

Employment and Wage Status of the Ultra poor

Shantana R. Halder

December 2000

BRAC
Research and Evaluation Division
75 Mohakhali C/A, Dhaka 1212 Bangladesh
Email: bracamr@bdmail.net; Fax: 880-2-8823542,
Phone: 880-2-8824140, Ext. 2710

Abstract

This report looked into the employment status of the ultra poor and factors affecting the extent of employment. Findings showed that 92% of the households were with economically active population. Majority of the rest 8% were female-headed households mostly depending on others' help. Sixty-six percent of the economically active population participated in the labour force. The prevalence of child labour was 12.7% and 2.5% respectively among boys and girls aged 6-14 years. For the ultra poor lacking education and skills, one of the ways of increasing their household income was an addition of household members in the active labour force. This was true for the household having such potentiality. For households without physically active members it could not be the option. Secondly, although an addition in the active labour force was one of the alternatives to increase income the rate of return from such addition was not same for males and females. The income labour ratio for male was higher than female. The existing gender division of labour, discriminative wage variations disfavours females, limited female employment opportunities were the major reasons behind this. Thirdly, due to significant variations in the extent of employment in different region any development programme would not be equally beneficial for all regions.

Introduction

Bangladesh is well documented as a labour surplus country. The prevalence of unemployment and underemployment in the country is quite high. Several studies have shown that male wage workers are underemployed for a substantial part of the year, at least during the slack period (Islam, 1986)¹ and that female wage workers are underemployed throughout the year (Rahman, 1986). There are also findings demonstrating that in most rural areas wage workers are fully employed in the peak season and underemployed in the slack season. The World Bank (1998)² documented rural underemployment rate in Bangladesh as 26%.

These are not always true in the case of the ultra poor who lack both resources and skills. Majorities of ultra poor give up their preferences for survival and have to work longer and harder to increase their income. But if unemployment and underemployment are linked with workers' own preferences and their desire to work longer, the prevalence of un- and underemployment could be identified even among those who are over-employed as defined by the traditional method of estimation.

This report discusses the employment status of the ultra poor. It also tries to find out factors affecting the extent of employment. . Data used in this report were collected in December 1998 from 1,250 ultra poor households residing in five districts under 25 BRAC's RDP Area Offices. These are the households who were eligible for NGO membership but not participated in the NGO activities. In sample selection the list of all ultra poor households living in the villages of all RDP working areas but not participating in NGO activities prepared by RDP local staff in 1997 was used. The five districts selected for this study were Comilla, Jamalpur, Faridpur, Rangpur and Bogra where concentrations of the non-participating ultra poor households were highest.

¹ Islam M. (1991), *Women Heads of Households in Rural Bangladesh: Strategies for Survival*, Narigrantha Proportana, Bangladesh.

² World Bank (1998), *Bangladesh 2020: A long-run perspective study*, *Bangladesh Development Series*, The World Bank and Bangladesh Centre for Advanced Studies, University Press Limited, pp. 25-26

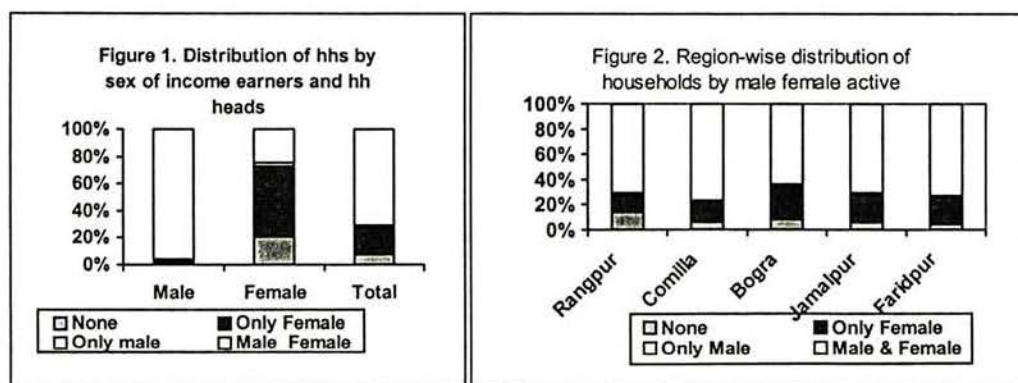
From each selected region five Area Offices (AOs) were sampled based on the higher frequency of non-participating households.

The prevalence of economically active population

Ninety-two percent of the sample households were with economically active population while rest eight percent were fully dependent on others' help. Seventy-one percent had both male and female active members, about 20% were without active male. Households without any active male i.e., households with none active and with female only active households are the most vulnerable among all.

Female-headed households were more vulnerable considering the fact that one-fifth of them were with none active and another 52% were without any active male members. On the contrary, 96.1% of the male-headed households had both male and female active population (Figure 1).

Percentage of households without any male active members varied from 23% to 33.6% in different study locations. The differences were found to be significant at 5% level. Highest number of households in Bogra was without any active male members. In Rangpur 14% of the ultra poor were with none active who were fully dependent on others help. (Figure 2).



