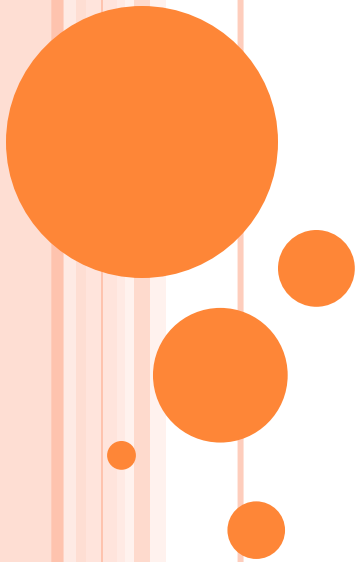


QUALITY OF EMPLOYMENT FOR HOME- BASED WOMEN WORKERS IN INDIA

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EFFECTS OF GLOBALISATION

- _ A shift of employment from 'core' to 'periphery' activities located in smaller firms and independent contractors.
- _ The alteration of employment contracts towards unstable working conditions resulting in increasing insecurity of jobs/work
- _ Growing income polarisation in most countries, as the result of these tendencies.



IDENTIFYING THE HOME BASED WORKERS: 68TH ROUND OF NSS

The location of workplace:

- Own dwelling unit
- Structure attached to own dwelling unit
- Open area adjacent to own dwelling unit
- Detached structure adjacent to own dwelling unit



TABLE: 1 SHARE OF HOME BASED WORKERS IN TOTAL WORKERS IN NON-AGRICULTURAL SECTOR OF INDIA

Sector	Female	Male	All	Share of Women in Total Home Based Workers	Share of Women in Total Workers
Rural	30.05	12.97	16.10	34.22	18.34
Urban	24.92	9.94	12.62	35.37	17.92
All	27.55	11.47	14.39	34.72	18.13

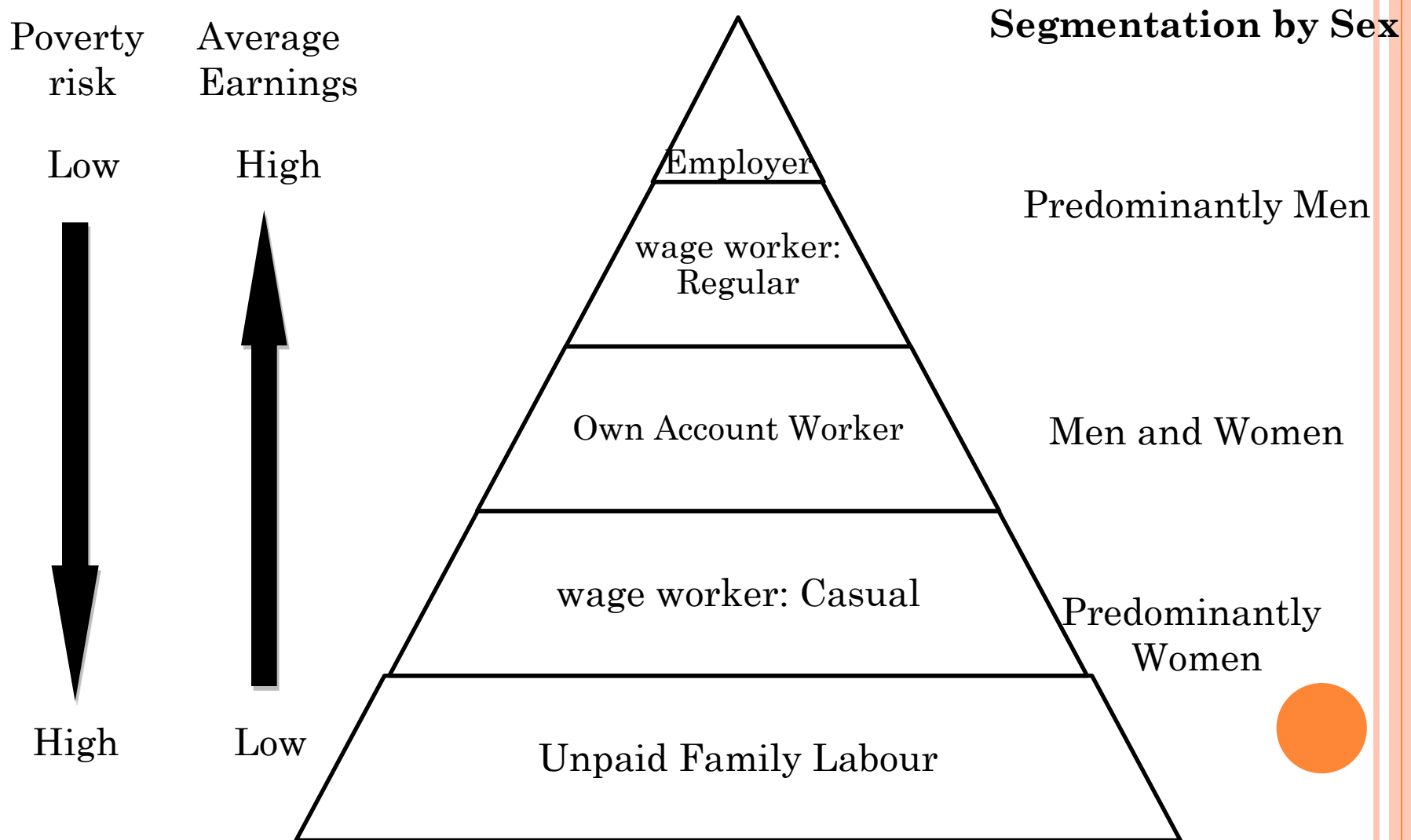
TABLE: 2 INDUSTRY-WISE DISTRIBUTION OF HOME-BASED WORKERS IN NON-AGRICULTURAL SECTOR IN INDIA (MAJOR SECTORS OF ACTIVITY)

