IZA/DFID CONFERENCE

LABOUR MARKETS IN WESTERN AFRICA: EVIDENCE AND POLICY LESSON

African Development Bank, Abidjan
16-17 November 2017

ASM, Salaries Disparities and WEE In Côte D'Ivoire
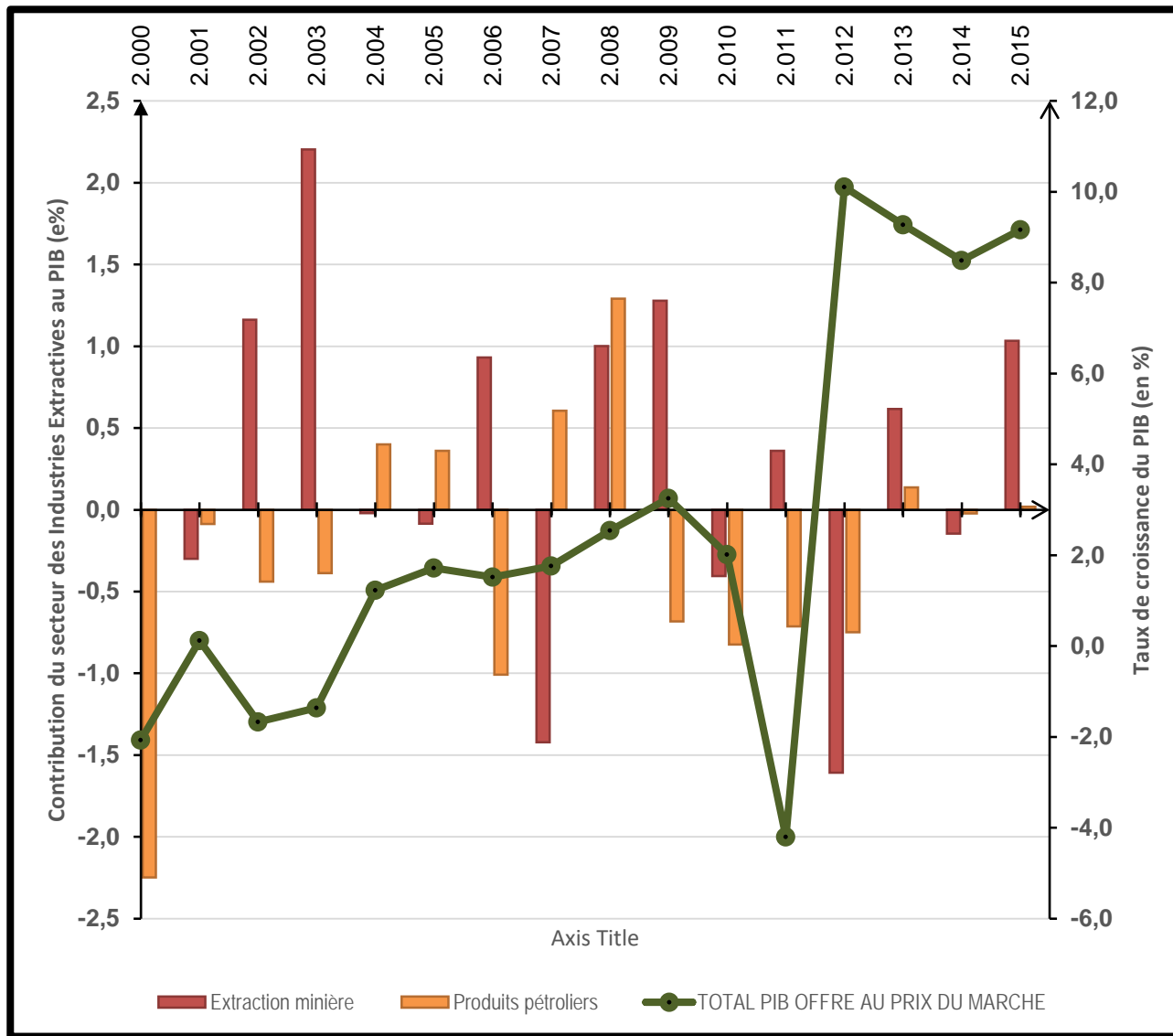
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OUTLINE

o Background

o Objectives

o Methodology

o Findings

o Conclusion & Recommendations

1- Background (1/2)