Crude and refined activity rate

The crude activity rate represents the size of the labour force as a percent of the total population. It also indirectly indicates the household dependency. Higher the rate, lower is the dependency. The refined activity rate is defined as a ratio of the economically active to total population with 10 and above years of age and also includes the housewives. The rationale behind the inclusion of housewives is that all of them would be involved in any kind of income generating activities in addition to their household work. Thus, this indirectly reflects the physical ability of the work force.

Results on crude activity rate indicate that 60% of the total population were in the active labour force. The rest 40% are children below 10 years. Results on refined activity rate indicate that 79% of the population of 10 years and above are economically active in the real sense, - the rest are beggars, disabled, students and other income recipients. Results show some significant variations in both crude and refined activity rates. Both rates were found to be highest in Faridpur followed by Jamalpur region and lowest in Comilla and Rangpur regions. Lower rates in Rangpur and Comilla region indicate the prevalence of relatively higher economic dependency (Table 1).

The rates were significantly lower within the female-headed households, households without any male income earner, among beggars and self-employed groups. No direct relationship between landholding and crude and refined activity rates was observed (Table 2).

Labour supply

To understand household behaviour in the male, female and total labour supply as well as extent of household participation in the labour force, four multiple regression equations have been estimated. In the case of labour supply, the participation rates of

male, female and total economically active population are considered as dependent variables and household characteristics are considered as independent variables. The extent of household participation in the labour force is being calculated by summing up the total number of days worked by a household during the last one year. The explanatory variables included the number of economically active males and females and the number of dependents per economically active member - variables determining the consumption demand and/or productive capacity of a household. Regression results on male, female and total labour force participation are presented in Table 3.

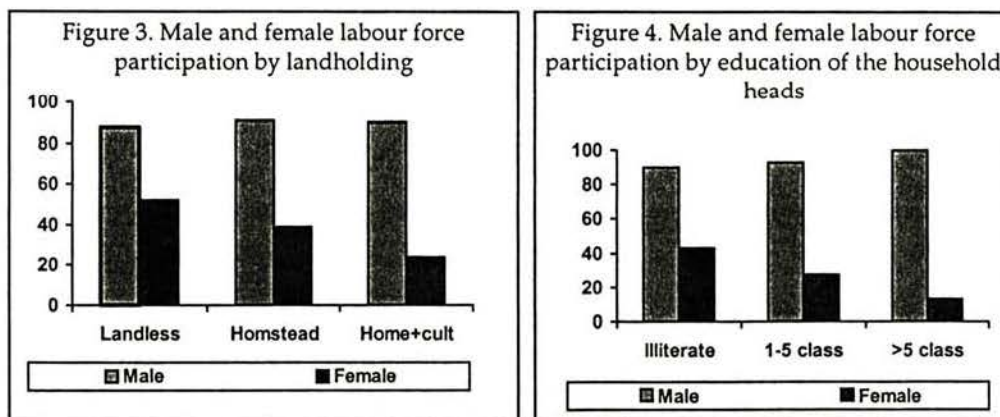
A significant positive correlation in the male labour force participation was found with sex of the household head and number of economically active male members in the household, although it was also correlated with some other factors namely, number of active females, household landholding, literacy of the household head, household dependency and geographical locations. A negative association between age of the household head and male participation rate indicates that with an increase in the age of household heads, the number of working age population decreases.

Female labour supply at the household level was positively associated with household dependency and number of economically active females in the household. The probability of female participation in the labour force was found to be significantly higher within the wage employed households probably to maximize the employment opportunity. Male headedness discouraged female participation in the labour force, as did the number of active males and the literacy of the household heads. This is explained by the existing socio-cultural norms and values. Age of the household head has a negative impact on the female participation rate, although this was less associated with the outcome variable. Land ownership was also negatively associated with female participation rates. Female participation largely varies for different geographical regions. Household total labour supply was influenced mainly by sex and occupation of the household heads, the number of dependents per economically active member

and geographical location. Households with female heads, who lack any kind of resources and skills, maximize the household participation in the labour force in order to increase household income. Household landholding and age of the household head were found to be less correlated with labour supply behaviour.

Labour force participation

Ninety one percent of the male and 41% of the female active labour force participated in any gainful employment. The male-female participation differs because of certain factors. An increase in land enhances male participation but reduces female participation significantly. Female participation rates were four times higher among female-headed households than males (Figure 3). Education of the household heads helped in increasing male participation more than it did for females (Figure 4). The female participation rate among the wage-employed households was significantly higher (Table 4).



The real participation rate of male was found to be almost equal in different geographical regions (Table 5). In the case of female participation, it was found to be highest in Jamalpur (56%), followed by Bogra (52%), Faridpur (37.4%), Rangpur (37%) and in Comilla (24.3%).

The participation rates differ widely for different age groups. Male participation rate reaches its peak at the age of 35 and then declines. It has been found that 98% of the economically active male labour force of 25-35 age group were involved in gainful employment. One-third of males aged 15 years and below were also found to be employed. Among females of different age groups, the maximum participation rate was found for the 35-45 age group at 50%. Thereafter a downward trend is also observed. Male participation rate was higher compared to the females for any age group (Figure 5).

