

**DRAFT**  
*NOT FOR QUOTATION*

**Report No. XXXXXX-YY**

**BANGLADESH**

**THE ROLE OF EMPLOYMENT AND EARNINGS IN  
SHARED GROWTH**

**A World Bank Labor Market Study**

**August 12, 2007**

**Poverty Reduction and Economic Management Unit  
Poverty Group**



**Document of the World Bank**

## **CURRENCY AND EQUIVALENT UNITS**

Currency Unit = Bangladesh Taka (Tk)

US\$1.00 = Tk 68.9 (2006, average)

### **FISCAL YEAR**

**July 1 - June 30**

### **Acronyms and Abbreviations**

ADB	Asian Development Bank
BBS	Bangladesh Bureau of Statistics
CPI	Consumer Price Index
EPZ	Export Processing Zone
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
HIES	Household Income and Expenditure Survey
ILO	International Labor Organization
ISIC	International Standard Industrial Classification
MFA	Multi-Fiber Agreement
REER	Real Effective Exchange Rate
RMG	Ready Made Garments
SNA	System of National Accounts
TFP	Total Factor Productivity

Vice President:	Danny Leipziger
Country Director:	Zhu Xian
Sector Director:	Luca Barbone
Sector Leader:	Louise Cord
Team Leader:	Pierella Paci

## Contents

<b>ACKNOWLEDGMENTS.....</b>	<b>I</b>
<b>INTRODUCTION.....</b>	<b>III</b>
<b>CHAPTER 1 THE BACKGROUND.....</b>	<b>7</b>
A. Poverty, Reform and Growth in Bangladesh .....	7
B. The Data .....	11
<b>CHAPTER 2 LABOR MARKET OVERVIEW.....</b>	<b>15</b>
A. Demographic Developments .....	15
B. The Institutional Setup of the Labor Market .....	16
C. Labor Market Indicators.....	18
<b>CHAPTER 3 POVERTY AND THE LABOR MARKET .....</b>	<b>23</b>
A. Income Sources .....	23
B. Poverty Profile of the Labor Market .....	24
C. Decomposing Poverty Reduction.....	25
<b>CHAPTER 4 LABOR MARKET: SELECTED ISSUES .....</b>	<b>31</b>
A. Multiple Income Sources .....	31
B. Labor Market Segmentation.....	32
C. Rural and Urban Bangladesh.....	33
D. Men, Women and Children in the Labor Market .....	35
E. Self-Employment .....	37
F. Inequality.....	39
<b>REFERENCES.....</b>	<b>41</b>

### List of Tables

Table 2.1: Investment Climate: Doing Business in Bangladesh.....	17
Table 2.2: Labor Market Overview, 2000-2005 .....	18
Table 2.3: Structure of the Labor Market, 2000-2005 .....	20
Table 2.4: Economic Sectors, 2000-2005 .....	21
Table 3.1: Income Sources.....	23
Table 3.2: Labor Market and Poverty Profile, 2005 .....	24
Table 3.3: Labor Income Growth and Poverty Reduction, 2000-05.....	26
Table 4.1: Multitasking and Income Diversification, <sup>1</sup> 2000 and 2005 .....	31
Table 4.2: Earning Function in Bangladesh, 2000 and 2005 .....	32
Table 4.3: Income Sources in Urban and Rural Areas, 2000 and 2005.....	34
Table 4.4: Men and Women in the Labor Market, 2000 and 2005.....	35
Table 4.5: Profit Function of Agricultural Enterprises, <sup>1</sup> 2005.....	37
Table 4.6: Profit Function of Household Enterprises <sup>1</sup> (non-agricultural), 2005.....	38
Table 4.7: Household Enterprises, Finance and Women's Participation, 2000-05 .....	39
Table 4.8: Inequalities, 2000-05 .....	39

### **List of Figures**

Figure 1.1: Growth and the Macro Environment in Bangladesh, 1980-2005.....	7
Figure 1.2: Sectoral Composition and Sources of Growth in Bangladesh .....	9
Figure 1.3: Poverty in Bangladesh 1991-2005 .....	10
Figure 1.4: HIES and SNA .....	12
Figure 2.1: Demographic Situation in Bangladesh.....	15
Figure 3.1: Income Growth Decomposition, 2000-05 .....	25
Figure 3.2: Decomposition of GDP per Capita Growth, 2000-05 .....	28
Figure 3.3: Decomposition of Poverty Changes by Sector and Job Type, 2000-05 .....	29
Figure 4.1: Sources of Growth, Women's Income, 2005 .....	35
Figure 4.2: Structure of Agri-cultural Production, 2005.....	37
Figure 4.3: Use of revenues in Household Enterprises (non-agri-cultural), 2005 .....	38
Figure 4.4: Inequality, Poverty and Assets, 2000 and 2005 .....	40

### **List of Boxes**

Box 1.1: Data and Definition Problems.....	13
--	----

## **ACKNOWLEDGMENTS**

This report was prepared by Marcin Sasin of the Jobs and Migration cluster of the World Bank's PREM Poverty Reduction Group (PRMPR). It is one of the country studies conducted in the context of PRMPR's research framework, led by Pierella Paci, aiming to improve the understanding of the linkages between growth, labor, and poverty reduction. In addition, the report contributes to the forthcoming World Bank Bangladesh Poverty Assessment of 2007.

The author is very grateful for the input and comments received from Hassan Zaman, Ambar Narayan and Sandeep Mahajan (all from SASPR) as well as Catalina Gutierrez, Margo Hoftijzer, Pieter Serneels from PRMPR. Tami Aritomi has provided invaluable research assistance.



## INTRODUCTION

1. The objective of this report is to analyze the important roles of labor markets, employment, productivity and labor income in facilitating shared growth and promoting poverty reduction in Bangladesh. At first, the report provides a background discussion of poverty, reform and growth in Bangladesh. Following this, an overview of the labor market is provided, describing the country's demographics, the institutional structure of the labor market, and the labor market indicators. Then, a poverty profile of the labor market is developed. A discussion of the income sources, and a decomposition of poverty reduction follow. A number of selected issues are discussed in the final section, including rural versus urban conditions, men, women and children in the labor market, self-employment and household employment, and socioeconomic inequalities.

2. The present study is part of the World Bank's broader PRMPR program on employment and shared growth, and is linked to the Bangladesh Poverty Assessment 2007.

3. The focus of the report is on the period 2000-2005, because this was the period in which Bangladesh witnessed a spectacular decrease in the extent of poverty, in which the labor market, employment and productivity played an important role. In addition, relatively good data were available for this analysis.

#### **4. The followings are the main findings of this report:**

- Urbanization and the associated expansion of the services sector have recently taken over as key factors shaping the development process in Bangladesh. This brings new challenges to the poverty reduction effort.
- The relatively flexible and gradually broadening labor market should facilitate the economic transition for the country.
- Although job creation has been an important factor, recent increases in income per capita and the recent reduction in poverty, have been linked predominantly to rising productivity in employment, rising wages and rising labor income. Most of this poverty reduction has taken place within the economic sectors.
- Nevertheless, the main determinant of labor market and poverty outcomes is endowment in productive assets – both physical capital and human capital. Additional investment in these assets is necessary, as is an environment conducive to higher returns to these assets.

- It is important to note that women are playing an increasingly significant role in the Bangladesh labor market. Nevertheless, their contribution remains small because of traditionally very low levels of participation.

**5. *Urbanization and the associated expansion of the services sector have recently taken over as key factors shaping the development process in Bangladesh. This brings new challenges for the poverty reduction effort.***

(i) Despite the robust overall population growth, the rural population is nearly stagnating while the urban population is growing at a rate triple that of the national average. At the same time, the shift away from agriculture is ongoing, with daily labor in agriculture migrating to urban areas to take up non-agricultural work (usually as daily workers or the self-employed).

(ii) The service sector is now the fastest growing sector, which marks a change from the 1990s, when the manufacturing sector (mainly ready-made garments) was responsible for pushing up incomes and expanding employment (it still does, but to a lesser extent).

(iii) Among the new challenges posed by this trend are the following. The absolute number of the urban poor has increased despite the overall country-wide reduction in the extent of poverty. As the migration of the landless poor to rural areas is likely to continue, the time might be ripe to consider special programs for the urban poor (until now, most anti-poverty programs were addressed to rural areas).

**6. *The relatively flexible, and broadening, labor market facilitates the economic transition.***

(i) Firms do not report particular problems with the hiring and firing of workers. The labor market dimension of the Doing Business environment in Bangladesh compares favorably with that of its neighbors. The minimum wage does not constrain employment growth.

(ii) More transactions are market based. There are more salaried jobs, particularly in the private sector; more wages and land rents are paid in money rather than in kind; and the use of formal financing for household enterprises is gradually improving.

(ii) As regards segmentation, the returns to labor are surprisingly similar across job categories, except for daily labor, which is clearly the least desirable option. Self-employment does not seem to be particularly inferior compared with salaried employment in the private sector. Nevertheless, some long-standing segmentation is visible between public and private employment and between rural and urban areas. In addition, women are at a significant disadvantage in the labor market.

**7. *Although job creation has been important – recent increases in income per capita and the reduction in poverty have been linked predominantly to the rising productivity of employment, rising wages and rising labor income. Most of the poverty reduction has taken place within the economic sectors.***

(i) The results from decompositions suggest that productivity improvement and wage growth were key factors in income increases and subsequent poverty reduction. The lack of contribution of employment rates reflects in part the fact that unemployment is not an option for many in Bangladesh, so the scope for further increases in the employment rate (at least for men) is limited.

(ii) If we look beyond the aggregate and into the sectors – we find that within agriculture, the growth was related to rising productivity and an outflow of people to other sectors. As regards

manufacturing, productivity was a key factor in the growth of income. The potential of manufacturing to further boost employment (as was the case in the past) should not be overestimated, not least because Bangladesh's garment export will face increasing competition owing to the expiration of favorable MFA quotas. Regarding services, the expanding employment in this sector has greatly contributed to increases in GDP per capita. Thus it appears that the services sector, particularly in urban areas and in the private sector, has the potential to provide employment and income opportunities for many poor people in the future.

(iii) However, it should be noted most of the poverty reduction has taken place within economic sectors rather than through intersectoral flows. The same principle applies to rural versus urban areas. Therefore, given that there still are five times as many of the poor in the countryside as in the cities, the thrust of poverty reduction efforts may need to remain in rural areas for some time. This is also where the majority of the new entrants to the labor market would need to find their jobs. Both non-farm employment and diversification into higher value added crops have performed well for the past several year in this regard, and they hold considerable potential for the future.

**8. *Still, the main determinant of labor market and poverty outcomes is endowment in productive assets – both physical capital and human capital. Additional investment in these assets is necessary, as is an environment conducive to higher returns to these assets.***

(i) For the waged workers, education is a key determinant of whether a person finds a decent job. For the self-employed, the importance lies in productive assets (although education is also important). Land ownership is closely linked to poverty in rural areas, and landless workers usually end up as poor daily workers.

(ii) Despite very great increases in micro-credit over the past several years, a lack of capital remains the issue for household enterprises. Ninety percent of entrepreneurs finance their businesses from own savings or from families, or friend's savings, while half of them report credit and capital as the main problem.

(iv) In addition, a conducive environment for the returns to human and other assets is crucial. Considerable evidence supports this: enterprises benefit significantly from better access to infrastructure; the deficiencies in the rule of law are at the top of the list of growth constraints for firms. On a positive note, a stable macroeconomic environment and trade openness are believed to have decisively contributed to the current growth acceleration.

**9. *Women are playing an increasingly important role in the Bangladesh labor market. But their contribution remains small, because of traditionally very low levels of participation.***

(i) Women's participation rates, working hours, levels of education and income levels have all increased at a much faster pace than those for men. Moreover, an increasing share of women's income derives from salaried employment as well as from household enterprises, often with more formal sources of financing.

(ii) Although women's income is not-negligible, their labor market participation is too small to make a significant dent in poverty. Furthermore, growth in their activity has been concentrated in the middle range and at the higher end of the income distribution.

(iii) The current urban shift is important, as it provides an opportunity for women to take part in productive employment on better terms.

10. The structure of the report is as follows: Chapter 1 describes the nature of economic growth in Bangladesh during the past three decades, focusing on the reforms that led to the recent growth acceleration, and discusses the poverty reduction record up to the present. It also introduces the data used in this report to analyze the links among employment, earnings and shared growth. Chapter 2 presents the main features of the Bangladesh labor market, including demographic developments, the institutional underpinnings of the labor market, the investment climate for firms, and the sectoral composition of employment, as well as the general trends of the key indicators.

11. In Chapter 3, the links between poverty and the labor market are explored. The chapter looks into the sources of income and develops a labor market poverty profile. By decomposing income growth and poverty reduction into components, it attempts to find which sectors were growing and whether poverty reduction took place as a result of sectoral shifts in employment or through growth within sectors. Finally, Chapter 4 discusses several topics important to a better understanding of the functioning of the labor market in Bangladesh and its link to poverty reduction. These issues are multiple income sources, labor market segmentation, self-employment and inequality, as well as rural/urban issues and issues concerning men/women in the labor market, and child workers.

# CHAPTER 1 THE BACKGROUND

1.1 The nature of economic growth in Bangladesh during the past three decades is described in this chapter, which focuses on reforms that led to the recent growth acceleration and discusses the current poverty reduction record. It also introduces the data used in this report to analyze the links among employment, earnings and shared growth.

## A. POVERTY, REFORM AND GROWTH IN BANGLADESH

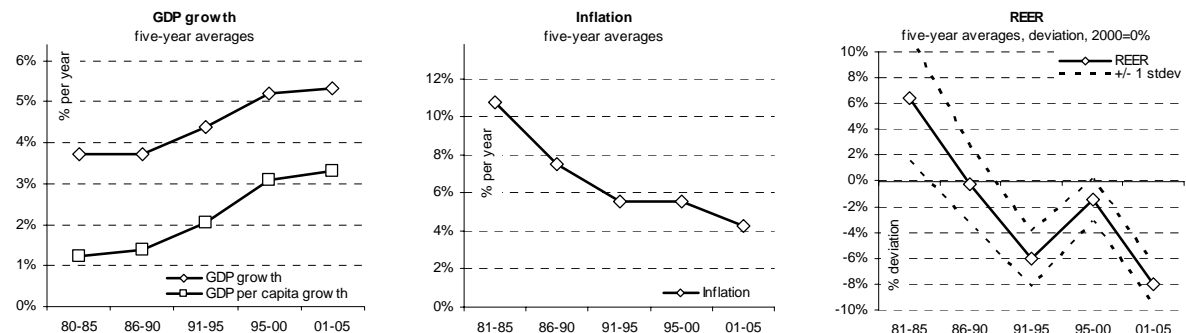
1.2 At the time of independence in 1971, the challenges could not have been more daunting for Bangladesh – a country damaged by war, poor in the extreme and overpopulated. Yet since that time Bangladesh has made impressive progress on the development path. With few natural resources, the country has always depended on the hard work of its people.

### Growth through reforms

1.3 Throughout the years Bangladesh has been steadily improving its economic performance. After years of relatively unimpressive growth rates (averaging 3-4 percent in the 1970s and 1980s), growth accelerated significantly over the 1990s to more than 5 percent annually, and this respectable performance continues into the new millennium. In per capita terms, this has meant a tripling of the growth rate from about 1 percent (pre-1990) to 3 percent (post-1990) (see Figure 1.1).

