Female Migration and Work in India: Obstacles and Opportunities

Panel: *Migration and inequality: implications for development, research and practice*
DSA 2020 Conference, 16-19 June 2020

Manasi Bera

Jawaharlal Nehru University

Indian Institute of Dalit Studies

New Delhi, India

This presentation

- Some stylised facts on female migration in India

- Literature

- Objective

- Data and methodological issues

- Results

- Findings

Female migration in India: Some stylised facts

- Female migration accounts for one-third of internal migration in India (Census 2011)

- However, their movement is not independent and a very small proportion is reported to move for employment ➔ low female mobility

- With shrinking opportunities in the agriculture sector and inadequate work available in rural non-farm, increasing connectivity and education, there is higher movement towards urban areas.

- In the last two decades, growth rate in economic migration among female has been increasing at a higher rate than male (Economic Survey 2016-7).

- Significant number of female migrating for other primary reasons (e.g. marriage) join the labour market post-migration

- Despite low and declining female labour force participation rate (since 2004-05), movement towards urban location may provide wider choices of work.

Literature: Female employment

- Studies find that females participate in the labor market to maximize their own utility or households' total welfare (Becker, 1965; Bardhan, 1979) which is further determined by micro-level including individual factors.

- Structural factors determine the female LFPR at macro level (Schultz, 1991, Klasen & Pieters, 2012; Bhalla & Kaur, 2011). During structural transformation as women move out of agriculture female LFPR falls initially, and then move upward as women acquire skills and return to participate in non-agricultural jobs at advanced stage of development.

- Gender theories argue that social structure and cultural factors (primarily outside labour market) lead to occupational segregation by sex (Anker, 2001).

Objectives

- To test the hypothesis that migration allow economic mobility to women in terms of their work status (in an environment which is less restrictive and have better opportunities on offer in non-agricultural sector in urban areas).

- Also, there is both entry and exit from the labour market post-migration. Second, objective is to examine the factors associated with entry and exit of female migrants from the labour force.

Data and method

- Data
  - National Sample Survey data on Employment & Unemployment and Migration for 2007-08 (latest round available) is used for the analysis.
  - Sample: Migrant female, age 15 to 60 years, urban migrants, any reason
- Change in principal activity status and industry of work post-migration
- Multinomial Logistic regression
  - Dependent variable
    - In the labour force pre and post migration = 1
    - Entered labour force post migration = 2
    - Withdraw from labour force post migration = 3
  - Independent variables
    - Age, Education, Marriage, Relation to HH head, social group
    - Child <5 years, any elderly male, any elderly female, male earning member, female earning member, MPCE
    - Permanent/temporary movement, No of years migrated, distance from origin, rural/urban location of origin, reason for migration

Change in principal activity status

Activity status pre to migration	Activity status post migration								
	RS	CWL	SE	UNP	UNEMP	DD	OT	others	Total
regular salaried (RS)	1.47	0.02	0.09	0.01	0.03	0.37	0.04	0.02	**2.05**
casual wage labour (CWL)	0.44	1.2	0.21	0.18	0.01	1.33	0	0.03	3.4
OAW/employer (SE)	0.08	0.01	0.32	0.05	0.0	0.39	0.01	0.01	**0.86**
unpaid family worker in HH enterprise (UNP)	0.19	0.15	0.19	0.59	0.0	1.35	0.02	0.01	2.5
seeking work (UNEMP)	0.24	0.07	0.02	0.01	0.22	0.23	0.0	0.02	0.81
domestic duties and other household work (DD)	3.17	1.91	2.11	1.77	0.07	67.62	0.67	0.63	77.95
other transfer income (OT))	0.0	0.0	0.0	0.0	0.0	0.0	0.07	0.0	0.08
others	1.24	0.11	0.24	0.15	0.26	6.14	0.05	4.15	**12.34**
Total	**6.83**	3.47	**3.19**	2.75	0.6	77.43	0.87	**4.86**	100

Change in principal activity status

Activity status pre to migration	Activity status post migration								
	RS	CWL	SE	UNP	UNEMP	DD	OT	others	Total
regular salaried (RS)	71.77	0.82	4.47	0.27	1.54	17.87	2.18	1.08	100
casual wage labour (CWL)	**12.99**	35.26	6.22	5.24	0.42	**39.05**	0.01	0.83	100
OAW/employer (SE)	8.83	0.93	37.19	5.22	0.0	**45.32**	0.86	1.66	100
unpaid family worker in HH enterprise (UNP)	7.53	6.15	7.65	23.71	0.02	**54.02**	0.66	0.25	100
seeking work (UNEMP)	**29.46**	8.74	2.49	1.55	27.53	28	0.13	2.11	100
domestic duties and other household work (DD)	4.06	2.45	2.71	2.27	0.09	86.75	0.86	0.8	100
other transfer income (OT))	0.0	0.21	0.0	0.0	0.0	3.72	96.07	0.0	100
others	**10.06**	0.9	1.95	1.2	2.11	49.78	0.41	33.59	100
Total	6.83	3.47	3.19	2.75	0.6	77.43	0.87	4.86	100