Extent of employment per worker

The extent of employment is measured by the annual number of days spent by each worker in income earning activities, irrespective of age³. It varies according to the needs of the household, wage rate and available employment in the locality. Annual days of employment for males and females were 268 and 272 day, respectively including both regular and irregular employment (Table 6). In this calculation, the maximum hours of involvement was not taken into consideration.

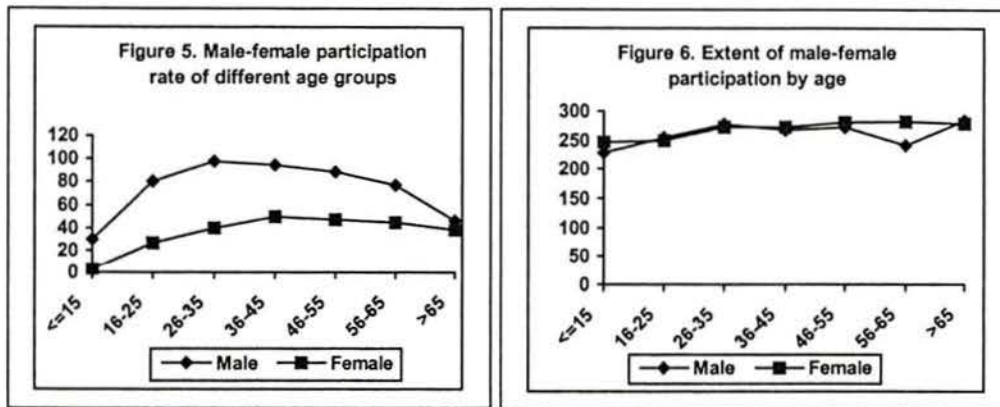
The length of participation by both male and female was highest for workers with the greatest land ownership. The length of male participation was relatively higher among the male-headed households. The reverse was true for female-headed households. Literacy of the household head enhanced the length of participation of both males and females. The extent of employment of female workers whose income was the only source of earning was found to be highest.

Annual days of employment per worker, irrespective of sex, was lowest for wage employed and highest for other occupational groups. For self employed and the most vulnerable one (beggars, disabled) the result was similar.

Extent of employment and age of workers

Age of workers was, of course, one of the factors in the variation of days of employment. Distribution of workers, according to their age, shows that eighty-four percent of the workers were within the range of 16-55 years of age. Among the other 16% nearly one-third were children aged 15 years and less. Child employment was higher among male workers and the percentage of old age to total workers was higher among the female.

In case of the male annual length of participation, an increasing trend was observed with age of workers up to 35 years, after which a decreasing trend was observed. (Figure 6).



Extent of employment by region

The extent of employment varied in the different regions. Annual days of employment per worker, irrespective of sex, were highest in Jamalpur followed by Faridpur and Bogra. Workers in Rangpur region were the least employed. Workers in Faridpur region earned the highest daily income. Average daily income of both sexes was lowest in the Jamalpur and Rangpur regions (Table 7).

³Begging is also considered here as one of the income earning activity

Extent of employment and types of involvement

The extent of employment also varied due to the nature of activities the workers were involved in. Ninety-nine percent of the males and 90% of the females reported that the activities they were involved in were their primary job, while 9.5% of females and 1.1% of males stated that employment was their secondary interest.

A total of 44 different types of activities were identified which were then reclassified into 10 broad categories. - self-employment, rural transport, agri- and non-agri- day labour, small business, service, begging, bond labour and others. Among the males, the highest number of persons were involved in wage labouring in the agriculture, followed by day labouring in the non-agricultural sector, rickshaw/van pulling and small business. A group of people had been holding salaried jobs. Another group of people had been involved in self-managed enterprises. The number of males involved in different activities was higher compared to females.

Among the females, 31% worked in others' houses as maid. Another 24% worked as wage labourers in different types of non-agricultural activities. It is important to note that begging was the main business of 16.3% of females who were involved in such activity for 273 days in a year. Nine percent were involved in small business while another 10.4% were involved in the enterprises owned by themselves. The number of days involved in was highest for those who were employed in their own agricultural work and in self-managed enterprises (Table 8).

Income earned by each individual per day differs with the types of employment. Both the male and female workers who were employed in salaried jobs earned the highest income. Among the males, relatively higher income was received by workers who were in small business, rickshaw pulling or self-employed. Beggars received the lowest income.

Among the female workers, day labourers and those in small businesses earned a relatively higher income after the regular employees. The females who were irregular in employment, the beggars and the self employed received the lowest income (Table 9).

Extent of employment and number of involvement

Seventy-nine percent of the total who participated in any gainful employment were engaged in a single activity. The other 21% performed more than one job. Annual days of employment and the income earned by each individual per day varied significantly with the numbers of jobs. The extent of employment, irrespective of sex of the employee, was higher for the multiple workers. In case of income, males with multiple employment and females with single employment received higher returns (Table 10).

Factors influencing the extent of employment

In the previous section results of bivariate analysis were presented. In this section results of multivariate analysis are presented to understand the factors which influence the extent of employment by controlling several household level indicators. For this analysis, per capita annual days of employment per household is considered as a dependent variable. Sex and literacy level of the household head, daily income per worker, household landholding, number of jobs per worker, geographical locations and number of dependents per income earner are considered as independent variables. Regression results are presented in Table 11 which indicate that, except daily income, all other variables enhance the extent of employment. A negative significant coefficient for daily income reveals that with increasing per capita daily income at one percent, the probability of reducing the extent of employment would be 0.85 percent. The coefficient of geographical locations and its significance level indicates that geographical location and the infrastructure status of a certain locality may have a significant impact on the extent of employment.

