Occupational Inequality in Bangladesh Society: A Quantitative Analysis

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Abstract: As occupation is the vital issue for working human being, so among it a huge disparity is occur. In this regard, a quantitative data analysis had been launched to get the actual situation of Bangladesh. To get the information, 2005-6 Labor Force Survey raw data had been collected and multinomial regression analysis and statistical package for social sciences technique had been taken out. A large percentage of voluntarily unemployed population was found where most of them were women. As the 76.3 percent of population comes through 88.44 percent of household that resides in rural area, its agricultural production is decreasing day by day. A huge occupational inequality incurred from gender discrepancy, educational qualification, poverty, geographical location, religiosity, working period/hour, social and economic status, household situation, income etc. All these factors have a great influence and impact on occupational inequality. These obstacles need to be changed for overcoming the situation.

Key words: Occupation, employment, voluntarily unemployed

Occupation, a social role that describes the major work that a person does to earn for living. An individual's occupation and that of a family's main income earner is a key determinant of class position. According to BSCO (Bangladesh Standard Classification of Occupation), 'occupation is defined as a type of economic activity in which a person usually pursues to earn income in cash or kind. If a person works in more than one occupation, the occupation in which maximum working hours are spent is regarded as the main occupation. If equal time is spent in two occupations the main occupation is that which provides the larger share of income. Occupation other than main occupation is considered subsidiary occupation.' There are several reasons to pay more attention to the collection, scaling and analysis of occupational data that has recently been used. First, job holding is the most important social role held by most working people/adults outside their family and household. When we meet someone new, often our first question is 'What do you do?' And that is a very good question. Job holding defines, how we spend most of our time, and it provides strong clues about the activities and circumstances in which that time is spent. Second, job holding tells us about the technical and social skills that we bring to the labor market, and for most people job-holding delimits current and future economic prospects. Thus, even for persons who are not attached to the labor market, past jobs or the jobs held by other members of the same family or household provide information about economic and social standing. Third, as labor market is become nearly universal among adult women as well as men, it is gradually possible to

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characterize individuals in term of their own or past jobs. Fourth, once we have a good job description, it is possible to map jobs into many classifications, scales and measures. Fifth, measurement of jobs and occupations does not entail the same problem of refusal, recall, reliability, and stability as occur in the measurement of income or wealth. Job description—contemporary or retrospective, from job holders, or from their family members- are imperfect, but the reliability and validity of carefully collected occupational data are high enough to support sustained analysis [1]. Thus, even if we are limited to retrospective questions, we can confidently trace occupational trajectories across the adult years. The same cannot be said of earning trajectories, let alone other components of personal household income or wealth [2]. This endeavor goes through by searching emergent inequality on this particular trajectory. The main concern of this study is to integrate and bring together all the factors as identified inequality to analyze and explain occupational condition. Using frequency analyses, percentage distribution, mean, standard deviation, multi nominal regression analyses has been estimated to examine the factors. The explanatory variables are of different kinds. Some are specific to individuals; some are specific to regional, national levels. By considering analyzing this study, socio-economic and demographic variables have been undertaken. To get an empirical result, an attempt has been made to examine the relationship between a series of dichotomous dependent variables and a set of independent variables have been discussed, the main feature of the analysis is to identify the factors that affect occupation and ensue of it to evolve occupational inequality. In order to grasp the above problem, a well known statistical technique –multinominal logistic regression as well as other common analytical models has been used.

Objectives and Methodology

The main feature of this article is to identify the factors that affect occupation and ensue of it to evolve occupational inequality. The major objectives are to find out occupational inequality which is concentrated among lobbying, gender discrepancy, little or no educational attaining situation, poverty, regional diversity, religiosity, timing, social and economic status etc.

This is an empirical study and notion of research methodology has been generated into three levels of sources of data analysis: primary, secondary and tertiary. The seminal form of data was quantitative data whereas a certain stake of qualitative data had been taken either. To get intensive quantitative data, Statistical Package for Social Science (SPSS) techniques has been followed on certain variables. [3]The research area covers the entire Bangladesh, and data had been collected through all over the country by Government level conducted censuses and surveys. The population includes the working population aged 15 years and over of Bangladesh society.