1.4 It is hardly a coincidence that a switch to a higher growth regime at the beginning of the 1990s happened concurrently with the implementation of far-reaching reforms. These reforms included a political democratization, a deepening of earlier reforms (which included deregulation in agriculture and in industrial product markets), macroeconomic stabilization and trade liberalization (World Bank, 2006).

**Figure 1.1: Growth and the Macro Environment in Bangladesh, 1980-2005**



Source: BBS, Staff estimates.

## **Macro stabilization**

1.5 Since at least 1990 Bangladesh has been pursuing sound macroeconomic management. The fiscal record, albeit somewhat mixed, has been favorable. With deficits kept under control at about 4-5 percent of GDP and with occasional slippages ultimately corrected, public sector debt has been contained below 50 percent of GDP. Revenue mobilization (at about 10 percent of GDP) is weak by any standards and is only partly balanced by a favorable pattern of public expenditures, in which a third of the total budget (equal to about 15 percent of GDP) is spent on education, health, and social protection (World Bank, 2003a and 2006).

1.6 Inflation has been brought down to single digits and has been maintained at this level through a combination of controls on money growth and prudent exchange rate management.

1.7 The currency, the taka (US\$1= Tk 68.9, 2006 average), was made convertible (for the current account) in 1994, and managed under a “flexible peg” exchange rate arrangement until 2003, when it was allowed to float freely. Over this period the policy preference seems to have been for a stable real exchange rate, and this objective has been generally achieved. More recently, in the 2000s, the taka has been depreciating steadily, partly to accommodate the general depreciation of the currencies of Bangladesh’s neighbors in Asia.

1.8 Growing export receipts and a strong inflow of remittances are helping to finance rising needs for imported investment and consumption goods, so that, overall, the external current account has been oscillating around balance for the past decade, which contrasts with an average deficit of about 2.5 percent during the 1980s.

## **Trade liberalization**

1.9 After decades of protectionism and inward-orientation, from the 1980s, Bangladesh started to remove the anti-export bias embedded in its trade policies. This process gained momentum in the early 1990s and was driven by the objective of enabling the economy to take advantage of the preferential access to U.S. and European markets for readymade garments (RMG) offered under the Multi-Fiber Agreement (MFA) and the Generalized System of Preferences. By the end of the 1990s most quantitative restrictions on imports had been eliminated and average nominal tariffs had been reduced from over 100 percent to about 20 percent (World Bank, 2003b), giving businesses access to cheaper imported inputs for production. Exchange rate controls have been relaxed and the government has offered incentives to set up firms in Export Processing Zones (EPZs).

1.10 This outward orientation has yielded impressive results. Following a relative stagnation in the 1980s, export has been growing on average at double digits, increasing threefold to 15 percent of GDP in 2005 from 5.5 percent 15 years earlier. Moreover, its composition has shifted from primary and jute-based products toward readymade garments, knitwear, shrimp and leather products (World Bank, 2003a).

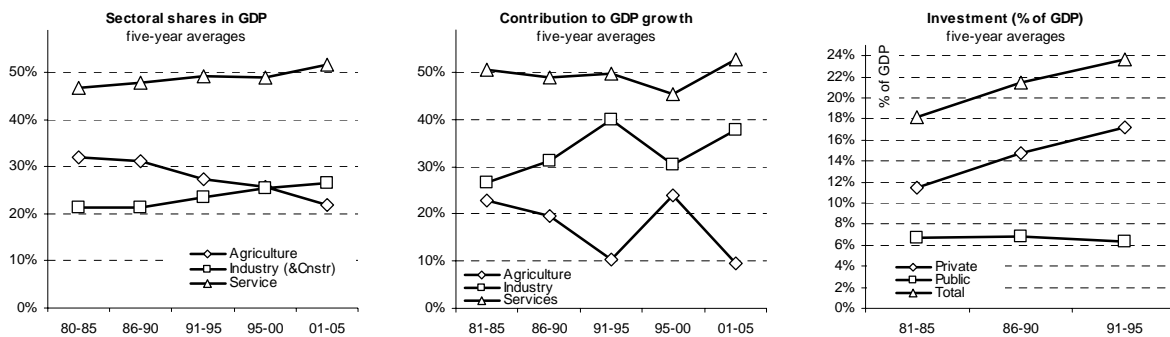
1.11 RMG is the single largest item, earning over US\$6 billion per year (about 10 percent of GDP) and accounting for 75 percent of export receipts. With the phasing out of the MFA at the end of 2004, the RMG sector is bound to come under intense competitive pressure from other RMG exporters, such as China or Vietnam. Although no closing of factories or job losses have been observed to date (IMF,

2005), in the longer run concerns as to whether Bangladesh will be able to withstand this pressure and reinvent its export competitiveness are very relevant.<sup>1</sup>

### Growth was stable, and broad-based, and was driven by private sector investment

1.12 Prudent macroeconomic management, greater openness and integration with the world economy as well as deregulation and market orientation has provided a favorable environment for stable, sustained and broad-based economic growth. Indeed, the volatility of GDP changes in Bangladesh has been one of the lowest in the world (World Bank, 2004). This income stability is particularly beneficial to the poor, who usually have fewer means of coping with shocks (World Bank, 2003a).<sup>2</sup>

**Figure 1.2: Sectoral Composition and Sources of Growth in Bangladesh**



Source: BBS, Staff estimates.

1.13 A notable feature of Bangladesh's growth process, as national account statistics reveal, is its broad-based nature. This means that all sectors – agriculture, industry and services – contribute to growth almost proportionally to their shares in GDP (see Figure 1.2). Over the longer term several trends are evident, however. The share of the agricultural sector is gradually shrinking – it has declined from about 30 percent of GDP in the 1980s to about 20 percent currently. Industry (including construction) has been consistently overperforming, recording a robust growth – from about 20 percent of GDP in the 1980s to about 30 percent currently. Within industry, the manufacturing sector (thanks to the expansion of RMG exports currently accounting for 17 percent of GDP) and construction (currently 8 percent of GDP) have been key drivers. The growth of the services sector, which accounts for a stable half of GDP, has generally mirrored GDP growth. Per capita growth rates have been relatively uniform across the regions<sup>3</sup> (World Bank, 2006).

<sup>1</sup> In fact, despite expiration of MFA quotas, Bangladesh garment sector continued its growth, the industry is bullish and is expanding capacity. One explanation is quotas imposed on Chinese garments soon after MFA had expired, which meant buyers needed to keep buying from Bangladesh.

It is also in order to mention that, despite all the progress, the level of protection in Bangladesh is the highest in the region and among the highest in the world (World Bank, 2005, 2006). The trade-to-GDP ratio is only about 30 percent, the use of non-tariff measures is increasing very rapidly, the level of foreign direct investment is unusually low, while infrastructure bottlenecks (including a highly inefficient port) isolate the country from the rest of the world.

<sup>2</sup> In a country so exposed to natural hazards, the improved capacity to respond to natural disasters that Bangladesh has developed, together with a spread of more resilient dry-season irrigated crop production, have certainly contributed to this low growth volatility (Sen et al., 2004).

<sup>3</sup> This is particularly the case for the 1980s and the 1990s, when using national account data. World Bank, (2007b) finds that income growth (as derived from household surveys) varied across regions.

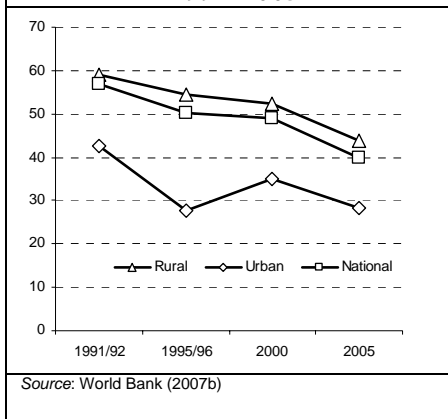
1.14 On the expenditure side, external demand (export) has been instrumental in the expansion of industrial production. However, it contributed “only” about one-quarter of incremental GDP growth over the past decade, which leaves three-quarters to be explained by domestic demand directed towards domestically produced goods and services.<sup>4</sup>

1.15 As regards growth accounting, the economic expansion has been driven primarily by factor accumulation. Capital stock growth accelerated from an average rate of 4 percent per year over the 1980s to 6.6 percent over the past 15 years. The growth rate of effective labor – measured as a combination of the labor force size and the education levels of the working age population – also picked up by almost 1 percentage point (to about 3.7 percent per year) in the latter period. While improved access to education has played a role, the dominant factor in this increase has been robust labor force growth. The contribution of total factor productivity (TFP), which measures the efficiency with which capital and labor are used to produce output – at less than 0.5 percentage points – has been almost negligible (World Bank, 2006).

1.16 Finally, it is investment from the private sector that has enabled the economy to build its increased productive capacity. With public investment unchanged at about 6.5 percent of GDP over the past 25 years, private investment, facilitated by a stable and more market-friendly environment, surged from little over 10 percent to almost 18 percent of GDP over the same period (see Figure 1.2). This has been financed entirely from the increased domestic savings, and the availability of more foreign export earning from RMG has made it possible for domestic firms to bring in more imported capital goods. The potential of foreign savings (e.g., in the form of FDI) remains underutilized.

### Poverty in Bangladesh

**Figure 1.3: Poverty in Bangladesh 1991-2005**



1.17 The progress made in poverty reduction in Bangladesh has been impressive. Income poverty rates declined from 70 percent in the early 1970s to 40 percent in 2005 (see Figure 1.3). Throughout this period, but particularly in the earlier years, agricultural development has been a key driving force of poverty reduction. The deregulation and liberalization of markets stimulated agricultural entrepreneurship and resulted in the rapid spread of farmer-owned and operated small-scale irrigation and the adoption of high yielding, more resilient, crops. The impressive improvement in the availability of grain contributed to a decline in real prices of staple foods, which in turn greatly benefited poor households, which are predominantly net buyers of food in Bangladesh (Klytchnikova and Diop, 2006).

1.18 The country has been very successful in improving the non-income dimensions of the living standard of its population. Life expectancy grew from 46 space years in 1975 to 61 years in 2000, infant mortality fell from 140 (deaths per 1,000 live births) in 1972 to about 60 in 2000, and total fertility rates declined from 7 (children per woman) in 1975 to 3.2 in 2000 (Sen et al., World Bank, 2003a and 2006), which helped to slow down the booming population growth. Primary education has been made free and universal, and enrollment has increased significantly. The gender gap has been

<sup>4</sup> This rate of export contribution is similar to those in other economies throughout South Asia, but is significantly lower than in other growing low- and middle-income countries.

closed in primary schools, and secondary education for girls is being actively supported. In addition, access to water and sanitation has been improved (World Bank, 2002).

1.19 Political commitment to human development has been a crucial factor in this social progress. Budget allocations to health, education, and social protection have doubled and account for a third of government expenditures. In an important action, the state promoted social entrepreneurship by providing scope for many non-governmental and community-based organizations to develop and deliver services to the poor. Good policies – such as the emphasis on female education and women’s empowerment, a successful population control campaign, a focus on rural infrastructure, the provision of social assistance to the poor and to those affected by natural disasters, the adoption of micro-credit schemes – have all contributed to better social outcomes.

1.20 The fact that much of the poverty reduction took place in the slow growth years has led to claims that it is possible to improve living standards by means other than economic growth alone. On the other hand, it is only since the growth acceleration of the 1990s that poverty reduction has resumed vigorously after a period of stagnation during the 1980s. In the 1990s poverty reduction was led by the increasing of wages and employment opportunities in the rural non-farm sector, as well as the expanding of the manufacturing sector, including the RMG.

1.21 Despite this progress, enormous challenges remain. For example, the absolute number of poor, about 60 million, has not gone down significantly over the past three decades, as population growth and some increases in inequality have diffused much of the gains. Child malnutrition is still among the highest in the world, half of the population is illiterate, and per capita income is only US\$380.

1.22 Between 2000 and 2005, poverty reduction appeared to accelerate even further. Over this period the poverty rate decreased by almost 10 percentage points, namely from 49 percent to 40 percent, that is, to the point where the total number of poor actually began to fall. It is only now that the sources of these recent positive developments are being rigorously analyzed, and this report attempts to provide an understanding of the role that labor markets, employment and wages have played.

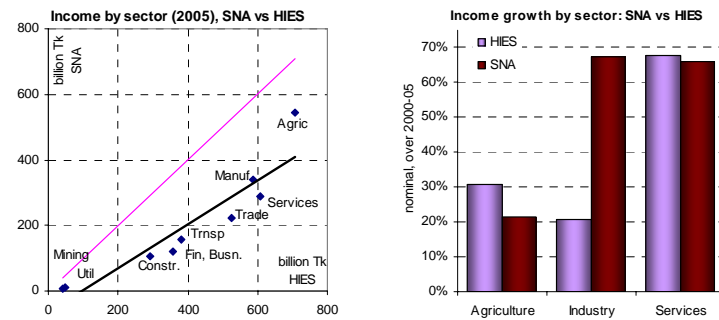
## **B. THE DATA**

1.23 First, we should provide a note on the nomenclature. This report uses the term “earnings” to describe labor income, including (net) revenues from self-employment and self-consumed own production. The definition of “waged” and “salaried” employment follows the Household Income and Expenditure Surveys (HIES).<sup>5</sup> This report uses the terms “self-employment” and “household enterprise” interchangeably, regardless of whether they relate to individual self-employment or an enterprise consisting of several members of the family or an employer. The term “wage” is normally used to describe labor income received by waged and salaried workers per unit of time (here, an hour). The term “hourly rate” is used for the same concept in the case of self-employment. Term “wage” is sometime used more generally, to mean earnings per unit of time. “Employed” is used interchangeably with “worker”, and includes both waged and self-employed workers. Regarding economic sectors, “industry” is used to indicate industry (mining, manufacturing and utilities) plus construction.

---

<sup>5</sup> “... whereas a waged worker is an individual hired by a firm (or other individual) and paid for a specified amount of work (expressed usually in time measure) and salaried worker is a waged worker usually on a longer term contract and usually paid by the month.”

**Figure 1.4: HIES and SNA**



Source: Based on HIES 2000, 2005, BBS.

1.24 There is no single consistent data source that contains all of the necessary information for analyzing the links among growth, employment, productivity and poverty. Specifically, information on economic growth is derived from the System of National Accounts (SNA), while information on employment and labor income comes from the HIES. Estimates of poverty are also derived from the HIES, but are based on the consumption aggregate rather than the income aggregate.

Therefore, it is appropriate to first establish that (i) data from different sources is comparable and compatible; (ii) economic growth in national accounts is actually mirrored by income growth in household surveys; and (iii) growth in income in household surveys actually translates into growth in consumption (also in household surveys).

1.25 For a start, the households surveys for 2000 and 2005 had almost identical questionnaires and their overall intertemporal comparability is very good. However, some problems have inevitably emerged – these are explained in more detail in Box 1.1. Major taxonomies used in the surveys, particularly the sectoral breakdown, are the same in the SNA and the HIES.

