Women's Participation in Different Segments of the Labor Market in Côte d'Ivoire

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Abstract: *This research has the main objective of analyzing the determinants of women's participation in different segments of the labor market. Based on AIDS indicators survey (EIS-2005), the estimation of multinomial logit model suggests that education level, age, presence of the husband, presence of infant, region, standard of living in terms of wealth index and religion explain significantly the integration of women into the labor market. In addition, this study showed that the agricultural and informal are the main sectors that provide employment for women. The econometric results also revealed that a high level of education promotes women's access to waged employment in the modern private and public sectors.*

Keywords: Labor market, waged employment, segments, Côte d'Ivoire.

1. Introduction

Labor is a conscious and voluntary human activity, natural but painful because it requires an effort to make a useful material or immaterial work. Labor aims to create, to produce (source of production), to maintain goods and services in exchange for wage (salary source). Labor is perceived as a factor of social link as it allows to identify a person in relation to his/her position in the whole society (Baudelot C. & al, 2003). Therefore, the three attributes of the labor concept are linked. This link is explained by the fact that labor as a production means, promotes income generation, thing that gives good position in society. The important element is the notion of pain compensated by joy in the form of monetary wage, or paid in kind. This definition did not exist in antiquity or in feudalism where prevailed the involuntary labor without wage, that was slaves' labor in the modern conception, labor in the form of waged employment is considered as merchandise, a production factor. From then on, the wage becomes a determinant criterion (Pillon, T., & Vatin F.), Defined in this way, the housewife, the handyman seems not to respond to the worker concept. We must distinguish three types of activities that refer to labor (Hugon & Naïma, 1998).

First, domestic activity performed by oneself is not actually a labor insofar as it is not remunerated at least until now, but things seem to evolve in developed countries especially in United States and France, where one could access or convert into money the domestic labor time.

Then, the waged labor or merchandise performed in ratios of dependency and subordination in principle is exchanged against a fixed remuneration.

Finally, the unwaged labor is defined as the labor performed by a freelancer who is directly remunerated through the sale of the product or service he issues on the market. Nowadays, the economic and sociological analysis of labor takes an interest in wages and the determination of unemployment and in the way labor is organized besides classical problems. Also, in developed societies, is the long term trend associated to the decrease in time allowed for labor? (35 hours in France); workers who have reached the threshold of income beyond which they can take leisure time. In advanced societies, one witnessed as well the mechanization of arduous tasks. In addition, the complexity of work caused by progress, scientific discoveries, evolution of general level of education accounts for the phenomenon of arduous tasks mechanization (the technological revolution has influenced especially the division of tasks and made them accessible) (Ragot Xavier, 2003).

However, we must note that there is part-time employment whose duration is less than the legal duration. There is also the black labor or illegal labor. There is as well precarious labor to mean waged labor which is unsecured.

In many low-income countries where women work in subsistence agriculture without touching wages, their participation rate is high and the disparities between sexes get reduced, even if they are less involved in remunerated activities apart from the home (World Bank, 2012).

In Côte d'Ivoire, women are much more active in the economic development process. Indeed, women undertake small and medium income generating activities to ensure a better economic and social household welfare in general and the welfare of the children in particular. Search of gender equality by national and international decision makers offers opportunities to women to get educated and integrated the labor market. Thus, in recent years, women are present in all sectors, especially in the informal sector where the number of women increased (UNDP, 2013). The relative shares of women in employment are 44% in the informal sector, 26.4% in the formal private sector, 24.1% in the public and broader public sector and 78.7% in the household sector and Agriculture (AGEPE, 2012).

Indeed, the increased number of women in all activities sectors depends on the scarcity of financial resources within households and the widespread inflation on goods and services market. Women's access to the labor market allows them to acquire a certain autonomy and financial

independence towards their respective spouses. They are protected from domestic violence within their homes.

