



SETTHANAN  
THARADOL

IMPACT OF

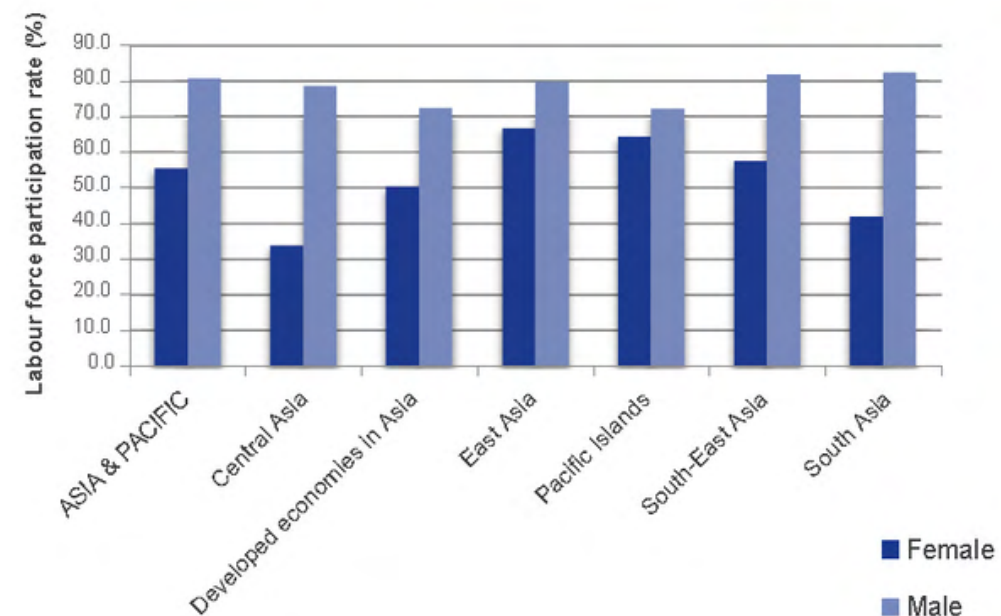
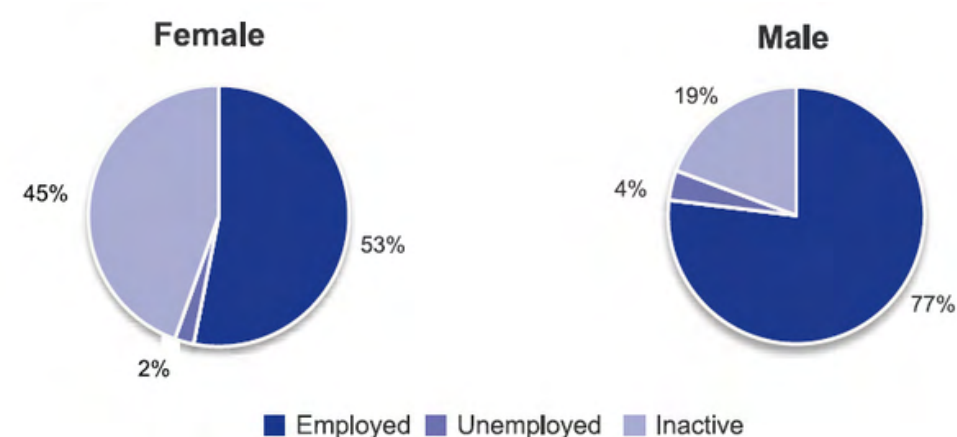
# GENDER INEQUALITY

Impact of gender inequalities for female workers in  
East asia



# INTRODUCTION

## Gender inequalities in labor utilization



- East Asia seems to have lower unemployment rate for women
- Export-oriented manufacturing industries