1- Bakcground (2/2)

Growth-driven sector
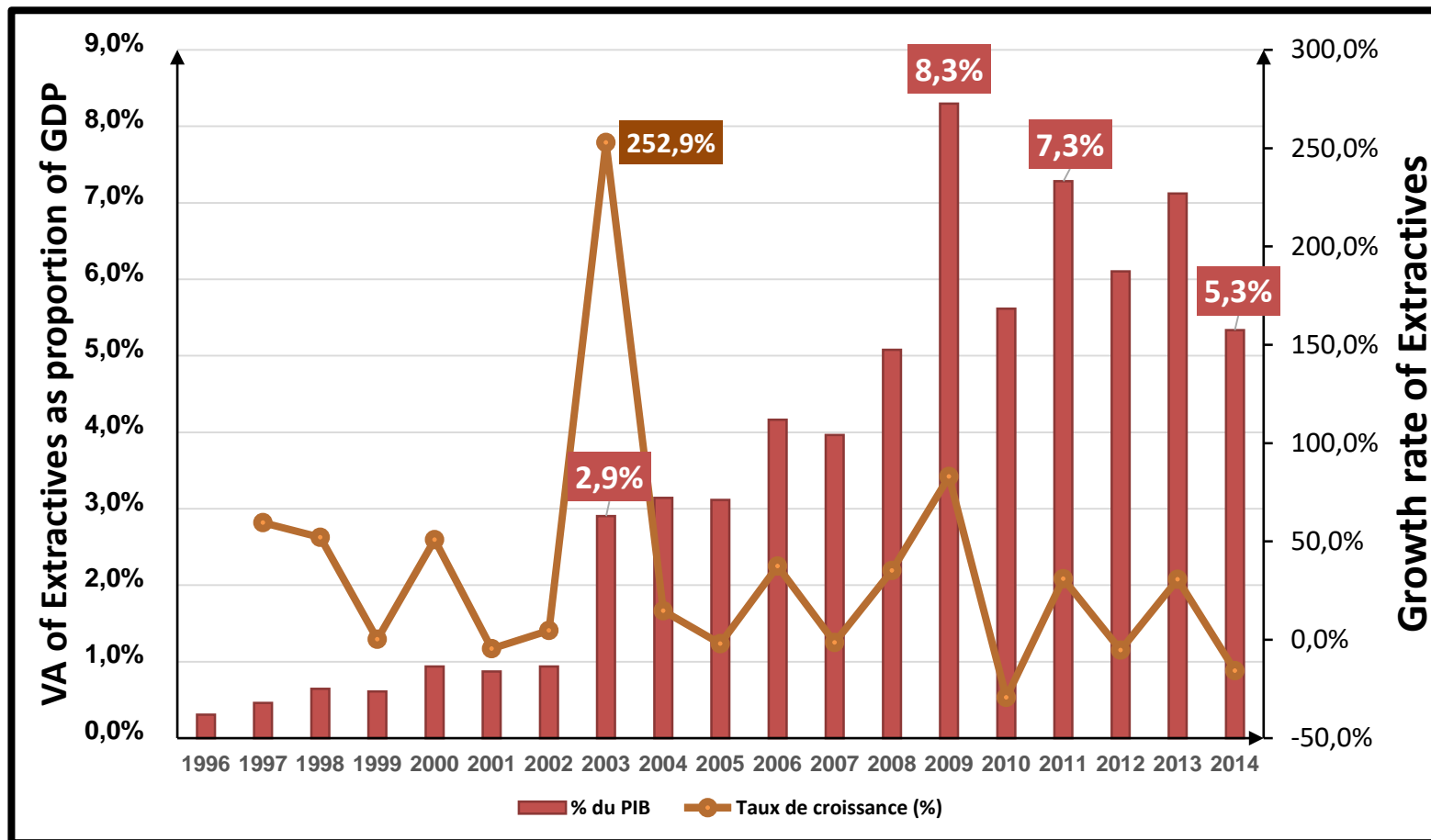
2- Objectives

Main objective :. Aanalyze the impact of artisanal and small scale mining on wages inequalities and on women's empowerment

