

CHAPTER XI: GENDER AND DEVELOPMENT ISSUES

Women's role in the society has been a controversial issue of debate over the decades; some arguing that rapid population growth appear to be the major obstacles for the advancement of women, while other critics blame the low status to their roles in the labour force participation¹. Some version of the argument noted that the home-life terribly suffers when women work, for women are faced with double burden of office or factory work followed by domestic chores and child care², but in economic term, the costing of these contributions are neglected.

The status of women had always been lower than men, but the extent of the gap between the sexes varies across cultures and time. As such, gender is as a social construct specifying the socially and culturally prescribed roles that men and women are to follow or biological distinction between males and females³. Hence, the extent to which the society views women's roles or women are engaged in domestic activities as against gainful employment outside of the home has inverse relation to their status.

There are of course numerous indicators, such as, the level of education, marital status, mortality and fertility levels, rural and urban residence, etc. that are plausibly responsible for the differential roles that men and women play in Guyana, which seem to have adverse effect on women's status. However, the objective of this chapter is to examine labour force participation rates of men and women; looking at the differences and the changes during the decades, the interrelations of industry, occupation and employment status, and the differentials in household headships.

11.1 Labour Force Participation Rates

11.1.1 Crude and Refined Participation Rates

The Guyanese labour force participation rate has slowly increased since 1980. In 1980, the crude activity rate, that is, the percent of the total population in labour force, was 31.4 percent; by 2002, it had risen to 36.2 percent. However, the refined activity rate, which is limited to participation in labour force to the population "at risk" (15 years and above), was slightly different. The overall rate fell by one percentage point, from 57.1 percent in 1980 to 56.1 percent in 2002 (Table 11.2).

A noteworthy feature of the increase in the crude rate has been the rapid growth in the volume of female labour force, as a result of expansion of opportunities for female education which contributed to influx of women into the labour market. Also, fertility decline in Guyana, which is presently estimated at 3.7 births per woman, means that women are spending less time in family-building roles as compared to the 1970's when

¹ Carol S. Coonrod (1998) Chronic Hunger and the Status of Women in India, the Hunger Project (Available online at <http://www.thp.org/reports/indiawom.htm>)

² Archbishop of Canterbury (2006) Do working women jeopardise family? Telegraph speakers' corner (Available at: [lifehttp://www.telegraph.co.uk/news/main.jhtml?view](http://www.telegraph.co.uk/news/main.jhtml?view))

³ V.J. Hull and David Lucas "Sex and Gender" in Asking Demographic Questions, Australian National University (1985)

the total fertility rate was 5.8 children per childbearing woman⁴. The estimates of women's crude and refined participation rates reflected in Table 11.1 show an increase from 14.4 to 22.1 percent and from 25.9 to 34.1 percent in 1980 and 2002 respectively.

Despite the rise however, the relative size of female labour force was substantially lower than men, meaning they are not as free as men to enter the labour market due to heavy domestic work and child up-bringing (see main activities when not in labour force in section 11.2). Male crude participation rate rose from 48.7 percent in 1980 to 50.2 percent in 2002, while that of refined participation rate dropped from 89.3 percent to 78.5 percent during the same period (Table 11.1).

Table 11.1: Labour Force Participation Rates, Guyana: 1980 - 2002

Participation Rate	1980			2002		
	Male	Female	Total	Male	Female	Total
Crude Activity Rate (CAR)	48.7	14.4	31.4	50.2	22.1	36.2
Refined Activity Rate (RAR)	89.3	25.9	57.1	78.5	34.1	56.1

Note: CAR =(total labour force/total popn)x100

RAR = (total labour force/popn aged 15 and over) x 100

11.1.2 Participation by Educational Qualifications

Decision to take part in labour force is strongly influenced by educational qualifications as well as by the influence of the business cycle on the labour market. In most cases, women's decisions to participate in the labour market appear to be more strongly influenced by the economic cycle than men's. At most, the propensity for women to exit the labour market rather than remaining unemployed especially when jobs become harder to find is approximately higher than men. While cyclical data are unavailable for the evaluation, the focus in this section would be on the influence of educational qualifications on labour force participation.

In the Guyanese 2002 census, the comparable participation rates for women aged 15-24 years were 16.8 percent with CXC or equivalent and 11.3 percent with no school qualifications (Table 11.2). Of these two educational qualifications, 12.1 and 7.1 percent with CXC or equivalent and non-educational qualifications actually had work. Those out of labour force and with no educational qualifications were mainly in "home duties" (31.8 percent home duties compared to 11.3 percent in labour force).

However, it was slightly different in the case of women aged 25-44 years. The highest participation rate was displayed by those with no educational qualifications (19.9 percent), followed by those with CXC or its equivalent (13.3 percent). All along, the participation rates among "school leaving" and "bachelor degree and above", ranked third and fourth respectively, principally, because only small group of women are found in these two categories of educational qualifications.

⁴ Bureau of Statistics (1975) Guyana Fertility Survey Country Report Volume I (Page 48)

Similarly, high proportion of 25-44 years old women was in “home duties” as compared to their active engagement in the labour force. This coincides with the peak of child-bearing in Guyana, where many women are assumed to withdraw from labour force to care for children.

Unlike the women, where “home duties” confronted their involvement in labour force, men’s educational qualification was not strongly linked to their determination whether to work or not. The comparable findings in 2002 reveal that participation was higher for those with no school qualifications for the two broad age groups; followed by people with CXC or equivalent having higher levels of participation than person with school leaving or drop-out certificates, and people with bachelor degrees respectively (Table 11.2).

As a consequence of the high number of men seeking or wanting work with no qualifications, their unemployment rate was high, for instance, about 9.0 percent sought for work or their unemployment rate was 20.3 percent. This rate was particularly recorded for aged 15-24 years, where some of them were assumed to have sought for their first jobs (Table 12.2).

A possible reason for Guyanese men and women without educational qualifications having higher participation rates was that, people with no educational qualifications were more likely to accept “odd jobs” as a mean of ending their unemployment as compared to those with CXC or higher degrees, who may be job preferential commensurate with their respective trainings.

