Determinants of Gender Based Wage Discrimination of Agriculture Wage Laborer in Bangladesh

M. Wakilur Rahman, PhD
Department Rural Sociology
Bangladesh Agricultural University, Mymensingh-2202
Bangladesh

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1

MOTIVATION

7th FIVE YEAR PLAN
FY2016 - FY2020
Accelerating Growth, Empowering Citizens

Implementation of Seventh Plan Gender Strategy

The gender agenda for the Seventh Plan is large and priorities for the next five years will have to be set. Priority areas would be chosen on the basis of contribution towards both economic growth and women's empowerment and actions that can facilitate results in more than one area. The key areas would be to ensure equal benefit from quality formal education; marketable skills to maximize productivity and potential of women; narrowing of wage gap between similarly qualified male and female workers; elimination of all types of biases against female staff at the work place; nutrition and lifelong health care; infrastructure that

Narrowing of wage gap between similarly qualified male and female workers.

জাতীয় কৃষি নীতি ২০১৮
National Agriculture Policy-2018

১৩.৬   কৃষিতে নারী শ্রমিকদের মজুরি বৈষম্য দূরীকরণ এবং নারী-পুরুষ সমমজুরি নিশ্চিত করার উদ্যোগ গ্রহণ করা;
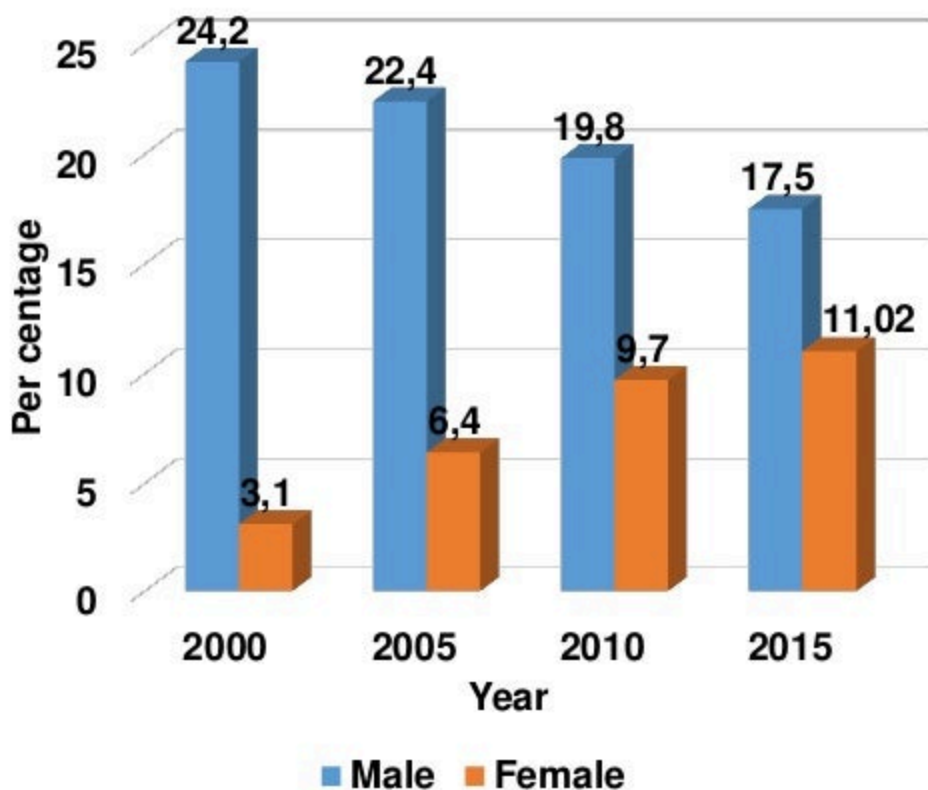
13.6 Reducing the wage discrimination and take initiatives towards ensuring equal wages for male and female.

2

Rationale

- Agriculture employs 40.06 % of labor force in Bangladesh
- Attached/permanent workers diminished
- Wage laborer dominating
- Male migration is increasing
- Females' role is changing
  - Unpaid to farm laborer/manager
- New venture created for women
- **Female Participation as wage laborer is increasing**

HOWEVER

Percentage of male and female as agriculture wage laborer

Year	Male	Female
2000	24,2	3,1
2005	22,4	6,4
2010	19,8	9,7
2015	17,5	11,02

Per centage / Year

■ Male ■ Female

Derived from Labor Statistics in Bangladesh, 2018

3

Rationale

Wage difference is reported at around 40% (FPMU, 2014);

