

# Migration, Refugee and Conflict

Week 11- Gender and Economy

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# Understanding Labor market

- The exchange for wage is seen in the Labour market.
- Labour markets are interlinked with the geography, industry, education, licensing and diverse occupation. According, to Black et al (2017) labor market can be referred to as a processes by which workers and employers come together and diverse issues such as wages, conditions at work are considered.
- ILO has defined labor force as the sum of employed and the unemployed.
- Occupational segregation means the unequal distribution of men and women in the professional structure and sometimes also called occupational segregation by sex.
- Vertical segregation and horizontal segregation exists.

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- Vertical segregation is defined as the men being at the top of occupational hierarchies and women at the bottom of it. Whereas, horizontal segregation is defined as men and women being at the same occupational level, men and women have different job tasks.
- Female labor force participation is the measure of the proportion of a country's working-age female population who are actively in the labor market, either by working or looking for work.
- It provides the indication of the size of the supply of labor available to engage in the production of goods and services, relative to the population at working age (People aged 15-64).
- Earlier academic studies and recent academic studies have diverse distinctions while understanding the dimensions of women's economic role. Earlier the dependency notion of women remained in economic decision making whereas, in contemporary times the issues of gender wage gap amongst other issues are more prominent.

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According, to International Labour Organization female participation in labor markets has increased worldwide during the past decades.

The linkages with individual welfare, social aspect to economic growth is a major concern.

According, to ILO the current global Labour force participation rate for women is one third less than men and in some cases it has 50 % gap.

The World Bank Gender Data Portal estimates that in the global arena the labor force participation has remained fairly flat over the last three decades. Almost half of working are women participate in labor force.

The gender gap in labor force participation is largest in lower middle-income countries.

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The fluctuation in labor market identifies that finding job is very difficult for women. They have restricted access to quality employment opportunities , they face diverse gender segregations and are also facing higher unemployment rates.

The gender gap in some regions has narrowed down because of falling of male participation.

The gender patterns in type of employment can be considered.

The gender equality is not only about the equal access to jobs but also equal access for men and women to good jobs.

The types of work done by men and women can be different however, the World Bank Gender Data Portal have identified two broad categories;

1. Vulnerable work
2. Wage work

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Vulnerable work: It comprises of self-employment and is associated with lower Labour income and low job security. The self-employment includes; on or off the farm, own-account or being a family worker in a household income activity.

Wage work: The wage work is working for an employer and includes greater labor income, greater job security and healthy working conditions. The wage can be obtained from private employer /public sector, and formal/informal sector.

The data clearly identifies that workers in Sub-Saharan Africa and South Asia are much more likely to have vulnerable jobs. Furthermore, in these two regions and in East Asia & Pacific, the working women are more likely to be vulnerable than working men.

The high vulnerable employment shows high gender gap. Vulnerable employment is closely related to GDP per capita income. This kind of economy has high share of women as vulnerably employed.

# Division of Labour in Triple Roles Framework

- The triple roles framework is developed to analyze the gender distribution of roles with households and especially low-income households.
- Moser in 1989 came up with idea of triple role formulation.
- Moser used this triple role formulation to view the gender distribution role.
- The focus by Moser was to raise awareness in planning process to draw attention to concerned parties in making balance on work.
- Moser focused on mainly two tools;

Women's triple role and gender need assessment ; practical gender needs and strategic gender needs.

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Practical gender needs includes;

- Addressing immediate and short term needs
- It should be unique to particular women; not all needs can be similar as diversification of needs exists
- It relates to daily needs such as; food, housing, income, health, children etc.

Strategic needs includes;

- Addressing immediate and long-term needs
- It is common to almost all women
- It concerns the women with disadvantage

# Triple Role includes;

## 1. Productive work:

The productive work basically refers to income earning activities. It means the work that produces goods and services for consumption by being involved in certain income earning activities.

The productive work is carried out along with reproductive work hence the productive work becomes less visible and valued.

## 2. Reproductive work:

The reproductive work is related with caring and nurturing. The household related activities fall under it. The bearing, caring and nurturing a child, preparing food and managing household activities, taking care of elderly population and having overall responsibility to run the house. These works are usually unpaid and as per societal norms it is considered a women's responsibility.

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## 3. Community work:

It focuses on community management roles. This includes social events, community related activities, a part of group in community as community based groups, part of local political activities etc.

This basically is a voluntary in nature and is normally unpaid

Summing Up,

Women are considered to have primarily role in reproductive activities but are also engaged in earning activities through agricultural Labour and being a part of informal economy.

The community role of men is seen in leadership level and formal political levels than women's role.

# Feminization of Poverty

The feminization of poverty was first came into discourse in late 1970s by Diana Pearce.