1.26 Moreover, the correspondence between household surveys and national accounts is relatively good. Although the income from the HIES is only 50-55 percent that of SNA<sup>6</sup> (or about 75 percent in the case of private consumption), income shares per sector are very similar (see Figure 1.4). The dynamics are also comparable. Nominal survey income grew by 40 percent over the five year period compared to 50 percent in the SNA. The correspondence between private consumption growth in both sources (46 percent and 49 percent, respectively), is even better. At the level of three broad sectors, the correlation of income changes is weakened, as the SNA reports much higher growth in manufacturing (see Figure 1.4). At the disaggregation level of nine sectors, this correlation breaks down somewhat.

1.27 Prices may play a role as well. Although the consumer price index (CPI) is typically used in this type of analysis, the reporting of actual unit prices in surveys allows the direct computation of deflators. These survey deflators may differ from deflators applied to macroeconomic aggregates. In our case, the nominal average change in regional poverty lines has been used as a deflator. In turn, poverty lines have been adjusted using the average of CPI inflation and survey-derived indices based on reported unit prices. Over 2000-05, these figures come very close (CPI inflation of 23 percent versus 26 percent used in this analysis). However, this has not always been the case: throughout the 1990s CPI inflation was consistently higher (growing by 70 percent) than survey indices (growing by 25 percent). Indeed, prices literally worked to the advantage of the poor, mainly because over the 1990s rice became significantly cheaper in real terms.

<sup>6</sup> It is common to find that income/consumption in surveys is typically lower than that from the SNA. The main reason seems to be coverage: whereas the SNA covers more channels, it also estimates aggregates that it cannot directly record, while surveys often suffer from underreporting. Second, it is not uncommon to find diverging dynamics between surveys and the SNA, typically with mean income/consumption from surveys showing a slower growth than the same aggregate from national accounts. Again, differences in coverage and measurement errors are believed to be the main culprits.

### **Box 1.1: Data and Definition Problems**

The questionnaires for 2000 and 2005 HIES are almost identical. However, on closer inspection several issues emerge. These issues reflect fundamental difficulties that arise when one applies categories meant for analyzing the labor markets in developed countries in relation to the labor markets in developing countries.

**1. Who is employed?** The HIES has two sections suitable for labor market analysis: a section in which people report their economic activities, and a section in which income is recorded. These two need not match. Therefore, is a person who does not report work but reports a small income from, for example, self-employment, employed? If so, what if field enumerators become more skilled in inquiring and recording income from year to year?

For example, in 2005 the income section seems to have improved in recording income from non-crop agricultural activities (particularly from self-consumed non-crop production) as reflected by an implausibly high increase in items recorded per households (from 1.5 to 1.95). Do households really have more non-crop production? It is possible. However, the number of items per household was stable for other incomes. Also, the median value for some non-crop items fell. Thus it would appear that the survey in 2005 is better at recording fish caught from a river or milk taken from a family cow. Can we call that (self) employment? The possible consequences of doing so include the following statistical artefacts: more people working in agriculture, higher employment rates, lower average earnings, and distorted sectoral dynamics.

To make things more confusing, in the section on activities in 2005 people report a much lower number of activities per household, particularly for agricultural self-employment (0.35 per household in 2005 versus 0.54 in 2000). The possible consequences for this analysis of accepting self-reported economic activity as a definition of employment include the following: fewer people working in agriculture, lower employment rates, more hours worked per person and higher average earnings, distorted sectoral dynamics, and a rather unfamiliar income category of “non-labor agriculture income.”

To resolve the issue, the labor market profile is based on the income section, so that a person is classified as employed if any wage or any self-employed income is recorded. The 2005 profile is presented using the full 2005 dataset, whereas the dynamics between 2000 and 2005 are derived from the 2000 and 2005 datasets brought (closer) to comparability by removing the non-crop self-consumed production of items for which self-consumption constituted over 90 percent of total income.

**2. In what sector do people work?** First, sector of employment is not always a straightforward concept in Bangladesh. First, in what sector do we classify people who spend most of their time cultivating a small family plot but deriving most of their income from ad hoc jobs at a neighbor’s family business? In what sector should we classify a daily wage worker who comes to the marketplace to be hired for a different job every day? In our analysis people and households are attached to the sector from which they report the highest total income.

Second, when asked for the sector of activity, many people answer that they “have a business,” (“just business”). A special sector (number 74: “Other business”) from the ISIC classification has been creatively adopted by the Bangladesh HIES for such cases and it accounts for 15 percent of all activities and 60 percent of business activities. In order to be able to match the HIES with the SNA, this ad hoc sector 74 must be distributed among proper ISIC sectors. Every reasonable effort was made to infer the proper sector from the description of the activity. Where it was impossible, category 74 has been spread according to a joint sector-occupation distribution (derived from the sample). This was possible, as information on occupation is present for all workers. Sensitivity tests indicate that the confidence intervals around average results of this allocation are small. Nevertheless, a question about employment by sector in Bangladesh does not have a precise answer.

1.28 Finally, growth in income in the HIES should translate into growth in consumption (also in the HIES). This does not have to happen automatically, owing, for example, to complex saving behavior, unobserved government intervention, and, not least, measurement error. Fortunately, income and consumption in the HIES are well behaved. Total consumption is 80-85 percent of income and the correlation between (logs of) these variables is 0.8.

1.29 On balance, the Bangladesh data provide a relatively good basis for the growth/employment/income/poverty analysis.



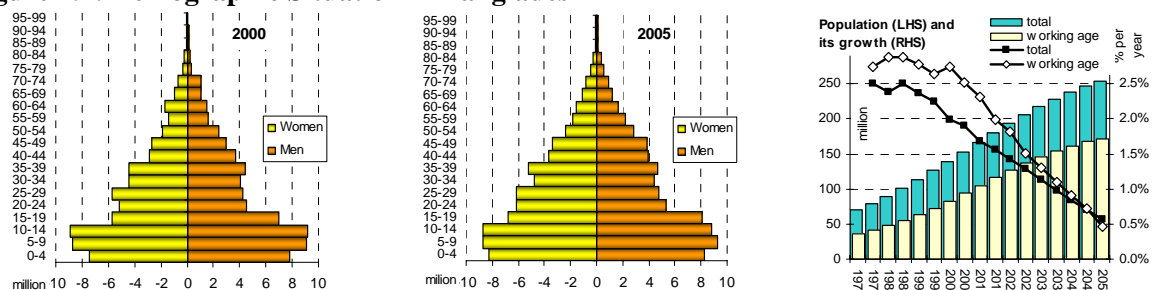
## CHAPTER 2 LABOR MARKET OVERVIEW

2.1 This chapter presents the main features of the Bangladesh labor market, including the demographic developments, the institutional underpinnings of the labor market, the investment climate for firms, and the sectoral composition of employment, as well as the general trends of key indicators.

### A. DEMOGRAPHIC DEVELOPMENTS

2.2 Demographic transition is one of the key forces in shaping the economic and labor market landscape. In Bangladesh, population has been growing rapidly for decades, at about 2.5 percent per year. Despite falling total fertility rates, factors such as increasing life expectancy and lower child mortality have contributed to a robust population growth. During the 1990s demographic expansion moderated to slightly below 2 percent per year. Between 2000 and 2005, the total population increased by about 13 million.<sup>7</sup> One consequence of these demographics is that the working population has been increasing even more rapidly than the total population (growing at rates of 2.5-2.8 percent into the 2000s).

**Figure 2.1: Demographic Situation in Bangladesh**



Sources: Based on HIES 2000, 2005; UN population projections.

2.3 The implication for the labor market is that every year it must absorb a new wave of young entrants. More recently the increasing participation of women has put additional pressure on the market.

2.4 In such an environment out-migration has traditionally been an important employment option, helping to ease the labor market pressures resulting from fast demographic expansion. Government statistics estimate that 3.7 million Bangladeshi have emigrated during the past 30 years and about 3

<sup>7</sup> Data on population differs somewhat depending on the source. This report uses figures from World Development Indicators, (World Bank 2007c)

million are currently living abroad. This is over 6 percent of the in-country labor force (Rahman, 2005). These statistics report documented migration only, and most probably significantly underestimate the true numbers.

2.5 Figure 2.1 presents population “pyramids” derived from the 2000 and 2005 HIES surveys. They are typical of a country with a young population. The outward expansion of the pyramid between 2000 and 2005 reflects the growth in the total population. The upward movement of the “body mass” reflects the even more rapid growth of the working age population. The apparent “dent” among prime-aged men probably reflects missing household members who have migrated or have gone out for work and thus remained unreported in the survey.

## **B. THE INSTITUTIONAL SETUP OF THE LABOR MARKET**

2.6 The way in which the labor market is organized is obviously relevant to whether new employment opportunities arise and whether people are able to take advantage of them. Wage-setting processes, hiring and firing practices, minimum wage restrictions, barriers to mobility, etc., are all important to the way productivity gains materialize and translate into higher income and poverty reduction. Also, for firms to create employment and increase productivity, a conducive environment – an “investment climate” – is necessary. This chapter reviews the institutional setup for the labor market in Bangladesh and briefly describes the issues related to doing business in Bangladesh.

### **Labor relations**

2.7 As shares of employment in agriculture and self-employment are high in Bangladesh, the majority of workers are unaffected by labor regulations. Nevertheless, labor relations – often turbulent – play an important role.

2.8 The level of unionization, at 3 percent of all workers, is believed to be low (ILO, 2003). A key characteristic of trade unions in Bangladesh is their traditional, strong politicization. The largest union federations are in fact extensions of the main parties, very frequently brought into play to intimidate political opponents rather than to negotiate with employers over pay and work conditions (ILO, 2003). For example, in 2004 a series of general strikes was called in an attempt to bring down the government.

2.9 Despite the low unionization level, public sector wage setting affects many workers, given the relatively high presence of state ownership in Bangladesh. The public sector is covered by a set of pay scales which are irregularly adjusted (every five to eight years) by the government on a non-binding recommendation from the National Pay Commission and the National Wages and Productivity Commission, which consist of representatives of workers, private employers and the government (ILO, 2003). The apparent lack of regard in the current centralized system for the link between wages and productivity is said to contribute to poor performance on the part of public enterprises (World Bank, 1996).

2.10 As regards the private sector, wages are normally market-based and are subject to collective or individual bargaining. However, in sectors where the presence of public enterprises is high (e.g., jute and cotton textiles), the private sector wage seems to be responsive to changes in the public sector wage (ILO, 2003). Organized union activity is very low in the private sector, particularly in the EPZs. This situation arises partly from government restrictions (World Bank, 2006).

2.11 There is no national minimum wage in Bangladesh. Instead, the levels of minimum wages are recommended by the National Minimum Wages Board (different rates for different sectors and different skill levels). Currently, a minimum wage exists in more than 35 sectors. The choice of sectors and rates seems to be somewhat arbitrary: for example, a worker in the EPZs should earn no less than approximately US\$30 per month, while a worker in the garment industry outside of the EPZs should earn approximately US\$10 per month. There is a separate minimum wage for “traditional” agricultural laborers, equal to 3.27 kilograms of rice per day (or a monetary equivalent) (World Bank, 1996 and ADB, 2005).

2.12 In any case, labor regulations are ineffectively enforced (World Bank, 2006). Not only is the administrative capacity weak but it also seems to be a policy choice not to enforce the rules and not to intervene excessively in the labor market. For example, in the majority of designated sectors, minimum wages are far below the market rate because their nominal level has not been updated for years (World Bank, 1996).

### Investment climate

2.13 Table 2.1 provides further, comparative evidence on the employment aspect of doing business in Bangladesh, as well as information on selected dimensions (infrastructure, governance) of the investment climate.

2.14 Firing restrictions are not prohibitive, particularly when compared with the region. A worker may be made redundant with a one month written notice and must be paid the equivalent of one month’s salary per year of service (World Bank, 1996). Most businesses retain considerable flexibility in hiring and firing, and the non-wage labor costs are minimal. In fact, the average firm in the Enterprise Survey of the Investment Climate Assessment reports that its staffing level is optimal (World Bank, 2003b).

2.15 Thus, there are no signs that labor market regulations impede the growth of firms.. If anything, a gradual lifting of restrictions on union activities in the formal private sector may support workers’ ability to engage in collective bargaining and protect their rights (World Bank, 2006).

**Table 2.1: Investment Climate: Doing Business in Bangladesh**

	Bangl adesh	India	Sri Lanka	Indon esia	Vietn am	South Asia	East Asia	World
<b>Doing business: Difficulty of Firing Index</b>	<b>40</b>	<b>70</b>	<b>60</b>	<b>50</b>	<b>70</b>	<b>38</b>	<b>20</b>	<b>..</b>
Termination of workers due to redundancy legally authorized?	Yes	Yes	Yes	Yes	Yes	..	..	..
Approval of a third party needed to terminate one worker?	No	Yes	Yes	Yes	Yes	..	..	..
Approval of a third party needed to terminate a group of workers?	No	Yes	Yes	Yes	Yes	..	..	..
Firing costs (weeks of wages)	51	56	178	108	87	..	..	..
<b>Doing business: Rigidity of Employment Index</b>	<b>30</b>	<b>41</b>	<b>27</b>	<b>44</b>	<b>37</b>	<b>35</b>	<b>23</b>	<b>..</b>
Can term contracts be used only for term tasks?	No	Yes	No	Yes	No	..	..	..
Non-wage labor cost (% of salary)	0	17	15	10	17	..	..	..
<b>Investment Climate Assessment</b>	<b>88</b>	<b>134</b>	<b>89</b>	<b>135</b>	<b>104</b>	<b>..</b>	<b>..</b>	<b>..</b>
Number of electrical outages (days)	249	67	..	4	11	109	7	24
Delay in obtaining a mainline telephone connection (days)	126	9	48	19	9	54	9	27
Management time spent in dealing with government regulation (%)	4	7	4	4	6	7	7	7
Firms expected to give gifts in meetings with tax inspectors (%)	86	52	3	11	48	47	34	32
Confidence level in the judiciary system (%)	17	75	69	59	77	54	66	58

Sources: World Bank: Doing Business 2006, Investment Climate Assessments, Bangladesh (2002), India (2006), Sri Lanka (2004), Indonesia (2003), Vietnam (2005).

2.16 As regards other dimensions of the investment climate, two obstacles to the growth of private enterprises in Bangladesh consistently occupy the top of the list of managers’ complaints, namely,

infrastructure bottlenecks and governance. Regarding infrastructure, the demand for electricity has far outstripped the supply, and a lack of dependable sources forces firms to incur the costs of own generators or power outages. The inefficient port is increasing the costs of foreign trade significantly, thus limiting the growth potential. Regarding governance, poor law and order, corruption, bribery and extortion are all-pervasive and occur across the board (World Bank, 2003a and 2003b). Indeed, Bangladesh is known for consistently scoring at the bottom of governance tables – to the point where reconciling the country’s good growth performance with its weak governance record became a conundrum.<sup>8</sup>

### C. LABOR MARKET INDICATORS

2.17 Bangladesh is a rapidly urbanizing society. The growth of the urban population (from 20 percent in 2000 to 25 percent in 2005, or over 6 percent per year) was triple that of the total population. This process has been driven by the rural-to-urban migration of prime-age population, as reflected by a significantly higher share of persons aged 15-64 in urban areas. Despite a relative decline, the rural population actually grew slightly in absolute terms. Table 2.2 contains key information on the labor market in Bangladesh.