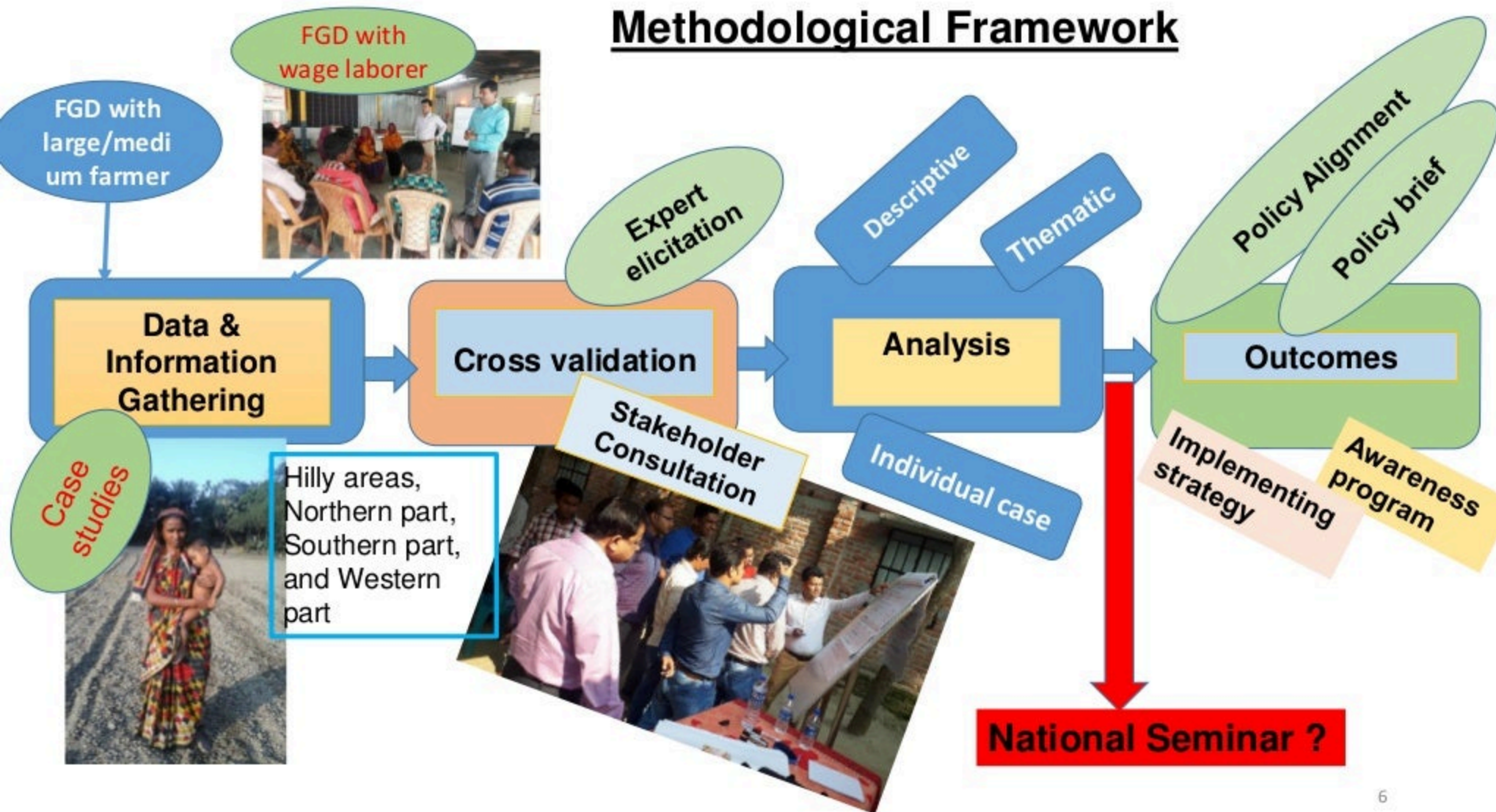Not equally valued, even for performing similar task;

In Rangpur region, the wage gap of agricultural workers was as 30% in 2010 that declined to 17% in 2014 (SPYP, 2015).