Moreover, the work decision of women may depend on factors other than poverty. It is in particular the matter of the role played by each woman inside the household in particular. In single-parent families where the woman is the head of household, she takes care of her family so she is forced to work to face its family expenses. Also, some constraints influence the decision of women to participate in different segments of the labor market. In fact, housework (child care, cooking etc.) prevents some women from taking part in economic activities especially when the spouse is the main provider of basic needs (food, clothing, housing, health etc.). In this study, we are trying to examine variables that may have a significant impact on women's participation in different segments of the labor market. In other words what are the main determinants of women's participation in different segments of the labor market in Côte d'Ivoire?

The main objective of this article is to identify the key determinants of women's participation in the labor market in Côte d'Ivoire. Specifically, this study identifies the socioeconomic, demographic and cultural variables that may influence the work decision of women. Economic estimation is used to test the significant impact of each variable on women's participation in the labor market. Our study is divided as follows: In the first place, we are going to show an analytical review of women's participation in the labor market. In the second place, we shall present the econometric model, the specification of variables and the data source. The econometric results will be shown in the third place and discussion will be presented in the fourth place.

2. Analytical Review

Some authors have shown that several factors explain women's participation in the labor market, in particular EYENE MBA (2012). In a comparative study on Cameroon and Mali, this author has shown that some individual and household characteristics significantly explain the work decision of women. These characteristics include age, education level, poverty, marital status, residence place etc. As far as the author is concerned, unmarried women are more likely to integrate the labor market than the ones who are heads of household. This result is confirmed by a study carried out in Canada by the Women Status Council (2015). This research showed that single or divorced women are much more active on the labor market than other women groups. Indeed those women give greater importance to waged labor. Most of them have more children and seek to get involved in an income generating activity as the main provider of the household. Studies explaining the relationship between labor supply of women and fertility have shown stylized facts: The birth of an additional child provokes an income effect because each child consumes a share of household income; resources diminish and one of the parents or both react by increasing their labor supply to maintain their consumption levels unchanged (Lacovou, 2001). Other reasons besides financial ones motivate them. They want to feel useful and develop their potential both personally and professionally especially when they have a

high education level (Council of the Status of Women, 2015).

The labor market increasingly competitive requires an increasing education level. The uneducated will undisputedly find themselves in a disadvantageous position (Lachaud, 1996).

For a better access to labor markets, a prior good investment in education is required. Access to education endues a particular importance, insofar as the human capital approach suggests that the best way to ensure greater equality between women and men / girls and boys or between different social groups is to equalize individual endowments in knowledge, skills, qualifications and experiences (Lachaud, 1997). The investment choices in education have to underbody the human capital theory which postulates that individuals invest in them not for immediate benefits but especially for the future expected profitability of that investment. The individual invests a financial amount from which he derives benefit from future periods (Becker, 1962). Women's position in employment is mainly explained by differences in human capital endowments. When they are better educated, they have the same chances as men to occupy the best positions on the labor market (Doumbia, A. & Mathias, K., 2008).

Despite the increasing education level and female participation rate in the labor market, the persistence of gender inequality prevents woman to reach decision making bodies such as ministerial posts, leadership and high-level specialists positions (OIT, 1997).

Female theory explains that women are more active in domestic activities or jobs in the informal and agricultural sectors, which are compatible with their roles as mothers and wives (Gakou & Kuépié, 2008).

In developing countries, the labor market is divided into several segments (Gouider, 2006); what differs from the analysis of the first segmentation theorists of labor market (Doeringer & Piore, 1971). Indeed, they explained that the labor market is segmented into two parts. The internal market is characterized by stable jobs with high salaries, promotional opportunities and the external market where there is job instability followed by a possibility of dismissal, lower wages and where there is no promotion possibility. Internal promotion explains the stability of employment (Cahuc & Zylberberg, 2003).We talk about labor market dualism questioning the neoclassical theory where there is unity and homogeneity of the market. The reality in Africa constrains us to leave this dualist theory and divide the labor market into four segments (Hugon & Naïma, 1998). Rural areas characterized essentially by agricultural sector. It is made up of an abundant labor force, unskilled. In this sector, the production depends not only on the number of workers but especially seasonal variations (climate) and growing techniques. In Côte d'Ivoire, women represent 80% of food-producing. They are the main suppliers of food, with 94.3% for banana and 75.8% for fresh cassava and are located in markets of small and large cities including the capital (Leadafricaines, 2012).