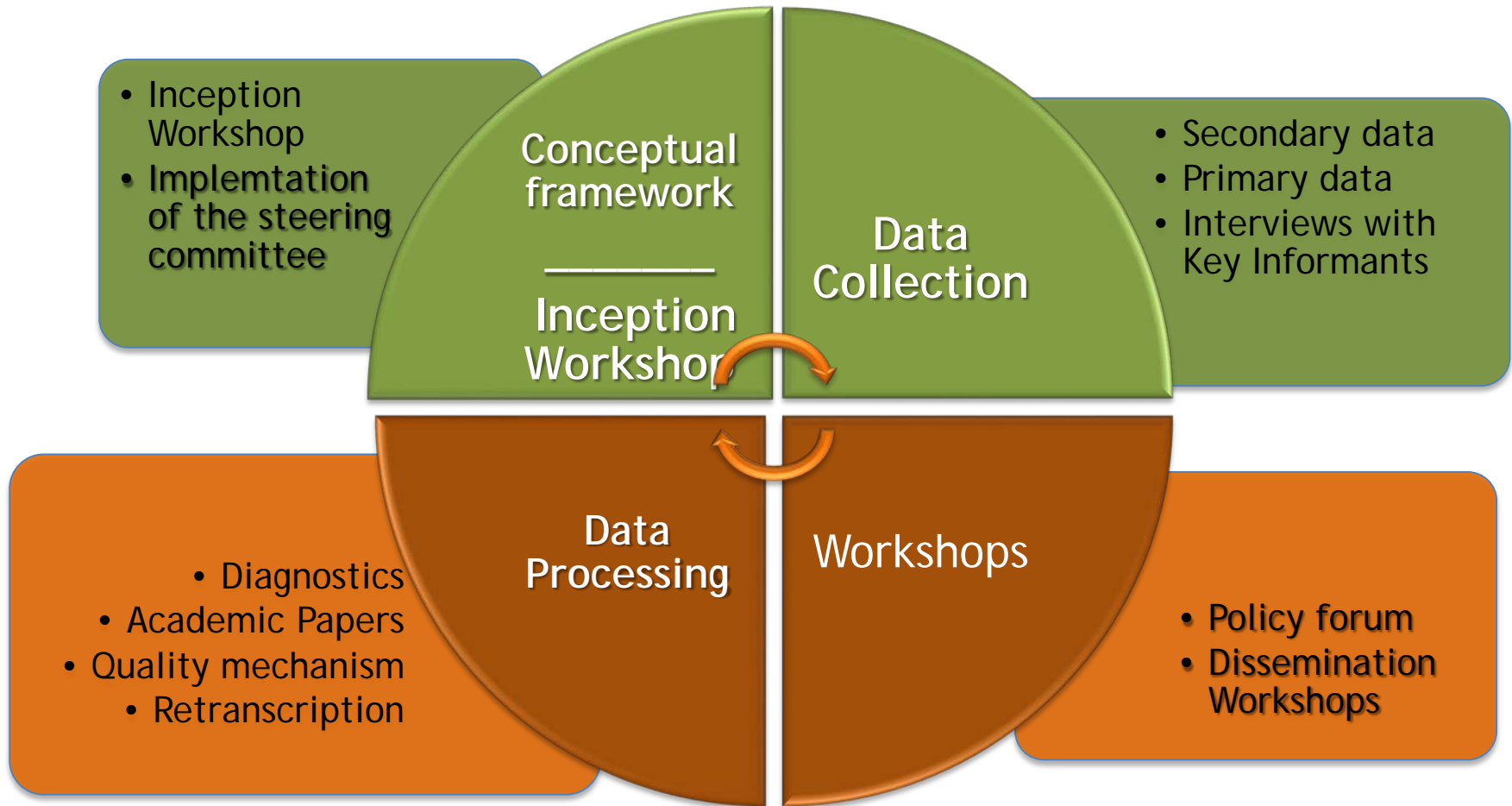**SO1 :** Compute Women's Empowerment index