Since then academic writings have studied on trends in men's and women's poverty rates. The causes of poverty differs according to the contextual aspects of country. However, three major categories has been determined;

1. Demographic composition
2. Economic Conditions
3. Government Policy

Example: Single-mother families affects women's poverty because women also bear costs of childrearing. Despite increment in labor force participation of women the wage earning is less than men. Sometimes, government policy can also play a major role in maximizing poverty than minimizing it.

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Traditionally the Feminization of Poverty is defined as not having enough income to cover basic needs.

It also clearly identifies that women and children are disproportionately represented among the world's poor populations in comparison to men.

Feminization of poverty can be explained from few attributes. They can be explained as ;

Family Structure: two-parent household, family structure and income inequality, early age marriage, widowhood, single mother , divorce (Child and mother).

Education and the Labour Market: Differences in human capital, lower paid jobs, part-time jobs, gender income gap, occupational sex segregation. The difference in human capital includes, educational attainment and participation in paid labor force as key indicators that shapes women's income inequality.

# Decent Work

“Only decent work for all- that is work carried out in conditions of freedom, equity, security and human dignity can provide the social foundations for the global economy. This is the concept of decent work”.

-Juan Somavia, former director general of International Labour Organization (ILO);

“Today, more than ever, decent work opportunities for all are the key to inclusion, social justice, stability and peace. In a world of work undergoing transformative change, Governments, Workers and Employers must come together to build the future of work we want”

Guy Ryder, Former ILO Director-General

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- The practice of decent work clearly is an indication to overcome the labor violations at any workplace.

- The strategic pillars of Decent Work includes;

Full and productive employment

Rights at work

Social Protection and

The promotion of Social Dialogue

- The ten ILO Framework Work indicators is interlinked to strategic pillars of Decent Work. They are ;

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1. Employment opportunities
2. Adequate earning and productive work
3. Decent working time
4. Combining work, family and personal life
5. Work that should be abolished
6. Stability and security of work
7. Equal opportunity and treatment in employment
8. Safe work environment
9. Social security
10. Social dialogue, employer's and worker's representation

# Sustainable Development Goals

## Sustainable Development Goals Number 5

Gender Equality- Achieve gender equality and empower all women and girls

### Target 5.1

End Discrimination against women and girls; End all forms of discrimination against all girls and women everywhere.

Target 5.2- End all Violence against and exploitation of women and girls(Both Public &Private Sphere) such as harassment, trafficking.

Target 5.4- Value Unpaid Care and promote shared domestic responsibilities; Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

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## Target 5.5

Ensure Full Participation in Leadership and decision-making: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

## Target 5.8-

Promote empowerment of women through technology: Enhance the use of enabling technology in particular information and communications technology, to promote the empowerment of women.

# Sustainable Development Goals

Sustainable Development Goals Number 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Target 8.7: Take immediate and effective measures to eradicate forced Labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child Labour, including recruitment and use of child soldiers, and by 2025 end child Labour in all its forms.

Target 8.8: Protect Labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

# Sustainable Development Goals

Sustainable Development Goals Number 10: Reduce inequality within and among countries

Target 10.1

Reduce income inequalities: By 2030, to progressively achieve and sustain income growth of the bottom 40 percent of the population at a rate higher than the national average.

Target 10.3

Ensure equal opportunities and end discrimination

Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies, practices and promoting appropriate legislation, policies and action in this regard.

Target 10.7

Responsible and Well-managed migration policies : To facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.

# Nepal Labour Force Survey 2017/2018

-The survey shows that males are mostly employed in construction, manufacturing and transport industries while females are employed in the areas of agriculture, wholesale and retail trading and education industries.

For example, 66.5 percent of employed women and 59.7 percent of employed men are in the informal sector

- Within the informal sector, males are mostly involved in non-agriculture informal sector while females are mostly involved in the informal agriculture sector
- As most of the women are employed in the informal sector as well as elementary jobs, there is a huge gap in wages paid to males and females, according to the survey.