This study covers four parts: part one delineates the characteristics of labor Part two contains employment in major industry and its various characteristics. Part three consists major occupation of labor force. Part four contains status of employment; we know that status or respect accorded an occupation.

## 1.1. Characteristics of Labor Force
Figure 1.1. 1 Labor force (in million) by employment

LFS2005,BBS

The figure 1.1.1 indicated the employment population by sex (in million), it shows from the total labor forces, male are 40 million (38.3 percent) and female are 12 million (12.1 pewrcent). In contrast, 35 million (36.1 percent) are employed male and 10 millions are employed female where 1 million (1.2 percent) are unemployed male and 0.9 million (0.9 percent) are unemployed female.

Figure 1.1.2 Employment status by working sector
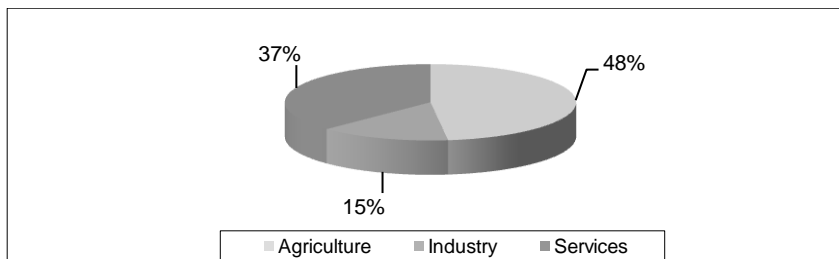
The pie chart shows the population involved with sector of employment. Here blue color indicates the population occupied in agriculture, which is 48 percent; and yellow color indicates those populations who are occupied in service which includes government, non government formal and informal sector; it covers 37 percent and rest 15 percent which indicated with maroon color, are serving in industry.

Table 1.1.1 Employment status of labor force aged 15 years and over by religion

	Labor force		
	Employed(%)	Unemployed(5)	Total(%)
Islam	54.3	45.7	100.0
Hindu	55.1	44.9	100.0
Buddhist	68.9	31.1	100.0
Christ	70.1	29.9	100.0
Others	82.4	17.6	100.0

Table 1.1.1 describes the religious diversity among Bangladeshi nationals from labor force of employment status. From the total Muslim, 54.3 percent are employed and its 45.7 percent unemployed. Following it, from the total Hindu, employment- unemployment percentage are 55.1 and 44.9 percent, the Buddhist, the Christian are 68.9 percent and 31.1 percent; and 70.1percent and 29.9 percent. It is mentionable that religious minority population's employment condition are fairly better than mainstream.

Table 1.1.2 Sex ratio of labor force aged 15 years and over by Administrative Division

Administrative Division	Total Percent	Male Percent	Female Percent
Bangladesh	**100.0**	**100.0**	**100.0**
Chittagong	19.5	19.4	19.8
Dhaka	31.6	31.2	32.7
Khulna	11.6	11.9	10.5
Rajshahi	22.8	23.5	20.6
Barisal	7.2	6.9	8.0
Sylhet	7.3	7.0	8.4

The table 1.1.2 shows the labor force occupied by administrative division with distinguishing male female variation. At Chittagong division, total work force is 19.5 percent and its male are 19.4 percent and female are 19.8percent, it shows that in Chittagong industrial area, women workforce are a bit more than male. In Dhaka division, total workforce is 31.6 percent where male are 31.2 percent and female are 32.7 percent, this division also shows that its female workers are a bit more than male. At Khulna division, total workforce is 11.6 percent and its male are 11.9 percent and female are 10.5 percent. At Rajshahi division, total work force is 22.8 percent, and its male are 28.5 percent and female are 20.6 percent. At Barisal, total work forces are 22.8 percent and male are 23.5 percent and female are 20.6 percent. It is true that Chittagong, Dhaka and Khulna division are industrial area, and between them except Khulna division, the rest two are male dominated workforce area.