SO2 : Assess the impact of mining activities on Wage inequalities

SO3 : Assess the impact of mining activities on women's empowerment

SO4 : Analyze the social norms and access barriers to women

SO5 : Analyze the trade-off between mining activties and agriculture

3- Methodology of the GrOW project (1/6)

- Inception Workshop
- Implemtation of the steering committee

Conceptual framework
_____
Inception Workshop

Data Collection

- Secondary data
- Primary data
- Interviews with Key Informants

Data Processing

Workshops

- Diagnostics
- Academic Papers
- Quality mechanism
- Retranscription

- Policy forum
- Dissemination Workshops

3- Methodology (2/6)

Survey

Focus Groups Discussions & Individual Interviews

Three artisanal sectors : Gold, Diamond, Quarryng

1842 surveyed individuals

10 administratives regions

CSO and Mining Chamber

72 qualitative interviews includiing 8 FGD

30 agents for data collection

3- Methodology (3/6)

- ❑ Many definitions of Women's Empowerment in the littérature: Benett., L. & al., 1981; Keller et Mbwewe,1991; Kaber, 2001

- ❑ Focus on: **Options**; **Choice**; **Control**; **Power.**

- ❑ Alsop and Heinsohn (2005) : 'they possess the capacity to make effective choices: that is, to translate these choices into desired actions and outcomes'.

- ❑ Refer to women's ability to make decisions and affect outcomes of importance to themselves and their families

3- Methodology (4/6)

❑ Frequent reference to some variant of the ability to "affect one's own well being," and "make strategic life choices."

❑ Kabeer (2001): "The expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them."

❑ Many dimensions and variables to capture Women's empowerment

❑ 6 dimensions : economic, sociocultural, family or interpersonal, political, judicial, psychological dimensions. (Malhotra et Schuler, 2005 ; Haque et al., 2011)

❑ Multidimensional Empowerment Index based on the inertia approach (Multiple Correspondence Analysis (MCA), Ascending Hierarchical Classification (AHC)), Anselin, 2003

❑ Estimation of Propensity Score by Kernel method using PSM
$$\begin{cases} Y_i = 1 \text{ if the person works in the mining sector} \\ 0 \; If\,not \end{cases}$$

3- Methodology (6/6)

❑ Oaxaca-Blinder Decomposition of the source of salaries disparities

❑ Difference of Earnings between M-H

$$\bar{E}_m - \bar{E}_f = \left(\bar{X}_m - \bar{X}_f\right)\beta_m + \left(\beta_m - \beta_f\right)\bar{X}_f$$

❑ Portion of Difference explained by observable characteristics $\left(\bar{X}_m - \bar{X}_f\right)\beta_m$

❑ Portion of Difference not explained by observable characteristics $\left(\beta_m - \beta_f\right)\bar{X}_f$

