CHAPTER V

NATURE AND TRENDS OF FEMALE PARTICIPATION IN WAGE EMPLOYMENT
5.1 REVIEW OF GOVERNMENT POLICIES AND PROGRAMMES PAST FEW YEARS

In recent years much focus has been given on development in informal sector. Here are a few reasons why this is so. Both the agriculture and the urban sector have traditionally a policy focuses. As they have been articulated in development plans and strategies of many developing country’s government. It is clear that the insufficiency to the growth process, or at least its slower than expected pace, in the more organised areas of the economy has meant that large sections of increasing labour force are both inadequately absorbed in agriculture and remain virtually unobservable in the modern sectors. Much of this increasing surplus of labour is likely to be poor, and located in precisely the residually defined category of the informal sector. Governments, therefore feel the need to enhance the absorptive capacities of the formal industrial sector to take on new labour increase and develop the productive capacities of the agricultural sector to contain new labour.

In historical assessment of the official approach to the informal sector, one discovers a long chain of policy initiatives and programme interventions. Some are directly connected with the IS while others are largely oriented to strengthen the activities in the formal sector. In plan after plan, new ideas, schemes and programmes, encompassing major problem areas e.g. infrastructure development, technology upgradation, inter sectoral linkages, management and policy stands based on it. It is also likely to be the case that the conditions under which this policy attention to the informal sector typically comes on line is not of high growth. In the rest of the economy also has the argument made above a limited potential for generating dynamic growth in the sector.

The IS in Bangladesh co-exists with the FS in a big way. Although there has been continued policy support extended to the agricultural sector the remaining IS seems to have received inadequate attention of the planners and policy makers
of the country. The First Five-Year Plan (FIFYP), 1973-78, to take note of the IS as a part of the 'non-monetized rural sector' and the investment by people in this sector was 'subsistence investment' mostly autonomous' in nature. But this was no particular government program for institutional or financial support encourages the IS activities. Among the major institutional and infrastructure development programs that partly relate to the IS are:

a) Recognition and strengthening of Bangladesh Small and Cottage Industries Corporation (BSCIS);
b) Development of 20 industrial estates;
c) A scheme of reactivating and modernisation of seven Textile Facility Center cost of Tk. 6 million;
d) Scheme of expansion of silk factory, development of sericulture nurseries and demonstration centres, strengthening of Silk Research and Training Institute at a cost of Tk. 19.6 million and so on. The coverage of the IS enterprises by these institution is peripheral.

The two year Plan (TYP), 1978-80, remained silent on the institutional and infrastructure support to the IS. But the relevant programmes under taken during the FIYP period were continued and expanded under the (TYP). For This purpose Tk.132.7 million with a foreign exchange component of Tk. 5.6 million was allocated very little of which could reach these enterprises.

The Second Five Year Plan (SFYP), 1980-85 put special emphasis on the co-ordination of efforts of the various agencies at the national and district level, and targeted at setting up of at least on training cum production center one service work shop in each. Thana with in the agro-support complex being setup for the multi-sectional promotion of real development. The third Five Year Plan (TFYP), 1985-90 recognised that to initiate an effective rural non-firm self-employment generation programs it is important to decentralize the institutional
and infra-structural framework. Under this plan a number of Employment Resource Center (ERC) at the Upazila (Thana) level were setup. The organisations called Bitayaheen Samabaya Samity (BSS), Asset less Co-operative Society, and Mobile Samabaya Samity (MSS), Women Co-operative Society were developed to undertake economic activities like, bamboo works, bee-keeping, coir-handicraft, pottery, rice-husking, pond fisheries, net making, rickshaw pulling and so on.

In addition to the existing institutions and infrastructure the Fourth Five Year Plan (FOFYP), 1990-95, envisaged the establishment of a women's Bank in order promote female entrepreneurship. As a matter of fact, the IS as distinct economic sector has remained from being recognised by the governments of the countries experiencing. IS growth until 1995s. The past history is one of continued suppression of IS enterprises by consecutive government prone to purge the economy of the informal sector. In line with several other programmes under the (FOFYP) is a skill development training programmer women with major areas of poultry, dairy, livestock, food processing, plum binge, masonry, electronics, and other selected non-traditional vocations. Under this program 10,000 women are to be trained in different trades. In parallel, there is a broad-based women's credit programmer to provide training to women. Credit facilities for-self employment of 50,000 women are to be covered under this programme.