Industry	Female			Male			Female share		
	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total
Manufacturing (share of traditional manufacturing)	73.63 (91.7)	68.71 (89.9)	71.47 (90.9)	43.39 (74.3)	39.97 (67.5)	41.94 (71.5)	46.89 (52.1)	48.48 (55.6)	47.55 (53.5)
Wholesale, retail and repair of motor vehicles	15.18	13.68	14.52	33.35	29.55	31.74	19.15	20.21	19.57
Transport and storage	0.02	0.18	0.09	3.23	3.47	3.33	0.32	2.68	1.39
Accommodation and food services	3.09	5.01	3.93	3.30	5.41	4.21	32.75	33.60	33.22
Financial and insurance	0.15	1.10	0.57	1.02	1.84	1.37	7.32	24.68	18.16
Professional Services	0.07	0.22	0.14	0.76	2.55	1.52	4.77	4.52	4.59
Education	2.21	4.71	3.31	1.97	2.37	2.14	36.83	52.07	45.09
Human health and social work	0.43	0.84	0.61	1.27	1.31	1.29	15.02	26.01	20.19
Other service activities	4.31	4.88	4.56	8.19	6.83	7.61	21.48	28.09	24.16

**TABLE 3 DISTRIBUTION OF HOME BASED
WORKERS ACCORDING TO THEIR ACTIVITY STATUS**

Activity Status	Female			Male			Female Share		
	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total
Employer	0.54	0.34	0.45	1.48	5.15	3.05	15.96	3.46	7.30
Casual Workers	3.24	3.12	3.18	3.06	1.53	2.40	35.53	52.77	41.35
Unpaid Family Labour	33.88	30.81	32.53	14.62	18.76	16.40	54.66	47.34	51.35
Regular Worker	0.81	1.23	1.00	1.05	2.54	1.69	28.72	20.98	23.93
Own Account Worker	61.53	64.50	62.84	79.79	72.02	76.50	28.63	32.89	30.41
Total	100.0	100.0	100.0	100.0	100.0	100.0	34.2	35.4	34.7

WIEGO MODEL OF INFORMAL EMPLOYMENT: HIERARCHY OF EARNINGS & POVERTY RISK BY EMPLOYMENT STATUS AND SEX



**TABLE: 4 AVERAGE WAGES OF HOME BASED WORKERS AND
NON-HOME BASED WORKERS IN INDIA**

Wages	Females		Males		Female-Male Wage Ratio	
	Rural	Urban	Rural	Urban	Rural	Urban
Home Based Workers	632.1	517.49	1096.18	1490.98	57.66	34.71
Non-Home Based Workers	1131.75	2290.32	1563.70	2725.12	72.38	84.04
Wage-Ratio of HBWs/NH BWs	55.85	22.60	70.10	54.71		

TABLE: 5 DISTRIBUTION OF HOME BASED WORKERS
ACCORDING TO THE MODE OF PAYMENT OF WAGES

Method of Payment	Female			Male		
	Rural	Urban	Total	Rural	Urban	Total
Daily	0.58	9.05	4.45	20.67	9.04	15.76
Regular Weekly	16.34	18.91	17.52	21.64	5.68	14.90
Regular Monthly	11.00	23.24	16.59	28.92	67.58	45.25
Piece Rate	58.84	48.63	54.18	23.71	17.00	20.88
Others	13.24	0.17	7.27	5.06	0.70	3.22

**TABLE: 6 DISTRIBUTION OF HOME BASED
WORKERS ACCORDING TO THE TYPE OF JOB
CONTRACT**

Type of Contract	Female			Male		
	Rural	Urban	Total	Rural	Urban	Total
No Job Contract	96.55	91.97	94.46	85.93	90.80	87.99
One Year	0.13	0.00	0.07	9.88	6.38	8.40
More than One Year	0.00	0.00	0.00	0.10	0.00	0.06
More than Three Years	3.31	8.03	5.47	4.09	2.83	3.56