**Table 2.2: Labor Market Overview, 2000-2005**

	2000	2005	Annualized real growth <sup>13</sup>	2005			
				Men	Women	Urban	Rural
Population (mln), o/w	128.9	141.8	1.9%				
% urban	20%	25%	6.3%				
Working age population <sup>1</sup> (mln)	72.6	83.6	2.9%	41.7	41.9	22.4	61.3
% of total	56%	59%	-	58%	59%	64%	57%
Employment <sup>2</sup> (mln)	37.5	43.1	2.8%	33.1	5.5	11.2	32.0
employment rate, <sup>3</sup> %	47%	47%	-	82%	12%	47%	47%
Unemployment rate, <sup>4</sup> %	6.9%	1.5%	-	1%	3%	2%	1%
Underemployment rate <sup>5</sup>	9%	9%	-	8%	13%	5%	10%
Child employment rate <sup>6</sup>	5%	4%	-	6%	1%	4%	4%
Mean earnings per worker, <sup>7</sup> Tk/month	2,553	3,364	0.9%	3,602	1,750	5,104	2,756
Median earnings per worker, <sup>7</sup> Tk/month	1,739	2,223	0.3%	2,398	1,000	3,120	2,000
Median hourly rate, <sup>8</sup> Tk	8.8	11.3	0%	11.7	6.9	13.6	10.6
Hours worked <sup>9</sup> , per week	48.4	47.2	-	47.6	43.6	54.5	44.6
Poverty rate, <sup>10</sup> %	48.9%	40.0%	-2.1%	39%	41%	28%	44%
Literacy, <sup>11,12</sup> %	47%	55%	-	61%	49%	71%	49%
Average years of education <sup>12</sup>	3.7	4.4	-	5.1	3.8	6.4	3.7
Average years of education, employed	3.5	4.2	-	4.3	3.4	6.3	3.5

Notes: (1) 15-64 age category; (2) Involved in any paid activities during the year; (3) Within 15-64 year category; (4) ILO definition, based on 7-days reporting period; (5) Among employed 20 hours per week or less (yearly equivalent per year), % of employed; (6) 6-14 age category; (7) From all activities; (8) In main activity, i.e., in activity with highest earnings; (9) In all activities, calculated from yearly equivalent per year; (10) Based on consumption and on upper poverty line; (11) Able to read and write; (12) For working age population. Illiterate individuals have been assigned zero years of schooling; (13) Annualized real growth calculated from absolute levels.

Sources: Based on HIES 2000, 2005; World Development Indicators.

2.18 Between 2000 and 2005, growth in Bangladesh was accompanied by employment generation: about 5.6 million new work places were created during this time. However, this was just enough to maintain the overall employment rate at the unchanged level. Moreover, at 47 percent, this employment rate is very low by world standards. These low rates are due entirely to the extremely low

<sup>8</sup> The unbundling of governance in Bangladesh may help resolve this paradox in an innovative way. For example, World Bank, 2006, shows that there are actually some areas of strength. However, there is little doubt that improvements in governance are essential to future sustained private sector investment (World Bank, 2003a).

labor market participation of women. Indeed, many households, particularly in urban areas, have only one income-generating member, while women are predominantly confined to household work.

2.19 Open unemployment, at 1 percent, does not provide a meaningful measure of labor market slack. First, the ILO-type definition of unemployment is highly sensitive to how labor market participation is measured<sup>9</sup> and thus is unreliable. Second, it is important to note that in the absence of a comprehensive social security system only the better off households can afford not to have a working member. Those who would normally opt for unemployment in more developed countries need to survive by working in low intensity, low paid daily wage jobs or self-employment.

2.20 Underemployment is more common, however. About 9 percent of the employed work less than 20 hours a week on average throughout the year. Underemployment is more prevalent among women and in rural areas, where it is related to the existence of a slack agriculture period. But on the whole, the people of Bangladesh are hard working, as is seen particularly in the data for men and urbanites, spending on average more than 47 hours a week at work. This work intensity fell by two hours between 2000 and 2005.

2.21 Mean earnings per worker (as derived from the survey) have been growing relatively slowly over 2000-05, increasing by 0.9 percent a year. However, it is important to bear in mind that income per capita (not per worker) have been growing twice as rapidly (at 1.9 percent per year in real terms) owing to a rapid increase in the working age population (from 56 percent to 59 percent of the total population), and, consequently, an increase in the share of people working.

2.22 A major weakness is the very low literacy rate. Only 55 percent of those aged 15-64 can read and write, while the average number of years spent in formal education is only 4.4.

2.23 Finally, a look at Table 2.2 also makes it clear that there are two major divisions in the country's socioeconomic landscape: namely urban versus rural and male versus female. This is evident from almost any indicator. For example, women are at a clear disadvantage<sup>10</sup>: they have fewer years of education and few of them work for money, while those who do, earn as little as a half of the average wage. Similarly, in rural areas wages are lower, the poverty rate is higher, literacy is less prevalent, etc. These differences are explored later in the report.

2.24 Table 2.3 further disaggregates the Bangladesh labor market to describe the education/skills composition as well as the characteristics of various types of jobs. It is apparent that labor market behavior and outcomes are strongly linked to the level of education and skills. All outcomes (that is, total earnings, wages, work intensity) are correlated with education and skills variables. It is thus reassuring to see that the educational profile of the labor force is improving. For example, the pool of tertiary graduates grew by 8 percent every year between 2000 and 2005 (although from a very low base).

2.25 In Bangladesh there are four distinct types of jobs that people are engaged in, namely: (i) daily wage jobs, (ii) salaried jobs, (iii) non-agriculture self-employment, and (iv) farming activities (also termed "self-employment in agriculture").

---

<sup>9</sup> As is evident through a "glitch" in the unemployment rate of 7 percent recorded in 2000. In general, the definition of labor market participation, or even employment, is subject to serious challenges in low income countries, including Bangladesh (see Box 1.1).

<sup>10</sup> Judging by outcomes, without speculating on causes.

2.26 The daily wage sector, which accounts for about a third of all workers, is a “residual sector” with the lowest pay. It consist of: daily wage employment in agriculture recruited from predominantly landless individuals who engage in such work as harvest help or fishing; as well as daily wage work outside of agriculture in such employment as construction work, carpentry, rickshaw pulling, unloading of trucks and similar work that can be hired by the hour or the day. It is as close as it comes to “labor as a commodity”: the variation in wages is minimal, the rewards to education are almost non-existent, and very few workers have any education. The work is extremely casual, as is reflected in the low hours worked per week. Consequently, the income is very low and the poverty rates are the highest.

2.27 Salaried jobs (about one-fifth of workers) consist of two distinct groups: those working for the government (or community organizations) and the remainder. The former (about 8 percent of all workers) are characterized by high education achievements and very high relative earnings and wages. The latter group, namely private sector salaried employees, earns hourly wages that are not much higher than those of the daily workers. To make up for these wages they work hard (over 57 hours per week, on average).

**Table 2.3: Structure of the Labor Market, 2000-2005**

	shares		Annualized real growth	2005				
	2000	2005		Employ- ment rate	Median earnings <sup>1</sup>	Median hourly rate <sup>2</sup>	Hours worked <sup>3</sup>	Poverty Rate <sup>4</sup>
<b>Education status</b>	<i>of total population</i>			<i>in working age population</i>		<i>in employment</i>		
No education	63.5%	57.1%	-0.2%	48%	1,800	9.5	44.0	51%
Incomplete primary	6.7%	7.4%	3.9%	54%	1,868	10.0	47.8	38%
Complete primary	8.1%	8.9%	3.8%	49%	2,250	11.1	48.6	35%
Incomplete secondary	9.2%	11.1%	5.6%	42%	2,500	11.9	49.0	26%
Complete lower secondary	8.2%	10.6%	7.2%	39%	3,088	14.6	50.3	15%
Higher secondary	2.3%	2.4%	2.7%	49%	4,783	20.6	52.7	7%
Tertiary	1.9%	2.6%	8.0%	69%	6,417	27.1	54.9	3%
<b>Employment</b>	<i>of total employment</i>		<b>2.8%</b>	Years of education	<b>2,223</b>	<b>11.3</b>	<b>47.2</b>	<b>38%</b>
<b>Waged employment<sup>5</sup></b>	<b>53%</b>	<b>53%</b>	<b>3.0%</b>	<b>4.3</b>	<b>2,200</b>	<b>10.0</b>	<b>48.5</b>	<b>46%</b>
<b>Daily wage</b>	<b>33%</b>	<b>32%</b>	<b>2.0%</b>	<b>1.8</b>	<b>1,827</b>	<b>9.2</b>	<b>43.4</b>	<b>60%</b>
Agriculture	19%	16%	-1.2%	1.3	1,600	8.5	39.6	66%
Non-agriculture	14%	16%	5.9%	2.3	2,200	10.0	47.2	55%
<b>Salary</b>	<b>20%</b>	<b>22%</b>	<b>4.6%</b>	<b>7.8</b>	<b>3,378</b>	<b>13.9</b>	<b>55.9</b>	<b>25%</b>
Public sector <sup>6</sup>	4%	4%	4.2%	10.7	5,654	24.2	52.8	9%
Community sector <sup>7</sup>	3%	4%	6.8%	10.5	4,138	17.5	52.3	18%
Private sector	13%	14%	4.1%	6.1	2,735	10.7	57.8	32%
<b>Self-employment</b>	<b>47%</b>	<b>47%</b>	<b>2.6%</b>	<b>4.1</b>	<b>2,257</b>	<b>13.7</b>	<b>45.4</b>	<b>29%</b>
<b>Non-agriculture</b>	<b>21%</b>	<b>20%</b>	<b>1.6%</b>	<b>5.0</b>	<b>3,152</b>	<b>13.9</b>	<b>54.6</b>	<b>28%</b>
Individual	12%	11%	0.7%	4.2	3,104	13.7	53.0	35%
Family <sup>8</sup>	3%	4%	6.1%	4.9	2,167	10.8	52.2	27%
Employers <sup>9</sup>	5%	5%	0.5%	7.1	5,417	20.6	60.5	11%
<b>Agriculture</b>	<b>27%</b>	<b>27%</b>	<b>3.4%</b>	<b>3.5</b>	<b>1,588</b>	<b>13.6</b>	<b>37.9</b>	<b>29%</b>
Subsistence <sup>10</sup>	9%	8%	1.8%	3.2	954	8.4	34.8	30%
Market <sup>11</sup>	18%	19%	4.1%	3.6	2,060	16.0	39.2	29%
<b>Skills (working population)<sup>12</sup></b>								
White collar high skill	7%	9%	8.2%	9.1	3,646	16.3	51.2	24%
White collar low skill	26%	29%	5.1%	5.3	3,000	12.5	54.1	32%
Blue collar high skill	7%	5%	-3.4%	4.7	2,750	12.7	50.0	38%
Blue collar low skill	60%	57%	1.7%	2.9	1,904	10.0	43.0	45%

Notes: (1) Tk/month, from all activities; (2) Tk, in main activity, i.e. in the activity with the highest earnings; (3) In all activities, calculated from yearly equivalent per year; (4) Based on consumption and on “upper” poverty line; (5) Job categories in main activity; (6) Government organization, state owned enterprise, local government; (7) “Autonomous body,” NGO; (8) Household enterprises with two or more members from the households and with no outside employees; (9) Household enterprises employing outside workers; (10) Household deriving more than 90 percent of its income from agriculture and consuming more than 50 percent of own agricultural production; (11) Household deriving less than 90 percent of its income from agriculture or consuming less than 50 percent of own agricultural production; (12) ILO’s International Standard Classification of Occupations (ISOC 1988), collapsed into the 4 skill groups.

Sources: Based on HIES 2000, 2005; World Development Indicators.

2.28 The self-employed outside of agriculture (20 percent of all employed) are mainly own account individuals. Within this category, the employers stand out as a group with much higher earnings, long working hours and low poverty rates. On the other hand, the standard deviation of self-employment income is two to three times higher than that of the wage workers, which means that entering self-employment is inherently more risky than being paid a wage.

2.29 It is important to note, that the income of the self-employed compares favorably with the income from salaried jobs. Thus, the distinction between a “good quality” job and a “bad” job in Bangladesh does not necessarily amount only to being paid a salary, as is often thought to be the case in this context. For that reason, the distinction between the “formal” sector and the “informal” sector in Bangladesh is not straightforward (except for the government employees, who are clearly formal). Many private sector wage and salaried jobs do not provide any of the benefits typically associated with “formality” elsewhere. Indeed, some do not even provide a contract.

2.30 Finally, the self-employed in agriculture account for 27 percent of all workers. They are usual older (on average 42-45 years old, compared with the median worker, who is 36) and a certain share (depending on the definition) are self-subsistence farmers. Land tenancy arrangements are widespread: about 45 percent of the crop-producing households rent some of the land that they cultivate, and about 20 percent rent all of it. Despite this low earnings, the self-employed in agriculture can make a decent living: the poverty rate among this group, at 30 percent, is below the national average.

2.31 The dynamic between 2000 and 2005 is revealing. Although all of the broad categories preserved their shares, some reshuffling took place within. Most important, there has been a broad shift away from daily wage work in agriculture, with the absolute number of workers in this category falling, to daily wage work outside of agriculture. This finding is consistent with the premise of landless daily workers moving from rural to urban areas. Second, salaried employment grew at almost 5 percent per year and increased its share from 20 percent to 22 percent. The share of self-employment remained stable, with a slight decrease in individual self-employment outside of agriculture. Finally, there was a noteworthy increase in the number of people working in family businesses.

2.32 Table 2.4 shows several interesting results regarding the sectoral composition of employment and earnings in Bangladesh, and its dynamic.

**Table 2.4: Economic Sectors, 2000-2005**

	Employment shares		Annualized real growth	Income share		Absolute nominal change	Annualized real growth <sup>2</sup>	Poverty rate
	2000	2005		2000	2005			
<b>Total employment</b>	<b>100%</b>	<b>100%</b>	<b>2.8%</b>	<i>per capita</i> <b>771</b>	<b>1,066</b>	<i>share</i> <b>100%</b>	<i>per capita</i> <b>295</b>	<i>total income</i> <b>3.7%</b>
Agriculture, forestry, fisheries <sup>1</sup>	51%	46%	0.7%	292	341	32%	48	0%
Mining & quarrying	0%	0%	n.a.	1	4	0%	3	n.a.
Manufacturing	18%	18%	2.8%	175	218	20%	43	2.1%
Utilities	0%	0%	4.5%	4	6	1%	2	5.4%
Construction	4%	5%	7.5%	32	56	5%	24	5.1%
Trade, hotels & restaurants	8%	8%	4.3%	74	137	13%	62	8.1%
Transport, storage, communication	8%	9%	5.1%	66	85	8%	19	2.5%
Finance, real estate, business services	2%	3%	n.a.	23	54	5%	31	n.a.
Community and personal services	10%	11%	5.2%	104	165	16%	62	8.2%
Agriculture	51%	46%	0.7%	292	341	32%	48	0.4%
Industry <sup>3</sup>	22%	23%	3.9%	212	284	27%	72	2.9%
Services	27%	31%	5.4%	267	441	41%	174	7.4%

Notes: (n.a.) Too few observations for proper inference; (1) See Box 1.1, for qualifications about deriving employment by sector; (2) Of total income originating in a sector, (3) Including construction.