As of training of IS workers, two parallel views are expressed in the current literature on the IS. One group views that the IS is not transitional sector at all. Hence, employment planning is to embrace it and training is to be imparted so that certain labour groups will be better equipped with the necessary slices to work in the IS. The under lying assumption is that 'a society will be better of with a job creation program for the IS'. The other view, which is opposed to the former view is that the IS is to be gradually upgraded and absorbed into the modern FS, the IS, is a transitional and temporary phenomenon. Also it is to be
seen that marketing issue of the informal enterprises has received inadequate attention in the past and present policies and programs.

Current policies seems to have placed, much emphasis on the supply side i.e. access to credit and training etc. and too little emphasis on demand side. Supply side interventions seem to be most affective in cases where demand is not a binding constraint. In the supply give with boosted with lagging demand creation, the excess supply would depress prices, bring dawn profitability and eventually have the lot of IS enterprises unaltered or degraded. One can make therefore the observation in this regard. Firstly, the demand constraint in the case of some IS products is due to competition from substitutes produced out side the IS. Secondly, there are products whose demand is rising but thinly spread out over a large segment of the population. In their ease a demand constraint is felt due to the absence of proper marketing system and is exhibited in the rate of increase in their prices. Thirdly, demand for intermediate (e.g. repair and maintenance) is determined by the growth of end-use activities which, intern is determined by the structural emphasis on activities which have a stranger link with the IS products than others would generate more demand for the product of the informal sector.
TABLE 5.1: AN ESTIMATE OF GROWTH OF FORMAL AND INFORMAL EMPLOYMENT IN BANGLADESH DURING 1990-91-2000.

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<td>34</td>
<td>103</td>
<td>68</td>
<td>35</td>
<td>3.5</td>
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<td>23</td>
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<td>132</td>
<td>881</td>
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<td>5980</td>
<td>1078</td>
<td>4902</td>
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<td>40.6</td>
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<td>7</td>
<td>Transport &amp; Communication</td>
<td>1088</td>
<td>69</td>
<td>1019</td>
<td>2299</td>
<td>320</td>
<td>1979</td>
<td>6.4</td>
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<td>8</td>
<td>Finance &amp; Business Service</td>
<td>136</td>
<td>41</td>
<td>95</td>
<td>213</td>
<td>169</td>
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<td>9</td>
<td>Community &amp; Personal Service</td>
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<td>5046</td>
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<td>Household Sector</td>
<td>1671</td>
<td>1000</td>
<td>(809)</td>
<td>26976</td>
<td>(10629)</td>
<td>6244</td>
<td>(5751)</td>
<td>(13955)</td>
<td>(4.6)</td>
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<tr>
<td>All Sectors</td>
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<td>27976</td>
<td>(11528)</td>
<td>(899)</td>
<td>26976</td>
<td>(10629)</td>
<td>6244</td>
<td>(5751)</td>
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Notes:
1. Formal employment is defined as employment in establishments employing 10 and more workers.
2. *Formal employment for 1984 is estimated on the basis of annual growth rate during 1982-1994 and that for 1995-96 is obtained from BBS (1996) and covers employed persons aged 15 years and above.
3. Figures in the parenthesis are corresponding values excluding agriculture.

Sources:
2. Census of Manufacturing Industries 1983-84, 1989-90
OVER ALL SCENARIO

In historical assessment of the official approach to the informal sector, one discovers a long chain of policy initiatives and program interventions. Some are directly connected with the IS sector, while others are largely oriented to strengthen the activities in the formal sector in plan of after plan, new ideas, schemes and programs, encompassing major problem are e.g. infra-structural development financial support, training skills development, technology upgradation, inter-sectional linkage, management information and so on have been articulated. But very few of this initiatives were expressly addressed to the IS. That is not to say that policy was totally absent for the IS some issues were take-up, and categories of the IS did benefit from policy support. The point, however, is that given the colossal size of the sector, especially in terms of the proportion of people involved in it. the policy attention it required had been inadequate, and in some instances, ad hoc. The overall impression is that policy interventions to the have focused on constraints on the supply side and left the demand side untouched. In the opinion of some analysts, the more daunting problems of the IS remains unresolved impute of the proliferation and reorganisation of various relevant institutions e.g. recognition of BSCIS, settling up of BARD, Handloom and Sericulture Boards, and expansion of the Handicraft Design Centre, the development of sericulture nurseries and demonstration centers, the expanding network of NGOS (Non Government Organization) and the extenuated operations of Grameen Bank, etc., and infrastructure support given to if (ILO, 1994); Moreover, until now the legal handicaps experienced by the IS have received no serious consideration and the ISs enjoy no legal protection. In many situations especially in the urban areas, extra legal coercion is exercised to harass members of the IS, and in some cases, to control them with a burden of rent seeking and physical intimidation.
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TRAINING AND SKILLS STATUS