Under-employment and over-employment

The extent of underemployment or overemployment is calculated on the basis of 300 days supplied in 12 months which was also used in other studies (Rahman, 1996). In this calculation, hours of involvement are not considered due to lack of data in the data set. A positive sign in the table indicates underemployment. On the other hand, a negative sign indicates over-employment. The extent of underemployment indicates that among the 68% who participated in the labour force, on average they worked 13.3% less than the required 300 days to count as full-time employment. The extent of underemployment was relatively higher among male workers and those involved in single activity. On the other hand, the extent of employment was higher for those involved in multiple activities (Table 12).

The extent of underemployment, irrespective of the sex of the workers, was highest among the landless. It reduces with increasing household landholding. It is also higher among the female-headed and the wage-employed households. (Table 13).

Disaggregation of data on the extent of underemployment and overemployment, presented in Table 14, shows that 58% of the workers were underemployed. Thirty-four percent worked less than 240 days over a period of one year. On the other hand, 27% were overemployed. About 22% worked over 360 days. The percentages of workers who were employed for less than 240 days and those who worked over 360 days were higher among female workers.

It is interesting to note that for the male, an increasing trend in the rate of income they received was observed with an addition of days of employment until 360 days. A male working for more than 360 days received income at a lower rate than those males who worked for more than 300 but less than 360 days.

For the female workers, results were entirely different. With an increase in the days of employment (after 270 days), the rate of income they received was reduced, implying that the ultra poor females who do not have other sources of income have to work longer to receive the minimum for survival due to their lack of skill, and also possibly due to wage discrimination in case of offering wage labour.

The extent of underemployment among both male and female was highest in Rangpur. The prevalence of underemployment was relatively higher in Comilla and Faridpur. The highest prevalence of overemployed population was observed in Jamalpur, Bogra and Faridpur (Table 15). Average figure on the extent of under (+) or overemployment (-) by region indicates Rangpur as a labour surplus and Jamalpur as a labour deficit region.

The wage rate

As discussed earlier, a significant number of males and females were involved exclusively in wage labouring during the last one year. In measuring the wage rate, data on those workers was considered. A total of 340 males and females worked in the agricultural field as wage labourers, a majority of which (93%) were males. Among non-agricultural wage labourers, the male and female ratio was 56:44. The wage rate per day in agro-based activities was calculated at Tk. 38.05 for male and Tk. 28.28 for female. It was Tk. 36.65 for male and Tk. 24.19 for female in non-agricultural sector. The rate was higher in the agricultural sector. The wage varied from Tk. 5 - Tk. 100 for males in the agricultural and up to Tk. 115 in the non-agricultural sector. For females it was Tk. 16.25-Tk. 45 and Tk. 1-Tk. 68 for agricultural and non-agricultural work respectively (Table 16).

The distribution of workers by sex and wage category shows that on average, 52.2% of male and 72% of female workers, engaged in agricultural sector, received Tk. 21-Tk. 40 per day. Thirty-seven percent of males and only 4% of females received more than Tk.

40. One-fourth of the females and 11% of males received Tk. 20 or less. In the non-agricultural sectors, 53% of the female workers received Tk. 20 or less. This amount was received by only 17% of the males. Fifty-one percent of the males and 39% of the females received Tk. 21-Tk. 40 per day. One-third of the males and 7.8% of the females received more than Tk. 40 (Table 17).

The wage rates of agricultural and non-agricultural activities, irrespective of sex, were highest in Faridpur followed by Comilla, Bogra and Jamalpur. The lowest rates were in Rangpur region (Table 18).

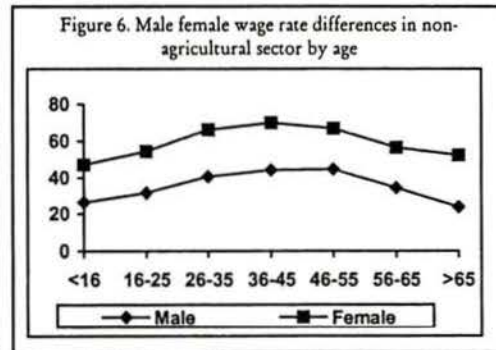
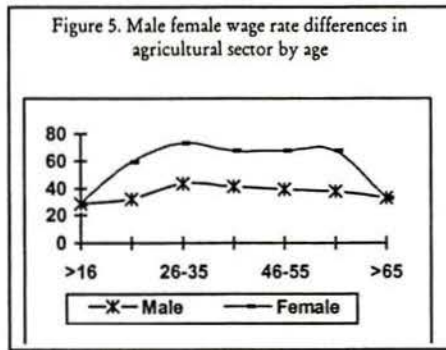
Reasons for wage variation

The rural economy of Bangladesh is dominated by rice production and majority of the labour outflow is, therefore, mainly absorbed in paddy cultivation. At the same time, the sector experiences some sort of shortage of labour during transplanting and harvesting. Moreover, the increasing trend in cultivation of high yielding varieties (which are more labour intensive) increases the total demand on manual labour during the season. Those engaged in activities other than agriculture would switch to agriculture if they could earn a relatively higher income. All these factors positively influence the wage rate in agricultural sector. On the other hand, the demand for agricultural labour is seasonal. During the lean season, there is a surplus labour flow that negatively influence the total wage rate in non-agricultural sector.