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In urban or rural areas, survival strategies theory states that each household member must undertake an activity to create additional resources for the survival of the entire household. So, the informal sector meets this criterion and absorbs skilled or unskilled people. It is characterized by self-production market (Yao, 2001). These are women and men who settle on their own account in any business opportunity in order to create their own wealth. However, the modern sector made up of the public service or public administration and the private sector requires the wage. In other words, employees in these sectors receive a salary in return of their effort. There is a mode of organization, running in these sectors. The difference between these two sectors lies in the hiring technique. The Public Service recruits under the basis of internal or external competitive exam, while the private sector can directly hire through employment agencies where written and oral tests are organized (Lachaud, 1989).

Although women are highly qualified, their working conditions depend on the laws and rules that governs the different sectors. Inequalities between men and women in employment are particularly important since women are less likely to get better paid jobs. Several of them are in informal and precarious employment; and are less remunerated. Waged employment is a determinant factor for the women's economic independence and fundamental to their empowerment. Inequalities between men and women are much more pronounced in regions where the population is mainly Muslim (AFRISTAT, 2002).

Diploma being considered as a signal in terms of access to employment, the chances of finding a better paid employment decreases depending on whether the individual is a woman, even if the level of education remains high in urban areas (Arbache & al, 2010).

3. Methodology

Since this study focuses on the women's participation in the different segments of the labor market, the method assumed that the labor market is segmented into four sectors: agriculture, public sector, private sector, informal sector.

The individual must make a choice between the following alternatives: Do not be part of the labor market - (1) unemployed, be part of the labor market in - (2) public

$$\ln[\frac{prob(y_i = j)}{prob(y_i = 5)}] = (\beta_j - \beta_5)Z_i = \beta'_{0j} + \beta'_{1j} * Z_{1i} + ... + \beta'_{Kj} * Z_{Ki}, \forall j = \overline{1,4}$$

K is the number of explanatory variables.

3.1. Specification of variables

The dependent or explained variable is **the probability that a woman has participate or not** in the last five years preceding the survey to different segments of the labor market. It is considered as a categorical variable with five modalities: unemployed, the public sector, the private sector, the agricultural sector and the informal sector.

employment, (3) private employment, (4) Agriculture and (5) informal employment. He shall particularly retain the alternative that maximizes his utility in terms of profit. In this analysis, the individual may make a choice that does not match his preferences in terms of the employment sector given the constraints related to the dysfunction of the labor market.

It is assumed that for each j = {1, 2, 3, 4, 5}, the individual utility i is expressed as follows:

$$U_j = \alpha_0 + \beta Z_i + \varepsilon_j$$

Where U_j indicates the utility provided by the choice of modality j by the woman, with j = {1, 2, 3, 4, 5}, Z_i defines a set of observable characteristics of women's choice and ε_j, the disturbance term resulting from the labor market imperfections. It is assumed that these terms ε_j

$\forall j = \overline{1,5}$ are independent random.

We define a polytomous variable y which takes 4 modalities according to the choices of women. Thus, we have: $y = j$ if the woman chooses the jth modality $\forall j = \overline{1,5}$.

Therefore, the probability that a woman chooses modality j is the probability that this modality provides her a higher level of utility than any other available modality.