IFPRI research have not found positive relations between declining wage gap and women's participation as laborer

Objectives

1. Document the existing nature of agriculture work and wage rate by gender;

2. Identify the factors that induce wage discrimination between male and female;

3. Propose some pragmatic strategies to reduce the wage discrimination by gender.

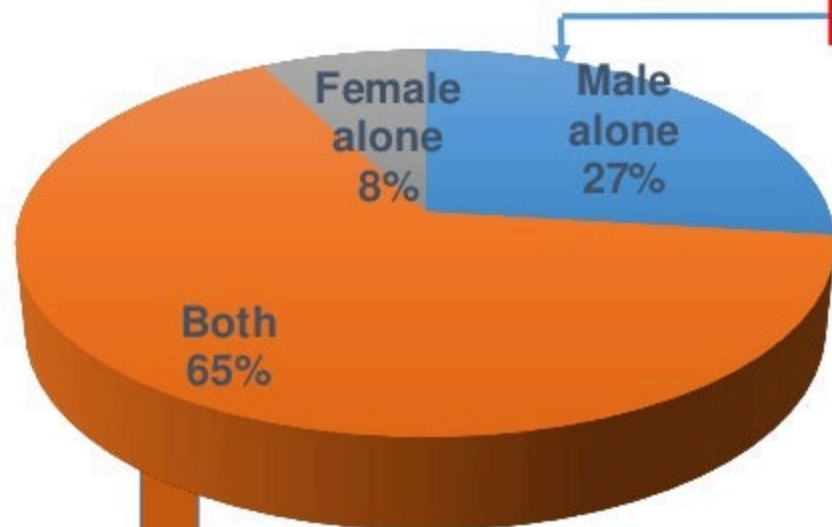# Methodological Framework

FGD with wage laborer

FGD with large/medium farmer

Expert elicitation

Descriptive

Thematic

Policy Alignment

Policy brief

Data & Information Gathering

Cross validation

Analysis

Outcomes

Case studies

Hilly areas, Northern part, Southern part, and Western part

Stakeholder Consultation

Individual case

Implementing strategy

Awareness program

National Seminar ?

Major Findings

Gender based task distribution

Types of works

Distribution of activities

??

Types of works

Female alone 8%

Male alone 27%

Both 65%

Male dominated=72 %
Female dominated=28%

Light work 42%

Heavy work 33%

Medium work 25%
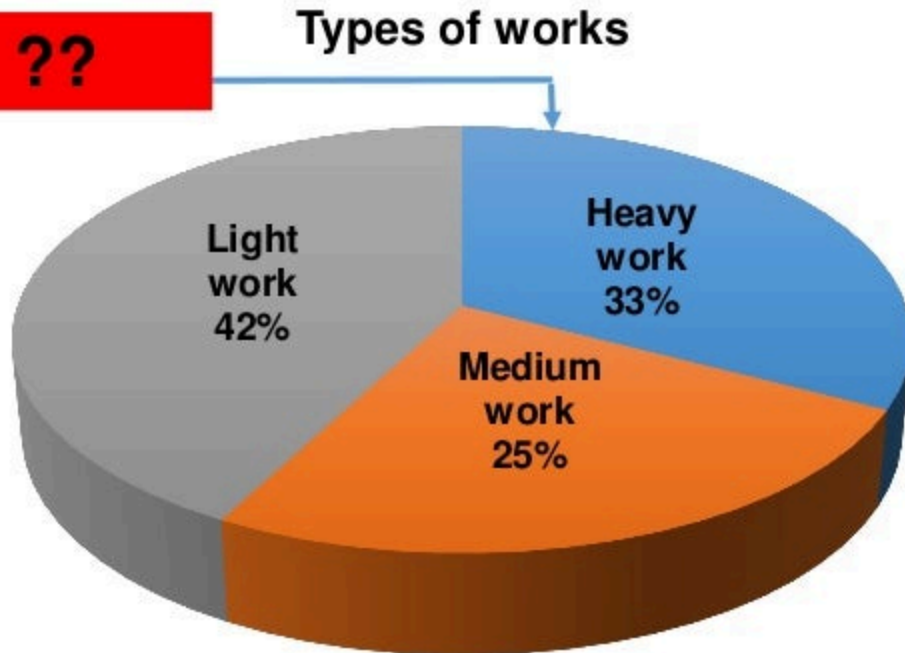
Fifty two (52) activities
(Seed germination to marketing)

7

Similar Task Done by Male and Female

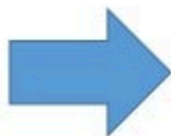**Ideal Scenario**

Male wage = Female wage

Actual Scenario

Male=Tk. 340 ($4.15) ≠ Female=Tk. 210 ($2.56)

WHY? →
- Productivity
- Privileged position
- **Working hour**
- Labor availability

Amount varies across regions and seasons

Different Task Done by Male and Female
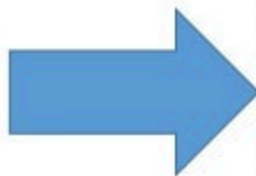
Ideal Scenario