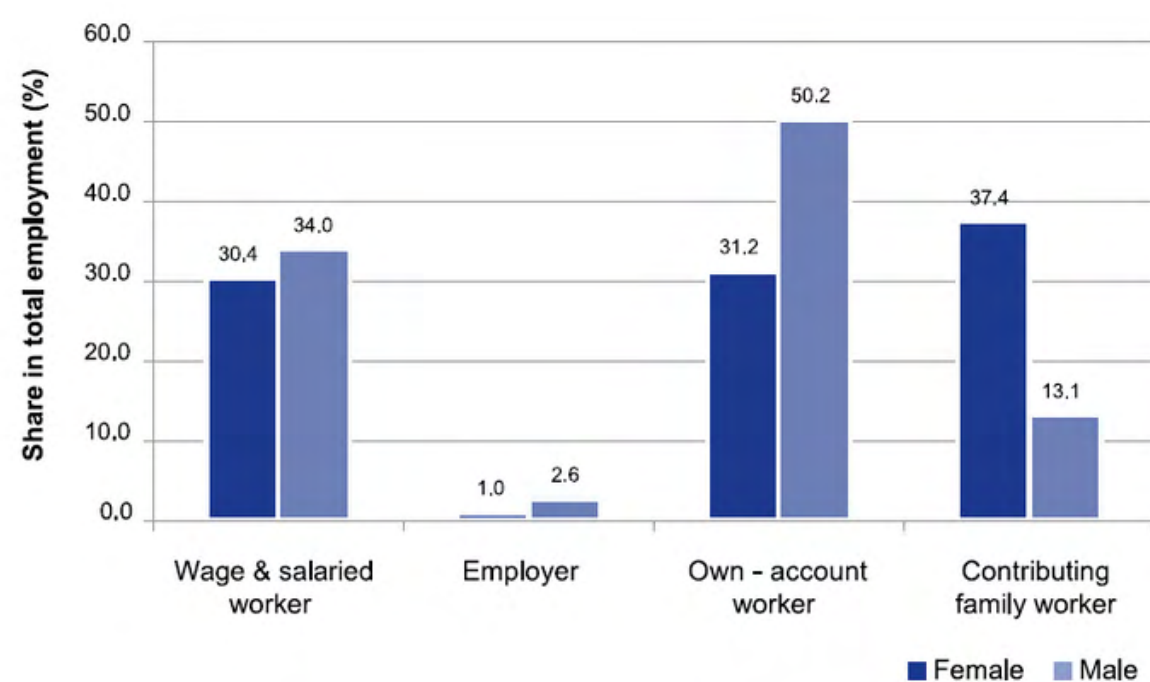
Distribution of female and male working-age populations by main economic activity, Asia, 2009 (source : ILO 2010)

Labour force participation rate, Asia and subregions, by sex, 2009



# INTRODUCTION

## How asian women work



	Agriculture	Industry	Services
<b>Female</b>			
ASIA-PACIFIC	48.2	18.2	33.6
Central Asia	50.3	15.0	34.7
Developed economies in Asia	3.9	15.3	80.8
East Asia	41.5	22.2	36.3
Pacific Islands	75.0	4.5	20.6
South-East Asia	43.7	14.4	41.9
South Asia	71.0	13.6	15.5
<b>Male</b>			
ASIA-PACIFIC	38.9	26.2	35.0
Central Asia	33.6	24.6	41.9
Developed economies in Asia	4.4	34.2	61.4
East Asia	33.6	31.8	34.6
Pacific Islands	64.4	7.0	28.6
South-East Asia	44.1	20.4	35.5
South Asia	46.4	21.4	32.2

- Agriculture is most prominent
- Difference between developing and developed countries in Asia

Distribution of total employment by status in employment, Asia, by sex, 2009

Distribution of total employment by sector of employment (%), Asia and subregions, by sex, 2009



# INTRODUCTION

## Informal economy

	Agriculture	Industry	Services
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bulk of employment in non-agriculture in developing countries in Asia is informal

The informal economy is not necessarily predominantly female but women are much more likely than men to be informally employed



# Impacts of the crisis on women workers

- Global economic crisis
- Labor market flexibilization
- Buffer workforce?



## East and South-East Asia

01

hit in highly labour-intensive  
export sectors

China

02

among those who lost their jobs, the unemployment  
rate among women was higher than that among men



## Thailand

03

at least 125,700 women in four export industries were laid off

## Philippines

04

most lay-offs were in export processing zones, where typically 75 per cent of workers are women.