Gender variation in the wage rate can be explained by the existing socio-cultural norms of rural Bangladesh which do not encourage the female to work in the agricultural field. The overflow of male workers also contributes significantly in this respect. On the other hand, females are mainly employed in low-income activities where the demand on physical labour is less. The exploitation of female labour that is common in this country might also have influenced this.

The differences in wage rates are also correlated with the physical strength of workers themselves, which in turn, is directly correlated with age of the workers. Although female workers received less wages, both male and female workers in the agricultural sector received the highest wages between the ages of 26-35 years, after which wage rates began to decrease (See figure 5). There was less variations in the rates of the female, but a sharp decline was observed for the male after the age of 55 years.

In the non-agricultural activities for all age groups, females received less wages than males. The wage gap was highest between male and female workers between the ages of 26-35 years. The gap further widened after the age of 65 years (Figure 6).



Wage rate and calorie consumption

In wage employment, physical strength (which have direct relevance to calorie consumption) may influence the wage rates. It is likely that the poor, with calorie deficiency, may also receive lower wages. Table 19 presents data on male and female wage rate for agricultural and non-agricultural activities by number of meals taken in the last 24 hours. Wage rate received by workers who consumed one meal a day was 26% less than the wage received by workers consuming two meals and 17% lower than those who consumed three meals. These results indicate at one sight the disadvantaged position of the most vulnerable population in the labour market. On the other hand, the lower wage rate of workers who consumed three meals a day compared to that of

those who consumed two meals give an indication that there is not a one way causality between wage rate and calorie consumption.

Prevalence of child labour

Child labour refers to persons 6 to 14 years of age who were employed during the reference period of the survey. It was observed that 12.7% of the boys and 2.5% of the girls aged 6 to 14 years participated in the labour force partially or fully. The rates were highest among the female-headed households where 22.1% of the boys and 3.4% of the girls 6-14 years of age were employed. A significantly higher percentage of children of both sexes from beggars and disabled households also spent their time for earning income. The prevalence of child labour correlated with household landholding and occupation of the household heads. For example, 18.1% of the boys and 3.0% of the girls from the absolutely landless households had to spend their time seeking employment. On the contrary, only 1.2% of boys from highest landholding group were employed. Girls' participation rate for this landholding category was zero. Similarly, the participation rate of boys and girls for wage-employed households was 13% and 3% respectively. It was lower for self employed and other occupational groups (Table 20).

The prevalence of child labour was highest in Bogra followed by Jamalpur and Rangpur. The rate was only 3.6% in Comilla which was lowest. It is important to note that no participation of girls in the labour force was found in the Comilla and Faridpur regions (Table 21).

Extent of employment

During last year, the boys were employed for 229 days and earned Tk. 25.50 per day. The extent of employment among girls was relatively higher, i.e., 246 days earning at a lower rate of Tk. 21.40 per day. Distribution of children aged 6-14 years by the

activities they were involved in and their sex shows that 16 out of 69 boys (23.2%) worked in the agricultural field as day labourers and earned Tk. 28.24 per day. Another 29% of the boys also worked in the non-agricultural field as daily labourers. Nine girls worked in others' houses as maid. On average, Tk. 25.05 per day was received by the workers in non-agricultural work. Seven boys did rickshaw pulling and earned Tk. 41.97 per day per person. It was also found that 14 boys and two girls were involved in small business with other household members and earned Tk. 17.13 per day. Another seven boys and two girls worked as cooks and received a regular monthly salary. Also another five boys worked in their own enterprises (Table 22).

Conclusions

It is clear from the employment analysis that the ultra poor in our Bangladesh have to work harder and longer to earn for survival. Significantly higher crude and refined activity rates (60% and 79% respectively) compared to the rural national averages (46% and 65% respectively according to BBS, 1998) indicate their higher participation rates in the labour force. It implies that for the ultra poor without education and skills one of the ways of increasing household income is to add more members in the active labour force. This is true for those who have such potentiality within their household. For households without physically active members it can not be the option.

Second not less important findings was that although one of the alternatives to increase income was an addition in the active labour force, the rate of return from such addition was not same for males and females. The income labour ratio for male was higher than female which was due to the existing gender division of labour, discriminative wage variations disfavouring females and limited female employment opportunities.

Regarding extent of employment practically no differences were found between male and female workers. Although percentage of women working 180 days or less was twice higher among female, equalization of the extent of employment between male and female was at the expense of those ten percent of females who worked for 360 days and more. This extent of employment significantly varied by region. For example, when average extent of underemployment was 32%, it was negative in Jamalpur region which implied that any labour extensive programme will be more beneficial for the people in Rangpur region. For the implementor it will be less costly considering this huge labour surplus and lowest wage rate. For Jamalpur where 84% were employed 240 days or more emphasis should be given to increase their productivity since the wage rate here was one of the lowest after Rangpur region.