1.2 Major Industry
Table 1.2.1 Employment by major industry (%)

major industry	(%)
Agriculture, forestry & fisheries	48.1
Mining and quarrying	0.2
Manufacturing	11.0
Electricity, gas and water	0.2
Construction	3.2
Trade, hotel & restaurant	16.5
Transport, storage & communication	8.4
Finance & business services and real estate	1.7
Health, education, public administration & defense	5.5
Community and personal services	5.5
Total	**100**

Here the table 1.2.1 shows population aged 15 or above (according to extended labor force definition) people's employment chart according to major sector or industry. It shows on its table that about 48.1 per cent i.e. almost half of the population are the first category i.e. agriculture, forestry, and fisheries. Among the rest of the categories, 16.5 per cent come through trade, hotel and restaurant industry. 8.4 percent and both 5.5 percent are transport, storage & communication, health education, communication, and community and personal service gradually. It means the major employment industry of Bangladesh is agro based.

Table1.2.2 Employed persons aged 15 years and over by major industry and sector of employment.

Industry	Govt. sector	Private sector	Informal sector	Others
Agriculture, hunting and forestry	1.4	5.9	53.7	39.9
Fishing	0.2	1.1	2.0	8.5
Mining and quarrying	0.0	0.2	0.1	0.5
Manufacturing	3.9	45.9	7.9	4.4
Electricity, gas and water supply	1.1	0.7	0.0	0.2
Construction	1.6	2.9	3.2	4.6
Wholesale & retail trade; repair of motor vehicles, motor	1.5	6.1	17.4	8.9
Hotels and restaurants	0.3	0.8	1.7	0.8
Transport, storage and communications	9.6	6.1	7.7	18.0
Financial intermediation	11.3	4.8	0.1	0.4
Real estate, renting and business activities	2.1	1.0	0.3	0.6
Public administration and defense;	35.2	1.5	0.1	0.4
Education	23.0	15.1	0.3	0.8
Health and social work	6.3	1.9	0.4	0.3
Other community, social and personal service activities	2.5	6.2	5.0	11.6
Total	100.0	100.0	100.0	100.0

Table 1.2.2 describes dissipated labor force of major industry by sector of employment. From the industry of Agriculture, Hunting and Forestry, 1.4 percent is working in Government sector, 5.9 percent are from private formal sector, and 53.7 percent are from informal sector. From the industry of Manufacturing, 3.9 percent are working in Government sector, 45.9 percent are from formal private sector and 7.9 percent are from informal sector. From the Electricity, Gas and Water Supply Industry, government and private formal sector pertaining only 1.1 and 0.7 percent and there are no informal sector's activities. From the Construction industry, 1.0 and 2.9 percent are from Government and Private Formal Sector, and 3.2 percent is from Informal Sector. From the Whole Sale and Retain Industry, Informal Sector pertaining 17.4 percent, and its 1.5 and 6.1 percent from Government and private formal sector. In Public Administration and Defense Industry, 35.2 percent is from Government Sector. From the Education Industry, 23 percent are from Government sector and 15.1 percent is from informal sector. From the Health and Social Work Industry, 6.3 percent is from Government, 1.9 percent is from private, and 1.4 percent is from informal sector.

Table 1.2.3 Employed persons aged 15 years and over by major industry and level of education

Industry	Total	No educ	Class I-V	Class VI-VIII	Class IX-X	SSC/ equiv.	HSC/ equiv	Degr ee/ equiv	Mast ers/e qu.	Engi/ medic al	Techn ical/v oca	Othe rs
Total	100.0	41.07	24.08	12.56	7.32	6.57	3.54	2.87	1.53	0.23	0.13	0.10
Agriculture, hunting and forestry	100.0	51.15	24.49	12.04	6.69	3.93	1.11	0.38	0.11	0.04	0.04	0.03
Fishing	100.0	53.29	27.21	9.50	4.14	3.41	1.62	0.73	0.08	0.00	0.00	0.00
Mining and quarrying	100.0	50.00	26.92	11.54	5.77	1.92	0.00	3.85	0.00	0.00	0.00	0.00
Manufacturing	100.0	34.18	28.03	15.26	7.62	7.39	2.85	3.01	1.19	0.11	0.23	0.13
Electricity, gas and water supply	100.0	14.67	12.00	13.33	2.67	17.33	13.33	16.00	5.33	2.67	0.00	2.67
Construction	100.0	38.75	33.57	13.64	5.18	3.61	2.36	1.57	0.72	0.39	0.13	0.07
Wholesale & retail trade; repair of motor vehicles, motor	100.0	27.74	24.56	15.92	11.17	10.37	5.33	3.36	1.17	0.08	0.21	0.10
Hotels and restaurants	100.0	34.64	28.89	15.99	9.12	6.31	3.09	0.84	0.98	0.00	0.14	0.00
Transport, storage and communications	100.0	50.75	25.21	9.69	5.64	4.03	2.59	1.33	0.63	0.05	0.05	0.03
Financial intermediation	100.0	3.95	5.53	4.94	5.73	11.86	19.57	25.10	21.74	0.59	0.99	0.00
Real estate, renting and business activities	100.0	8.44	12.66	9.70	12.66	16.88	9.28	12.66	14.77	0.42	0.42	2.11
Public administration and defense;	100.0	4.42	8.15	9.51	9.63	25.93	19.59	14.72	5.89	1.25	0.45	0.45
Education	100.0	2.22	3.21	3.21	2.75	16.45	19.74	30.07	21.12	0.84	0.15	0.23
Health and social work	100.0	8.31	6.37	9.14	5.82	22.44	18.28	12.19	3.05	13.30	0.28	0.83
Other community, social and personal service activities	100.0	37.86	24.70	14.33	8.04	7.70	3.74	1.98	0.95	0.11	0.23	0.34