Table 11.2: Number of Adults Aged 15-44 Years Engaged in Specific Activities by Educational Qualifications and Sex, Guyana: 2002

Educational Qualification	Female				Male			
	Sought Worked	Labour Work	Force	Home duties	Sought Worked	Labour Work	Force	Home duties
Aged 15-24 Years								
None	4,613	2,695	7,308	20,627	22,424	5,702	28,126	3,882
School Leaving	859	393	1,252	1,864	2,324	498	2,822	318
CXC or Equivalent	7,837	3,062	10,899	5,273	7,576	2,150	9,726	938
Bachelor & above	422	61	483	63	333	70	403	19
Not stated	274	136	410	486	623	152	775	111
Total	14,005	6,347	20,352	28,313	33,280	8,572	41,852	5,268
Aged 25-44 Years								
None	18,541	2,969	21,510	48,501	64,342	5,203	69,545	2,706
School Leaving	2,979	490	3,469	4,210	6,199	512	6,711	281
CXC or Equivalent	13,209	1,121	14,330	7,650	14,960	1,035	15,995	521
Bachelor & above	1,977	79	2,056	198	2,118	93	2,211	33
Not stated	1,303	148	1,451	1,345	3,084	260	3,344	109
Total	38,009	4,807	42,816	61,904	90,703	7,103	97,806	3,650
Aged 15-24 Years Activity Rates (%)								
None	7.1	4.2	11.3	31.8	35.3	9.0	44.3	6.1
School Leaving	1.3	0.6	1.9	2.9	3.7	0.8	4.4	0.5
CXC or Equivalent	12.1	4.7	16.8	8.1	11.9	3.4	15.3	1.5
Bachelor & above	0.7	0.1	0.7	0.1	0.5	0.1	0.6	0.0
Not stated	0.4	0.2	0.6	0.7	1.0	0.2	1.2	0.2
Total	21.6	9.8	31.4	42.9	52.4	13.5	65.9	8.3
Aged 25-44 Years Activity Rates (%)								
None	17.2	2.7	19.9	44.9	60.7	4.9	65.6	2.6
School Leaving	2.8	0.5	3.2	3.9	5.8	0.5	6.3	0.3
CXC or Equivalent	12.2	1.0	13.3	7.1	14.1	1.0	15.1	0.5
Bachelor & above	1.8	0.1	1.9	0.2	2.0	0.1	2.1	0.0
Not stated	1.2	0.1	1.3	1.2	2.9	0.2	3.2	0.1
Total	35.2	4.4	39.6	56.1	82.6	6.5	89.1	3.4

Note: Rate = i.e., (working no educ. 15-24/total popn 15-24) x100

11.2 Main Activities When not in Labour Force

Most households in Guyana depended on income from women as evidenced by the increasing dimension of women labour force. However, as Pat Hudson⁵ argues, sometimes the earning power of women contributed to their independence and to their profile in public arena, but most often it merely added to their already heavy domestic burdens.

Major activity for women aged 15 years and over who were not in the labour force was “home duties”, with 50.7 percent of women listing this as their main activity in 2002 (Table 11.3 and illustrated in Figure 11.1). The large proportion of women reporting

⁵Pat Hudson and W. R. Lee (ed.), Women’s work and the family economy in historical perspective (Manchester University Press, 1990)

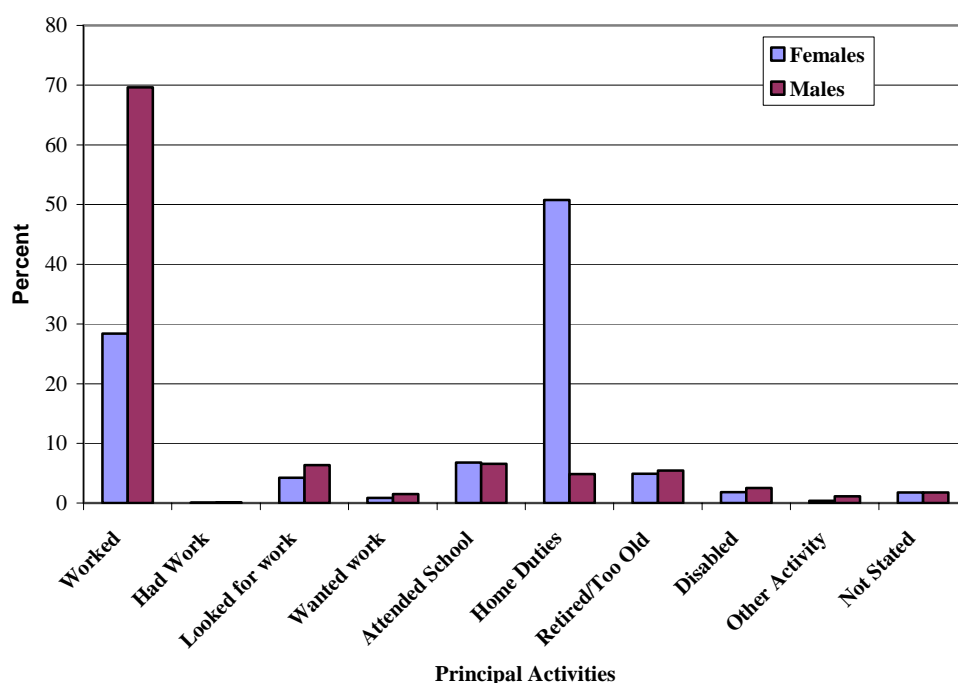
“home duties” as their main activity was common across all age groups, except for elderly women aged 65 and over, who as expected, more than 50 percent listed “retired or too old to work” (Table 11.3 and Figure 11.2). The elderly women reporting “retired /too old to work “as their main activity coincides with higher number of elderly women who main source of livelihood was old-age pension and disability benefits (see Chapter 12 – The Elderly).

Table 11.3: Principal Activities of Adults 15 Years and Over, Past Week Preceding the Census by Age Group and Sex, Guyana: 2002

Main Activities	FEMALES						MALES					
	15-24	25-44	45-64	65+	NS	Total	15-24	25-44	45-64	65+	NS	Total
Worked	13,993	37,977	15,249	932	140	68,291	33,230	90,680	35,571	2,862	377	162,720
Had Work	20	59	13	1	0	93	59	128	61	5	0	253
Looked for work	5,369	3,990	736	44	11	10,150	6,880	5,828	2,009	119	39	14,875
Wanted work	978	817	229	20	5	2,049	1,692	1,275	503	44	19	3,533
Attended School	15,550	722	54	13	15	16,354	14,968	404	27	18	28	15,445
Home Duties	28,313	61,904	26,993	4,554	224	121,988	5,268	3,650	1,998	494	40	11,450
Retired/Too Old	27	61	2,791	8,922	68	11,869	22	70	3,808	8,796	38	12,734
Disabled	327	903	1,359	1,822	29	4,440	525	1,774	2,265	1,276	28	5,868
Other Activity	282	328	185	47	117	959	899	1,093	468	54	165	2,679
Not Stated	0	1,273	649	399	1,919	4,240	0	1,160	603	346	2,079	4,188
Total	64,862	108,042	48,261	16,756	2,528	240,433	63,543	106,062	47,313	14,014	2,813	233,745
PERCENT												
Worked	21.6	35.2	31.6	5.6	5.5	28.4	52.3	85.5	75.2	20.4	13.4	69.6
Had Work	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.0	0.0	0.1
Looked for work	8.3	3.7	1.5	0.3	0.4	4.2	10.8	5.5	4.2	0.8	1.4	6.4
Wanted work	1.5	0.8	0.5	0.1	0.2	0.9	2.7	1.2	1.1	0.3	0.7	1.5
Attended School	24.0	0.7	0.1	0.1	0.6	6.8	23.6	0.4	0.1	0.1	1.0	6.6
Home Duties	43.7	57.3	55.9	27.2	8.9	50.7	8.3	3.4	4.2	3.5	1.4	4.9
Retired/Too Old	0.0	0.1	5.8	53.2	2.7	4.9	0.0	0.1	8.0	62.8	1.4	5.4
Disabled	0.5	0.8	2.8	10.9	1.1	1.8	0.8	1.7	4.8	9.1	1.0	2.5
Other Activity	0.4	0.3	0.4	0.3	4.6	0.4	1.4	1.0	1.0	0.4	5.9	1.1
Not Stated	0.0	1.2	1.3	2.4	75.9	1.8	0.0	1.1	1.3	2.5	73.9	1.8
Total	100	100	100	100	100	100	100	100	100	100	100	100