In the sphere of training and skill formation, several programs including Thana and Union levels training for women in micro-enterprises and training programs for tribal areas for minorities were implemented. BARD'S programs in several rural development projects might have had some positive aspect but they don't seem to be sustainable. Similarly, the Second, Third and Fourth Five year Plans aimed at harnessing existing skills and equipping the target group population with necessary skills through training. In real terms, such training and skill formation programs did not mean much to ISs since weakness of curricula, the appropriate focus on training in relation to the immediate needs of the sector, lack of linkages with formal industry.

In line with several general training programs in the Fourth Plan, there are skill development training programs for women in areas of poultry, dairying, livestock, food processing, planting, masonry, electrons and the selected non-traditional vocations. Simultaneously there is a broad based women's programme under which trained women would get the needed credit facilities for self-employment. It is feared the programme is not directly contributing to the development of IS because in the trades, usually delimited for prospective women entrepreneurs, training alone is not sufficient for starting self-employment ventures; market demand information on the size of market and the investment climate, are also important.

Clearly, the IS enterprises have very limited access to formal training institutions and programs which are inadequate from several points of view: Firstly, most of the formal training institutes provide training in skills and occupations that lead employment in the FS, but that does not correspond to opportunities in the IS. Secondly formal training programs reach only to a small proportion of the mass new entrants to the labour market. Thirdly, the quality of training available in the
existing institutions is often not appropriate for preparing the trainees for productive work in either the formal or the informal sector. Finally, all the FS training programs are essentially supply oriented catering very little to the IS skilled demand.

It is apparent that the IS training facilities are naturally very weak and do not cope with practical activities. Informal training at present takes place in various forms, predominantly on the job at home, or at different informal work places. In most cases it is provided free of cost. In many instances, however, it involve cost, but not so high in view of the average duration of training which works out at 538 irregular days in the urban and 240 irregular days in the rural areas. The training cost per-trainee does not exceed Tk.777 in the urban and Tk. 855 in the rural areas. The average training cost in the rural areas is therefore more statistical than real. In the rural areas, in all the sectors other than manufacturing the average training cost is considerably lower and even too negligible to be comparable in the case of construction and transport. (BBS-2001)

TECHNOLOGICAL ADVANCEMENT AND MANAGEMENT SKILLS

The issue of the technology improvement has received a wide coverage in all policies relating to the development of micro-enterprises. New institutes came up to facilitate technology lead gradation in diverse categories of micro enterprises. and in many cases, improved technology has been introduced. The coverage is, however, highly restricted and traditional technology persists with a majority of IS. Going by the pace of past performance, if is optimistic to expect to over all aspects of technology improve meant, viz. more efficient plant and equipment, better quality of products, upgrade skills, more effective management and marketing techniques. In recent years, production associations and co-operatives have been setup. They have seldom been successful. The general impression is that their formation is largely induced from above or from outside rather than
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from with in, and expectedly, that they have remained highly regulatory and restrictive.

CREDIT STATUS AND LAND RESOURCES

At the establishment stage informal enterprises are financed essentially by the owners themselves with the cash available with them and disinvesting their physical assets. Self-financing accounts for 75% in the rural areas, compared to 77 per cent in the rural areas, while in all the sectors other than construction in both the rural and the urban areas, the proportion of self-financing closely approximates this average picture, in the construction sector it is 100%; reflecting very thin capital requirement in general and in the construction sector in particular. At the operation stage, 100% of the finance for the informal enterprises in the rural areas surprisingly comes from non-institutional sources. In comparison although non-institutional sources account for the bulk (66.86.) finance for the IS enterprises, in the urban areas, a significant proportion 33% is self-finance.

Informal credit sources contribute mostly to the working capital of the informal enterprises. Nevertheless, an array of lending mechanism plays a significant role in providing credit to informal enterprises. Although informal credit transactions are carried out on the face-to-face relationship between creditor and debtor. It seems that higher interest rates are usually charged by the traditional moneylender especially in the rural areas.