Source: Based on HIES 2000, 2005.

2.33 Agriculture is the most important sector, employing almost half of the population (counting those with their main employment in agriculture) and providing over 30 percent of income. Agriculture's importance has been falling over 2000-05 in relative terms (declining from 51 percent to 46 percent of total employment), although in absolute terms the number of people in agriculture has been growing by some 120,000, or 0.7 percent, per year. Correspondingly, the share of income from agriculture fell, while the total income derived from it stagnated.

2.34 The expansion of manufacturing sector, which was driving growth during the 1990s, has leveled off in the first half of the 2000s, at least according to the HIES. Its share of employment (18 percent) remained constant while the share of income (about 20 percent) fell slightly. In turn, as urbanization is progressing at a high speed, the construction sector has been growing rapidly, with employment and real income expanding by 7.5 percent and 5.1 percent, respectively, per year over the period.

2.35 However, the most important contribution to both income and employment came from the services sector. Employment has been expanding by over 5 percent per year and income by over 7 percent annually. Trade and catering, as well as the public and community sectors, contributed the greatest boost.

2.36 In conclusion, the emerging picture is that of a development process gradually shifting from that of a combination of non-farm activities in rural areas and the manufacturing-led growth of income and employment, into that of rapid urbanization and the expansion of services. The shift away from agriculture continues, with landless daily labor in agriculture migrating to urban areas to take up non-agricultural work (usually as daily workers or as self-employed). Salaried employment is on the rise. The relatively flexible labor market is facilitating this economic transition. Inevitably, this trend will bring new challenges. For example, the absolute number of the urban poor has increased despite the overall country-wide reduction in the extent of poverty.

## CHAPTER 3 POVERTY AND THE LABOR MARKET

3.1 This chapter explores the links between poverty and the labor market. It looks into sources of income and develops a labor market poverty profile. By decomposing income growth and poverty reduction into components, it tries to find which sectors were growing and whether poverty reduction took place as a result of the sectoral shifts of employment or through growth within the sectors.

### A. INCOME SOURCES

**Table 3.1: Income Sources**

	2000	2005	Annual- ized real growth <sup>1</sup>
<b>ALL INCOME</b> <i>(Tk/month/person)</i>	<b>1,029</b>	<b>1,428</b>	<b>3.8%</b>
Share of total income			
<b>Non-Labor income</b>	<b>26%</b>	<b>26%</b>	<b>4.2%</b>
Property	7%	6%	-0.1%
Social & Charity	1%	1%	1.9%
<i>o/w selected gov progs<sup>2</sup></i>	0%	0%	n.a.
Private transfers	10%	10%	4.9%
<i>o/w foreign remittances</i>	7%	7%	5.7%
Other	8%	9%	7.0%
<b>Labor income</b>	<b>74%</b>	<b>74%</b>	<b>3.7%</b>
Share of work income			
<b>Waged employment</b>	<b>45%</b>	<b>48%</b>	<b>5.0%</b>
<b>Daily wage</b>	<b>21%</b>	<b>19%</b>	<b>1.8%</b>
Agriculture	10%	8%	-1.8%
Non-agriculture	10%	11%	4.8%
<b>Salary</b>	<b>24%</b>	<b>29%</b>	<b>7.5%</b>
Public sector	7%	7%	5.4%
Community sector	5%	7%	10.0%
Private sector	12%	15%	7.5%
<b>Self-employment</b>	<b>55%</b>	<b>52%</b>	<b>2.5%</b>
<b>Non-agriculture</b>	<b>33%</b>	<b>31%</b>	<b>2.6%</b>
Individual	14%	13%	1.8%
Family	2%	3%	8.0%
Employers	16%	15%	2.4%
<b>Agriculture</b>	<b>23%</b>	<b>21%</b>	<b>2.4%</b>
Subsistence	5%	3%	-2.4%
Market	18%	18%	3.5%

*Notes:* (n.a.) - too few observations; (1) for total (not per capita) economy-wide income originating in a given category; (2) VGD, IFS, FFW (money), Test Relief, VGF, GR, Money for education, RMP, Old age- and freedom fighters' pension, Others in 2005; VGD, VGF, GR, FFE in 2000.

*Source:* Based on HIES 2000, 2005.

3.2 Table 3.1 shows the sources of income in the Bangladesh economy. Non-labor income constitutes about a quarter of the total, which is within a range of values typically found in other countries. The most important non-labor item is private transfers, and among them foreign remittances, which account for 7 percent of total income.<sup>11</sup> Foreign remittances are growing continuously. Government transfers, at least those captured by the HIES, are not a significant source of income overall, although they may be important for the poor.

3.3 Bangladesh is an economy with a high reliance on self-employment. Over half of the total income is generated in household enterprises, mainly outside of agriculture. The sector is undergoing a gradual consolidation: income from individual self-employment has been growing more slowly than the average, with people taking up salaried employment instead. Family businesses (i.e., “proper” enterprises with several household members) have been expanding as a source of income, although from a low base. For agricultural self-employment, the income share is gradually declining, while income from subsistence agriculture is falling in absolute terms.

3.4 Despite its importance, the area of self-employment and household enterprises remains insufficiently explored in Bangladesh (this is also the case in other low income countries). One reason for this (but not the only one) is a general lack of tools and methodologies for dealing with the

<sup>11</sup> This number is consistent with similar estimates derived from the balance of payments and national accounts.

subject. Self-employment is discussed in more detail in the next chapter.

3.5 Growth in earnings has been led by increases in income from salaried employment (7 percent real growth per year), particularly in the private sector. In the daily wage category, income from agricultural daily labor fell in absolute terms, while non-agricultural income kept up.

## B. POVERTY PROFILE OF THE LABOR MARKET

3.6 The development of a poverty profile of the labor market is a convenient starting point for analyzing the links between employment and poverty reduction. Such a profile links labor market characteristics to poverty measures. Table 3.2 provides such a profile for Bangladesh. An interesting feature is that almost all of the presented indicators increase or decline monotonously along quintiles of consumption, meaning that most of them have a strong association with poverty.

**Table 3.2: Labor Market and Poverty Profile, 2005**

	Q1 <sup>4</sup>	Q2	Q3	Q4	Q5	Poor	Non-poor	Total	Poverty rate
<b>Employment status</b> (& others)									
Employment rate, %	51%	49%	48%	46%	43%	50%	45%	47%	-
Unemployment rate, %	1.2%	0.9%	1.4%	2.0%	2.0%	1.0%	1.8%	1.5%	-
Underemployment rate, %	8.3%	9.6%	9.9%	8.8%	6.2%	8.8%	8.4%	8.5%	-
Average years of education <sup>1</sup>	1.8	2.5	3.2	5.1	8.1	2.1	5.4	4.2	-
Share urban	11%	16%	20%	31%	49%	19%	30%	25%	-
<b>Job types</b> <sup>2</sup>									
	<i>Shares within quintiles</i>				<i>Shares within poor/non-poor</i>				<i>rates</i>
Daily wage	59%	43%	32%	20%	7%	50%	20%	32%	60%
Salaried	10%	14%	18%	27%	38%	14%	26%	22%	25%
Non-agric. self-employment	12%	15%	18%	22%	29%	14%	23%	20%	28%
Agriculture self-employment	19%	27%	32%	32%	26%	21%	31%	27%	29%
<b>Sectors</b>									
Agriculture	55%	53%	50%	43%	30%	51%	43%	46%	42%
Industry	20%	23%	24%	25%	23%	23%	23%	23%	38%
Services	25%	24%	26%	32%	46%	25%	34%	31%	31%
<b>Earnings and hours</b>									
Median earnings	1,650	1,913	2,051	2,600	4,167	1,800	2,658	2,223	-
Median hourly rate	8.1	9.6	11.3	13.7	19.8	9.0	13.8	11.3	-
Hours worked	45.6	45.2	45.5	48.0	51.7	45.7	48.1	47.2	-
<b>Extent of low earnings</b> <sup>3</sup>									
Low earners	82%	73%	66%	56%	38%	77%	54%	62%	-
Non-labor income <sup>5</sup>	14%	16%	21%	25%	32%	15%	28%	25%	-
<i>social income</i> <sup>5,6</sup>	2.1%	1.5%	1.4%	0.7%	0.7%	2%	0.8%	1%	-
<i>foreign remittances</i> <sup>5</sup>	1.3%	2.3%	5.8%	9.1%	9.0%	2%	8%	7%	-

Notes: (1) For the employed; (2) See Tables 2.3 for definitions of aggregates and categories; (3) See text for a definition of low earners; (4) Quintiles defined over consumption per capita; (5) Share of total income; (6) Private charity and government social programs.

Source: Based on HIES 2000, 2005.

3.7 Poverty is not associated with unemployment in Bangladesh. On the contrary, only the better off households can afford not to have a working member. In fact, poor people tend to have higher employment rates, although they often work in low intensity, low paid activities, as is reflected by lower working hours, a higher underemployment rate and lower earnings.

3.8 Poverty outcomes are highly correlated with education. Educational achievements are lowest in the bottom quintile (average of 1.8 years of education) and highest in the top quintile (8.1 years on average).

3.9 Exactly half of the poor workers are concentrated in the daily wage sector. As a consequence, the poverty rate in this sector (60 percent) stands out as very high. Outside daily wage poverty incidence (25-30 percent) is similar between job categories, although the better off tend to work in salaried employment or in self-employment outside of agriculture. As regards broad economic sectors, the distribution is relatively uniform for the first three quintiles, with 50 percent, 25 percent and 25 percent, respectively, working in agriculture, industry and services. Among the top two quintiles the share of agriculture is much lower and the share of services is higher.

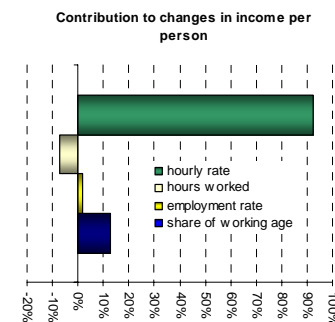
3.10 There is an evident progression of earnings along quintiles, indicating a strong relationship between (lack of) labor income and poverty. Moreover, the poor derive a much greater share of their income from labor. In order to better understand whether low earnings imply economic hardship, we define a category of low earners as those among the employed who earn less than the per capita poverty line times the average dependency ratio.<sup>12</sup> Clearly, as much as 80 percent of the poor are low earners. However, the prevalence of low earnings among the non-poor (about 50 percent) is relatively high as well, which suggests that poverty is not fully determined by labor earnings. The extent of low earnings did not change between 2000 and 2005.

### C. DECOMPOSING POVERTY REDUCTION

3.11 This section takes a closer look at the channels through which labor markets have affected welfare between 2000 and 2005. It describes the relative importance of productivity growth versus employment growth and identifies sectors that have been associated with poverty reduction. A convenient method of approaching these questions is through a decomposition.

#### Wage growth and poverty reduction

**Figure 3.1: Income Growth Decomposition, 2000-05**



Source: Based on HIES 2000, 2005.

3.12 We proceed to analyze the sources that contributed to the observed changes in total labor income. This can be done through the following decomposition.

3.13 Noting that income per capita can be decomposed as

$$\frac{I}{N} = \frac{I}{H} \frac{H}{E} \frac{E}{A} \frac{A}{N} \quad (\text{equation 1})$$

where  $I$  is total income,  $H$  is hours worked,  $E$  is employment,  $A$  is working age population,  $N$  is total population, and taking logarithms, we obtain  $i = \omega + h + e + a$ , and then  $\Delta i = \Delta \omega + \Delta h + \Delta e + \Delta a$ , where  $i$ ,  $\omega$ ,  $h$ ,  $e$  and  $a$  stand for (logarithms of) income, average hourly rate (or wages), hours worked, employment rate and the

<sup>12</sup> The adjustment by the average dependency ratio takes into account a worker's need to support other family members.

(inverse of the) dependency ratio, respectively. In this decomposition wage rate would, in principle, correspond to productivity, while employment rate, hours worked and the share of working age population combined would correspond to the work intensity within the economy.

3.14 The result of this decomposition, presented in Figure 3.1, reveals that the increase in wages (more precisely: in the wage rate) accounts for the majority of growth in per capita labor earnings.

3.15 Having established the importance of wage growth to rising total income, we now provide further evidence on whether this growth in total income has been associated with poverty reduction. Table 3.3 compares growth in earnings with poverty reduction outcomes for the main categories, sectors and markets in Bangladesh.

**Table 3.3: Labor Income Growth and Poverty Reduction, 2000-05**

	Annualized	Poverty	<b>Job type<sup>2</sup></b>	Annualized	Poverty	<b>Sectors<sup>5</sup></b>	Annualized	Poverty
	real earnings growth <sup>1</sup>	rate change over 5y		real earnings growth	rate change over 5y		real earnings growth	rate change over 5y
	per worker	percentage points		per worker	percentage points		per worker	percentage points
<b>Total labor income</b>	0.9%	-9%	<b>Waged employment</b>	<b>2.0%</b>	<b>-8%</b>	Agriculture, Forestry, Fish.	-0.2%	-10%
			<b>Daily wage</b>	<b>[0.3%]</b>	<b>-8%</b>	Mining & quarrying	[-3.9%]	2%
<b>Region<sup>3</sup></b>			Agriculture	-0.3%	-7%	Manufacturing	-0.6%	-7%
Barisal	-1.8%	-1%	Non-agriculture	-0.4%	-7%	Utilities	0.3%	-9%
Chittagong	3.0%	-12%	<b>Salary</b>	<b>2.4%</b>	<b>-6%</b>	Construction	-2.4%	-6%
Dhaka	[0.0%]	-15%	Public sector	0.8%	-6%	Trade, hotels & restaurants	3.7%	-13%
Khulna	-2.4%	1%	Community sect.	1.7%	-3%	Transp., storage, communic.	-2.3%	-8%
Rajshahi	1.6%	-5%	Private sector	3.4%	-6%	Finance, real est., business	2.9%	-12%
Sylhet	5.3%	-9%	<b>Self-employment</b>	<b>[0.0%]</b>	<b>-10%</b>	Community/personal services	2.2%	-4%
<b>Education<sup>4</sup></b>			<b>Non-agriculture</b>	<b>[1.0%]</b>	<b>-10%</b>	Agriculture	-0.2%	-10%
No education	[0.0%]	-8%	Individual	[1.0%]	-11%	Industry	-0.9%	-6%
Incomplete primary	-3.5%	-3%	Family	1.6%	-18%	Services	1.7%	-8%
Complete primary	-1.8%	-4%	Employers	[2.2%]	-3%	<b>Skills</b>		
Incomplete second.	[0.2%]	-4%	<b>Agriculture</b>	<b>-0.7%</b>	<b>-9%</b>	White collar high skill	0.2%	-1%
Complete lower scnd	-1.6%	-2%	Subsistence	-4.1%	-13%	White collar low skill	1.9%	-8%
Higher secondary	[-1.8%]	-3%	Market	-0.3%	-7%	Blue collar high skill	2.4%	-9%
Tertiary	[2.2%]	-2%				Blue collar low skill	-0.8%	-7%

Notes: [ ] When growth of mean income was of different sign or was different by more than 3 percentage points from that of median income, the estimates are presented in brackets. (1) In mean income from all activities; (2) See Table 2.3 for definition of aggregates and categories; job type in main employment; for some subcategories estimates may be unreliable due to limited number of observations; (3) Poverty rate change for whole population, adjusted for regional differences in prices; (4) Poverty rate change for working age population; for higher levels of education estimates may be unreliable due to limited number of observations; (5) Sector of main employment.