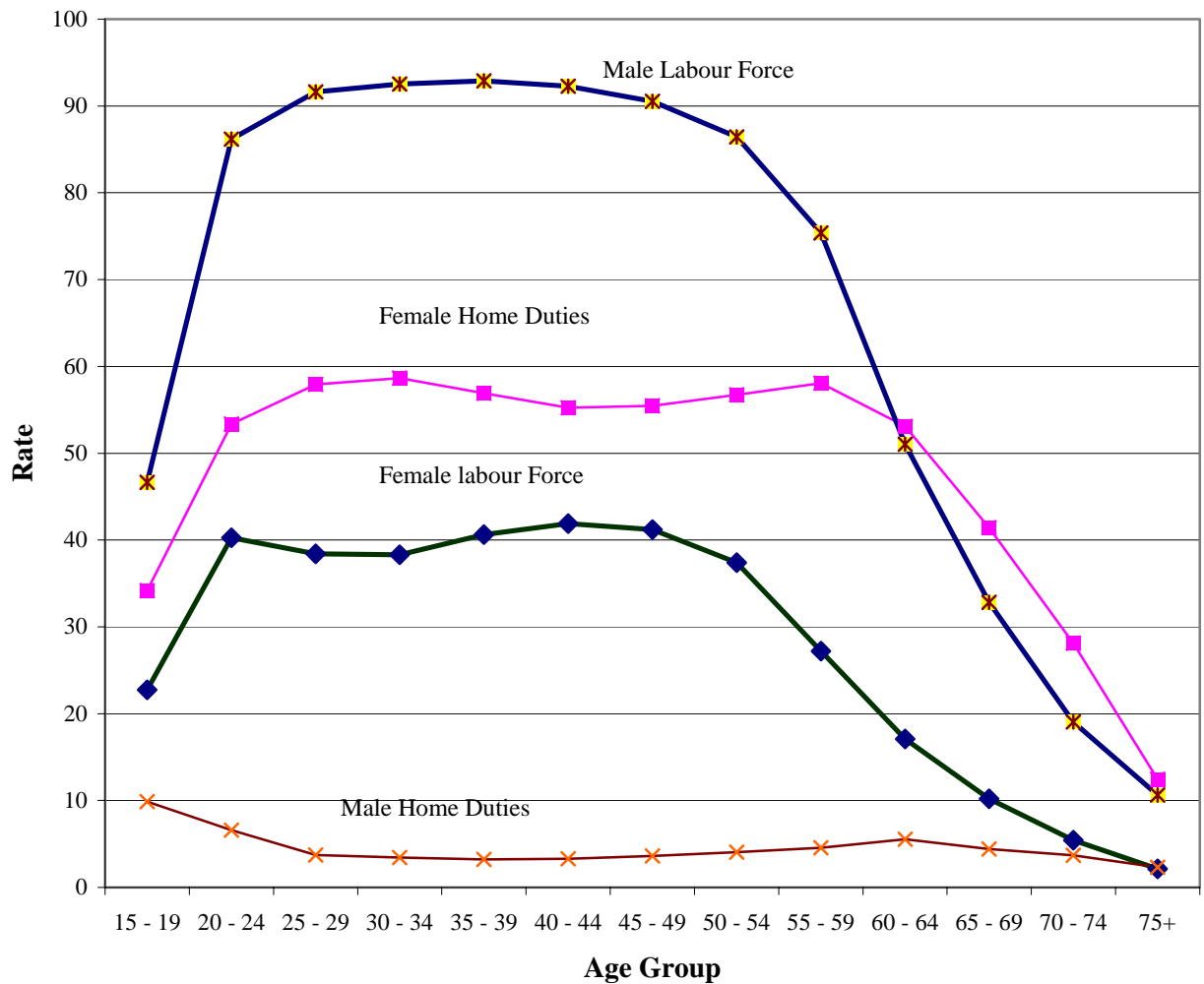
The illustration in Figure 11.2 indicates that home duty rates were higher for women at all ages, particularly aged 25-39 years than labour force participation rates, but from aged 40 onward the rates began to fall. The irregular pattern indicates women’s withdrawals from labour force after marriage or beginning of child-bearing; and later re-entering after completing their fertility. Secondly, there is a tendency to under-estimate economically active women who work as unpaid helpers on the farms and other small scaled family-operated enterprises, apparently due to the reluctance of the male household heads who usually answer for the entire family to include many gainful activities of the women.

Fig.11.1: Principal Activities of Males and Females Aged 15 Years and Over, Guyana: 2002



Unlike the women, whose most common main activity when not in labour force was “home duties”, only 4.9 percent of men were in “home duties”, while other main activities outside the labour force varied. In 2002, the most common activities for males aged 15 years and over who were not in the labour force were “attending school” (6.6 percent) and “retired or too old to work” (5.4 percent) along with 2.5 percent who reported to have some form of disabilities. Thus, as shown in Table 11.3 and Figure 11.2, the differences between males and females are reflected in their pattern of home-care duties and labour force participation, but the differences in the remaining categories were insignificant, for example, differing by less than 1 percentage point.

Fig.11.2: Labour Force Participation and Home Duty Rates, by Age and Sex, Guyana: 2002



11.3 Interrelations of Industry and Occupation

Interrelationship between industry and occupation is presented in this section as a proxy for the different roles played by men and women in work force in Guyana. As far as status of women is concerned, the types of work they do and industries where such activities take place are important to understanding the social construct specifying the socially and culturally prescribed roles that men and women are to follow. For example, Hull and Lucas⁶ noted that “if all the miners in the country are men, this may reflect the society’s assumption that only men are capable of heavy work”.

⁶ V.J. Hull and David Lucas “Sex and Gender” in Asking Demographic Questions, Australian National University (1985)

Also, the forms of economic organization where women work would be examined to determine the diversification of their roles in the economy. This is important because to a greater extent, where the forms of economic organization are relatively simple, the relation between occupation and industry where the labour force is engaged can be closely linked that the two classifications largely reflect each other. For example, if agriculture dominates the economy, majority of the labour force will be in agriculture and fishery; while in a complex form of economy, the occupations within an industry are diverse, such that many dissimilar occupational groups (i.e., nurses, doctors or teachers working in agricultural industry) act concurrently to produce the goods and services.