It is evident that the informal enterprises can hardly reach the formal credit institutions. This is attributable partly to the heavy costs of the formal credit bureaucracy and more importantly to lack at credit worthiness of the informal enterprises. Although in a number of non-government organisation (NGO) credit programmes are in currency. They are geared primarily to other wise
unemployed people. Access to the resources largely determines the nature, type, scale and domain of economic activity in a given sector. Land constitutes a vital resource for productive activity. In the urban areas none of the enterprises is found to have any access to land. Their occupation of the land happens to be invariably unauthorised. In the rural areas however, there is some access to land though very limited.

WORK PLACE AND PHYSICAL STRUCTURE OF INFORMAL SECTOR

Work sites of the informal enterprises are essentially temporary located around the market places and on the roadsides with or without tempering ramshackle structures. Layout of the work sites is generally poor with inadequate space. Report of BBS-2002 reveals that urban areas 50% of the informal enterprises are located on the road sides adjoining the market places of which 14.3% have some structures and 35.7% works in the open space 35% of the enterprises, especially in the transport and constructions sectors. Rural areas present somewhat similar pattern of informal enterprises with 46.1% of them being located on the road sides. But unlike the urban areas a large proportions 24.1% of them have some temporary structures and smaller proportion (22%) of them work in the open space. Difference as between the rural and the urban areas are pronounced in the relative proportions of the enterprises having rented workplace and these located in the corridor of the shops.

Across the sectors, roadside informal manufacturing enterprises are predominant in trading and service sectors in the rural areas. The mobile informal enterprises are predominant in the transport and construction sectors in both the rural and the urban areas. In the urban areas the largest proportion 48% of informal manufacturing enterprises are located in the corridor shops (e.g. tailoring key making, watch repairing, followed by those the road sides. This entire amount, to say that informal enterprises in both the rural and the urban areas have very
limited access to good work site and building structures. There working condition happens to be generally very poor and appalling.

SECTORAL LINKAGES

About foreign linkages between the formal and non-formal sectors and promoting sub-contracting and ancillary relationships, no serious policy thinking was discernable, even till the comment of the fourth plan. The IS operating as it has been in isolation, is left to be a sector by and for the poor. Consequently the sluggish growth of income at the lower end of the Bangladesh economy has infected halting effects on the demand for the IS, products and services. It is naive to expect the sector to continue to generate more employment and at the same time, raise labour productivity in its present form. This is particularly so, locates its foulard linkage with the formal sector are virtually non existent while its backward linkages are fairly strong; most producers used goods by the non-formal sector come from the formal sector as the bulk of its raw materials and spare parts for some IS, especially those engaged in hostile and competitive manufacturing regimes, linkage with the formal sector is indispensable for their survival and growth.

5.2 NGOS' (NON GOVERNMENT ORGANISATION) ACTIVITIES TOWARDS INFORMAL SECTOR DEVELOPMENT

In the recent years, NGOs have emerged as a significant force in the development initiative of many developing countries. NGOs began to emerge on a large scale after the liberation war of 1971. Initially involved in relief and rehabilitation programmes, the NGOs conventionally changed to a more development oriented approach and focus on a specific target group, the rural poor, strategies adopted by them included mobilising the poor and providing
them with support services such as training, credit, education and health. Among the largest and leading most successful are the Bangladesh Rural Advancement Committee (BRAC), Grameen Bank, Proshika, CARE, Swanirbhar Bangladesh playing a unique role in the development context both rural and urban areas. These programmes have the potentials to become viable and sustainable on the long run (Peattie and Khandakar, 1995). Activities of some of these organisations specifically in the area under study of Savar Thana towards women development.

BRAC was established in 1972 and focuses on community development through programmes in agriculture, fisheries, co-operatives, rural crafts, adult literacy, health and family planning, vocational training for women and construction of community centres. In 1996 BRAC initiated the Manikgonj and Savar Thana areas integrated programme which was aimed at the land less, the small farmers, artisans and vulnerable women. In the education sector BRAC initiated an innovative non-formal primary education programme in which 70 per cent were girls. BRAC’s Rural Development Programme organises the rural poor for functional education, training, credit and income generation activities of the 4,00000 land less poor were covered by the programme, 64 per cent were women. It has 1500 field offices, 14 training centres, 34,000 schools in all 64 districts including Savar Thana. Branch office (BDP) of Savar Thana covers the vision, mission and programmes are as follows:

- Micro Credit and Development;
- Village Organizations (VO) of landless people organized and facilitated by BRAC who collectively address their common development cancers;
- Provision of Small Loans only for (VO) Members;
- Training in income generation activities for cow, goat, rearing and poultry farming etc.;
• Education about human rights and gender issues;
• Provides inexpensive medicines, immunisation and reproductive health services and so on.

