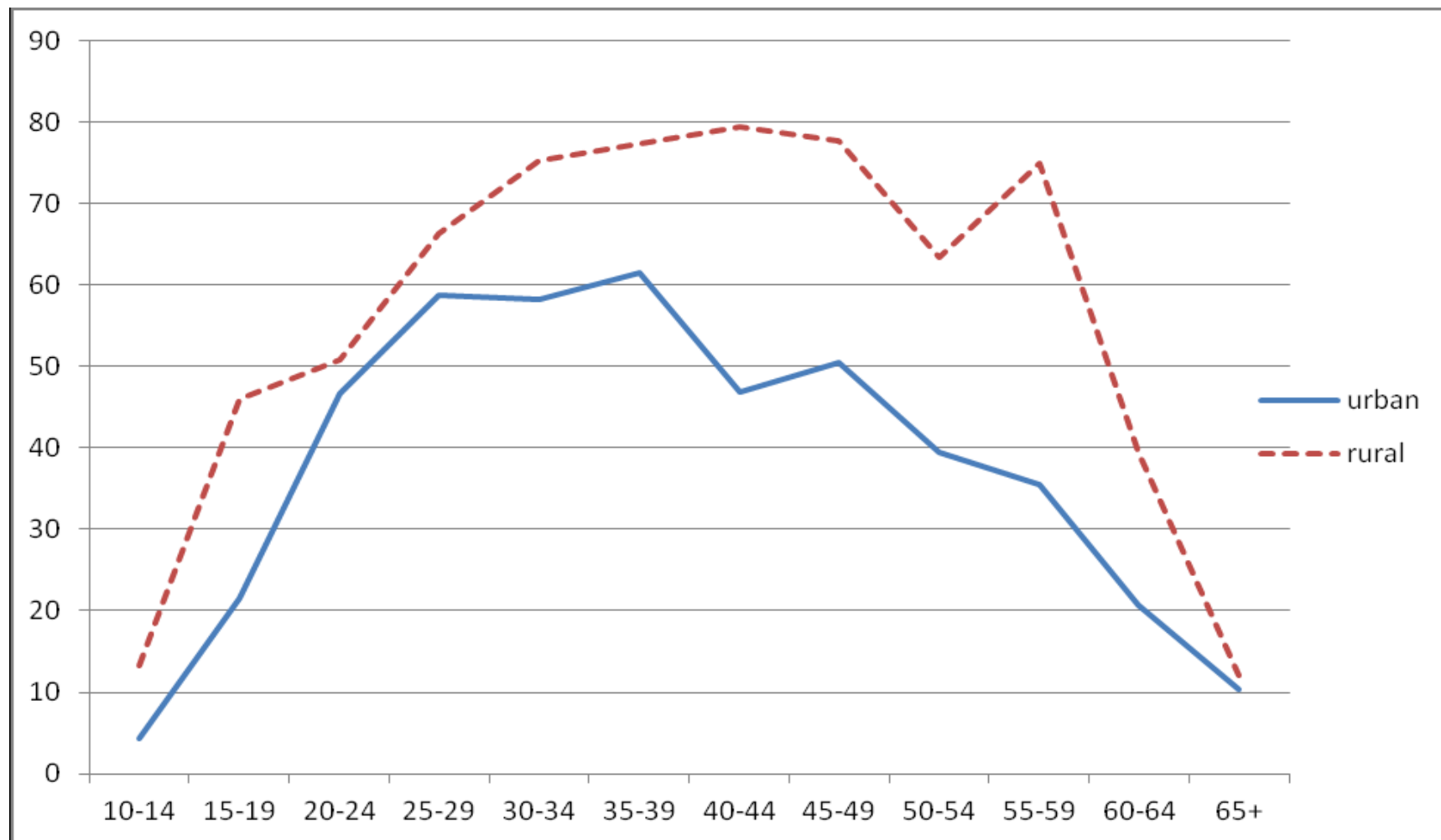
# Gender Differentials in LFPR in KV-Nepal, 2008/9