Tables 11.4A to C present the cross-classification of major occupation group by major industry group for Guyana in 2002; apparently showing how demands for various occupational skills influenced the demand for labour in given industries, or conversely, how the labour supply in certain occupations affect the growth of manpower in certain industries.

As reflected in Table 11.4B, the employment of women was mainly concentrated in three industries, namely: a) wholesale and retail trade, repair of vehicles, motor and household goods, b) education, and c) manufacture industry, and to lesser extent in four industries, a) public administration, defense and compulsory social services, b) agriculture and related industries, c) health and social work, and d) hotel and restaurant industry.

Some of the industries listed have a symbolic form of simple economy. For example, in Table 11.4B and C, of a total 6.9 percent women in agriculture industry, 65.7 percent was in agricultural occupations, and a total of 22.7 and 4.2 percent in “wholesale and retail trade, repair of vehicles, motor and household goods industry”, and “real estate, renting and business activities industry”, 62.6 and 55.5 percent respectively were in “service, shop and market sales occupations” respectively, thus reflecting the closed link between the occupations and the three industries where the women worked.

On the one hand, the proportions of total female labour force reported as engaged in “professional”, “technical and associate professional”, “clerical”, and “service, shop and market sales occupations” exceeded the corresponding proportions for males except in three occupation groups, such as, “legislative, senior official and managerial”, agricultural, fishery and farm occupations, and “elementary combined with other occupations”, where on the reverse, males exceeded the females. However, in absolute term, (see Table 11.4A) women’s share in the “service, shop and market sales occupation” which employed the largest number of the women was smaller than that of men.

But, the majority of the women reported as “professional”, “technical and associate professional” were employed in low paying industries, such as, “education” and “health and social work”, or mainly as teachers and nurses, which are of relatively low status. These two industries employed 68.1 and 46.4 percent of these higher career women respectively.

Table 11.4A: Number of employed women and men 15 years and over cross classified by industries worked past week preceding the census by occupations, Guyana: 2002

OCCUPATIONS								
INDUSTRIES	Legislators, Senior Officials & Managers	Profession al	Technicians & Associate Professiona ls	Clerks	Service, Shop & Market Sales Wrkrs	Agricul, Fishery & Farm Workers	All other Occupations	Total
No.	FEMALES							
1	32	14	35	112	77	3,120	1,358	4,748
2	2	0	6	29	5	33	186	261
3	31	7	52	178	154	1	264	687
4	169	79	207	1,194	401	84	4,991	7,125
5	20	20	24	244	63	1	124	496
6	9	10	8	66	11	1	201	306
7	643	49	147	1,887	4,847	52	7,906	15,531
8	184	6	24	474	2,257	6	654	3,605
9	109	48	151	943	379	0	304	1,934
10	108	99	228	1,054	88	0	159	1,736
11	55	134	147	689	1,578	12	228	2,843
12	96	446	875	2,404	1,750	20	785	6,376
13	20	1,604	6,757	441	304	1	800	9,927
14	40	197	1,970	456	969	3	611	4,246
15	122	170	386	723	1,879	11	5,286	8,577
Total	1,640	2,883	11,017	10,894	14,762	3,345	23,857	68,398
No.	MALES							
1	436	56	96	131	350	18,883	20,748	40,700
2	44	14	8	21	38	2,267	2,894	5,286
3	301	77	184	166	394	40	7,567	8,729
4	874	237	600	976	1,718	587	18,423	23,415
5	64	76	136	135	85	5	1,256	1,757
6	224	57	112	85	87	2	15,259	15,826
7	1,447	117	408	1,119	5,030	230	13,889	22,240
8	346	4	27	107	1,112	5	367	1,968
9	299	120	368	601	1,977	22	11,512	14,899
10	139	68	237	457	231	2	215	1,349
11	146	342	469	351	2,520	39	700	4,567
12	188	459	1,007	888	4,274	98	1,743	8,657
13	31	655	1,739	68	342	3	266	3,104
14	28	205	477	74	160	3	330	1,277
15	242	264	1,156	234	1,239	90	5,974	9,199
Total	4,809	2,751	7,024	5,413	19,557	22,276	101,143	162,973

Note: 1). Agriculture, hunting and forestry, 2). Fishing, operators of fish hatchery and fish farms, 3). Mining and quarrying, 4). Manufacturing, 5). Electricity, gas, steam and water supply, 6). Construction, 7). Wholesale and retail trades, repair of vehicles, motor & Hh.goods, 8). Hotel and restaurants, 9). Transport, storage and communication, 10). Financial intermediation, 11). Real estate, renting and business activities, 12). Public administration, defense and compulsory social services, 13). Education, 14). Health and social work, 15). All other industries.

Table 11.4B: Percent of Employed Males and Females 15 Years and Over Cross Classified by Industries Worked Past Week Preceding the Census by Occupations, Guyana: 2002

OCCUPATIONS								Total
INDUSTRIES	Legislators, Senior Officials & Managers	Professio nal	Technicia ns & Associate Profession als	Clerks	Service Wrkrs, Shop & Market Sales Wrkrs	Agricul, Fishery & Farm Workers	All other Occupatio ns	
N0.	Females: Percent Distribution by Occupation							
1	0.7	0.3	0.7	2.4	1.6	65.7	28.6	100
2	0.8	0.0	2.3	11.1	1.9	12.6	71.3	100
3	4.5	1.0	7.6	25.9	22.4	0.1	38.4	100
4	2.4	1.1	2.9	16.8	5.6	1.2	70.0	100
5	4.0	4.0	4.8	49.2	12.7	0.2	25.0	100
6	2.9	3.3	2.6	21.6	3.6	0.3	65.7	100
7	4.1	0.3	0.9	12.1	31.2	0.3	50.9	100
8	5.1	0.2	0.7	13.1	62.6	0.2	18.1	100
9	5.6	2.5	7.8	48.8	19.6	0.0	15.7	100
10	6.2	5.7	13.1	60.7	5.1	0.0	9.2	100
11	1.9	4.7	5.2	24.2	55.5	0.4	8.0	100
12	1.5	7.0	13.7	37.7	27.4	0.3	12.3	100
13	0.2	16.2	68.1	4.4	3.1	0.0	8.1	100
14	0.9	4.6	46.4	10.7	22.8	0.1	14.4	100
15	1.4	2.0	4.5	8.4	21.9	0.1	61.6	100
Total	2.4	4.2	16.1	15.9	21.6	4.9	34.9	100
N0.	Males: Percent Distribution by Occupation							
1	1.1	0.1	0.2	0.3	0.9	46.4	51.0	100
2	0.8	0.3	0.2	0.4	0.7	42.9	54.7	100
3	3.4	0.9	2.1	1.9	4.5	0.5	86.7	100
4	3.7	1.0	2.6	4.2	7.3	2.5	78.7	100
5	3.6	4.3	7.7	7.7	4.8	0.3	71.5	100
6	1.4	0.4	0.7	0.5	0.5	0.0	96.4	100
7	6.5	0.5	1.8	5.0	22.6	1.0	62.5	100
8	17.6	0.2	1.4	5.4	56.5	0.3	18.6	100
9	2.0	0.8	2.5	4.0	13.3	0.1	77.3	100
10	10.3	5.0	17.6	33.9	17.1	0.1	15.9	100
11	3.2	7.5	10.3	7.7	55.2	0.9	15.3	100
12	2.2	5.3	11.6	10.3	49.4	1.1	20.1	100
13	1.0	21.1	56.0	2.2	11.0	0.1	8.6	100
14	2.2	16.1	37.4	5.8	12.5	0.2	25.8	100
15	2.6	2.9	12.6	2.5	13.5	1.0	64.9	100
Total	3.0	1.7	4.3	3.3	12.0	13.7	62.1	100