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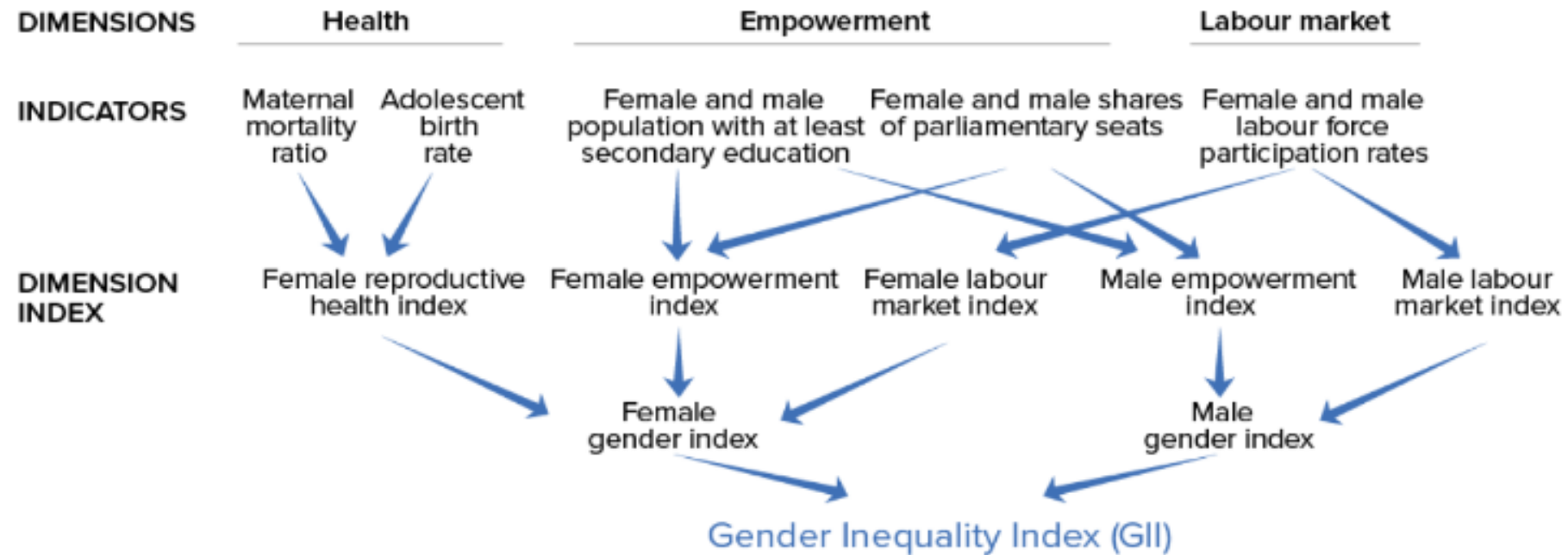
According, to Survey, the average monthly income of women is Rs 5,834 less than what of men, the survey showed.

Males earn Rs19,464 on average, while females are being paid Rs13,630 regardless of their profession.

According to the survey, women are heavily hired in elementary and less technical jobs while males are hired in higher positions and more technical jobs, which also lead to the wage gap between male and female.

# Gender Inequality Index : Human Development Report UNDP

## Dimensions and Indicators



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Gender Inequality Index(GII) focuses on three dimensions:

- Reproductive health
- Empowerment
- Labour Market (Female and Male Labour force participation rate)

Low GII value indicates low inequality between women and men and vice-versa.

# Global Gender Gap Report

In the eight region, South Asia ranks the lowest with only 62.3 % of the gender gap in 2022. Bangladesh and Nepal has progresses by leading regional performances with over 69% of the gender gaps closed.

The women were largely impacted by the pandemic more than men. The pandemic worsened the already existing gap in regards to women's education, income generation and employment.

According, to ILO the pandemic resulted in loss of 1.6 to 2 million female Nepali workers. The loss of job occurred due to reduced work hours that resulted in lower income.

While looking at gender gap index dimensions Nepal scored 0.692 for gender parity.

The political empowerment dimension score of Nepal in 146 is 58. In case of economic participation and opportunity Nepal ranks 98 and in educational attainment it is 125.

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- In South Asian region Nepal ranks highest in the political empowerment dimension. This is because of the effort in including women in the governance processes.
- The shifting from unitary state to federal state has remarked wide involvement of women in the political processes. The political participation is one of the major indicators that has empowered women.
- 41 % women were elected in the local governments posts in 2017 elections, and the constitution clearly adheres the principles of inclusivity and equity.
- Nepal also mandated equal remuneration for work of equal value and also removed restrictions on women's ability to work at night.
- Despite the legal framework and progressive effort Nepali women still face barriers to economic opportunities. The formal sector still has limited number of women working in comparison to informal sectors.

# ILO Convention No.189

The ILO Convention no 189 is Domestic Workers Convention,2011

It defines domestic work as the work performed in or for a household or households.

The domestic workers are those who are engaged in domestic work within and employment relationship. Also, it clearly mentions that those persons performing domestic work occasionally and not in an occupational basis is not a domestic worker.