Source: Based on HIES 2000, 2005.

3.16 Mean labor income per worker has been growing by about 1 percent per year. The distribution of this growth has been somewhat uneven. For example, between provinces it ranged from a decline of 2 percent annually in Barisal to an increase of 5 percent per year in Sylhet. In fact, within many categories income per worker, as recorded by the HIES, did not grow.<sup>13</sup> For example, among broad economic sectors, earnings increased noticeably only for workers in services. As regards job types, salaried workers, in particular those in the private sector, enjoyed a robust income growth of 2.4 percent per year. Earnings for the self-employed outside of agriculture grew at an average pace. Incomes grew more rapidly for skilled work and white collar occupations.

<sup>13</sup> Again, this is income per worker. Income per capita growth has been higher by 1 percentage point owing to the growing share of the working (age) population.

3.17 A 9 percentage points decline in the poverty rate between 2000 and 2005 is impressive. Poverty fell in all quarters,<sup>14</sup> although more in some than in others. In general, the correlation between poverty reduction and growth in earnings is positive, even if this is not immediately evident from the tabulations. Nevertheless, there are some puzzling results that are difficult to explain, such as the strong decline in poverty at times of stagnating income in the case of the agricultural sector and the region of Dhaka.<sup>15</sup>

### Decomposition of GDP per capita growth

3.18 A simple decomposition of GDP per capita growth provides a starting point for a more rigorous understanding of how economic growth translates into increases in productivity and employment, as well as how various sectors contribute to this growth.

3.19 On the aggregate level, GDP per capita can be written as

$$\frac{Y}{N} = \frac{Y}{E} \frac{E}{A} \frac{A}{N} \quad (\text{equation 2})$$

or, equivalently, as  $y = \omega * e * a$ , where  $Y$  is total value added,  $E$  is total employment,  $A$  is total working population, and  $N$  is total population. Thus  $\omega$  would correspond to output per worker,  $e$  to the employment rate (within working age population), while  $a$  would correspond to an (inverse of) the dependency ratio. It is thus straightforward to decompose the growth of output per capita into the respective components.<sup>16</sup>

3.20 On the sectoral level, GDP per capita can be expanded as

$$\frac{Y}{N} = \sum_{i=1}^S \frac{Y_i}{E_i} \frac{E_i}{N} \quad (\text{equation 3})$$

or, equivalently,  $y = \sum_{i=1}^S \omega_i * e_i$ , where  $i$  is a subscript for sectors. Thus  $\omega_i = Y_i/E_i$  corresponds to output per worker in sector  $i$ , and  $e_i = E_i/N$  corresponds to the share of the population employed in sector  $i$ .<sup>17</sup> It is possible to decompose the change in per capita output,  $\Delta y$ , into the marginal contributions of each of its sectoral labor market components. In order to do this without a usual remainder, we apply a Shapley decomposition<sup>18</sup> to obtain the respective contributions  $\bar{\omega}_i$ ,  $\bar{e}_i$  in absolute terms (i.e.,  $\sum_{i=1}^S \bar{\omega}_i + \sum_{i=1}^S \bar{e}_i = \Delta y$ ), which are then scaled by  $\Delta y$  to obtain the relative (percentage) values  $\bar{\omega}_i$  and  $\bar{e}_i$

<sup>14</sup> Except perhaps in Khulna, where it grew by 1 percentage point.

<sup>15</sup> Inevitably, such puzzles are bound to arise, not least because poverty is estimated using other measures than income.

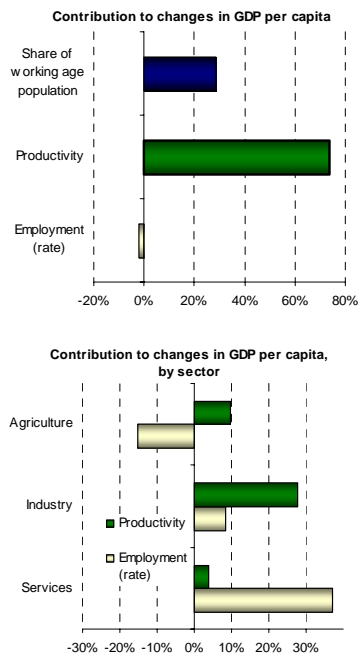
<sup>16</sup> This can be done swiftly (and without a remainder) by taking logarithms of the latter equations for 2000 and 2005 and subtracting one from another. However, for the sake of consistency, we apply a Shapley decomposition (see next paragraph), which yields similar results.

<sup>17</sup> The term  $E_i/N$  has not been expanded into  $E_i/A * A/N$  because the latter ( $A/N$ ) would be constant between sectors.

<sup>18</sup> The Shapley decomposition approach is based on the marginal effect on the variable of interest of eliminating each of the contributory factors in a sequence. The method then assigns to each factor the average of its marginal contributions in all possible elimination sequences (Shorrocks, 1999).

(so that  $\sum_{i=1}^S \bar{\omega}_i + \sum_{i=1}^S \bar{e}_i = 1$ ). Values  $\bar{\omega}_i$  and  $\bar{e}_i$  represent the (marginal) contribution to the observed change in mean GDP per capita of the respective labor market indicators ( $\omega$  and  $e$ ) in sector  $i$ , expressed as a fraction of the total change in average income per capita. It should be noted that  $\sum_{i=1}^S \bar{e}_i$  has the natural interpretation of how employment intensive a growth process was, and reflects how much of this growth was associated with employment increases. The term  $\sum_{i=1}^S \bar{\omega}_i$  can be interpreted as the contribution of the productivity increases to economic growth, although some caution is recommended.<sup>19</sup>

**Figure 3.2: Decomposition of GDP per Capita Growth, 2000-05**



Source: based on HIES 2000, 2005

3.24 At the level of broad economic sectors, the decomposition (also in Figure 3.2) highlights the importance of productivity in agriculture. Indeed, as the decomposition demonstrates, the contributions from agriculture came entirely through rising output per worker. Overall, with the outflow of employment to other sectors, agriculture contributed negatively to the economy-wide GDP growth.

3.25 The contribution of industry came mainly through productivity increases, but the role of employment was also positive. Within industry the manufacturing sector did not expand its employment, while its productivity component was strong. Taking into account the fact that

3.21 It is important to clarify the point that this analysis does not establish causalities, as it merely decomposes an identity defined over a set of general equilibrium outcomes. Rather than reflecting a share of growth that is “due” to changes in productivity/employment, it reflects a share of growth “associated” or “accompanied” by these processes. Nonetheless, it is informative to discuss the results, which are presented in Figure 3.2.

3.22 As has been mentioned, growth in Bangladesh has been accompanied by fairly robust employment creation, with 5.6 million new jobs added between 2000 and 2005. However, in per capita terms this employment growth was much less pronounced. The employment rate (the share of the working age population that is employed) did not change, and therefore its contribution to rising GDP per capita was close to zero. The entire contribution on the employment side came from the increase in the working population as a share in the total population (or, in other words, the decrease in the dependency ratio).

3.23 Consequently, increasing productivity (value added per worker) has been the key factor associated with the growth of total GDP per capita, accounting for as much as 75 percent of the total increase.

<sup>19</sup> This term combines both increases in productivity due to technological change or the reorganization of the process of production as well as cyclical changes in demand. Firms operating below capacity in economic downturns may increase output when demand increases without additional adjustments. It will be recorded as an increase in productivity but in reality will not be accompanied by underlying changes to production technology.

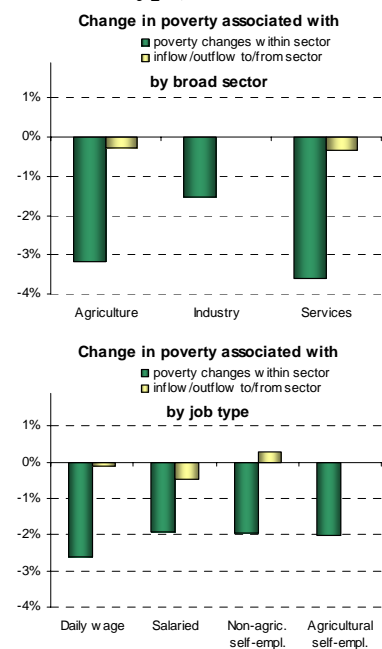
Bangladesh’s garment export will ultimately face increasing competition owing to the expiration of favorable MFA quotas, it seems that the potential of manufacturing to further boost employment (as was the case in the past) should not be overestimated. Rather, further increases in productivity are necessary in the sector so that it continues to contribute to GDP growth. On the other hand, the construction sector, driven by ongoing urbanization, has been expanding its employment and has contributed positively to the overall increase in GDP per capita.

3.26 Finally, employment generation in the services sector accounted for as much as a third of GDP per capita growth between 2000 and 2005. This is related to the general inflow of workers into this sector. Understandably, because of this inflow the average output per worker has been slow in growth. On the other hand, the fact that productivity in the services sector grows more slowly than in other sectors is a typical finding. Overall, these results highlight the importance of services for future employment generation, GDP growth and poverty reduction in Bangladesh.

### Decomposition of poverty reduction by economic sectors

3.27 Once output growth has been decomposed into its employment and productivity components at the economy-wide and sector-wide levels, the next step is to check whether the poor have been able to benefit from the expansions of the growing sectors. This is potentially important, for example, because policy debate has been concerned with whether interventions should concentrate on increasing earnings in the sectors where the poor are found (such as agriculture) or whether they should be targeted to sectors where the poor are not found, so that more of those in these sectors can be drawn into the higher-earning sectors (Fields, 2006).

**Figure 3.3: Decomposition of Poverty Changes by Sector and Job Type, 2000-05**



Source: Based on HIES 2000, 2005.

3.28 One way to perform this analysis is to decompose overall poverty reduction in Bangladesh over 2000-05 into changes associated with (i) changes in poverty within specific sectors (intrasectoral poverty changes); and (ii) changes in poverty due to changes in the share of the people “attached” to each sector (or, in other words, to intersectoral employment changes) in the following framework:

$$\Delta P = \sum_{i=1}^S N_{i,2005} (P_{i,2005} - P_{i,2000}) + \sum_{i=1}^S (N_{i,2005} - N_{i,2000}) (P_{i,2005} - P_{2005})$$

(equation 4)

where  $P_t$  is a poverty headcount for the total population in year  $t$ ,  $P_{i,t}$  is a poverty measure in sector  $i$  in year  $t$ , and  $N_{i,t}$  is the share of poor households “attached” to sector  $i$  at time  $t$ . The expression on the left corresponds to a poverty reduction within sectors, while that on the right corresponds to a contribution of inter-sectoral changes.

3.29 Since such poverty decompositions are usually done at the household level, there is a need to determine the sectoral attachment of a household, which can be undertaken in several ways. We “attach” a household to a sector from which it derives

most of its income.<sup>20</sup> In addition to using sectors, we also perform a similar decomposition using job types. The results are presented in Figure 3.3.

3.30 These results suggest that most of the poverty reduction between 2000 and 2005 took place within sectors. Services, which grew fastest, accounted for the highest share of poverty decline. Despite its slow growth, agriculture's contribution was significant because of the size of the sector. The importance of intersectoral flows was small, but among them the outflow from agriculture and the inflow into services played a role.

3.31 As regards job categories, the results are similar: most of the poverty reduction took place within categories, with comparable contributions from waged and non-waged employment. Inflows into salaried jobs played a small role as well.

3.32 In summary, the results of the decompositions suggest that productivity improvement and wage growth were key factors associated with income increases and subsequent poverty reduction between 2000 and 2005. Within agriculture, growth was the result of rising productivity and the outflow of people to other sectors. Within manufacturing, productivity was a key factor associated with the growth of income, while employment remained unchanged. This pattern is likely to continue, as Bangladesh's garment export is likely to be adjusting to international competition. As regards services, expanding employment in this sector has greatly contributed to increases in GDP per capita. It appears likely that services, particularly in the urban areas and in the private sector, have the potential to provide employment and income opportunities to many poor people.

3.33 Nevertheless, most of the poverty reduction occurred within economic sectors or job categories rather than through intersectoral flows, and within rural and urban areas rather than through migration. Extrapolating this trend – the thrust of the poverty reduction effort may need for some time to remain where the poor are to be found.

---

<sup>20</sup> It is important to note that many households have several sources of income. Therefore, if a household benefits from growth in a sector which is not its main source of income it will bias the results. However, if the correlations in sectoral attachment among household members are small, it may be safe to assume that these biases will cancel out.

## CHAPTER 4 LABOR MARKET: SELECTED ISSUES

4.1 In this chapter we discuss several issues that we think are important to a better understanding of the functioning of the labor market in Bangladesh and its link to poverty reduction. These issues are multiple income sources, labor market segmentation, self-employment and inequality.

### A. MULTIPLE INCOME SOURCES

4.2 Multiple income sources and multitasking are very important phenomena in developing countries. First, earnings from other sources complement the income from the main activity and contribute to better living standards. Second, income diversification is a key insurance instrument for the poor. Not only households but also individuals often engage in more than one economic activity (multitasking). Although the tools available for this type of analysis are somewhat underdeveloped, this section attempts to provide a sketch of the situation in Bangladesh. The main figures are reported in Table 4.1.

**Table 4.1: Multitasking and Income Diversification,<sup>1</sup> 2000 and 2005**

Share of <b>households</b> in urban/rural areas with main activity in:	HOUSEHOLDS										INDIVIDUALS <sup>2</sup>		
	...and also having income from:										with two or more jobs (by main activity)		
	URBAN					RURAL					Urban	Rural	Total
% <sup>3</sup>	Daily wage	Salaried job	Non-agr self-emp	Agricult self-emp	% <sup>3</sup>	Daily wage	Salaried job	Non-agr self-emp	Agricult self-emp				
Daily wage	23%	-	17%	7%	36%	37%	-	4%	4%	76%	25%	48%	44%
Salaried	41%	5%	-	8%	18%	14%	11%	-	8%	76%	10%	31%	20%
Non-agric. self-empl.	30%	5%	17%	-	28%	17%	11%	7%	-	79%	19%	49%	38%
Agricult. self-empl.	7%	11%	10%	13%	-	32%	19%	7%	10%	-	16%	18%	18%
<b>Total</b>	<b>100%</b>					<b>100%</b>					<b>16%</b>	<b>36%</b>	<b>31%</b>

*Notes:* (1) For households: share of households in urban/rural areas by main activity [specified down] that report income from a different activity [across]; for individuals: share of individuals in urban/rural areas engaged in two or more activities; (2) This analysis is based on 12 month recall period, and thus the reported activities need not be simultaneous; (3) Share of all households in urban/rural areas with main activity of a given type [specified down].  
*Source:* Based on HIES 2000, 2005.

4.3 Households with multiple sources of income are relatively common in rural Bangladesh, where most households top up their earnings from agriculture with income from other activities.<sup>21</sup> Sending household members to daily wage jobs or engaging in some sort of self-employment are popular diversification strategies. In cities, diversification is less common and salaried employment is an important option.