Note: 1). Agriculture, hunting and forestry, 2). Fishing, operators of fish hatchery and fish farms, 3). Mining and quarrying, 4). Manufacturing, 5). Electricity, gas, steam and water supply, 6). Construction, 7). Wholesale and retail trades, repair of vehicles, motor & Hh.goods, 8). Hotel and restaurants, 9). Transport, storage and communication, 10). Financial intermediation, 11). Real estate, renting and business activities, 12). Public administration, defense and compulsory social services, 13). Education, 14). Health and social work, 15). All other industries.

Table 11.4C: Percent of Employed Males and Females 15 Years and Over Cross Classified by Industries Worked Past Week Preceding the Census by Occupations, Guyana: 2002

OCCUPATIONS								
INDUSTRIES	Legislators, Senior Officials & Managers	Profession al	Technicians & Associate Professiona ls	Clerks	Service, Shop & Market Sales Wrkrs	Agricul, Fishery & Farm Workers	All other Occupations	Total
No.	Females: Percent Distribution by Industry							
1	2.0	0.5	0.3	1.0	0.5	93.3	5.7	6.9
2	0.1	0.0	0.1	0.3	0.0	1.0	0.8	0.4
3	1.9	0.2	0.5	1.6	1.0	0.0	1.1	1.0
4	10.3	2.7	1.9	11.0	2.7	2.5	20.9	10.4
5	1.2	0.7	0.2	2.2	0.4	0.0	0.5	0.7
6	0.5	0.3	0.1	0.6	0.1	0.0	0.8	0.4
7	39.2	1.7	1.3	17.3	32.8	1.6	33.1	22.7
8	11.2	0.2	0.2	4.4	15.3	0.2	2.7	5.3
9	6.6	1.7	1.4	8.7	2.6	0.0	1.3	2.8
10	6.6	3.4	2.1	9.7	0.6	0.0	0.7	2.5
11	3.4	4.6	1.3	6.3	10.7	0.4	1.0	4.2
12	5.9	15.5	7.9	22.1	11.9	0.6	3.3	9.3
13	1.2	55.6	61.3	4.0	2.1	0.0	3.4	14.5
14	2.4	6.8	17.9	4.2	6.6	0.1	2.6	6.2
15	7.4	5.9	3.5	6.6	12.7	0.3	22.2	12.5
Total	100	100	100	100	100	100	100	100
No.	Males: Percent Distribution by Industry							
1	9.1	2.0	1.4	2.4	1.8	84.8	20.5	25.0
2	0.9	0.5	0.1	0.4	0.2	10.2	2.9	3.2
3	6.3	2.8	2.6	3.1	2.0	0.2	7.5	5.4
4	18.2	8.6	8.5	18.0	8.8	2.6	18.2	14.4
5	1.3	2.8	1.9	2.5	0.4	0.0	1.2	1.1
6	4.7	2.1	1.6	1.6	0.4	0.0	15.1	9.7
7	30.1	4.3	5.8	20.7	25.7	1.0	13.7	13.6
8	7.2	0.1	0.4	2.0	5.7	0.0	0.4	1.2
9	6.2	4.4	5.2	11.1	10.1	0.1	11.4	9.1
10	2.9	2.5	3.4	8.4	1.2	0.0	0.2	0.8
11	3.0	12.4	6.7	6.5	12.9	0.2	0.7	2.8
12	3.9	16.7	14.3	16.4	21.9	0.4	1.7	5.3
13	0.6	23.8	24.8	1.3	1.7	0.0	0.3	1.9
14	0.6	7.5	6.8	1.4	0.8	0.0	0.3	0.8
15	5.0	9.6	16.5	4.3	6.3	0.4	5.9	5.6
Total	100	100	100	100	100	100	100	100

Note: 1). Agriculture, hunting and forestry, 2). Fishing, operators of fish hatchery and fish farms, 3). Mining and quarrying, 4). Manufacturing, 5). Electricity, gas, steam and water supply, 6). Construction, 7). Wholesale and retail trades, repair of vehicles, motor & Hh.goods, 8). Hotel and restaurants, 9). Transport, storage and communcation, 10). Financial intermediation, 11). Real estate, renting and business activities, 12). Public administration, defense and compulsory social services, 13). Education, 14). Health and social work, 15). All other indistries.

The financial intermediation industry employed relatively small number of women, but seems to have diverse number of literate women working there. For instance, of the total 2.5 percent women labour force in that industry, 60.7 percent was clerks, 13.1 percent, “technical and associate professional workers”, 6.2 percent, “legislative, senior official and managerial workers”, and 5.7 percent, professionals, compared to manufacturing industry where up to 70 percent female workers there were in elementary and other occupations not specified.

On the demand and supply side for higher career women, the proportion of legislative, senior official and managerial workers (39.2 percent) in the industry division of “wholesale and retail trade, repair of vehicles, motor and household goods” (Table 11.4C) is higher than that for any other industry group, but only 4.1 percent of the total employment within that industry group (Table 11.4B) was “legislators, senior officials and managers”, while the bulk of the women there was engaged in low ranking occupations, that is, “all other occupations category” (50.9 percent), and ‘service, shop, market sale and related occupations (31.2 percent). So, if employment in “wholesale and retail trade and related enterprises doubled, the impact on the demands for these higher decision making positions mentioned would be relatively little.

On the one hand, although only less than 1 percent (Table 11.4C) of women in construction industry were in the “legislative, senior official and managerial”, “professional and technical” categories, construction industry employed 2.9 percent of all legislative, senior official and managerial workers, 3.3 percent of professional women, and 2.6 percent of technical and associate professional working women (Table 11.4B). The expansion of construction industry would have a greater effect on demands for women in higher decision-making positions; as well as professional and technical category women.