# Impacts of the crisis on women workers

- Global economic crisis
- Labor market flexibilization
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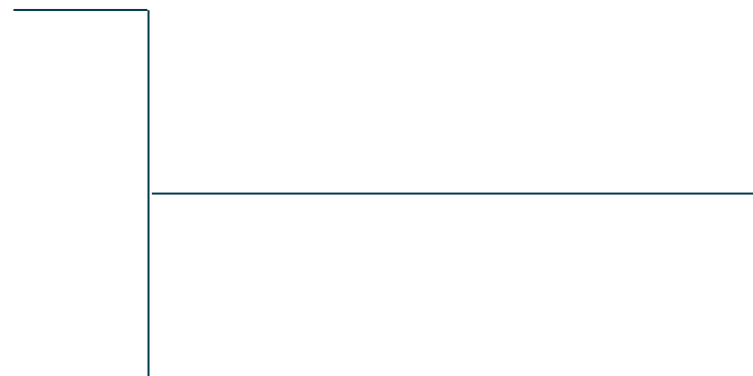
# The buffer workforce

Traditional gender norms

Labor market segregation

Unbalanced power relations

Access to skills and resources



- What is it?
- Labour intensive export were doubly vulnerable
- Unemployment rate could be bad representative



# Deteriorating conditions

01

Reduced effective income

02

Reduction of regular working hours

03

Difficulties in taking days off

04

Safety and health services at the factory

05

Decline in income

06

Lacking sufficient resources to cover basic needs





# Agricultural women workers

- Global agricultural prices rose dramatically
- price takers
- workers return to rural areas
- reduction of remittances from urban areas and overseas

# Women immigrant workers

- Less likely to lose jobs
- Do not really have a choice
- Remittances are resilient
- Accept even poorer terms and conditions of employment



# Women informal workers

- 01 lower wages
- 02 Sexual harassment
- 03 No protection of labor law
- 04 Fewer women receive pension globally



# **Increased numbers and increased hardship in informal economy**

## **Indonesia**

- Women used to work full time in informal labor**
- Women work harder**

## **Philippines**

- Women were forced to work**
- Take second job for alternative income**

## Cambodia

- Fewer urban jobs equate to fewer money sent home
- Opportunities to do agriculture are limited

## Vietnam

- Low education
- Employment has become uncertain
- Number of female workers are exploited