# Age differentials in FLFPR in KV-Nepal, 2008/9

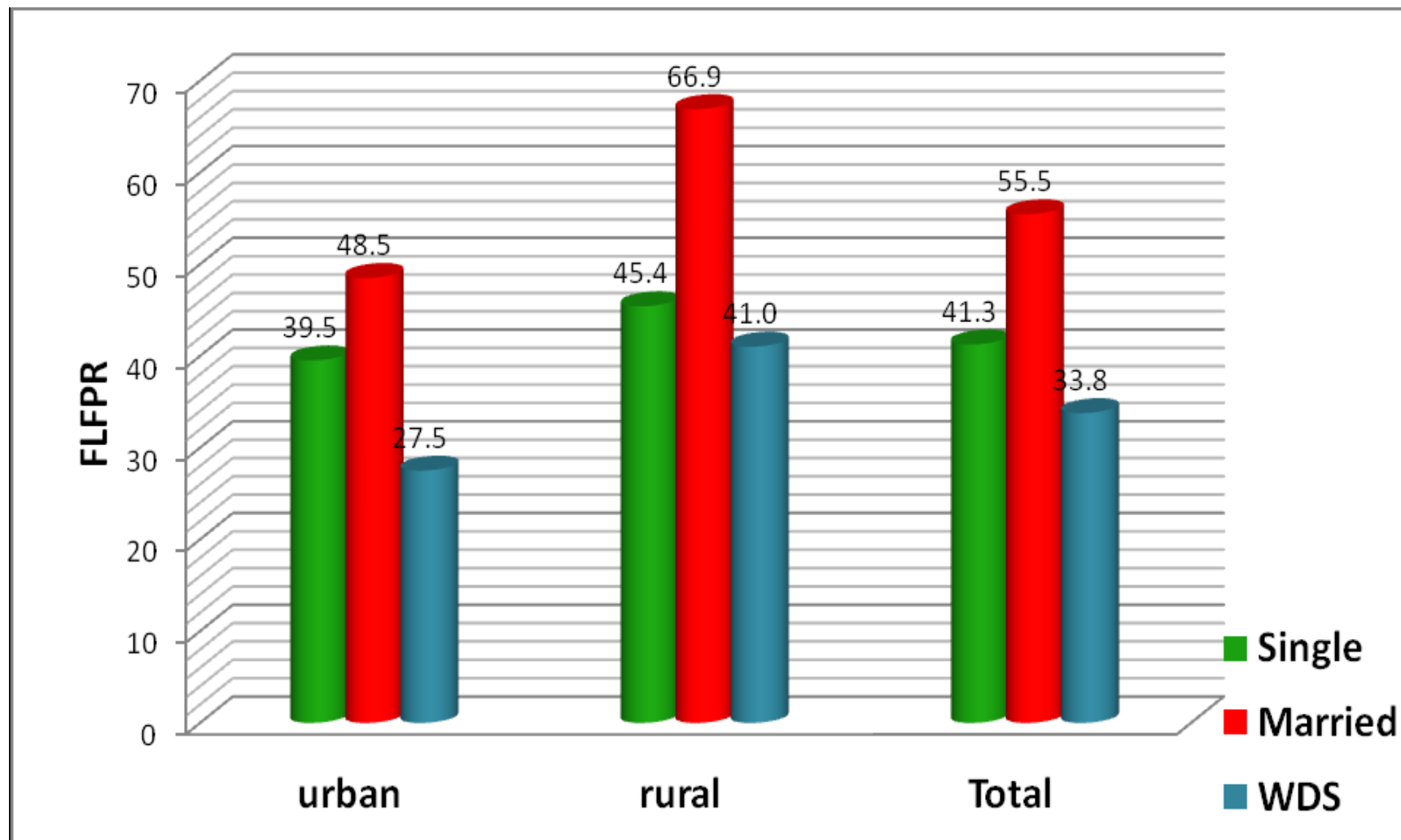


# Rural Urban Differentials in LFPR in Rural KV- Nepal, 2008/9





# FLFPR by marital status in KV-Nepal, 2008/9



## FLFP by education level in KV, Nepal, 2008/9

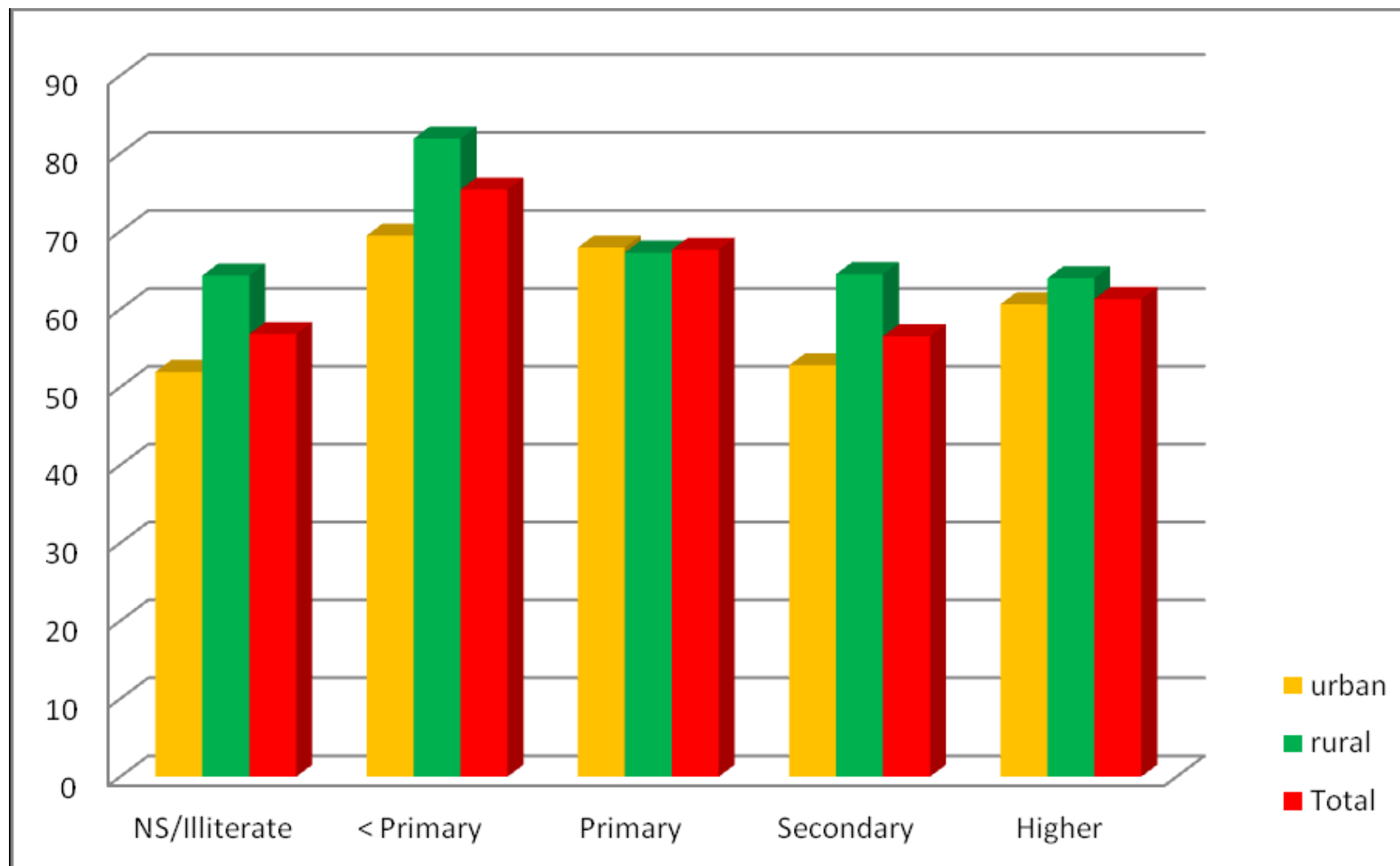


Table 6.1: Likelihood of Women's Entry into Labour Force in Kathmandu Valley 2008/9

Explanatory Variables	Coefficient of Regression (B)	S.E.	P-Value	Exp(B)
<b>AGE</b>				
<19 YEARS			0.0000	
20-39 YEARS	1.266	0.017	0.0000	3.55
40-59 YEARS	2.443	0.014	0.0000	11.51
60+ YEARS	2.009	0.014	0.0000	7.46
<b>MARITAL STATUS</b>				
Single			0.0000	
Married	0.362	0.015	0.0000	1.44
WDS	0.171	0.012	0.0000	1.19
<b>EDUCATION</b>				
No School			0.0000	
< Primary	-0.019	0.010	0.0530	0.98
Primary	-0.455	0.010	0.0000	0.63
Secondary	-0.911	0.008	0.0000	0.40
Intermediate	-1.085	0.011	0.0000	0.34
Degree	-0.785	0.012	0.0000	0.46
<b>PLACE OF RESIDENCE</b>				
Urban	-0.542	0.006	0.0000	0.58
Constant	-1.339	0.013	0.0000	0.26

Source: Analysis based on NLFS 2008/9