Table 1. Crude and refined activity rates by other household indicators

Indicators	Crude activity rate	Refined activity rate
Average	59.6	79.0
Rangpur	54.2	73.1
Comilla	53.4	77.1
Bogra	61.5	79.6
Jamalpur	62.6	79.6
Faridpur	66.5	85.6
	p < .01	p < .01

Table 2. Crude and refined activity rates by other household indicators

Indicators	Crude activity rate	Refined activity rate
A. Landholding category		
Absolute landless	56.5	75.0
Only homestead	60.6	80.4
Homestead + cultivable	59.1	75.7
Significance level	ns	p < .05
B. Sex of the hh head		
Female	61.7	85.0
Male	55.9	67.8
Significance level	p < .01	p < .01
C. Education of the hh head		
Illiterate	59.8	78.6
Literate	56.6	82.6
Significance level	p < .01	p < .01
D. Sex of income earners		
HHs with female earners only	51.4	62.4
HHs with male & female earners	63.9	83.4
HHs with male earners only	62.6	86.5
Significance level	p < .01	p < .01
E. Occupation of the hh head		
Wage	66.2	88.8
Self	62.1	85.7
Begging/disables/old age	23.2	26.7
Others	70.6	86.0
Significance level	p < .01	p < .01

Table 3. Factors influencing household labour force participation: Results of OLS regression

Variable	Description	Beta coefficient		
		Male N=	Female N=	Total N=
SEX_H	Sex of the household head (Male= 1, else=0)	55.25 (24.84)	-43.99 (-14.05)	-16.3 (-6.38)
AGE_H	Age of the household head	-0.47 (-6.82)	-0.02 (-0.18)	0.05 (0.62)
EDCN_H	Literacy level of the household head (Literate= 1, else=0)	2.67 (0.99)	-4.84 (-1.27)	-4.22 (-1.36)
AREA	Geographical locations	0.05 (0.39)	0.47 (2.89)	0.25 (1.90)
DEPNDS	No of dependents per economically active labour force	0.93 (0.79)	11.10 (6.77)	16.53 (12.38)
OCP_WAGE	Occupation of the household head (Wage= 1, else=0)	1.34 (0.77)	17.12 (6.99)	13.79(6.91)
ACTIVE_M	Number of males economically active	12.02 (9.26)	-6.89 (-3.77)	-0.09 (-0.06)
ACTIVE_F	Number of males economically active	1.32 (1.06)	8.19 (4.67)	0.90 (0.63)
LAND_T	household landholding in decimals	0.04 (0.78)	-0.06 (-0.70)	-0.05 (-0.91)
Constant		33.82 (7.71)	40.15 (6.49)	48.05 (9.55)
N		1250	1250	1250
Ad. R		0.60	0.29	0.18
F		205.49	55.87	29.44

Figures in parentheses indicates t-statistics

Table 4. Labour force participation rate aged 10 years and above by sex and other household indicators

Indicators	Labour force participation rate		
	Male n = 906	Female n = 1,134	Total n = 1,153
Total	90.6	40.8	68.0
A. Landholding category			
Absolute landless	87.8	52.3	74.6
Only homestead	91.2	38.9	66.9
Homestead + cultivable	90.3	24.1	58.5
Significance level	ns	p < .01	p < .01
B. Sex of the hh head			
Male	93.2	21.8	59.1
Female	72.8	86.1	88.9
Significance level	p < .01	p < .01	p < .01
C. Education of the hh head			
Illiterate	90.0	43.0	69.2
Literate	92.7	27.7	59.8
Significance level	p < .01	p < .01	p < .01
D. Sex of income earners			
HHs with female earners only	-	95.1	90.3
HHs with male & female earners	94.4	85.4	94.5
HHs with male earners only	94.0	-	47.6
Significance level	p < .01	p < .01	p < .01
E. Occupation of the hh head			
Wage	91.5	44.0	68.6
Self	92.6	28.4	59.5
Begging/disables/old age	80.4	66.7	73.6
Others	85.9	33.8	58.6
Significance level	p < .01	p < .01	p < .01

Table 5. Male and female participation rates by region

Regions	Male participation rate	Female participation rate	Both
Total	90.6	41.3	66.0
Rangpur	91.1	37.1	64.1
Comilla	91.7	24.3	58.0
Bogra	87.8	52.0	69.9
Jamalpur	92.2	56.0	74.1
Faridpur	90.0	37.4	63.7
Significance level	ns	p < .01	

Table 6. Annual person-days involvement per worker by their sex and other household indicators

Indicators	Annual Person-days involvement		
	Male n = 1,078	Female n = 655	Totaln = 1733
	260	261	260
A. Landholding category			
Absolute landless	246	251	249
Only homestead	261	264	262
Homestead + cultivable	282	294	285
Significance level	p < .01	p < .10	p < .01
B. Sex of the household head			
Male	262	235	257
Female	238	274	267
Significance level	p < .01	p < .01	p < .05
C. Education of the household head			
Illiterate	258	260	259
1-5 class	272	279	273
> 5 class	p < .05	ns	p < .05
Significance level			
D. Sex of income earners			
HHs with female earners only	-	278	278
HHs with male & female earners	261	239	250
HHs with male earners only	259	-	259
Significance level		p < .01	p < .01
E. Occupation of the household head			
Wage	249	252	250
Self	273	267	271
Begging/disables/old age	273	272	272
Others	279	294	284
Significance level	p < .01	p < .01	p < .01