The description of women’s roles is further presented in Table 11.5 by comparing the sex ratios by industry-occupation groups. When industry is controlled, occupations with low sex ratio (meaning, more females than males) were “clerical”, “technical and associate professional”, and “professional” occupations, with average sex ratios of 50, 64, and 95 males to every 100 females respectively, while when occupation is controlled, industries with low sex ratio were “hotel and restaurant”, “financial intermediation”, “education”, and “health and social work” industries also with average sex ratios as 55, 78, 31 and 30 males to every 100 females.

The employment differentials between men and women given by the variations in the sex ratios are significant across the industry and occupation groups; however, these variations did not show any remarkable sign of marginalization of women. For example, some industry groups such as “construction” and “mining and quarrying” industries had long been male-dominated industries in Guyana because of their physical labour requirements; as such, the wide gap in the sex ratios of these industries was never due to seclusion of females from neither particular industries nor occupations.

In all, a total of 22.7 percent of women employed in the categories of “legislators, senior officials and managers”, “professionals”, “technicians and associate professionals” and the predominance senior roles women played in the previously male-dominated occupations or industries was a big gain for women, and to greater extent indicates the diversification of women’s roles in the Guyanese economy.

Table 11.5: Sex Ratios of Employed Females and Males 15 Years and Over Cross Classified by Industries Worked Past Week Preceding the Census by Occupations, Guyana: 2002

OCCUPATIONS								
INDUSTRIES	Legislators, Senior Officials & Managers	Profession al	Technicians & Associate Professiona ls	Clerks	Service, Shop & Market Sales Wrkrs	Agricul, Fishery & Farm Workers	All other Occupations	Total
No.	SEX RATIO {(M/F) x 100}							
1	1,363	400	274	117	455	605	1,528	857
2	2,200	nil	133	72	760	6,870	1,556	2,025
3	971	1,100	354	93	256	4,000	2,866	1,271
4	517	300	290	82	428	699	369	329
5	320	380	567	55	135	500	1,013	354
6	2,489	570	1,400	129	791	200	7,592	5,172
7	225	239	278	59	104	442	176	143
8	188	67	113	23	49	83	56	55
9	274	250	244	64	522	0	3,787	770
10	129	69	104	43	263	0	135	78
11	265	255	319	51	160	325	307	161
12	196	103	115	37	244	490	222	136
13	155	41	26	15	113	300	33	31
14	70	104	24	16	17	100	54	30
15	198	155	299	32	66	818	113	107
Total (SR)	293	95	64	50	132	666	424	238

Note: Sex Ratio = (males/females) x100

Note: 1). Agriculture, hunting and forestry, 2). Fishing, operators of fish hatchery and fish farms, 3). Mining and quarrying, 4). Manufacturing, 5). Electricity, gas, steam and water supply, 6). Construction, 7). Wholesale and retail trades, repair of vehicles, motor & Hh.goods, 8). Hotel and restaurants, 9). Transport, storage and communication, 10). Financial intermediation, 11). Real estate, renting and business activities, 12). Public administration, defense and compulsory social services, 13). Education, 14). Health and social work, 15). All other industries.

11.4 Interrelations of Industry and Employment Status

Cross-classification of employment status, for instance, employee, employer, unpaid family workers or own-account, etc.), with industry is presented in this section to further describe the structural framework within which the various types of economic activities take place in Guyana. These interrelations are important and shed light on the diversity in the organization of activities that can occur within industry divisions where women work.

Tables 11.6A and B present the cross-classification stated in the preceding paragraph in two categories of analysis:

- (Column percentage) distribution of industry by employment status; and
- (Row percentage) distribution of employment status by industry.

The importance of private and public sectors in the economy of Guyana is immediately established in the table. For instance, over two-fifths and over half of the females and males were private sector paid employees, followed by public sector with 33.2 percent and 21.4 percent (Table 11.6B).

As one would expect, the vast majority of the own-account and unpaid family female workers were in agriculture and related industry, while in the “wholesale and retail trade, repair of vehicles, motor and household goods industry, which employed women more than any other industry, the predominant role there was played by women serving as own-account workers (49.9 percent). A large number of women also engaged in the “manufacturing” and “hotel and restaurant” industries were serving as own-account workers.

The relatively high proportion of female retail and wholesale traders who were own-account workers reflects the importance of small scale businesses for women in the Guyanese economy. Furthermore, the predominance of own-account workers in the “wholesale and retail trade, repair of vehicles, motor and household goods industry” where women mainly work, and the predominance of unpaid family workers in “agriculture, hunting and forestry industry” indicates that the forms of economic organization is yet relatively simple, and symbolic of what appeared to be a simple closed interrelationship between occupation and industry, i.e., where farmers are in agricultural occupation, traders are in sales occupations, etc. as mentioned earlier in section 11.3.

The proportion of women serving as employers was relatively small, but significant when compared with the achievement women had made in managing their own affairs. The largest proportion of women’s employers were mainly found in “hotel and restaurant industry”, (3.9 percent), “wholesale and retail trade, repair of vehicles, motor and household goods” (3.4 percent), and “mining and quarrying” industry (3.1 percent), and lesser in other industries.

Unlike the females, the unpaid family workers category was less important for males, reflecting that since nearly three quarters of the males served as head of households, were able to have given better information about their employment status, and answering on behalf of the women, listed their activities either as own-account and unpaid family workers or mainly as keeping home duties as previously discussed.

Table 11.6: Distribution of Employed Men and Women 15 Years and Over Cross Classified by Industries Worked Past Week Preceding the Census by Employment Status, Guyana: 2002

Industry No.	Paid Employee -		Paid Employee - Pvt		Unpaid family workers		Employers		Own Account Workers		Apprentice & Not stated	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1	11,854	718	12,662	888	1,565	1,283	1,137	73	13,017	1,712	466	73
2	59	14	3,333	203	63	6	183	4	1,596	32	52	2
3	1,287	271	6,176	341	32	7	309	21	793	31	132	16
4	5,752	1,024	14,434	4,516	129	136	712	107	2,239	1,310	149	32
5	769	220	968	270	0	1	3	2	11	0	6	3
6	348	28	12,711	233	42	2	516	5	1,957	35	252	3
7	430	241	10,518	6,175	463	718	1,463	523	9,067	7,750	298	126
8	30	74	1,157	2,631	77	115	251	140	439	621	13	23
9	953	634	9,531	1,161	115	18	716	45	3,433	66	151	9
10	297	445	956	1,283	0	1	16	1	70	3	10	3
11	481	411	3,390	2,252	18	16	155	24	484	123	40	17
12	8,189	6,048	419	313	8	0	2	2	12	2	26	11
13	2,597	8,876	434	842	5	8	15	16	47	156	6	28
14	840	2,871	323	1,242	1	7	46	41	55	57	12	27
15	971	853	6,127	6,621	81	153	191	100	1,489	707	340	143
Total	34,855	22,727	83,139	28,972	2,600	2,473	5,715	1,103	34,709	12,605	1,955	517