<sup>21</sup> This analysis is complicated by the fact that as much as two thirds of households, some of them in urban areas, report income from agriculture. Some of this income might be in kind and insignificant (such as a fish caught from a river).

4.4 One reason for the lower than potential diversification is the traditionally low labor market participation of women. As a result, single earner households are prevalent, accounting for 30 percent of all households, 40 percent of all urban households and 75 percent of all households with exactly two members of working age.

4.5 Regarding multiple job holders, 16 percent of workers in urban areas and 36 percent of workers in rural areas were engaged in two or more economic activities in the course of 2005. These ratios are stable over time. Daily wage workers and the self-employed outside of agriculture are more likely to hold two or more jobs, while women are less likely to do so. Again, mixing agricultural income with other employment is the most common situation, and, were not for these agricultural activities, multitasking rates would be as low as 8 percent. Indeed, on average, as much as 90-95 percent of individual income is derived from the main source.

## B. LABOR MARKET SEGMENTATION

4.6 Much of the theoretical literature on labor markets in developing countries has in common that it emphasizes the “segmentation” of labor markets. In segmented markets, labor mobility is constrained because of institutional and/or other barriers, which results in different returns to labor in different segments, and which produces inefficiencies. Within the context of shared growth, segmentation in the labor market is important insofar as it may limit the access of certain groups to productive employment, exacerbate inequalities and poverty, and reduce the capacity of the poor to benefit from growth. Although there is disagreement on whether a segmented labor market is a “true” model, there seems to be a consensus that different parts of the labor market may follow their own dynamic and that movement between these segments may be limited.

4.7 To begin with, Bangladesh is fortunate in that it is very homogenous, both socially and geographically. Therefore, in principle there are no major obstacles to labor market integration.

**Table 4.2: Earning Function in Bangladesh, 2000 and 2005**

			2005					Men	Women	Urban	Rural
	2000	2005	All workers	Daily wage	Salaried job	Non-agri self-empl	Agricult. self-empl				
Salaried job			0.335	-	-	-	-	0.274	0.474	0.120	0.384
Non-agric. self-empl.			0.416	-	-	-	-	0.439	0.281	0.355	0.397
Agriculture self-empl.			-0.284	-	-	-	-	-0.177	-1.149	-1.069	-0.191
Age	0.062	0.058	0.057	0.040	0.078	0.050	0.053	0.062	0.052	0.057	0.056
Age squared	-0.001	-0.001	-0.001	0.000	-0.001	-0.001	-0.001	-0.001	-0.001	-0.001	-0.001
Woman	-1.113	-0.960	-0.967	-0.849	-0.388	-0.908	-1.630	-	-	-0.657	-1.107
Years of education	0.058	0.059	0.050	0.021	0.068	0.057	0.032	0.047	0.065	0.072	0.038
Muslim <sup>2</sup>	-0.006	0.007	0.020	0.108	0.140	0.084	-0.214	0.063	-0.129	0.082	0.011
Married	0.088	0.101	0.110	0.129	0.042	0.137	0.071	0.109	-0.056	0.212	0.059
Public sector job	0.371	0.497	0.347	-	0.241	-	-	0.290	0.492	0.162	0.481
Urban job	0.418	0.351	0.187	0.234	0.097	0.325	-0.396	0.178	0.133	-	-
<i>Regional dummies.</i>	<i>output suppressed<sup>3</sup></i>										
R2	0.347	0.295	0.344	0.282	0.455	0.299	0.256	0.283	0.398	0.428	0.293

Notes: (1) Coefficients from regression of log monthly earnings from main employment/activity are not corrected for potential selection bias; (2) All coefficients listed are statistically significant at 1percent, except “Muslim” – which is not significant anywhere, except in salaried jobs and in urban areas and for men – at 5 percent; (3) Base category is: Barisal. Regional dummies in main regression vary between -0.18 and 0.20. Chittagong has a consistently positive premium of about 20 percent (over Barisal).

Source: Based on HIES 2000, 2005.

4.8 In general it is difficult to prove segmentation rigorously, because it is impossible to control for all of the factors, observed and unobserved, and rule out all competing hypotheses. The most

straightforward evidence consistent with (but not equivalent to) segmentation is that returns to individual characteristics (labor, human capital, etc.) are not equalized between segments. The most common way of checking for that is to estimate earnings equations for different submarkets, compare the coefficients and test whether they are different from each other. Table 4.2 presents results of such regressions.

4.9 The returns to (an additional year of) education are, on average, 6 percent. They are higher for women, which probably reflects the relative scarcity of education within this group.<sup>22</sup> The returns are also lower in rural areas, where the prevailing production techniques do not reward skills very highly. They are particularly low for the daily labor sector, reflecting the “commodity” character of labor exchanged in this segment of the market.

4.10 Women are at a significant disadvantage in the labor market, earning as much as 60 percent less than men in the same type of work. Obviously, a much more sophisticated analysis than ours is needed to attribute these results to “discrimination.” It is important to note that women have significantly better opportunities in urban areas and in salaried employment (such as public sector jobs). Therefore, the current urban shift provides a chance for women to take part in productive employment on better terms.

4.11 Differences between the divisions in terms of the returns to labor exist but are not particularly striking (regional premiums in the regression vary by about 15 percent around the national average). Chittagong has a consistently positive premium of about 15 percent. Differences from the national average in the returns to education are not statistically significant for most individual divisions, except for predominantly rural Sylhet (where they are lower) and for Khulna (where they are higher).

4.12 Public sector jobs carry a consistent positive premium. This premium is higher for women. It is also higher in rural areas, where government jobs are much less prevalent. Non-farm employment offers a sizable premium over daily labor and agricultural self-employment.

4.13 Overall, the analysis suggests that different labor markets operate in urban and rural areas. Moreover, income determination differs between men and women. The public sector seems to have its own wage function, while daily wage employment and agriculture self-employment are low-return sectors. However, the differences between these markets do not appear to be striking. And labor flows between job categories and from urban-to-rural areas suggest that a significant scope for mobility remains.

### **C. RURAL AND URBAN BANGLADESH**

4.14 A division between the urban and rural areas has been identified as a defining characteristic of the labor market in Bangladesh. This section takes a look at how income generation differs between these areas. Table 4.3 provides key evidence.

4.15 About 61 percent of labor income in 2005 originated in rural areas, where 75 percent of workers reside. This ratio declined from 68 percent in 2000. Non-labor income in rural areas has been expanding faster than labor income, with foreign remittances growing by 6 percent per year.

---

<sup>22</sup> Higher returns to education in the case of women is a typical finding in many countries and markets.

4.16 There has been a decisive shift in rural areas away from low productivity daily wage work in agriculture (the total income from this activity was actually falling by 2.7 percent per year in real terms over 2000-05) and a move into daily wage work outside of agriculture and into salaried employment (both recorded about a 6 percent annual increase in income). More agricultural income is channeled through the market, and the extent of subsistence agriculture is gradually declining.

**Table 4.3: Income Sources in Urban and Rural Areas, 2000 and 2005**

	URBAN AREAS					RURAL AREAS				
	<i>income</i> <sup>2</sup>		Share of total income	Share of labor income	Annualized real growth <sup>4</sup>	<i>income</i> <sup>1</sup>		Share of total income	Share of labor income	Annualized real growth <sup>4</sup>
	2000	2005				2000	2005			
<b>TOTAL INCOME</b> <sup>1,2</sup>	1,631	2,124	100%	-	7.0%	847	1,141	100%	-	2.1%
<b>Labor income</b>	1,211	1,627	77%	100%	7.7%	630	825	72%	100%	1.5%
Daily wage	149	170	8%	10%	4.2%	156	202	18%	24%	1.2%
Agriculture	16	28	1%	2%	n.a.	91	96	8%	12%	-2.7%
Non-agriculture	133	141	7%	9%	2.8%	65	106	9%	13%	5.8%
Salaried employment	485	675	32%	41%	8.4%	102	169	15%	21%	6.3%
Non-agriculture self-empl.	534	707	33%	43%	7.3%	171	189	17%	23%	-1.8%
Agriculture self-employ.	43	76	4%	5%	13.5%	201	265	23%	32%	1.6%
Subsistence	6	10	0%	1%	n.a.	42	44	4%	5%	-3.2%
Market	38	66	3%	4%	13.4%	159	221	19%	27%	2.8%
<b>Non-Labor income</b>	420	497	23%	-	5.0%	216	316	28%	-	3.8%
Property	168	173	8%	-	2.1%	46	49	4%	-	-2.5%
Social & charity	13	15	1%	-	n.a.	11	14	1%	-	n.a.
o/w selected gov progs	0	1	0%	-	n.a.	3	2	0%	-	n.a.
Remittances	105	121	6%	-	4.5%	94	145	13%	-	5.0%
o/w from abroad	74	87	4%	-	5.0%	66	106	9%	-	5.8%
Other	135	187	9%	-	8.4%	66	108	9%	-	6.2%
<b>Memo items</b>										
Poverty rate	35.1%	28.4%	-	-	1.8%	52.3%	43.8%	-	-	-2.8%
Inequality ( <i>Gini coeff.</i> )	0.372	0.365	-	-	-	0.279	0.284	-	-	-
Average level of education <sup>3</sup>	5.7	6.4	-	-	0.7	3.2	3.7	-	-	0.5

Notes: (1) See Table 2.3 for definition of aggregates and categories; (2) Expressed in Tk/month/per capita (in total population within urban/rural areas); (3) Working age population, change: absolute over 5 years; (4) For income: of total income originating in a category (within urban/rural areas); For poverty rate: of total number of the poor; for education level, absolute change over 5 years.

Source: Based on HIES 2000, 2005.

4.17 In 2005, the rural non-farm sector surpassed agriculture as a main source of income in rural areas. Indeed, this sector plays a very important role – for example, poverty rates among households in this sector are as much as 10 percentage points lower than for the rest of the rural population. Between 2000 and 2005, the non-farm sector continued its expansion: the share of rural households engaged in activities outside of agriculture grew from 49 percent to 54 percent over the period, and the share of income from these activities grew from 50 percent to 55 percent. However, in contrast to previous decades, this change came about in large part through the expansion of salaried employment rather than (individual) self-employment (in which area which incomes and employment appear to have been declining). The rural non-farm sector is expected to grow in importance, since the availability of land for cultivation is already constrained (and is actually falling because of erosion).

4.18 In urban areas, labor income has been expanding rapidly (by 7.7 percent per year in total income or 1.3 percent in per capita terms). Salaried employment, particularly in the private sector, was a key driving force. Still, self-employment remains the main source of income and is expanding equally rapidly.

4.19 Overall, income generation in rural areas has kept up relatively well, thanks to the expansion of non-farm activities, often in the salaried sector. However, the lion's share of growth is taking place in urban areas, where both salaried employment and self-employment are growing.

## D. MEN, WOMEN AND CHILDREN IN THE LABOR MARKET

4.20 The segmentation between men and women is another defining characteristic of employment in Bangladesh. This section takes a look at how women fared in the labor market in the period 2000-05. Table 4.4 provides key evidence.

**Table 4.4: Men and Women in the Labor Market, 2000 and 2005**

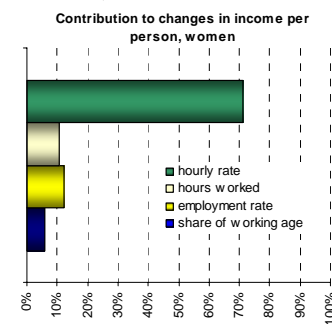
	Men			Women		
	2000	2005	Annualized real growth <sup>2</sup>	2000	2005	Annualized real growth <sup>2</sup>
<b>Labor force</b>						
Employment rate, %	82%	82%	2.6%	11%	12%	4.3%
Average years of education ( <i>employed</i> )	4.5	5.1	+0.5(*)	2.9	3.8	+0.8(*)
<b>Earnings and hours</b>						
Median earnings	1,918	2,398	-0.1%	625	1,000	4.9%
Median hourly rate	9.4	11.8	0.0%	4.4	6.9	4.6%
Hours worked	49.5	47.6	-1.9(*)	40.1	43.6	+3.5(*)
<b>Sectors</b>						
Agriculture	52%	47%	0.4%	41%	39%	3.5%
Industry	21%	22%	3.8%	32%	32%	4.8%
Services	27%	31%	5.5%	27%	28%	5.0%
<b>Job types</b>						
Daily wage	33%	32%	2.3%	33%	26%	-0.7%
Salaried	18%	20%	4.5%	35%	35%	4.8%
Non-agric. self-employment	22%	20%	1.0%	10%	13%	10.2%
Agriculture self-employment	27%	28%	2.9%	22%	26%	7.5%
<b>Income shares<sup>1</sup></b>						
	<b>713</b>	<b>955</b>	<b>3.2%</b>	<b>35</b>	<b>68</b>	<b>11.6%</b>
Daily wage	146	183	1.8%	8	11	2.2%
Salaried	161	254	6.6%	18	41	14.8%
Non-agric. self-employment	240	307	2.3%	4	10	18.0%
Agriculture self-employment	165	211	2.3%	5	7	6.8%

Notes: (\*) Absolute change over five year period; (1) Expressed in Tk/ month per person in total population; (2) Of total (not per capita) income generated by men/women.

Source: Based on HIES 2000, 2005.

4.21 As has been mentioned, women's participation in the labor market is strikingly low. The reasons behind this situation are complex, ranging from tradition, to the low bargaining power of women within households and society, and to the physically demanding nature of work in Bangladesh (construction, harvesting).

**Figure 4.1: Sources of Growth, Women's Income, 2005**



Source: HIES 2005;

4.22 Nevertheless, women have been the most dynamic segment of the labor market in recent years. Female employment was growing at 4.3 percent per year during the period studied. Women are increasingly better educated and the gap between women's and men's education is gradually narrowing.

4.23 The income generated by women has been growing at 10 percent a year. What has the source of this increase been? Women have increased their employment rate (slightly) and hours of work (significantly, by 3.5 hours per week, compared with a decline for men of 1.9 hours). The (median) hourly rate grew by 4.6 percent a year (compared with a stagnation in men's wages). Figure 4.1 presents the relative contributions of these factors (from a decomposition similar to that in Chapter 3, section C). Wages seem to have played a key role, but

employment has contributed as well.

4.24 Women are relatively uniformly distributed among the broad economic sectors and this distribution has been stable.

4.25 Sixty percent of new jobs for women were created in urban areas, where half of these women can be found in salaried employment in the private sector, frequently in the textile and apparel industry. This sector was booming throughout the 1990s, providing jobs for over 1 million women. However, between 2000 and 2005, most of the employment growth came from other quarters. First, the public sector has been actively recruiting women (as teachers, for example), and second, their participation in self-employment, particularly as members or owners of household enterprises, has been expanding rapidly (10 percent per year, although from a very low base). These two sources contributed about 30 percent each to the total growth in urban female employment.

4.26 In rural areas, low-productivity daily wage work or agricultural self-employment are the main sources of employment for as much as two-thirds of all working women. To a lesser extent, trends can be seen that point towards more jobs for women in the public sector and self-employment outside of agriculture (as well as to a reduction in engagement in daily labor).