As the study aims to explain the participation of women in the different market segments, assuming that the modality 5, that is to say informal employment is chosen as the reference category. The model is as follows:

$$\Pr ob(y_i = j/Z_i) = \frac{e^{\beta_j Z_i}}{1 + \sum_{j=1}^{4} e^{\beta_j Z_i}} \quad , \forall j = \overline{1,4}$$

By choosing the modality 5 as a reference, the consequence of this constraint is that the model measures the effect of an explanatory variable, not on the probability of belonging to a given category, but the probability of belonging to the category rather than the reference category, or more precisely, the relationship between the probability of belonging to the category and the probability of belonging to the reference category. The estimated model is as follows:

Regarding the independent or explanatory variables, these are demographic, socioeconomic and cultural variables. Concerning demographic and socioeconomic variables, we have:

Poverty in terms of wealth index defined by three modalities: low standard of living (poor), medium and high standard of living. A long-term wealth indicator of households was calculated and available in the database from information on assets or owned goods. Indeed, this technique allows you to assign scores to each good of the identified household, the latter being normalized to a normal distribution with zero mean and unit standard deviation.

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These values are then used to identify the classes of households or to compute wealth or poverty index (Lachaud, 2002). It is assumed that the probability of participating in the labor market increases with poverty in terms of wealth index.

Women education. The formal education levels are represented by variables - no education, primary, secondary and higher education. Education is a key variable for women to find paid employment. In fact, educated women are able to integrate the primary sector (formal public and private sector) where they are treated better in terms of salary and working conditions than women who are not educated. Education increases the productive capacity of workers. In this case, the insertion probability in the labor market (public et private sectors) increases with secondary and higher level of education.

Women age is represented in six classes: 15-24 years; 25 - 29 years; 30-34 years; 35-39 years; 40-44 years; 45-49. Age is considered both as a physical and intellectual health indicator. Human capital (intellectual ability) depreciates when age advances. Age also plays a negative impact on the productive capacity of the individual. In other words, as age increases, the individual becomes less productive. Indeed, physical strength which enables him to make more effort decreases and he becomes less competitive. We hypothesize that the probability of participating in the labor market varies with age.

Marital status also plays an important role in work decision of women. The theory of survival strategies stipulates that each household member must contribute actively by providing additional resources from an economic activity. In this context women should participate in household expenses. It is specified in five forms: single, married, free union, divorced and widowed. The probability to participate in the labor market increases, whatever the women marital status.

Presence of infant plays an important role in choosing the employment sector. Women entering the labor market in order to increase family income, which allows them to have a higher economic status. The autonomy of women allows them to make optimal allocation of time and resources for children's benefit. However, when they work in the public or private sector governed by rules, constraint of time is imposed and the presence of infant becomes a limiting factor. In this case, the chance to exercise a formal activity decreases with the presence of infant. However, they contribute to agriculture sector.

Residence Place of the household in which the woman lives is divided into eight modalities: Abidjan, other cities, rural center, rural east central, rural northern, rural northeast, west and south rural. The probability of working in a particular sector depends on the area of residence.

Religion is a cultural variable: It consists of four categories: Christian, Muslim, animist and those belonging to another religion. Women are subjected to religious or customary laws and practices. It is expected that the probability of working increases with religion.

3.2. Data Sources

The data we are going to use in our present research are from the AIDS Indicator Survey (2005 EIS data) done from October 2004 to October 2005 where in a national sample of 4980 households were selected and investigated of which 5772 women aged from 15 to 49 years but just 5183 where actually interviewed. The interview consists in asking questions about their fertility, their contraception practices, the family planning, their demographic characteristics and their socioeconomic position etc. 5148 eligible men are those whose age is between 15 to 59 years and among them, 4503 were surveyed. Ages are estimated in past year depending on men or women's age. The survey consists in filling three types of questionnaire- the household questionnaire, the individual woman questionnaire and the individual man questionnaire. The last two questionnaires depend on the household's one. All surveyed people inside a household have a family link with the head of household. The head of household can be a man or a woman. The survey is made by categories. A category is made of 25 households. It is to say in each category, 25 households are surveyed. In all on 249 categories, selected, 247 have been surveyed hence 4368 household surveyed. This survey was conducted by the National Institute of Statistics (INS). It was aimed to:

- Collect national data to calculate the trends and levels of fertility and child mortality;
- Provide information that will help construct indicators required by UNAIDS and the WHO, as well as indicators of the United States President's Emergency Plan for AIDS Relief (PEPFAR);
- Collect data on women and men's knowledge and attitudes in regards to AIDS and evaluate recent changes in behavior regarding the use of condoms;
- Take blood samples in all households of the survey for anonymous testing for HIV and AIDS in women and men aged from 15-49 years to estimate HIV prevalence in the general population;
- Determine the relationship between HIV prevalence and sexual behavior leading to the risk of HIV infection in the general population.
- Collect information on fertility and attitudes related to family planning.