Table 7. Extent of employment of workers and their daily income by regions

	Extent of employment			Average daily income n = 1733		
	Male	Female	Total	Male	Female	Total
Total	260	261	260	37.57	24.86	32.37
Rangpur	217	183	204	28.75	19.59	25.08
Comilla	242	235	240	43.90	28.41	45.18
Bogra	263	254	259	33.63	25.15	27.85
Jamalpur	322	318	321	29.99	13.73	25.09
Faridpur	257	302	272	48.30	46.41	41.72

Table 8. Extent of employment of workers by types of involvement and sex

Types of involvement	Male n=1078		Female n=655		Total n=1,733	
	Primary	Second.	Primary	Second.	Primary	Second.
No regular	- (1.1)	180	- (9.5)	194	- (4.3)	191
Self employment	240 (4.7)	25	299 (11.0)	43	274 (7.1)	35
Small business	260 (14.5)	30	274 (8.1)	20	263 (12.1)	27
Agri day labour	227 (39.3)	29	187 (4.0)	8	225 (26.0)	28
Non-agri day labour	226 (17.4)	12	232 (20.3)	6	228 (18.5)	9
Rural transport	244 (13.5)	22	-	-	244 (8.4)	22
Maid servant /bonded labour	239 (0.4)	30	271 (28.7)	21	271 (11.1)	21
Begging	310 (1.7)	4	272 (16.3)	1	277 (7.2)	1
Service	280 (4.5)	6	223 (1.7)	15	264 (3.5)	8
Others	268 (2.8)	97	365 (0.5)	122	277 (1.9)	101
Average	237	27	237	33	237 (100)	29

Figures in parentheses indicate percentages

Table 9. Activity-wise average daily income by sex

Activity	Male	Female	Total
Not regular	29.40	10.70	13.72
Self employment	40.76	11.66	23.73
Rural transport	47.00	-	47.00
Non-agri- day labour	37.29	23.94	31.76
Agri day labour	39.52	28.19	38.86
Small business	47.97	22.74	41.58
Service	52.91	30.93	48.88
Begging	13.86	11.70	12.09
Bonded labour/maid servant	36.63	15.51	15.95
Others	45.91	14.61	43.07
Total	41.66	17.08	32.37

Table 10. Employment and income in single and multiple activities by sex (days)

Indicators	Male	Female	Total
No of persons involved in single activity	838 (48.4)	600 (34.6)	1,438(83.0)
No of persons involved in multiple activities	240 (13.9)	55 (3.2)	295 (17.0)
Annual days of employment of single activity	247	256	251
Annual days of employment of multiple activities	305	317	307
Average daily income of those involved in single activity	41.09	17.31	31.17
Average daily income of those involved in multiple activity	43.64	14.62	38.23

Figures in parentheses indicate percentages of workers

Table 11. Factors influencing per capita days of employment: Results of OLS regression

Variable	Description	Beta coefficient	t-statistics
SEX_H	Sex of the household head (Male= 1, else=0)	4.42	0.97
DAILYINC	Daily income	-0.85	-13.45
EDCN_H	literacy level of the household head (Literate= 1, else=0)	8.34	1.42
AREA	Geographical locations	3.61	13.97
DEPNCY	No of dependents per economically active labour force	0.60	0.47
LAND_T		0.16	1.30
WORK_PC		44.43	9.05
Constant		199.63	30.06
N		1250	
Ad. R		0.31	
F		80.14	

Table 12. Extent of underemployment (eu) among workers involved in single and multiple activities

Types of involvement	Male	Female	Total
Single	+17.8	+14.6	-16.5
Multiple	-1.7	-5.8	-2.4
Average	+13.5	+12.9	+13.3

* eu = (300 days - di) x 100 / 300

Table 13. Extent of underemployment by other household indicators

Indicators	Extent of underemployment (%)		
	Male n = 1078	Female n = 655	Total n = 1733
Landholding category	13.5	12.9	13.3
Absolute landless	17.7	16.3	17.0
Only homestead	13.1	12.1	12.8
Homestead + cultivable	5.9	2.0	5.0
Sex of the household head			
Male	12.7	21.4	11.0
Female	20.5	8.6	14.3
Education of the workers			
Illiterate	13.3	13.1	13.2
Literate	14.1	9.7	13.5
Occupation of the household head			
Wage	16.9	16.0	16.6
Self	9.0	11.0	9.5
Begging/disables/old age	9.0	9.4	9.2
Others	6.9	2.0	5.4

Table 14. Distribution of male and female workers among unemployment groups and the average daily income