Economic and other migrants

Activity status	Economic migrants		Other migrants	
	pre migration	post migration	pre migration	post migration
regular salaried	25.22	58.25	1.37	5.33
casual wage labour	18.93	16.51	2.95	3.09
OAW/employer	2.94	5.21	0.8	3.14
unpaid family worker in HH eanterprise	5.22	3.23	2.42	2.75
seeking work	6.3	0.46	0.66	0.6
domestic duties and other household work	28.14	13.13	79.45	79.32
other transfer income	0.01	1.03	0.08	0.86
others	13.23	2.2	12.26	4.91
Total	100	100	100	100

Change in industry of work post-migration

INDUSTRY	Pre migration	post migration
Agriculture, hunting	55.53	14.35
Manufacture of food products	0.39	2.47
Manufacture of tobacco products	3.35	3.23
Manufacture of textiles	3.37	5.26
Manufacture of wearing apparel	3.25	5.55
Construction	2.6	5.91
Retail trade	3.4	8.47
Hotel and restaurants	0.47	3.41
Modern services	3.2	4.49
Public services	2.57	4.28
Education	8.57	12.35
Health and social work	4.03	5.3
Washing, hairdressing, caregiver	2.06	6.14

Note: Selective industries, figures are column percentage

Labour Force participation of female migrant pre and post migration

prior to migration	post migration		
	In LF	Not in LF	Total
In LF	5.81	3.82	9.63
Not in LF	11.03	79.34	90.37
Total	16.84	83.16	100

LF status post migration	N	%
continue	2,164	28.11
entry	4,112	53.4
exit	1,424	18.5
Total	7,702	100

Regression result

Base outcome: In the labour force pre and post migration

Variables	Relative Risk Ratio	
	entry	exit
Age	0.92**	0.85***
Education (base: Not literate)		
Up to primary	1.49***	0.83
Middle	1.62***	1.25
Secondary/HS	1.67***	0.91
Diploma/technical	1.4	0.35**
Graduate & above	1.14	0.28***
Graduate technical	1.51	0.23***

*** Significant at 1 %, ** Significant at 5 %, * Significant at 10 %

Cont…
Base outcome: In the labour force pre and post migration

Variables	Relative Risk Ratio	
	entry	exit
Marriage (base: Never married)		
Married	0.81	2.67*
Widow/separated	0.81	1.62
Social Group (base: better off groups)		
Muslim	1.45*	1.52*
Other deprived groups	0.89	1.15
Scheduled Castes	0.85	0.86
Scheduled Tribes	0.61**	0.88
Position in household (base: Head)		
spouse of head	0.63*	2.26**
child	1.66	3.29**
spouse of married child	0.61	3.76***
others	1.47	4.04***

*** Significant at 1 %, ** Significant at 5 %, * Significant at 10 %

Cont...

Base outcome: In the labour force pre and post migration

Variables	Relative Risk Ratio	
	entry	exit
Child (below 5 yrs) in household (base: yes)		
No	1.03	0.6***
Elderly male in household (base: yes)		
No	0.88	1.14
Elderly female in household (base: yes)		
No	0.83	0.81
Number of male earning member in HH	1.05	1.07
Number of female earning member in HH, other than the migrant herself	0.96	0.46***
Consumption exp. quintiles (base: lowest)		
lower middle	1.22	1.06
middle	1.15	1.64**
upper middle	1.18	1.55*
upper	0.84	1.72**

*** Significant at 1 %, ** Significant at 5 %, * Significant at 10 %

Cont...

Base outcome: In the labour force pre and post migration

Variables	Relative Risk Ratio	
	entry	exit
Nature of movement (base: temporary)		
permanent	1.17	1.28
Number of years since migrated (base: 0 to 5 years)		
6 to 10	1.75***	1.0
more than 10	4.21***	1.0
Distance from last place/origin (base: within district)		
another district	1.36***	1.36
other state	2.08***	2.07***
Origin location (base: rural)		
Urban	1.41***	0.64***
Other country	2.66	4.4*
Primary reason for migration (base: economic)		
Other reason	0.27***	0.2***
*** Significant at 1 %, ** Significant at 5 %, * Significant at 10 %		

Findings

- Higher number of female enter the labour market post migration
- Increase in regular salaried and own account (self-employed) work
- New work opportunities in transport and manufacturing industries
- Increase in share of workers in retail trade, education, construction and 'female occupations' like caregiving, washing sectors
- In the manufacturing sector, higher concentration in textile, wearing apparel and tobacco making industries
- Both entry and exit: 18 % of female migrant withdraw from labour force after migration
- Those exiting were mostly OAW, unpaid family worker and casual labour before migration➔ SKILL
- Education is important ➔ Lower exit for higher educated while school level education is important for entry to the LF
- Higher odds of exit for married female migrants while lower odds for entry for spouse of household head
- Higher exit from higher economic class, however, number of male earning member not significant
- Those migrating from other urban areas more likely to enter and less likely to exit the LF

THANK YOU