## India

- Self employed women was prevented from expanding their work

# Studies in a number of Asian countries (shrinking informal economy crisis)

**01** Overcrowded informal economy with high competition

**02** Women in young and elderly enter labor market

**03** Employer hire cheaper worker to handle crisis

**04** Increase number of workers

**05** Small producer decline in business



# Why women informal workers in the region were harder hit than men by the crisis

Overrepresentation in the most vulnerable segment of the informal

Limited employment alternatives

Unequal competition

The working poor

Exacerbated dependency

Longer working hours

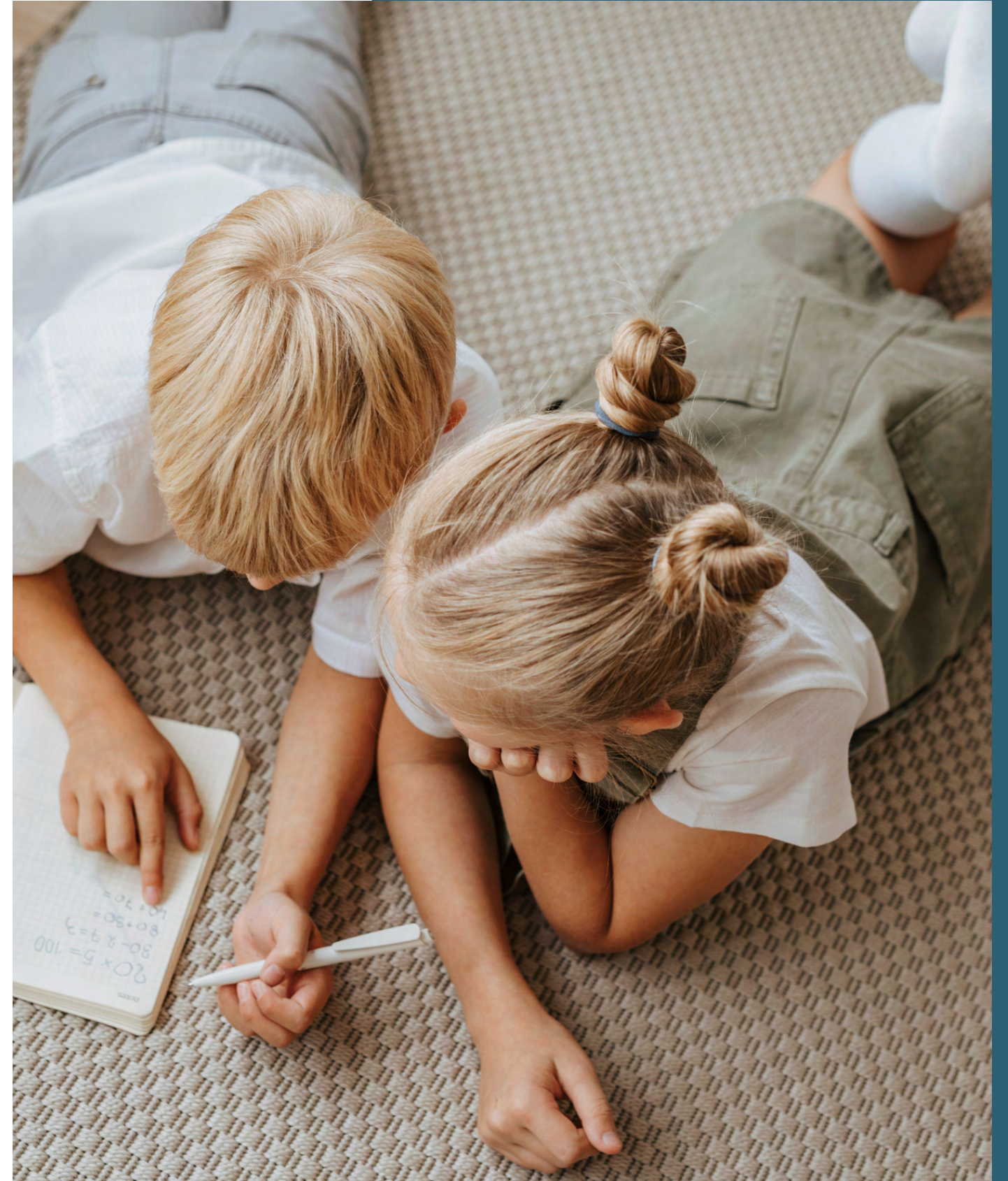
# Why women informal workers in the region were harder hit than men by the crisis