Unemployment group	Male n = 1078		Female n = 655		Total n = 1733	
	empl. (%)	Income (Tk.)	empl. (%)	Income (Tk.)	empl. (%)	Income (Tk.)
More than 40%	10.0	36.93	19.1	17.20	13.4	26.34
40%-20%	23.3	41.51	16.8	19.79	20.8	34.89
20%-0.1	29.1	43.65	15.3	20.98	23.9	35.74
0	14.9	45.70	14.8	19.21	14.9	38.17
0-20%	4.1	48.82	5.8	14.67	4.7	33.0
-20% or less	18.6	36.45	28.2	12.66	22.2	25.02

Table 15. Extent of under/overemployment by regions (%)

Unemployment group	Rangpur	Comilla	Bogra	Jalalpur	Faridpur
More than 40%	30.8	14.4	11.9	5.7	4.0
40%-20%	35.0	19.5	19.5	10.1	20.5
20%-0.1	22.8	40.6	24.4	5.7	30.1
0	2.2	1.6	4.5	1.8	14.3
0-20%	2.8	8.3	13.6	68.3	11.8
-20% & less	6.4	15.7	26.1	8.3	19.3
Average (extent)	32.2	19.96	13.60	6.85	9.40

Table 16. Average male-female wage rate per person per day (Tk.)

Sex	Agri			Non-agri		
	Average	Min	Max.	Average	Min	Max.
Male	38.05 (315)	5.00	100.00	36.65 (165)	3.29	115.07
Female	28.28 (25)	16.25	45.00	24.19 (128)	1.0	68.10
Total	37.34 (340)	5.00	100	31.21 (293)	1.0	115.07

Figures in parentheses indicate number of workers

Table 17. Distribution of workers by sex and daily wage category (%)

Daily wage category	Agri		Non-agri	
	Male n=315	Female n=25	Male n=165	Female n=128
≤ Tk. 20	10.5	24.0	17.0	53.1
Tk. 21-Tk. 40	52.4	72.0	50.9	39.1
Tk. 41- Tk. 60	34.0	4.0	29.1	7.0
> Tk. 60	3.2	-	3.0	0.8

Table 18. Average male-female wage rate per person per day by regions (Tk.)

	Male n=480			Female n=153			Total n=633		
	Agri	Non-agri	Total	Agri	Non-agri	Total	Male	Female	Total
Total	38.05	36.65	37.57	28.28	24.19	24.86	37.57	24.86	34.50
Rangpur	29.17	27.99	28.67	23.13	19.07	23.36	28.75	19.59	25.93
Comilla	45.61	42.87	45.61		28.41	39.58	43.90	28.41	41.51
Bogra	33.48	33.90	32.82	29.91	23.67	28.01	33.62	25.15	30.38
Jamalpur	30.34	28.77	30.34	-	13.73	26.26	29.99	13.73	29.30
Faridpur	48.61	46.89	48.61	-	46.41	46.75	48.30	46.41	48.17

Table 19. Male-female wage rates in Agri and non agri sectors by number of meals consumed daily

No of meals	Agri			Non-agri			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
One	29.4	25.0	29.2	29.3	23.0	25.5	29.40	23.10	27.21
Two	40.4	27.5	39.9	37.6	25.2	32.8	39.48	25.50	36.83
Three	35.3	29.3	34.2	37.5	23.3	31.2	36.20	24.99	32.68

Table 20. Prevalence of child labour by other household indicators

Indicators	Employment rate			Annual days of involvement	
	Boys n=545	Girls n=524	Total n=1069	Boys n=459	Girls n=358
Total	12.7	2.5		229	246
A. Landholding category					
Absolute landless	19	2.8	10.8	227	222
Only homestead	12	2.6	7.4	232	254
Homestead+cultivable	2.4	-	1.3	100	-
B. Sex of the household head					
Male	8.5	2.2	15.0	223	221
Female	24.3	3.4	5.3	233	304
C. Education of the hh head					
Illiterate	13.8	2.6	8.3	229	259
Literate	4.5	1.8	3.2	215	90
D. Sex of income earners					
HHs with female earners only	-	6.6	3.6	-	308
HHs with male & female earners	25.9	5.3	16.2	225	194
HHs with male earners only	9.7	-	5.0	233	-
E. Occupation of the hh head					
Wage	14.9	2.4	8.4	214	246
Self	4.7	1.9	3.4	268	145
Begging/disables/old age	25.6	5.9	16.9	267	365
Others	8.8	2.2	5.8	238	200

Table 21. Prevalence of child labour by regions

Regions	Boys	Girls	Both
Rangpur	15.0	2.0	8.5
Comilla	6.5	-	3.6
Bogra	18.8	8.8	11.8
Jamalpur	16.5	4.0	10.2
Faridpur	14.3	-	6.7

Table 22. Distribution of children aged 6-14 years by the activities they were involved in and their sex

Occupation category	Boys n=69	Girls n=13	Total n=82	Mean daily income (Tk.)
Agri. day labour	16 (23.2)	-	16 (19.5)	28.24
Non-agri day labour*	20 (29.0)	9 (69.2)	29 (35.4)	25.05
Rural transport	7 (10.1)	-	7 (8.5)	41.97
Small business	14 (20.3)	2 (15.4)	16 (19.5)	17.13
Service	7 (10.1)	2 (15.4)	9 (11.0)	19.41
Self employment	4 (5.8)	-	4 (4.9)	19.91
Others	1 (1.5)	-	1 (1.2)	30.00