Such data are not only useful in assessing the impact of survey responsible activities, but they are also important to assess the socio-economic situation and the position of women regarding employment. It is in this perspective that our current study enrolled.

It should also be noted that the AIDS indicators Survey does not provide information on expenditures or household incomes. Thus, we cannot take as an indicator of living standards, the consumption expenditure per capita, although they remain the preferred indicator of Welfare .

4. Results

Results of the Multinomial Logit regression of the determinants of women's participation in different segments of the labor market are contained in Table 1 below .

Table 1: Logit Multinomial Regression coefficients of determinants of women's participation in different segments of the labor market in Côte d'Ivoire

Dependent variable: probability to participate or not in the labor market

Informal employment = reference category.

stata: mlogit employment educ2 educ3 educ4 clag2529 clag3034 clag3539 clag4044 clag4549 matri2 matri3 matri4 matri5 reg2 reg3 reg4 reg5 reg6 reg7 reg8 nvie1 nvie2 relig2 relig3 relig4 enfbascharge2, base (5)

Sectors	Unemployed		Public sector		Private sector		Agricultural sector	
Parameters	β	t[3]	β	t	β	t	β	t
Constance	0,1550	0, 8669	-0,2695	-1,1426	-3.2658	-4,5540***	-1,6400	-7,2303***
Education[4]								
Primary	-0,3200	-2,6668***	-0,0747	0,4502	0,2571	0,6152	-0,4778	- 3,8027***
Secondary	0,5034	3,0688***	0,7885	3,9748***	-0,6416	-0,8153	-0,8103	-3,1025***
Higher	-0,1987	-0,3757	0,1775	0,3521	-17,1496	-0,0017	-15,1915	-0,0069
Age[5]								
25-29 years	-0,3913	-2,9791***	0,0218	0,1109	0,4906	0,7630	-0,3228	-2,2248**
30-34 years	-0,7347	-5,0419***	0,0270	0,1304	0,8457	1,3611	-0,4839	-3,1131***
35-39 years	-0,5566	-3,5832***	0,2442	-1, 0328	1,1034	1,7188*	-0,1074	-0,6708
40-44 years	-0,0357	-0,1897	-0,0514	-0,2056	-0,0422	-0,0727	0,5701	3,1567***
45-49 years	-0,6637	-3,5320***	-0,1794	-0,6476	1,3252	1,9387**	0,1489	0,8121
Statut Marital[6]								
Married	0,0541	0,4454	-0,4467	-2,5760***	-0,0157	-0,0387	0,3348	2,5543***
Free-Union	-0,0937	-0,7013	-0,3513	-1,9704**	-1,2382	-1,8552*	0,2742	1,9144**
Widowed	0,2421	0,9641	0,0558	0,1730	-1,2152	-1,1137	-0,0992	3,7194
Divorced	0, 3692	0,8555	0,4720	0,9767	0,2907	0,2625	0,1102	0,2284
Infant [7]	-0,5377	-4,2461***	0,1746	1,1259	0,5436	1,4522	0,1954	1,6305
Regions[8]								
Others cities	-0,1931	-1,5946	-0,0994	-0,6103	-2,5295	-3,3747***	-0,4496	-3,0196***
Rural center	0,2508	1,8135*	-0,3327	-1,7110*	-0,6274	-1,1992	0,3550	2,1029**
Rural center-East	-0,4181	-1,2658	0,1282	0,3606	-15,2990	-0,0094	1,7582	7,1211***
Rural north	0,4337'	2,7171***	-0.2617	-0,9143	0,9569	1,8066	1.2484	7,1642***
Rural north –East	0,8451	3,7369***	-14,9433	-0,0290**	1,1937	1,7815*	0,7246	3,0696***
Rural West	0,1434	0,6228	-0,9582	-2,1790**	-0,3031	-0,3639	0,6745	2,9752***
Rural South	-0,0737	-0,4642	-0,2402	-1,1690	-0,5056	-0,8271	-0,0249	-0,1302
Standard of living[9]								
Poor	0,4265	3,4085***	-0,3052	-1,6095	-0,5907	-1,1882	2,1311	14,1269***
Means	-0,0498	-0,3914	-0,3637	-2,0234**	-0,1640	-0,3615***	1.0407	6,5435***
Religion[10]								
Muslim	-0,3041	-2,5731***	-1,1777	-6,8405***	-0, 3381	-0, 7842	-0,4816	-3,8149***
Animists	0,2552	1,7080*	-0,3981	-1,7118*	-0,3465	-0,5714	0,3235	2,2252**
Other religion	0,0457	0,0967	-0,2630	- 0,4382	0,6440	0,5788	0,5106	0,8752