Neglect in economic stimulus packages and safety nets

Sexual exploitation

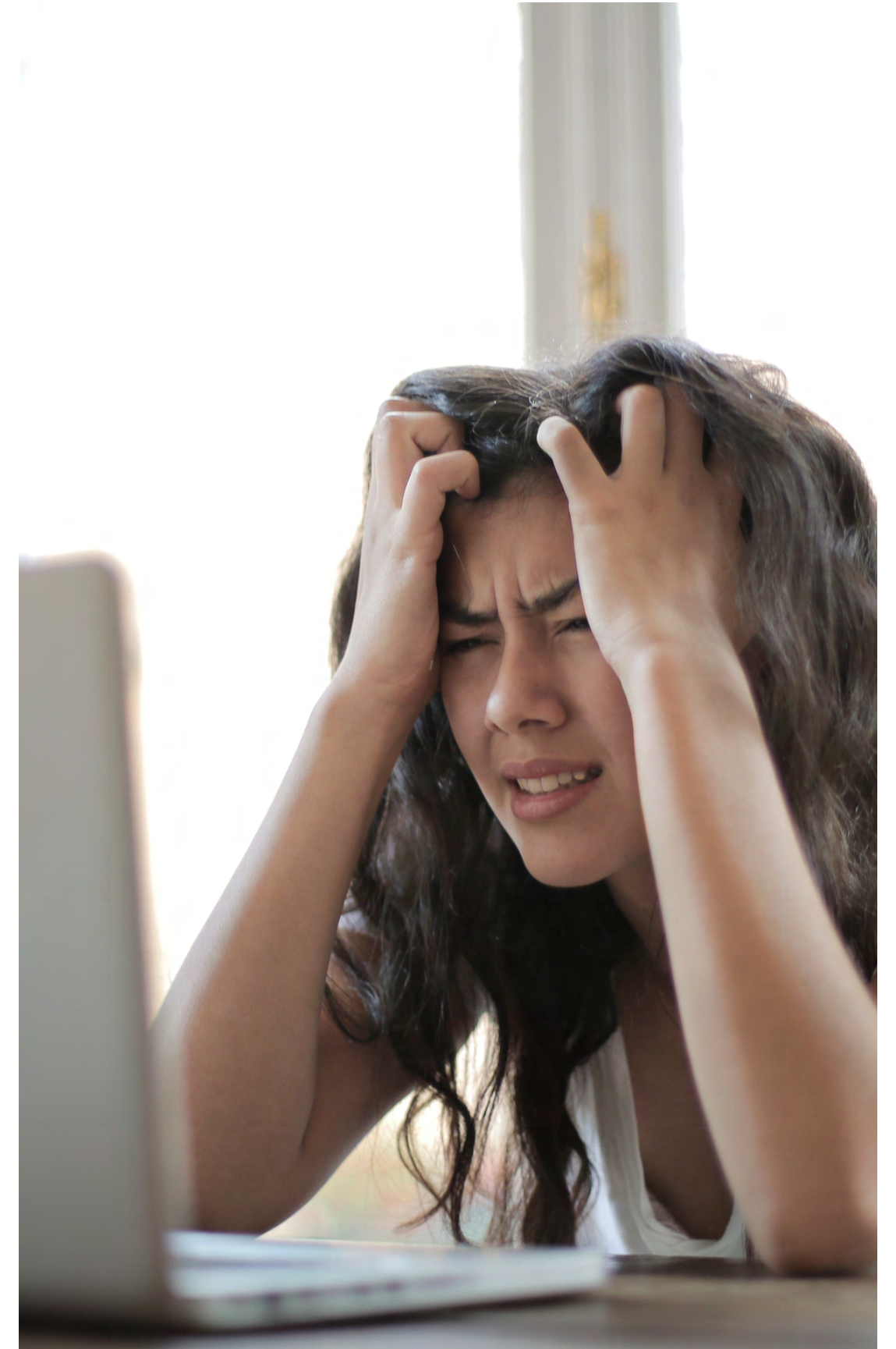
Greater difficulties accessing credit

# Lived human experience

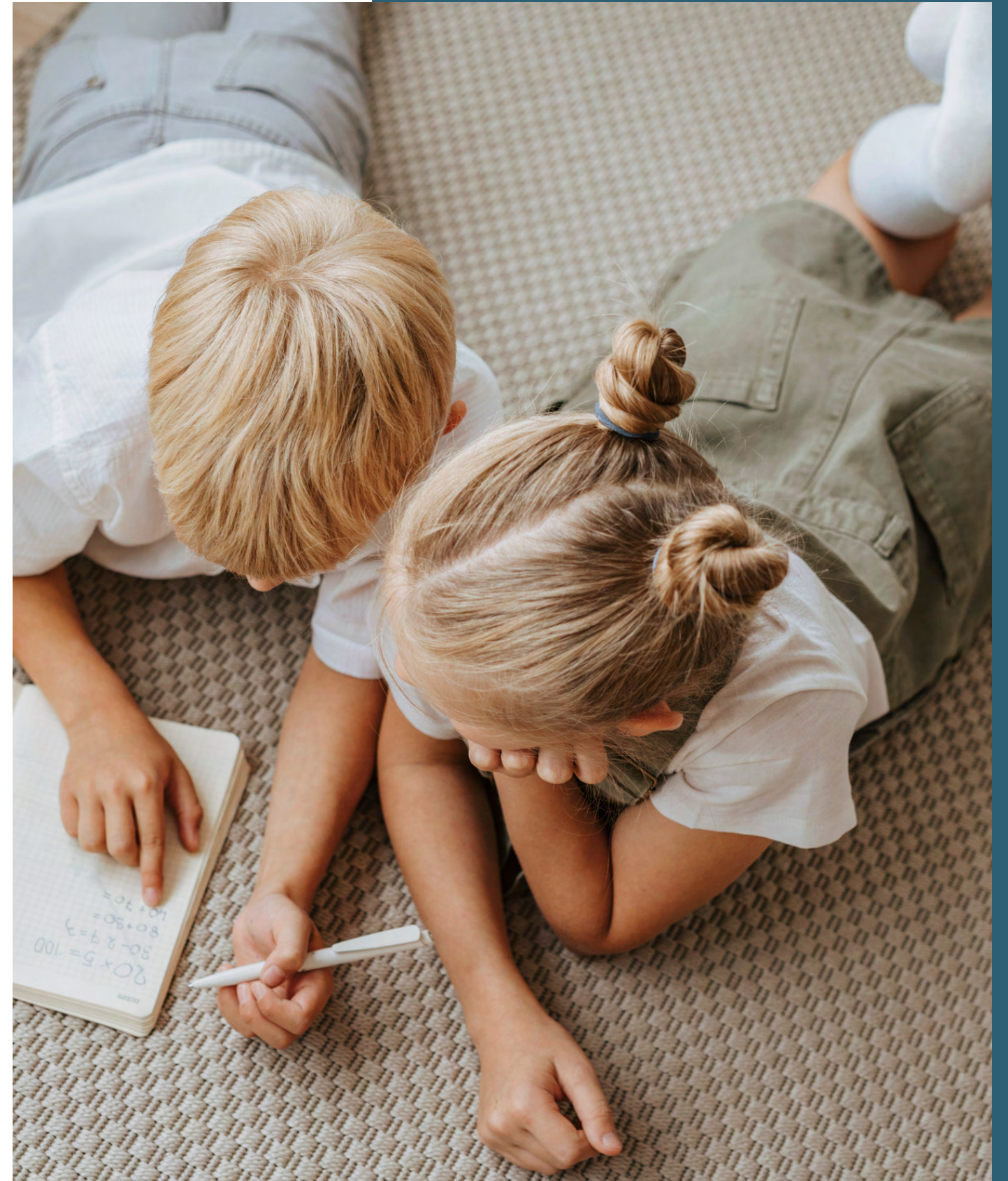


## Gendered household adjustment and coping strategies

- 01 Longer hours in both paid and unpaid work
- 02 Psychological stress and domestic violence
- 03 Reduction in quantity and quality of food consumed
- 04 Efforts to keep children in school



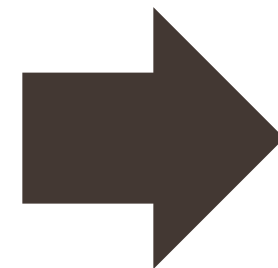
**Strong economic  
recovery but  
vulnerability  
persist**



# Changes in export sector employment in Indonesia 2009-2010

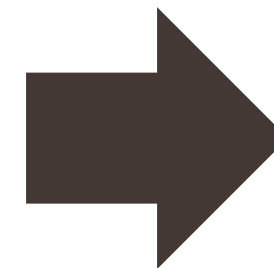
## February 2009

- Short working hours no overtime
- Many migrant worker return home
- More contract work
- Job seeking through labor companies



## August 2009

- More selective requirement
- Companies recruit workers as intern
- Daily wage and some overtime are available
- Migrant workers setting up food stall



## February 2010

- Many new job
- Migrant worker increase around 50%
- More pressure, output target

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**THANK YOU**

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