Male wage ≢ Female wage

Actual Scenario

Male=Tk. 340 ≢ Female=Tk. 180

Why do males get always higher? →

Heavy/risky work!
Skillfull work!
Negotiation benefits

Individual Case# 1

I work with male members and can do the same work (heavy works) so receive similar wages- **Rangpur Region**

Individual Case# 2

I do similar task with male and also work longer hour but get paid lower wages- **Jamalpur**

Individual Case# 3

We are very good at transplanting paddy but get paid lower wages than male- Ethnic minority in Rajshahi

DECISION FACT- Induce Factors

Greater confidence on male task

Independent working ability

Experience benefits

Negotiation advantage

Market availability
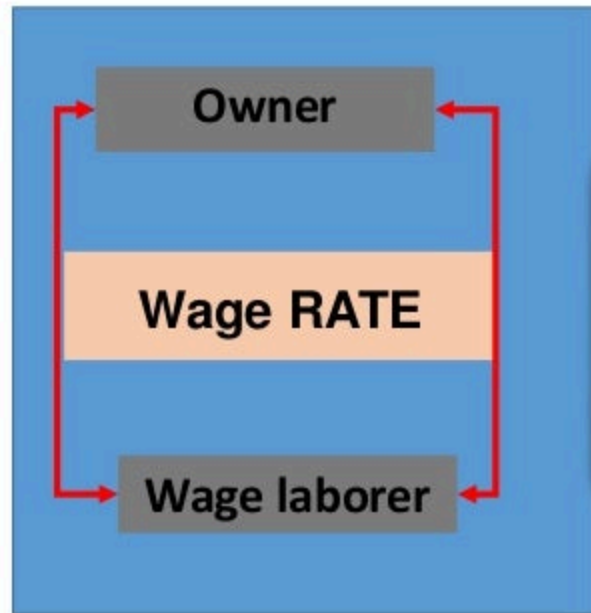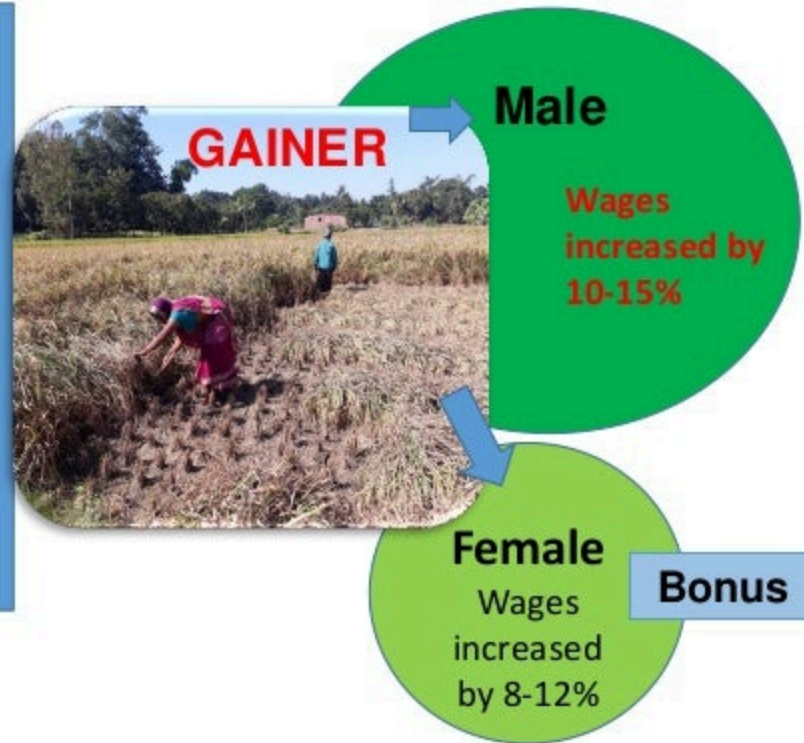
Mobility advantages

Supplementary work

Working hour…….

Wage Determination

OFF SEASON

Gainer

↓

OWNER

Wages reduced by 10-15%

Owner

Wage RATE

Wage laborer

PEAK SEASON

GAINER

Male

Wages increased by 10-15%

Female

Wages increased by 8-12%

Bonus

WAY FORWARD

Proposed strategy to reducing the gaps

National seminar

Policy brief

Alignment with 7th Five Year Plan

Determining minimum wages

Defining heavy and light works

Awareness building program

Women's wage laborer associations