A). PERCENT DISTRIBUTION BY INDUSTRY

Industry No.	(1)		(2)		(3)		(4)		(5)		(6)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1	34.0	3.2	15.2	3.1	60.2	51.9	19.9	6.6	37.5	13.6	23.8	14.1
2	0.2	0.1	4.0	0.7	2.4	0.2	3.2	0.4	4.6	0.3	2.7	0.4
3	3.7	1.2	7.4	1.2	1.2	0.3	5.4	1.9	2.3	0.2	6.8	3.0
4	16.5	4.5	17.4	15.6	5.0	5.5	12.5	9.7	6.5	10.4	7.6	6.1
5	2.2	1.0	1.2	0.9	0.0	0.0	0.1	0.2	0.0	0.0	0.3	0.6
6	1.0	0.1	15.3	0.8	1.6	0.1	9.0	0.5	5.6	0.3	12.9	0.6
7	1.2	1.1	12.7	21.3	17.8	29.0	25.6	47.4	26.1	61.5	15.2	24.3
8	0.1	0.3	1.4	9.1	3.0	4.6	4.4	12.7	1.3	4.9	0.7	4.5
9	2.7	2.8	11.5	4.0	4.4	0.7	12.5	4.1	9.9	0.5	7.7	1.8
10	0.9	2.0	1.1	4.4	0.0	0.0	0.3	0.1	0.2	0.0	0.5	0.6
11	1.4	1.8	4.1	7.8	0.7	0.7	2.7	2.1	1.4	1.0	2.0	3.4
12	23.5	26.6	0.5	1.1	0.3	0.0	0.0	0.2	0.0	0.0	1.3	2.2
13	7.5	39.1	0.5	2.9	0.2	0.3	0.3	1.5	0.1	1.2	0.3	5.5
14	2.4	12.6	0.4	4.3	0.0	0.3	0.8	3.7	0.2	0.5	0.6	5.3
15	2.8	3.8	7.4	22.9	3.1	6.2	3.3	9.1	4.3	5.6	17.4	27.7
Total	100	100	100	100	100	100	100	100	100	100	100	100

Note: 1. Agriculture, Hunting & Forestry 2. Fishing, Operators of Fish hatchery & Fish farms
3. Mining and Quarrying 4. Manufacturing 5. Electricity, Gas, Steam & Water Supply
6. Construction 7. Wholesale & Retail Trade; Repair of Vehicles, Motor & Hh.goods
8. Hotel and Restaurants 9. Transport Storage and Communication 10. Financial Intermediation
11. Real Estate, Renting & Business Activities 12. Public Admin & Defense; Compulsory Soc Sec
13. Education 14. Health & social Work 15. All other industries

Table 11.6 CONTINUED: B). PERCENT DISTRIBUTION BY EMPLOYMENT STATUS

INDUSTRY GROUP	PAID EMPLOYEE UNPAID						Total
	Govt	Private	Family	Employers	Own	Apprentice &	
			Workers		Account	Not stated	
Females: (Percent Distribution by Employment Status)							
1. Agriculture, Hunting & Forestry	15.1	18.7	27.0	1.5	36.1	1.5	100
2. Fishing, Operators of Fish hatchery & Fish farms	5.5	77.7	2.3	1.6	12.1	0.8	100
3. Mining and Quarrying	39.4	49.6	1.1	3.1	4.6	2.3	100
4. Manufacturing	14.4	63.4	1.9	1.5	18.4	0.4	100
5. Electricity, Gas, Steam & Water Supply	44.4	54.4	0.2	0.4	0.0	0.6	100
6. Construction	9.1	76.1	0.7	1.7	11.4	1.0	100
7. Wholesale & Retail Trade; Repair of Vehicles, Motor & Hh.goods	1.5	39.8	4.6	3.4	49.9	0.8	100
8. Hotel and Restaurants	2.1	73.0	3.2	3.9	17.2	0.6	100
9. Transport Storage and Communication	32.8	60.1	0.9	2.3	3.4	0.5	100
10. Financial Intermediation	25.6	73.9	0.1	0.1	0.2	0.2	100
11. Real Estate, Renting & Business Activities	14.5	79.2	0.6	0.8	4.3	0.6	100
12. Public Admin & Defense; Compulsory Social Services	94.9	4.9	0.0	0.0	0.0	0.2	100
13. Education	89.4	8.5	0.1	0.2	1.6	0.3	100
14. Health & social Work	67.6	29.3	0.2	1.0	1.3	0.6	100
15. All other industries	9.9	77.2	1.8	1.2	8.2	1.7	100
Total	33.2	42.4	3.6	1.6	18.4	0.8	100
Males: (Percent Distribution by Employment Status)							
1. Agriculture, Hunting & Forestry	29.1	31.1	3.8	2.8	32.0	1.1	100
2. Fishing, Operators of Fish hatchery & Fish farms	1.1	63.1	1.2	3.5	30.2	1.0	100
3. Mining and Quarrying	14.7	70.8	0.4	3.5	9.1	1.5	100
4. Manufacturing	24.6	61.6	0.6	3.0	9.6	0.6	100
5. Electricity, Gas, Steam & Water Supply	43.8	55.1	0.0	0.2	0.6	0.3	100
6. Construction	2.2	80.3	0.3	3.3	12.4	1.6	100
7. Wholesale & Retail Trade; Repair of Vehicles, Motor & Hh.goods	1.9	47.3	2.1	6.6	40.8	1.3	100
8. Hotel and Restaurants	1.5	58.8	3.9	12.7	22.3	0.7	100
9. Transport Storage and Communication	6.4	64.0	0.8	4.8	23.0	1.0	100
10. Financial Intermediation	22.0	70.9	0.0	1.2	5.2	0.8	100
11. Real Estate, Renting & Business Activities	10.5	74.2	0.4	3.4	10.6	0.9	100
12. Public Admin & Defense; Compulsory Soc Sec	94.6	4.8	0.1	0.0	0.1	0.3	100
13. Education	83.7	14.0	0.2	0.5	1.5	0.2	100
14. Health & social Work	65.8	25.3	0.1	3.6	4.3	1.0	100
15. All other industries	10.6	66.6	0.9	2.1	16.2	3.7	100
Total	21.4	51.0	1.6	3.5	21.3	1.2	100

11.5 Household Headship

11.5.1 The Concept

The term, “head of household” is not straightforward; it covers a number of different concepts. At some point, it refers to the chief economic provider, the decision maker, the person designated by other members as the head, etc. DIESA⁷ essentially set three different types of headship:

- Self-definition, that is, classifying as the head of the household the person who nominates himself or herself as the head, or who is designated by other household members;
- Identification of the person in authority, that is, the person who controls the maintenance of the household and exercises the authority to run the households;
- Identification of the economic supporter of the household, that is, the chief earner or the main supporter of the household’s economy.