Some pictures

Gold washing in Fodio_Bagoué Region, North CI

Manual quarryng in Djekanou, Central Region of CI

Gender based inequalities in extractives

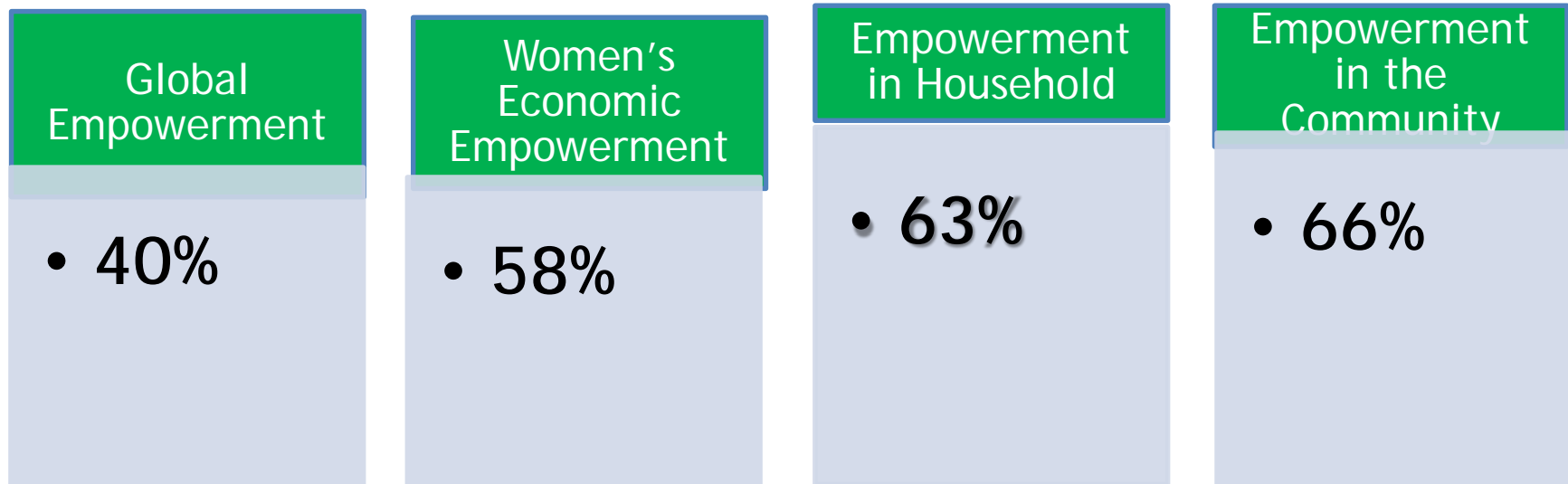| EVIDENCE 1	EVIDENCE 2	EVIDENCE 3
• Représentation importante des femmes dans le secteur (environ 52% dans l'artisanal)	• Cependant, une spécialisation défavorable des tâches pour les femmes (concasseuse, laveuse, ouvrière, trieuse, etc.)	• Discrimination salariale en défaveur de la femme • Environ 40000 FCFA(Artisanat) • Plus de 180000 FCFA (Industriel)

L'autonomisation économique de la femme peut aider à réduire les disparités de genre

4- Main findings (3/11)

Global Empowerment	Women's Economic Empowerment	Empowerment in Household	Empowerment in the Community
• 40%	• 58%	• 63%	• 66%

Women's Empowerment Index

Attributes	Empowered Women (40%)		Non Empowered Women (60%)	
	Living with a partner (57%)	Single (38%)	Living with a partner (43%)	Single (62%)
Support of household expenses	Contribution more than 70%		Contribution less than 40%	
Control and contribution to family resources and investment	Great	Middle	No	
Decision making	Yes, most of the time	Middle	No	
Participation to children schooling and health	Yes, always	Sometines	No	
Free displacement from house to another place	Yes		Yes	

Matching of workers (in extractives and not)

Table 1 : Estimation of the propensity score for the whole individuals

Explanatory variables		Coefficient	Standard deviation &
Marital status - Reference : Widow or Single			
	Neither single. Nor widow	-0.043	0.147
Number of individuals targeted in the home - Reference : None			
	Between 1 and 4	2.738	0.139***
	5 and more	4.207	0.437***
Was enrolled in school - Reference :	yes		
	No	0.356	0.142**
To be a migrant - Reference :	No		
	Oui	0.561	0.14***
Victim of mining related conflict - Reference : Yes			
	No	0.209	0.138
Nationality - Reference : Ivorian			
	Burkinabe	1.436	0.308***
	Malian	0.838	0.456*
To have undergone mining training - Reference : Yes			
	No	0.370	0.15**
Constant		-2.291	0.234***
Number of observations		1712	
LR Chi2(9)		835.84***	
Pseudo-R2		36.21***	
Log Likelihood		-736.35	
ATT (Kernel density. logit model)		11.30 (T-stat=0.61)	
Number of individuals on the Common Support		1540 (89.43%***)	

*** Significance at 1%, ** significance at 5%, * significance at 10%

Impact of mining on Women's Empowerment

Table 4 : Estimation of impact of mining activities on the Women's Empowerment status