4.27 How important is the position of women in poverty reduction? First, despite all the present dynamism, women accounted for only 6.7 percent of total labor income in 2005 (up from 4.5 percent in 2000). Women contributed only 12 percent to the incremental growth in that income, and filled only 20 percent of the 5.6 million new jobs generated between 2000 and 2005. Nevertheless, taking away women's income would increase the poverty rate by 5 percentage points (from 40 percent to 45 percent, compared with 3 percentage points increase if the same amount of income was taken from everyone equally). Finally, and perhaps unfortunately, most of this improvement in women's labor market participation took place in the middle range and at the top of the income distribution.

### **Child work**

4.28 In Bangladesh it is relatively common for children to spend some of their time in household work helping their families. Various surveys, such as the Labor Force Survey, estimate that as many as a quarter of all children are economically active, the majority of them being "unpaid family workers" (Salmon, 2005). However, the HIES provides information only on children (aged 5-14) working for remuneration (including work in household self-employment, when reported).

4.29 According to this definition, about 4 percent of children aged 5-14 work for money and make up about 3 percent of all workers in Bangladesh. About 80 percent are boys and about 80 percent of them are over 11 years old. Unfortunately, only 10 percent attend school – to the detriment of their education and future labor market options.<sup>23</sup> Child workers can be found disproportionately in waged employment in the private sector (24 percent), as daily labor outside of agriculture (22 percent) or in family businesses (11 percent). No particular difference in the prevalence of child remunerative work is observed between rural and urban areas.

4.30 Although children work almost as much as adults, their earnings are only about 40 percent of the typical adult's earnings. This is because their wage rates are much lower: 70 percent lower in

---

<sup>23</sup> It is not clear whether they drop out as a result of the need to work or as a result of the low quality of the available education options and the low perceived value of this education.

private sector wage employment, 50 percent lower in daily work outside of agriculture, and (only) 20 percent lower in daily wages in agriculture.

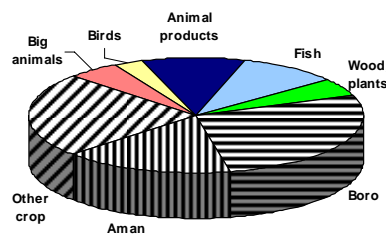
4.31 Children’s income is important. Almost all of these children live in and contribute to poor households. About 40 percent of them, together with their families, would live in poverty were it not for their work. Furthermore, 55 percent of them still live in poverty, despite working. Overall, the poverty rate would have been 2 percentage points higher if their income were taken away.

## E. SELF-EMPLOYMENT

4.32 Self-employment in Bangladesh accounts for half of the total work income and half of employment. Yet, because self-employment does not lend itself easily to analysis,<sup>24</sup> it remains poorly understood. This section provides some basic statistics on self-employment and household enterprises in Bangladesh.

### Self-Employment in Agriculture

**Figure 4.2: Structure of Agricultural Production, 2005**



Source: HIES 2005.

4.35 Agricultural production is gradually becoming more market based. Between 2000 and 2005 the share of self-consumption fell from 46 percent to 42 percent of total production. In addition, wages and land rents are increasingly being paid in cash rather than in kind (30 percent of production costs were paid in kind in 2000, compared with 22 percent in 2005). The extent of subsistence agriculture (at about 10 percent, by our definition) is very gradually declining.

4.36 There appears to have been some diversification (albeit slow) in agricultural production. For example, the share of the

4.33 About 70 percent of households in Bangladesh have some sort of agricultural income,<sup>25</sup> and 45 percent have crop production. The extent of non-crop activities appeared to have increased between 2000 and 2005 (some of this increase could be an artefact of survey methodology), while the share of crop-producing households remained unchanged.

4.34 The structure of agricultural production is presented in Figure 4.2. Households cultivate mostly two types of rice: boro and aman, which account for two-thirds of total production. The dry-season boro rice has been instrumental in boosting agricultural income over recent decades and is now established as by far the most important crop.

**Table 4.5: Profit Function of Agricultural Enterprises,<sup>1</sup> 2005**

	2005
Education <sup>2</sup>	0.022
No. of household members	0.261
Land in operation	0.549
Animal assets <sup>3</sup>	0.217
R2	0.505

Notes: (1) Regression of log net income from agriculture; all variables are in logarithms except education and market access; all coefficients listed are statistically significant at 1 percent; (2) Average years of education of members; (3) No. of km to nearest market.

Source: HIES 2005.

<sup>24</sup> The problems include underreporting or misreporting of earnings, problems in dealing with negative income, difficulties in defining time spent working (and, hence, the wage rate), accounting issues (e.g., problems in calculating net income), ambiguity about how to distribute the income of the household enterprise among the members, etc.

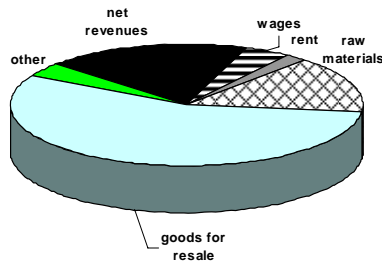
<sup>25</sup> For about 10 percent of these households the only agricultural income is small-scale self-consumption (e.g., fish caught in a river). See Box 1.1 for a discussion of the consequences for this analysis of how agricultural income has been recorded.

five largest crops fell from 81 percent to 77 percent. And the share of non-crop income increased from 29 percent to 32 percent, with fish production growing at a fast rate.

4.37 Table 4.5 presents results of the estimation of the profit function of agricultural enterprises in Bangladesh. It is evident that the returns to education are very low, which suggests that the underlying technology does not require a sophisticated knowledge input. Adding another person to the (predominantly single person) enterprise increases income by about 25 percent. Finally, endowment in assets, particularly land, is strongly related to agricultural income. Namely, doubling assets is associated with a 25-55 percent increase in profit for the enterprise. This suggests that the marginal returns to capital are high in rural Bangladesh.<sup>26</sup>

### Household enterprises outside of agriculture

**Figure 4.3: Use of revenues in Household Enterprises (non-agricultural), 2005**



Source: HIES 2005.

4.38 Between 2000 and 2005, the average number of enterprises outside of agriculture per household (including the individual self-employed) fell by some 10 percent, and this decline was more pronounced in rural areas. In cities, a robust growth in population and in income per household enterprise more than offset this decline, so that, on balance, the total income from this source grew by 9.0% per year (Table 4.3). Rural areas saw a general decline in business income.

4.39 About 80 percent of household enterprises are individual self-employed, and about 90 percent of them cater predominantly to individuals. A breakdown of revenues and expenditures (see Figure 4.3) reveals that the main cost item is “goods for resale,” which indicates that many of these enterprises are engaged in small-scale trading. Net revenues are about 20 percent of gross revenues, and outlays for wages are small.

4.40 Earnings in the self-employment sector compare favorably with wages in salaried employment, as evidenced by Table 2.3 and Table 4.2. Thus, it would appear that, self-employment does not constitute an “inferior” sector in Bangladesh, contrary to the way it is regarded in some other countries.

4.41 Table 4.6 contains estimations of the profit function of household enterprises. Employers, urban enterprises and firms patronized by the government enjoy a significant premium. The rewards to education are close to the average. The marginal returns to labor are higher than for agricultural enterprises. Finally, access to infrastructure greatly enhances the productivity of enterprises.

4.42 The HIES does not ask entrepreneurs about their capital or assets, but it does ask about the value of their enterprises. It turns out that this value is strongly related to the education of enterprise

**Table 4.6: Profit Function of Household Enterprises<sup>1</sup> (non-agricultural), 2005**

	2005
Education <sup>2</sup>	0.037
Urban	0.188
New firm <sup>3</sup>	-1.268
Government as main customer	0.320
No. of household members <sup>4</sup>	0.459
Employer <sup>5</sup>	0.606
Phone	0.704
Electricity	0.329
R2	0.344

Notes: (1) Regression of log net income from non-agricultural household enterprises; all coefficients listed are statistically significant at 1 percent; (2) Average years of education of members; (3) Operating less than a year; (4) Logarithm; (5) Enterprise employing workers from outside the household.

Source: HIES 2005.

<sup>26</sup> Again, because the conditions necessary for causal inference have not been established, these results should be interpreted rather as a statistical association.

members (with a correlation coefficient of 0.50),<sup>27</sup> providing further evidence for the importance of human capital.

4.43 With the doubling of micro-credit in Bangladesh over the period of interest, it would be rational to expect the number of enterprises and their incomes to grow. However, as has been discussed, the data does not appear to support this hypothesis very strongly. One reason why the share of self-employment has been falling is the simultaneous outflow from low-productivity individual self-employment to salaried employment.

**Table 4.7: Household Enterprises, Finance and Women's Participation, 2000-05**

	Finance type <sup>1</sup>		Female participation <sup>2</sup>	
	2000	2005	2000	2005
Informal <sup>3</sup>	97%	91%	5%	8%
Formal <sup>4</sup>	8%	14%	6%	12%
All	100%	100%	5%	9%

Notes: (1) share of non-agricultural household enterprises using given type of financing; (2) share of firms with female participation by primary source of financing; (3) Own savings, inherited, gift, borrowing from relatives, friends or a money lender, sale of assets; (4) Agricultural dev. or commercial bank, Grameen bank, NGO.  
Source: HIES 2000, 2005.

4.44 However, there are several areas in which growth has taken place. For example, family enterprises appear to have grown in significance, particularly in urban areas. More importantly, women are taking part increasingly in household businesses: the share of firms with female members grew from 5 percent to 9 percent between 2000 and 2005 (Table 4.7). Finally, the share of businesses using formal channels as a source of financing increased by over half, from 8 percent to 14 percent over the period. The two latter phenomena are linked, since women are somewhat more likely to use formal channels as primary sources of financing, which may be a consequence of the gender preference of micro-credit schemes in Bangladesh.

4.45 Despite the improvement, credit remains a problem in Bangladesh. The majority of enterprises still use own savings (70 percent), inheritance/gifts (15 percent) and borrowing from family or friends (5 percent) to finance their activities. A major problem reported by about half of entrepreneurs is inadequate capital or credit, which may reflect low physical and financial assets in this sector.

## F. INEQUALITY

**Table 4.8: Inequalities, 2000-05**

	Gini coeff.	
	2000	2005
work income (individuals)	0.487	0.504
work income (households)	0.436	0.471
all income	0.457	0.488
consumption	0.334	0.332
land assets (crop) <sup>1</sup>	0.647	0.655
land assets (all) <sup>2</sup>	0.796	0.781
business assets <sup>3</sup>	0.884	0.877
years of education <sup>4</sup>	0.631	0.569

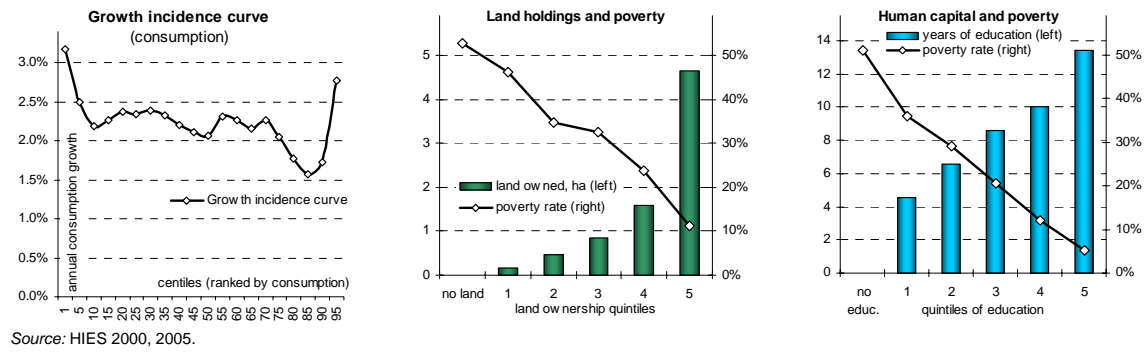
Notes: (1) For crop producing households in rural areas; (2) For all households in rural areas; (3) For households with household enterprises/self-employment outside agricultural; self-reported value of the enterprise is used; (4) Working age.  
Source: HIES 2000, 2005.

4.46 Although all of the measures of income inequality increased, consumption inequality did not change between 2000 and 2005. This suggests that certain mechanisms are in place that prevent the automatic transmission of inequalities from income to consumption.

4.47 The growth incidence curve in Figure 4.4, which tracks the growth of consumption along the distribution, shows that improvement was relatively uniform. If anything, consumption grew somewhat faster for the lowest and the highest deciles. Thus, the growth process was generally favorable to the poor.

<sup>27</sup> Including this self-reported enterprise value in the regression wipes out the significance of the education variable.

**Figure 4.4: Inequality, Poverty and Assets, 2000 and 2005**



4.48 However, more important for the poverty outcome in Bangladesh are inequalities in the distribution of human and physical capital (Figure 4.4 and Table 4.8). The poverty rates are highest for the landless and those with no education. Gini coefficients for the distribution of productive assets are in the range of 0.6-0.9. Thus, improving the distribution of assets is likely to contribute to poverty reduction.

## REFERENCES

- ADB (2005), "Labor Markets in Asia: Promoting Full, Productive, and Decent Employment."
- Fields, Gary (2006), "Segmented labor markets", mimeo, Cornell University
- IMF (2005), "Bangladesh: Selected Issues," IMF Country Report No. 05/242.
- Klychnikova, Irina, and Diop, Ndiame (2006), "Trade Reforms, Farm Productivity, and Poverty in Bangladesh," WPS3980, Washington, D.C.: World Bank.
- ILO (2003), "Decent Work in Agriculture in Asia," Bangkok.
- Rahman, Rushidan Islam (2005), "Performance of Labour Market in Bangladesh: Recent Changes and Policy Implications," Bangladesh Institute of Development Studies.
- Salmon, Claire (2005), "Child Labor in Bangladesh: Are Children the Last Economic Resource of the Household?" *Journal of Developing Societies*, 21:33.
- Sen, Binayak; Mujeri, Mustafa K.; and Shahabuddin, Quazi (2004), "Operationalizing Pro-Poor Growth: Bangladesh as a Case Study," mimeo, World Bank.
- Shorrocks, A. F. (1999), "Decomposition Procedures for Distributional Analysis: A Unified Framework Based on Shapley Value," mimeo, Department of Economics, University of Essex.
- World Bank (1996), "Bangladesh Labor Market Policies for Higher Employment," Washington D.C.
- World Bank (2002), "Poverty in Bangladesh: Building on Progress," Report No. 24299-BD.
- World Bank (2003a), "Bangladesh, Development Policy Review: Impressive Achievements but Continuing Challenges," Report No. 26154-BD.
- World Bank (2003b), "Improving the Investment Climate in Bangladesh," Washington D.C.
- World Bank (2004), "Bangladesh: Development Forum Economic Update," Report No. 29118-BD.
- World Bank (2005), "Bangladesh: Growth and Export Competitiveness," Report No. 31394-BD.
- World Bank (2006), "Bangladesh, Strategy for Sustained Growth," Report No. 38289-BD.
- World Bank (2007a), "The Role of Employment and Labor Income in Shared Growth," mimeo.
- World Bank (2007b), "Trends and Patterns of Poverty in Bangladesh in Recent Years," a background paper for Bangladesh Poverty Assessment 2007, World Bank, South Asia Region
- World Bank (2007c), "World Development Indicators," Washington D.C.