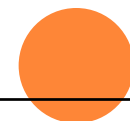


TABLE: 7 DISTRIBUTION OF HOME BASED WORKERS
ACCORDING TO THE COVERAGE OF SOCIAL SECURITY

Type of Coverage	Female			Male		
	Rural	Urban	Total	Rural	Urban	Total
Eligible for Provident Fund only	5.23	3.36	4.33	2.49	0.45	1.58
Provident Fund, Pension & Gratuity	0.36	0.99	0.66	0.24	1.19	0.66
Provident Fund, Pension & Gratuity, Health & Maternity Benefits	2.37	4.50	3.39	2.19	3.89	2.95
Not Eligible For Any Of Above Benefits	92.03	90.77	91.42	93.25	92.45	92.89

**TABLE: 8 DISTRIBUTION OF HOME BASED
WORKERS ACCORDING TO THE OWNERSHIP OF
LAND**

Size of Land Owned	Female			Male		
	Rural	Urban	Total	Rural	Urban	Total
Landless and Near Landless	94.04	96.59	95.16	90.24	98.69	93.88
1 to 5 Acres	5.75	3.22	4.64	9.04	2.80	6.38
More than 5 Acres	0.21	0.19	0.20	0.72	0.25	0.52



**TABLE: 9 THE DISTRIBUTION OF HOME-BASED
AND NON-HOME BASED WORKERS ACCORDING TO
DEGREE OF POVERTY**

Type of Worker	Female				Male			
	Extremely poor		Poor and Vulnerable		Extremely poor		Poor and Vulnerable	
	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban
Home-based	9.42	8.50	78.02	65.53	7.66	6.30	81.77	62.75
Non-home based	8.92	4.07	72.39	49.49	8.69	4.061	75.46	52.44

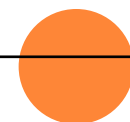


TABLE 10: DETERMINANTS OF PROBABILITY OF WOMEN BEING PLACED IN HOME-BASED WORK

Independent Variable	Rural	Urban
Marital Status	-0.059***	-0.006
General Education	-0.153***	-0.214***
Monthly Per Capita Expenditure	-0.022**	-0.145***
<u>Employment Status:</u>		
Employer	0.022**	0.011
Casual Workers	-0.317***	-0.157***
Unpaid Family Labour	0.338***	0.298***
Regular Worker	-0.492***	-0.618***
Own Account Worker	0.462***	0.581***
Age	-0.041***	-0.009
Household Size	-0.008	0.070***
Land Owned	-0.063***	-0.011

TABLE 11: MULTIDIMENSIONAL POVERTY AMONG HOME-BASED WOMEN WORKERS

Type of worker	H	M ₀	M ₁	M ₂	A	G	S
	Rural						
Own Account Worker	1.000	0.611	0.528	0.499	0.61	0.86	0.82
Employer	1.000	0.580	0.464	0.420	0.58	0.80	0.72
Unpaid Family Worker	1.000	0.610	0.529	0.498	0.61	0.87	0.82
Regular Wage/salaried Worker	0.852	0.362	0.298	0.276	0.42	0.82	0.76
Casual Wage Worker	0.999	0.696	0.589	0.551	0.70	0.85	0.79
All	0.920	0.501	0.421	0.393	0.54	0.84	0.78

.....TABLE 11 (CONTINUED)

Type of worker	H	M ₀	M ₁	M ₂	A	G	S
	Urban						
Own Account Worker	1.000	0.610	0.537	0.514	0.61	0.88	0.84
Employer	1.000	0.476	0.456	0.442	0.48	0.96	0.93
Unpaid Family Worker	1.000	0.581	0.513	0.494	0.58	0.88	0.85
Regular Wage/salaried Worker	0.899	0.401	0.355	0.341	0.45	0.89	0.85
Casual Wage Worker	0.998	0.693	0.582	0.551	0.69	0.84	0.80
All	0.929	0.473	0.414	0.396	0.51	0.88	0.84

**TABLE 12: RELATIVE CONTRIBUTION OF
DIFFERENT DIMENSIONS IN MULTIDIMENSIONAL
POVERTY INDICES AMONG HOME-BASED WOMEN
WORKERS**

Dimensions	Rural			Urban		
	M₀	M₁	M₂	M₀	M₁	M₂
Per Capita Expenditure	8.88	2.40	0.87	10.72	2.56	0.83
Social Security	36.97	44.01	47.12	35.99	41.10	42.92
Education	16.64	17.49	17.50	15.04	15.18	14.82
Land Ownership	37.51	36.10	34.50	38.24	41.17	41.43



THANKS!!