Explanatory variables	Coefficient	Odds ratio	Marginal effects	Standard deviation & significance
Types of employment - Reference: Self employed with employees				
Self employed without employees	-0.245	0.681	-0.091	0.097**
Formal employee (s)	0.544	2.435	0.212	0.403
Informal employee (s)	-0.849	0.248	-0.250	0.175***
Employee on contract	-0.428	0.507	-0.141	0.286
Autre	0.136	1.252	0.051	0.178
Working in the mining sector - Reference : No				
Yes	0.390	1.843	0.147	0.105***
Degree of employment difficulty - Référence : difficult				
Normal	0.166	1.300	0.062	0.094*
Status of the head of the family - Reference : No				
Yes	0.244	1.509	0.092	0.128*
Level of job satisfaction - Reference : Not satisfied				
satisfied	0.254	1.508	0.094	0.09***
School enrolment - Reference: Yes				
Non	0.076	1.158	0.027	0.103
HMOD	-0.004	0.994	-0.002	0.002**
Place of residence - Référence : Rural				
Urban	-0.297	0.630	-0.107	0.088***
Age range - Reference : Less than 26 years				
26 and above	0.337	1.750	0.128	0.111***
Length of service	0.002	1.003	0.001	3.63E-4***
Kind of work - Reference : Full time				
Part time	0.351	1.782	0.130	0.102***
Covered by health insurance - Reference: Yes				
No	-0.331	0.577	-0.121	0.129**
Constant	-0.002	0.988		0.254

Total observations : 1302
Pseudo R2 : 7.13

*** Significance at 1%, ** Significance at 5%, * Significance at 10%

Impact of mining on Women's Empowerment

❑ Women rely on mining activities through which they earn financial means to perform traditional activities (trading, farming) and to implement their projects

❑ women empowerment is achieved through :

○ The revenues they earn from the mining

○ The new perception that the mining activity generates about women in the minds of people.
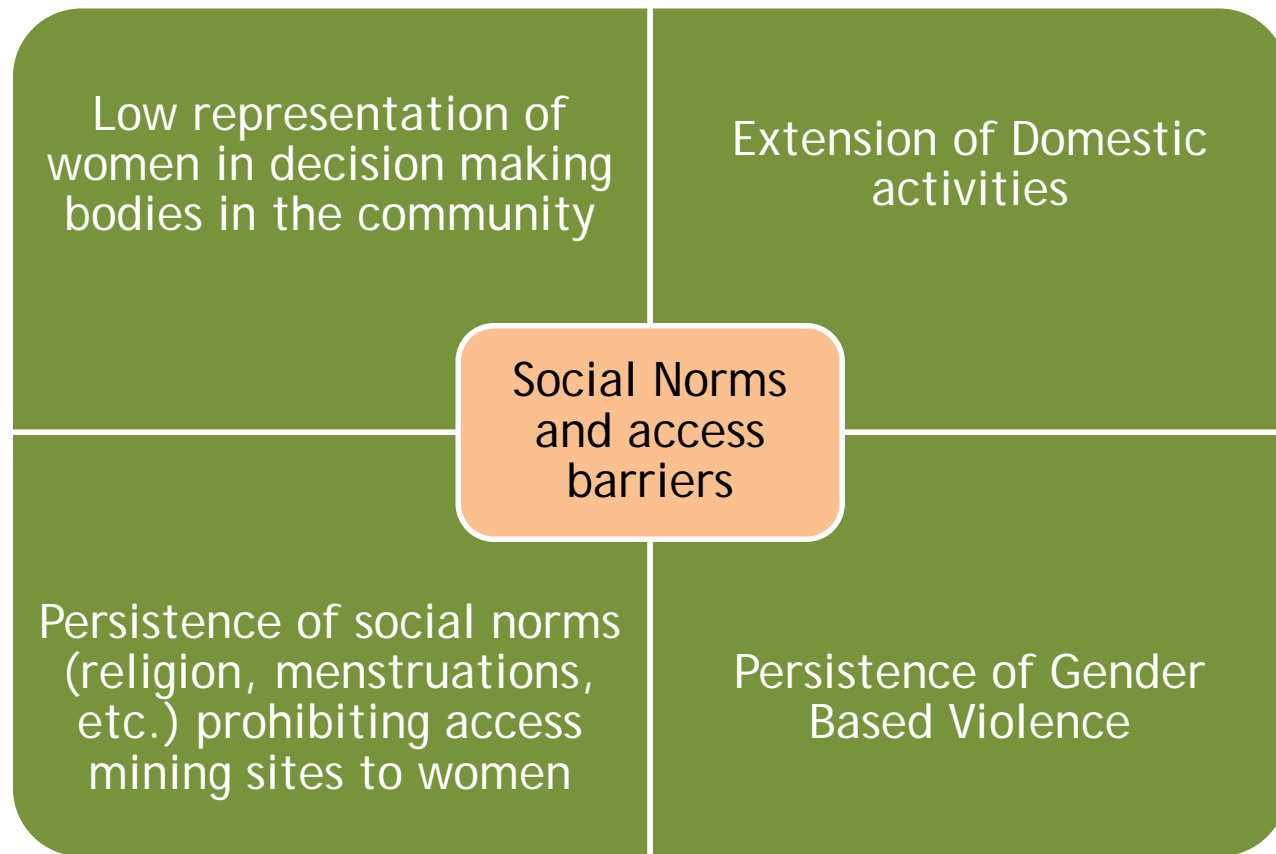
Oaxaca-Blinder Decomposition by gender