Case studies and observation show there is in Savar Thana no such programmes and field activities made for working people particularly women labourers and their children in these ISs.

Proshika is another leading NGO running their development oriented programmes and projects. The major components are as organising the rural poor; development education; employment and income generating activities; socio forestry and employment health care programme where 59 per cent are women’s group across the country along Savar Thana regions. Thus operation specifically confined for cluster village’s people and these programmes over look to involve working people working women and their children for IS fields.

Grameen Bank (GB) is a specialised financial institution that was established in 1983 to provide credit to the rural poor for the purpose of improving their economic condition. Eligibility for loan is based on land ownership not exceeding 0.5 acres of cultivable land and on being a group member. Loans are issued without collateral and bear an annual interest rate of 20 percent for women its 89 per cent for men and 97 per cent for women. GB also operates for housing loan for poorer especially for women besides providing credit for social development programme to members to improve their standard of living through social health, sanitation and nutritional matters.

Village Education Resource Centre (VERC) located Anandapur Savar Dhaka. It started in 1977 as a collaboration project of save the children with USA and UNICE. VERC operates in Bangladesh and working with rural poor in selected areas to achieve their self reliance with common goal of rural development to
ensure participation of disadvantaged persons. It undertakes following programmes across the country including Savar. The areas are mainly:

- Women’s Literacy and Children Education;
- Water Sanitation and Hygiene Promotion;
- Environmental Protection and Disaster Preparedness;
- Training;
- Mother and Child Healthcare (MCH);
- Community Based Rehabilitation (CBR), education for the disabled children and so forth.

More than 18 NGOs and their branches are actively running their projects and programmes simultaneously. It is evident from the preceding discussion that women’s status in Bangladesh is socially, economically inferior to that of men. Therefore, most of the working project slant towards poor and destitute women. It is noted that the lowest paid and least favourable wage workers particularly women in construction related fields are greatly depriving and remain away stands or marginal state from these privileges.

The Fifth Five Year plan 1995 has set some targets at the micro level credit and poverty alleviation programmes to some 250,000 poor women. But it needs in considering that a large proportion of destitute working women’s situation across the country take impact by legal authority by addressed such effort. The state has made a major commitment to the betterment of the situation of the women in the education sector, in search for an alternative frame work the Government established Palli Karma Sahayak Foundation (PKSF) for poverty alleviation to supplement the NGO and Government. Although 41 per cent of the civilian Labourforce are women, their contribution to the Gross Domestics Product (GDP) is only 25 per cent because of their high involvement as unpaid
family labour, low rates when they are in wage labour, and because of their low levels in salaried employment (Hamid, 1993).

To support national income accounting reforms employment and irregular wage employment data would need to be more comprehensively and regularly collected on gender specific terms. Such information will shed light on the dynamics of gender stereotyping in the labour market and discrimination in the wage market. However, while the national plan began to incorporate women’s concerns mostly theoretic and project oriented not indeed policy oriented, the lack of conceptualisation issues and the inadequate strategies for achieving these goals in the matter of gender concern.

5.3 LEGAL STATUS AND GENDER BIAS IN LABOUR MARKET

Labour constitutes the most important resource of the informal enterprises which are generally highly labour intensive. The IS has easy access to labour particularly because it rests primarily on unskilled labour which is abundant in supply in the country. It draws heavily upon the family labour which accounts for an average 80.5% of total labour with still larger proportion 88.8% in the rural areas as against 72.4% in the urban areas. In the sectors other than rural construction there is preponderance or exclusively use of family labour for reason not known, in the rural construct time sector the proportion of hired workers for exceeds the proportion of family labour.

In the IS hired workers mostly work on daily basis. On an average they work 20.57 and 24.3 days a month respectively in the urban and rural IS is 26.2% and 28.9% below the national minimum wage rates prevailing in the formal private sector in the urban and rural areas respectively Tk.1605 and Tk.1560. If we compared to the IS wages with the formal public sector minimum wages, these differences become still higher. If follows that hired workers in the IS are
cheaper than in the formal sector suggesting greater access of the IS labour. Informal sector's workers are cheaper not only interns of actual wages paid but also in terms of actual hours worked. In the observation it seems that the IS has greater access to labour than the FS (BBS, 2002).