It has focused on respecting,promoting and promoting human rights of all domestic workers and realizing fundamental principles and rights at work. It includes;

- Freedom of association and the effective recognition of the right to collective bargaining
- The elimination of all forms of forced or compulsory labour
- The effective abolition of child labour
- The elimination of discrimination in respect of employment and occupation

# ILO Convention No.177

The ILO convention No 177 is Home Work Convention, 1996

- The term Home work is defined as the work carried out by a person referred as homemaker

The three criteria's define homemaker

1. In his or her home or in other premises of his or her choice, other than the workplace of the employer
2. Carrying out work for remuneration
3. This results in a product or services specified by the employer, irrespective of who provides the equipment, materials or other inputs used.

# Domestic Workers in Nepal: Empirical Study

- Domestic workers are of age between 30 and 60 years old. They were 47 % whereas 12 % were under 16 years of age.
- The study was taken with 70 domestic workers in Kathmandu.
- The domestic workers were from low-income rural households and middle class urban households. The legislation prohibits child labour however, there exists the practice of child labour. The issues raised included;
  - a) Wage increment for survival
  - b) Occupational Safety and Health: The illness and injury at workplace were a concern. This study found that causes for absent at work were illness and accidents and due to care responsibilities such as; maternity care, child care and care of sick person.

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c) Migrants : Urban local government authorities reluctant to recognize domestic workers is another concern.

Firstly, the mandate for labour administration under Labor Act 2017 regarding domestic worker is not clear.

Secondly, domestic workers in urban areas are migrants from rural areas.

d) Violence in the workplace: the risk of sexual abuse and violence is reported high among domestic workers.

Nepal has Domestic Violence (offence and punishment) Act, 2009 covering domestic helper living in the same family under the term domestic relationship.

In addition, the registration process of domestic workers and employers have begun.

Nepal also has The Sexual Harassment at Workplace (Elimination) Act, 2014

e) Access to Social Protection

## Convention No. 177 Focuses on equality of treatment at work

- Homeworkers have rights to establish or join organizations of their own choice and they can participate in the activities of such organization
- Protection against discrimination in employment and occupation
- Protection in the field of occupational safety and health
- Remuneration
- Statutory social security protection
- Minimum age for admission to employment or work and
- Maternity protection

# Care Work

Care work included both paid and unpaid works.

Women around the world spend two to ten times more time on unpaid care work than men.

Unpaid care work refers to all unpaid services provided within a household for its members, including care of persons, housework and voluntary work (Elson,2000).

Unpaid determines a person providing care is not remunerated, the care basically means activities conducted for well-being, health, maintenance and protection of someone or something and work basically is the activity with involvement of mental and physical effort and is costly in considerations of time resources.

Gender inequality in unpaid care work has linkages with the wealth of a country.

Unpaid care work negatively correlates female labour force participation.

Gender inequalities in unpaid care work is linked to gender gaps in labour force participation.

# Gig economy

## What is Gig Economy?

“The gig economy is not new – people have always worked gigs... but today when most people refer to the “gig economy,” they’re specifically talking about new technology-enabled kinds of work.”

*—Ms. Molly Turner, Lecturer, Haas School of Business, University of California Berkeley and the former Director of Public Policy for Airbnb*

# Continued..

- Gig Economy refers to a market system where the organization or the companies hire the contract workers for the short term engagements.
- They are independent workers usually hired for a specific period of time to fulfill certain commitments.
- Gig workers mainly include the freelancers, project-based workers, independent contractors or the part-time hires.
- There is existence of gig apps as well as digital technological platform which has shifted traditional form of work.
- The technology platforms have found the increment in flexibility of work has arose the participation of women in gig economy as decent earning also occurs.
- There are a lot of challenges of Gig economy in Nepal

# Gig economy in Nepal

- The legal framework has not been in existence and few legal provision existed not being amended has created issues.
- It has created opportunities for many people; women, students and those unemployed to proceed with flexible working hours jobs.
- The organizing of workers has been difficult to unions.
- The social safety nets of workers in this field is still not addressed.

# Indicators to Prioritize

- Equal Pay for equal work (Remuneration)
- Maternity protection
- Forced labor
- Working Hours
- Child Labor
- Skilled development
- social security
- Gender lens (LGBTIQ)
- Occupation, Health and Safety (OHS)
- Sanitation issues
- Labor inspection / Labor audit
- Decent Work
- Nepal has National Gender Policy that cover labour related issues of women

## Challenges – Changing prospects of Labor Market

- New forms of Works Emerging ( Platform Economy- GIG Economy) – Necessity of legal clarity
- Technological Advancement and Digitalization (Registration)
- Transforming  
4<sup>th</sup> industrial revolution automation and digitalization
- Women rights as Human rights Perspectives ; Labor rights movement
- Role of local government
- Fostering the attributes of good governance
- Minimizing vulnerability in the informal sector
- The recognized social dialogue is important. Working on developing and implementing strategies for worker's welfare is the current necessity.

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