

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 Parameters	Unemployed		Public sector		Private sector		Agricultural sector	
	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***
Education⁴								
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
Age⁵								
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 Marital⁶								
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
Infant⁷	-0,5377	-4,2461***	0,1746	1,1259	0,5436	1,4522	0,1954	1,6305
Regions⁸								
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 ⁷	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 living⁹								
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***
Religion¹⁰								
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 chi ² ¹²			1486,76(0,0000)					
N ¹³			3564					
Pseudo R ² ¹⁴			0,1554					

(1) In the estimation of Logit multinomial Model, the dependant variable is the probability that a woman was involved or not to the Labor Market. (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

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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