Table 1.2.3 shows employed persons by major industries and levels of education. It is seen from the table that, among the employed persons in different industries, the highest 53.29 percent of fishing industries had no education followed by agriculture, hunting and forestry (51.15 percent) and mining and quarrying (50.00 percent). Higher education attaining situation was seen in industries like electricity, gas and water supply, financial intermediation, real estate, renting and business activities, public administration and defense, education and health and social work. The highest 30.07 percent employed persons in education have degree and above level education followed by financial intermediation (25.10 percent) and electricity, water and gas (16.00 percent). It is also seen from the same table that the highest 21.74 percent employed persons in financial intermediation industry were masters or equivalent degree holder followed by education (21.12 percent) and electricity water and gas (5.23 percent). Employed persons having medical and engineering degree were found in health and social work and electricity, gas and water industries. The percentages of technical and vocational degree holders were very scanty and 0.99 percent was found in financial intermediation, 0.45 percent in public administration and defense and 0.42 percent in real estate renting and business activities.

1.3 Major Occupation

Figure 1.3. 1 Employed persons by major occupation
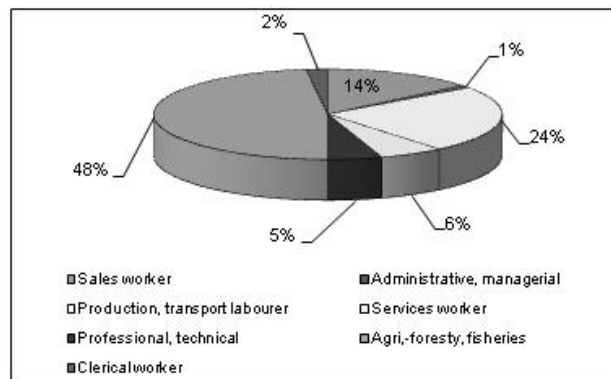
Source: Labor Force Survey, BBS 2005-6,

The chart represents the employed person by occupation. Pink color occupied 48 percent of total occupation i.e. agriculture forestry and fisheries. Off white color occupied by production, transport laborer of 24 percent, Navy blue covered 14 percent from sales worker; purple color denotes professional, technical, covered 5 percent.

Table 1.3.1 Multinomial-Logistic Regression

Independent variable: gender; age group; education; religion; region

	Professional, technical Vs Administrative, managerial	Clerical worker Vs Administrative, managerial	Services/Sales Vs Peasant	Production, transport laborer Vs Peasant
Female[a]	1.567***	1.045***	-1.380***	-1.092***
Agegroup[b]				
25-34	0.370	0.295	0.134***	-0.117***
35-49	0.347	0.501*	0.248***	-0.359***
50+	0.629**	0.840***	-0.149***	-1.141***
Education[c]				
Class1-8	0.757***	0.424	0.530***	0.226***
Class9 secondary	2.302***	1.944***	1.230***	0.210***
Graduate+	2.946***	2.219***	2.244***	0.905***
Religion[d]				
Hindu	-0.185	-0.428*	0.430***	0.0920*
Buddist	0.660	0.769	-1.185***	-1.553***
Christ	0.556	-0.00544	-0.670***	-1.600***
Others	22.15	-15.23	-1.870***	-1.204***
Region[e]				
Dhaka	-0.229	-0.332	0.134***	0.326***
Khulna	0.571*	0.533*	0.0339	0.104**
Rajshahi	0.0483	-0.0831	-0.170***	0.0480
Barisal	0.814**	0.587	-0.0679	-0.247***
Sylhet	-0.180	0.171	-0.463***	-0.461***
cons	-0.348	-0.482	-0.960***	-0.286***
N	59171	59171	59171	59171
Adjusted R^2	0.138	0.138	0.138	0.138