Furthermore, in many countries, within a married couple household, a man automatically is the head, regardless of his relative earnings or the desire or perception of the respondents. Also, female-headed households were regarded as one without adult men, but, the converse is, of course, a male-headed household may contain adult women⁸.

11.5.2 The Pattern

The household headship is displayed in Table 11.7 and illustrated in Figure 11.3. For comparative purposes, we present the data obtained from the 1991 and 2002 censuses. Accordingly, a large proportion of the households was headed by males, and remained relatively high throughout. In 1991, female headed households constituted 28.5 percent compared to 71.5 percent among the males, but by 2002, the female headed households had increased slightly by 0.6 percentage point. As expected, the largest percentage of household headship was reported for those aged 25-44 years (50.1 percent) and 45-64 years (32.5 percent) in 2002.

The pattern of the distribution, which shows relatively small female headed household, is probably a typical example of the Guyanese culture. For instance, at most in a married couple household, the male automatically is the head, unless in his absence, then the wife or any most senior member of the household can take the lead. Besides, even in some of the hinterland regions where majority of the village dwellers live a communal life, not only the household, but the most senior male elder in the village can sometime designate himself or can be designated as head and apparently respond for the members of the entire village including children, women and even other adult males.

⁷ Department of International Economic and Social Affairs (1988) Improving Statistics and Indicators on Women Using Household Survey. Series F No.48. Statistical Office and International Research Training Institute for Advancement of Women, United Nations, New York

⁸ Ibid

**Table 11.7: Number of Household Heads by Age and Sex,
Guyana: 1991 - 2002**

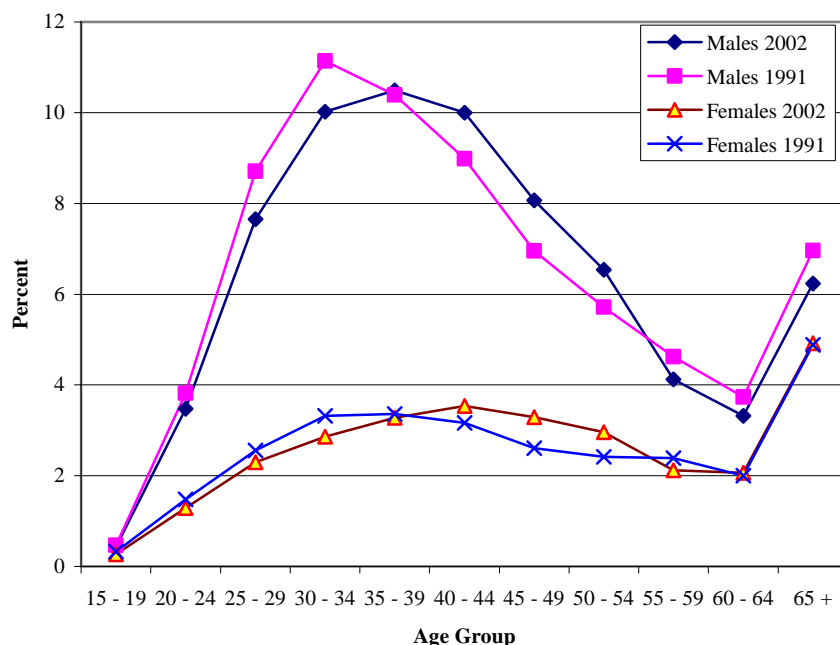
Age group	2002 Census			1991 Census		
	Male	Female	Total	Male	Female	Total
15 - 19	779	485	1,264	714	495	1,209
20 - 24	6,339	2,360	8,699	5,883	2,286	8,169
25 - 29	13,969	4,192	18,161	13,431	3,946	17,377
30 - 34	18,295	5,220	23,514	17,177	5,121	22,298
35 - 39	19,159	5,980	25,139	16,020	5,176	21,196
40 - 44	18,266	6,463	24,729	13,844	4,878	18,722
45 - 49	14,734	6,005	20,740	10,723	4,018	14,741
50 - 54	11,942	5,401	17,343	8,805	3,722	12,527
55 - 59	7,528	3,876	11,403	7,125	3,677	10,802
60 - 64	6,059	3,766	9,825	5,756	3,090	8,846
65 +	11,384	8,979	20,363	10,733	7,529	18,262
Not stated	1,052	383	1,435	1	3	4
Total	129,506	53,109	182,615	110,212	43,941	154,153
Percent in broad age groups						
15 - 24	3.9	1.6	5.5	4.3	1.8	6.1
25 - 44	38.2	12.0	50.1	39.2	12.4	51.6
45 - 64	22.0	10.4	32.5	21.0	9.4	30.4
65 +	6.2	4.9	11.2	7.0	4.9	11.8
Not stated	0.6	0.2	0.8	0.0	0.0	0.0
Total	70.9	29.1	100	71.5	28.5	100

The most widely suspected reasons for the increase in the number of female-headed households are internal migration (see Chapter 3: Population redistribution and internal migration), and broken marital or union status (see Chapter 9: Marriage, divorce and cohabitation). In the case of migration, women remaining behind are assumed to take the leadership role of the households while their husbands are away; at the same time, some of those who migrated to the urban area are believed to be single parent managing their own home affairs.

As given in Table 11.7, the slight increase in the female-headed households was in age group 45-64 years, which coincides with our earlier finding that women in this age range have higher probability of been “was common-law” (meaning they were in the union but no-longer live together) and widowed.

The overall increase in the female headed households, both in number and percentage, though small, is significant, in sense that, it offers women the opportunity to excel in decision-making in the home.

Fig. 11.3: Age and Sex Pattern of Household Headship, Guyana: 1991 - 2002



However, though increased, but, the entire issue of the female-headed households had been a controversial concern, for in many developing countries, poverty stricken women were identified among this sub-group of women. Also, rising female household headship had been attributed partially, if not substantially, to the mounting feminization of poverty among women. For example, Sylvia Chant⁹ wrote, “feminization of poverty has been accentuated, amongst other things, the increase in separation and divorce; added to the tradition of leaving responsibilities for children to the mother, thus, given rise to the increasing incidence of lone parent families headed by women with high incidence of vulnerability. David and Driel¹⁰ also noted, “lone mothers are often the biggest sub-group of female heads whose poverty is attested not only to affect them, but their children too; it is no surprise that in some circles the culture of single motherhood, has been designated the new poverty paradigm”.

While the interest in this section was simply on the headship distribution for men and women, research on the relationship of female-headed households and vulnerability of women; looking at their income, health, education, violence against them, etc., would be of great significance to adequately identify problems facing Guyanese female-headed households.

⁹ Sylvia Chant (2003), Female Household Headship and the Feminization of Poverty: Facts, Fictions and Forward Strategies. London Institute of Economics, New Working Paper Series, Gender Institute

¹⁰ Tine David and Francien Van Driel (2001), “Globalization and Gender: Beyond Dichotomies”, in Frans J. Schuurman (ed.) Globalization and Development Studies Challenges for the 21 Century (London: Sage)