Log likelihood[11]	-4041,5313
LR chi2[12]	1486,76(0,0000)
N[13]	3564
Pseudo R2[14]	0,1554

(1)In the estimation of Logit multimomial Model, the dependant variable is the probability that a woman was involved or not to the Labor Maket. (2) « two-tailed » probability that the coefficient is equal to zero ; (3) the t is the ratio between β and standard error; (4) Base=high school ; (5) Base= 15-24 years ; (6) Base =unmarried ; (7) yes 1=yes (8) Base= Abidjan ; (9) Base= rich ; (10) Base= Christians ; (11) Log likelihood; (12) LR = Likelihood ratio of chi 2 (13) N=number of observation (14) PseudoR2.. Note: the values in parentheses are les P-value. *** = significant between 0 et 1%; ** =significant between 2 et 5% et *= significant at 10%.
Source: From EIS-data

5. Discussions

The results contained in the table1 above show that there are several variables of women integration into the labor market. Firstly, education significantly explains the participation of women in different segments of the labor market. The regression coefficients associated with the education variable at the primary level are negative and highly significant (1%) for the modality unemployed and agricultural sector. Thus, women having primary education work in the informal sector compared to women who never attended school because the probability of remaining unemployed is lesser. As for the women with secondary level, the regression coefficients are positive and highly significant (1%) for the unemployed and the public sector. Women having secondary education level are more likely to exercise in the public sector rather than in the informal

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sector compared to uneducated women. Some of them are unlikely to obtain waged employment. In Côte d'Ivoire, the female unemployment rate is estimated at 11.9% (see Table 2).

Table 2: Labor force and unemployment rates by sex

	Labor force	Unemployed	Unemployment rate(%)
Men	5 838 727	431 890	7,4
Women	4 639 643	554 330	11,9
Total	**10 478 370**	**986 220**	**9,4**

Source: AGEPE, from EEMCI 2012 data

However, with the secondary education level, women refuse to integrate the agricultural sector. The coefficient on this variable is negative and highly significant (1%). Indeed, the latter are looking for waged employment.

Secondly, the regression coefficients associated with women in 25-29 years groups; 30-34 years; 35-39 years and 45-49 years are negative and significant (1%) for the modality unemployed. Thus, women in these age groups prefer to work in informal sector rather than remain unemployed compared to women from 15-24 years. The coefficients associated with the women in 35-39 years and 45-49 years brackets are positive and significant (between 5 and 10%) for the private sector modality. Women aged from 35 to 39 years and 45 to 49 years are more likely to get involved in the private sector rather than working in informal sector compared to women from 15 to 24 years. The regression coefficients associated with 25-29 years and 30-34 years brackets are negative and significant for agricultural sector. Thus, women in these age groups are less likely to work in the agricultural sector and prefer to work in informal sector compared to women aged 15 to 24 years. In contrast, women aged 40 to 44 years are more likely to work in agricultural sector rather than in the informal sector compared to women from 15-24 years since the coefficient associated with this age group is positive and significant (1%).