* $p<0.05$, ** $p<0.01$, *** $p<0.001$

a   reference=male；b   reference=age15-24；c   reference=no   class；d reference=Islam；e reference= Chittagong

Table 1.3.1 indicates inequalities in occupational studies to obtain part of the dependent variable has multiple categories and there are no professional rank order, so we use Multinomial logistic regression (multi-nominal logistic regression) statistical methods to study occupational attainment by the impact of various independent variables.

First look at the comparison of the professional and technical personnel and managerial (administrative, managerial) level. Data show that in considering the circumstances of other variables, women are more likely professional than men, and technical staff rather than managers; with the reference group 15-24 age

group of respondents compared to respondents 50 + age group are more likely to become professional and technical staff rather than managers; higher level of education, individuals are more likely to become a professional and technical staff rather than managers; all religious believers to become managers and professionals, there is no significant difference. Khulna and Barisal district's respondents are more likely to be professionals rather than managers. Second term staff (clerical worker) and management (administrative, managerial) comparisons, data show that in the case of controlling for other variables, women are more likely enter into the professional staff than men; 35 years over respondents are more likely to become a staff than the age of 15-24 years which is reference age group here. In regard of level of education, the most of the respondents are likely to be staff rather than managers; the Hindus, in comparison with the Muslims are more likely to be managers rather than staff. In view of divisional variation, the respondents of Khulna and Chittagong are more likely become employees rather than management personnel. By comparisons with Services / Sales persons and Peasant, data show that in the case of controlling for other variables, women are more likely become farmers rather than service and sales personnel in comparison with men; in the age perspective, 25-49-year-old respondents are more likely to become the service and sales personnel than respondents of age group 15-24, and respondents aged over 50 than respondents aged 15-24 are more likely to be farmers; higher level of education, the more likely for the service and sales staff rather than the farmers. Hindus, Muslims are more likely service and sales staff rather than farmers. Buddhism, Christianity and Islam believers are more likely become farmers. Compared with Chittagong, the respondents of Dhaka district are more likely to be service and sales staff than farmers. The respondents of Rajshahi, Barisal, Sylhet, compared with respondents of the Chittagong District are more likely to become farmers than the service and sales staff. Last term workers (Production, transport laborer) and the comparison between farmers, data show that in the case of controlling for other variables, women are more likely to become farmers rather than the workers; and 15-24 age groups of respondents, compared to the older, more likely to become farmers than the workers; higher level of education, the more likely to be workers rather than peasants; compared with the followers of Islam, Hindus are more likely to be workers rather than peasants, Buddhism, Christianity and other religions and Muslims are more likely not the workers but become farmers; and the Chittagong region compared with Dhaka, Khulna, Rajshahi, the respondents of these three regions are more likely to be workers rather than peasants, Barisal, Sylhet two region's respondents are more likely to become farmers rather than workers.

1.4 Employment Status

Status is the honor or prestige attached to one's position in society. Occupation provides an example of status that may be either ascribed or achieved; it can be achieved by one gaining the right knowledge and skill to become socially positioned into a higher position of that job, building a person's social identity within the occupation.

Table 1.4. 1 Employment Status (%)

status	%
Employer	0.2
Self-employed/own account workers	42.0
Employee	13.9
Unpaid family helper	21.7
Day laborers	18.1
Others	4.0
Total	**100**

Table 1.4.1 denotes the status of employment in Bangladesh society's working population. Here employed status pertains only 0.2 percent and self employed percentage 42.0 percent and employee 13.9 percent unpaid family helper 21.7 percent and Day laborer 18.1 percent. It shows that in Bangladesh employer status are not such higher than self employed. In comparison with that the status of unpaid family helper, the proportion of day laborer are quite significant.