Table 3: Oaxaca-Blinder decomposition for the whole individuals

Explanatory variables			Coefficient	Standard deviation & significance
School enrolment - Reference :	Oui			
		Non	0.752	0.3**
HMOD			-0.048	0.145
Region of residence - Reference::	Loh-Djiboua			
		Tonkpi	0.063	0.047
		Poro	0.299	0.061***
		Bagoué	0.361	0.055***
Types of employment - Reference : Self employed with employees				
		Self employed without employees	0.076	0.063
		Formal employee	-0.007	0.006
		Informal employee	0.024	0.017
Length of service			-0.212	0.048***
Age			2.194	1.179*
Age squared			-0.603	0.569
Working in the mining sector - Reference:	Non			
		Oui	-0.768	0.096***
Degree of employment difficulty - Reference: Normal				
		Very difficult	0.299	0.068***
		Difficult	0.196	0.072***
Level of job satisfaction - Reference :	Satisfied			
		Not satisfied	-0.210	0.091**
Covered by health insurance - Reference:	Yes			
		No	-1.937	0.436***
Constant			1.300	0.909
Average for men			11.55***	
Average for women			10.88***	
Difference			0.67***	
Observable sources of the variation			0.352 (52.23***)	
Non explicable sources of the variation			0.318(47.77***)	
Model used : linear				
Number of observations			896	

*** Significance at 1%, ** s Significance at 5%, * Significance at 10%

Social Norms and access barriers faced by women in extractives

Low representation of women in decision making bodies in the community	Extension of Domestic activities
Persistence of social norms (religion, menstruations, etc.) prohibiting access mining sites to women	Persistence of Gender Based Violence

Social Norms and access barriers

Mining, environnement, heath, conflicts and agricultural transitions

Strong Impact of Ivorian scenario of crises on the growth of ASM

- For Men: Poverty and rural exodus
- For Women : Poverty

Environmental and health effects

- Pollution
- Damage of environment
- Increased health care costs and vulnerability risks

Agricultural Transitions

- Decline of the productivity and efficiency of agriculture
- Decline of the amount of land devoted to agriculture
- Rising of the price of basic foodstuffs
- Reduction in agricultural labor input

Mining and agricultural transitions

❑ About 48% of mining workers move from farming to mining activities and women are more affected than men.

❑ Spillover effect from farming to mining activities (47%)

❑ A decrease in the amount of land devoted to agriculture (52%)

❑ The main motives is the returns of investment in mining activities (for 31% of people surveyed)

❑ More than 61% of those surveyed believe that mining activities creates a shortage of basic foodstuffs

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MANY THANKS

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