



# Trade Liberalisation, Manufacturing & Women's Employment

“Feminisation of work”

- ✦ Increase of 3 % in overall employment
- ✦ Increase in self-employment & own account work
- ✦ Increase in regular employment
- ✦ Sharp fall in casual labour
- ✦ Falling wages in all categories

# Electronics & Garments

- ★ Major presence of MNCs
- ★ 1980s ♀ participation increased
- ★ 1990: accession to ITA, 0 % import duty
- ★ Domestic producers eliminated
- ★ Shrinking base for employment, lot of subcontracting, highly volatile, underemployed
- ★ Indian owned manufacturing units & exporters
- ★ ♀ brought in at assembly line
- ★ ♂ trained taylorers lost out
- ★ buyer-driven industry, outsourcing in cheap countries
- ★ ♀ home-based work for export shifted into factory, casual work
- ★ Increase of ♂ regular employment



# Face of export competitiveness

- ✦ Women enter sector, men loose out, decrease of high quality employment, women work at lower wages
- ✦ Gender wage gap large where high share of women's employment
- ✦ Wage disparities increase, no access to social security for women
- ✦ Men come in at lower wages

# Conclusions

- ✦ Trade liberalisation does not eliminate gender inequalities
- ✦ TL opened opportunities for women but at high costs
- ✦ Women's employment is vulnerable, underpaid, temporary
- ✦ Uneven process: expansion of low quality employment, contraction of high quality employment
- ✦ Inequality is rising
- ✦ Trend: garment exporters want to legalize contract labour & 60 hours per week