Occupational distribution of employed women is an important indicator of the real status of women workers in the employment sector. (Khaleda Salahuddin and Ishrat Shamim, 1992) had an intensive study focused on wage employed women found an overwhelming majority of the wage employed women were engaged in highly intensive gender specific work such as, grinding species, water carrying, sweeping, domestic work etc. As the lack of education and skill training, they hardly had any access to high paying jobs with better terms and work conditions.

Women in the urban informal sector are involved in three broad categories of occupation: wage employed, self-employed and unpaid labour. Women are engaged as workers in various locations: fields streets, roads and homes. The term “Wage Employment” in generally associated with work in exchange for wages\salaries in cash, “Self Employment” is used to refer to subsistence cash crop commerce, agricultural activities such as rural industries, trade and transport and service one's own to produce food grains and other commodities, goods and services for consumption by the members of the family or for the market, “Unpaid Family Labourer” has been used to refer to those women who assist husband\family members in the their economic work without remuneration.

Employment pattern of wage employed women show that they are mostly engaged in unskilled and traditional jobs. Most of the job seem to be gender specific activities such as water carrying, grinding of species, sweeping, domestic help ‘Moa’ making, sewing etc. that are conventionally known as
women's work. The factors contributing to such a situation seem to be lack of access of female workers to better job opportunities:

- Low demand for female workers, for skilled work as they lack a minimum level of education and technical skill for training;
- Scarcity and non-availability of better job;
- General domestic work requires very little skill training to perform, because traditionally women are "Home workers" and are familiar with domestic chores; and
- Need for women to find a safe and secure place to work for their livelihood.

In the urban Bangladesh, particularly in Dhaka and adjacent suburb areas, construction sector has been developing at first pace for more than decades which increased the availability of short jobs in this sector. The over increasing demand for housing resulting from a fast expanding population in the city of Dhaka has brought in the construction activity. As a result, the construction sector had been developing very rapidly during the past years. It had greatly increased the labour absorption capacity of that sector. Besides, women workers can be hired at lower wage as compared to their male counterparts. As a result, not only men but women workers in larger numbers are getting employed in this sector. But women workers are found to be in such works as brick breaking, sweeping, water carrying, which requires very little skill. For masonry, brick laying and some other highly paid work available in the construction sector, higher technical skills are required. Women, being mostly unskilled, hardly have access those jobs, which carry higher wages. Observation shows a large number of the wage employed women they would like to enter sectors like, field supervisor, cashier etc. but do not have the necessary and potential skill or training for that type of jobs.
With the growth and expansion of factories and industries in the subcontinent beginning in the mid-nineteenth century, new avenues for employment were created resulting in a gradual migration of the labour force from rural areas to mills and factories located primarily in urban areas. At that time, in the absence of any state control or organisation of the workers, the employers were less concerned about the needs of their employees. The work hours were too long, wages much below the subsistence level and the workers’ employment conditions were unsatisfactory. The situation led to the enactment of a number of legislations beginning from the year 1881, these include inter alia, the Factories Act 1881, Factory Act 1979 (Bangladesh), Women’s Compensation Act 1923, Trade Unions Act 1926, Trade Disputes Act 1929, Payment of Wages Act 1936 and accordingly Bangladesh Government passed Minimum Wage Ordinance 1994, Maternity Benefit Act 1939 and the Employment of Children Act 1938.

After 1947, then the government (Pakistan) decided to keep in force most of the pre-partition laws with some modifications and amendments there of, in the form of administrative rules to meet the changing needs. Almost the same governmental decision to allow most these laws to remain in force was taken in liberated Bangladesh in pursuance of the Adaptation of Bangladesh Laws Order (President’s Order No.40) issued in early 1972. Labour law regulates the matters such as, labour employment, remunerations, and conditions of work, trade unions and labour management relations. They also include social laws regulating such aspects as compensation for accident caused to a worker at work, fixation of minimum wages, maternity benefits, sharing of the company’s profitability the workers and so on. Most of these legal instruments regulate rights and responsibilities of the working people.

In spite of so many legal provisions to protect the labour and their working conditions, it is commonly observed in the field that the implementation side is particularly poor. The owners of the factory and the enterprises have a quite
indifferent attitude towards the provisions of these regulations. Governmental
machineries, local bureaucracy and the police administration due to serious
nepotism and high level of corruption do not intervene and fail to perform their
constitutional responsibility. The situation is particularly pathetic in informal
sector enterprises employing poor unskilled, uneducated labour force. Female
workers are doubly disadvantaged due to the negative force of patriarchy and
derogatory social and cultural attitude of the administration.
REFERENCES:

Ibid, p.51
Ibid, pp.117-121.