Thirdly, the marital status of women influences their decision to get involved with the labor market. The coefficients associated with married women and those in free union are negative and significant for the public sector. Thus, these two categories of women are less likely to work in the public sector compared to those who are single. They are also more likely to work in the agricultural sector than the informal sector compared to singles. Indeed, the coefficients associated with these two categories of women are positive and significant for the agricultural sector. They live with their spouses and seek work to increase their household income; they work in the agricultural sector.

Fourthly, women with dependent infant (less than 5 years) are less likely to be unemployed. The reference category is the informal sector; they are much more active in this sector compared to those who do not have dependent children. Indeed, the coefficient on this variable is negative and significant (1%).

Fifthly, the coefficient associated with the "Other towns" variable is negative and significant for the private and agricultural sectors. Thus, women living in large cities are less likely to integrate the private and agricultural sectors compared to those living in Abidjan. They integrate much more informal sector. However, the coefficients associated with "rural region center", "Northeast rural" and "Rural West" are negative and significant for the public sector. In these rural areas, women are less likely to work in the public sector compared to those living in Abidjan. Thus, they work in the agricultural sector because the coefficients of all rural areas in this sector are positive and significant (1%). In rural area, the agricultural is the main activity for women. In the north-east rural area, some educated women are more likely to fit into the private sector.

Sixthly, the coefficients associated with the poor are positive and significant for the modality unemployed. It means that the poor are more likely to be unemployed compared to the rich. The poor seek strategies to survive and create any income generating activity in the agricultural sector. What justifies the positive sign and significance of the regression coefficient associated with the poor in this sector. Regarding women whose living of standard is average, they find it difficult to integrate the modern public and private sectors. They undertake smalls businesses in the agricultural sector compared to the rich. Indeed, the coefficients associated with average living of standard are negative and significant for the public and private sectors, positive and significant for the agricultural sector.

Seventhly, Muslim women are less likely to work in the public and agricultural sectors while animists have more opportunities to integrate the agricultural sector. Associated coefficients are negative and significant for Muslim in these sectors; positive and significant for animists in the agricultural sector compared to Christian. Muslim women start smalls businesses such as selling goods, services and others activities in the informal sector wherever they live. They are more likely to participate to the informal sector.

6. Conclusion and Recommendation

The study shows that education level, age, the presence of the husband, the presence of infant, region; living of standards in terms of wealth index and religion explain significantly the participation of women in various segments of the labor market. However, women are much more present and active in the agricultural and informal sectors. These results corroborate the previous studies including the study conducted by AGEPE in 2012 that showed that 44% and 78.7% respectively of women are involved in the informal and agricultural sectors. The integration of women into the modern public and private sectors is very difficult. In addition, education plays a key role in access to waged employment. To this end, the employment policies in favor of women should be strengthened. Many governmental and international actions have already been taken in the area of funding to provide opportunities for women to develop profitable activities in the informal sector. However, given the results of this research, there is a lack of access of women to waged employment. Measures must be taken in recruitment in the modern sectors in order to ensure gender

equality is respected. In other words for waged employment, equal education, we must recruit as many women as men. Precarious employment should not be the attribute of women. There must have equal access to gainful employment between men and women.

Given the crucial importance that education plays in terms of getting waged and quality employment, so we have to give equal opportunities to girls and boys while investing in their education before. Sensitizing women to take charge and get financial autonomy must always be reinforced through mass rural sensitization campaigns and urban workshops. The sensitization has to impact on all social strata as women with wealthy spouses should not depend only on them. In case of death of the spouse, it becomes difficult for them to take over. In Africa, it is not as easy to inherit the husband's property in case of death due to some existing traditional customs.

Notes
1. See Ravallion (2002).
2. Econometric Estimation is made from IMB SPSS Statistics 20 data processing software and data are then exported to STATA V.11 for econometric regression.

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