Table 1.4.2 Status in employment by sex

status	Male	Female
Employer	.3	.1
Self-employed	50.4	12.5
Employee	17.1	12.7
Unpaid family helper	9.8	62.7
Day laborers	21.0	7.0
Others	1.4	5.0
Total	100.0	100.0

Table 1.4.2 describes the employment status by sex. From the employer status, male occupied 0.3 percent and female occupied 0.1 percent. Self employed status, male occupied 50.4 percent and female occupied 12.5 percent. From the Employee status, 17.1 percent occupied from male and 12.7 for female. From the Unpaid family helper, 62.7 percent occupied by female and 9.8 percent by male, From the Day laborer status, 21 percent occupied by male and 7 percent by female.

From the total working women unpaid family helper i.e. pink collar occupation percentage is 62.7 percent, and only 12.5 percent occupied by self employed and only 12.7 percent by employee. On contrary, 50.4 percent male are occupied by self employed.

Table 1.4.3 Status in employment by religion

status	Islam	Hindu	Buddha	Christ	Others
Employer	.3	.4	.6	.4	
Self-employed	41.8	43.7	36.8	26.4	8.7
Employee	16.0	17.3	12.2	17.2	2.9
Unpaid family helper	21.5	22.9	33.0	18.5	6.9
Day laborers	18.1	13.4	16.5	37.0	15.0
Others	2.3	2.3	.9	.4	65.9
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 1.4.3 indicates employment status by religion. From the employer status, 0.3 percent occupied from Islam, 0.4 percent occupied from Hindu religion and 0.6 percent from Buddhist population.

From the self employed status, 41.8 percent from Islam religion, 43.7 percent from Hindu religion, 36.8 percent from Christian religion, and 26.4 percent from Buddhist.

From the Employee status, highest occupied from Hindu religion (17.3 percent) and lowest occupied from Buddhism (12.2 percent).

From the Unpaid family helper status, the highest occupied from Buddhism 33.0 percent and the lowest occupied from Christian religion i.e. 18.5 percent.

The highest day laborer occupied from Christian (37 percent) and the lowest occupied from Hindu religion (13.4 percent).

The table denotes, Buddhism occupied the highest employer status, Self Employed status occupied by Islam religious people, Employee Status and Unpaid family status mostly occupied from Hindu religion people, and Day Laborer occupied highest status from Christian religious people of Bangladesh.

1.5 Work time:

Work time refers the period of time that individual spends at paid occupational labor. This part contains the counting of people's weekly working hours of different industries and occupational people.

1. 5.a). Weekly Hours Worked

Table 1.5.1 Employed persons aged 15 years and over by weekly hours' worked（%）

Weekly hours worked	Bangladesh			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<15hrs	10.30	1.32	39.03	4.52	0.60	17.14	12.10	1.55	45.77

15-19	2.16	0.99	5.91	0.81	0.38	2.18	2.58	1.18	7.06
20-29	7.65	4.26	18.48	4.77	2.29	12.77	8.54	4.87	20.23
30-39	7.84	7.31	9.54	7.53	5.11	15.33	7.94	8.00	7.76
40-49	25.75	29.63	13.33	27.80	28.97	24.02	25.11	29.83	10.04
50-59	20.97	25.38	6.86	19.15	21.14	12.71	21.53	26.70	5.05
60+	25.33	31.10	6.86	35.43	41.50	15.86	22.19	27.87	4.08
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 1.5.1 refers the working time of employed population. Weekly less than 15 hours working total population are 10.30 percent, its urban percentage is 4.52 percent and rural percentage is 12.21. Weekly 40-49 hours working total population are 25.75 percent, its urban percentage is 27.80 and rural percentage is 25.11 percent. Weekly 60+ hours working total population are 12.33 percent, its urban percentage is 35.43 and rural percentage is 22.19 percent. The table shows us that urban populations' working time is comparatively more than rural population.

Table1.5.2 Average weekly hours worked of employed persons aged 15 years and over by status in employment. (hours)

Status in employment	Bangladesh			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	**46**	**52**	**26**	**50**	**54**	**39**	**45**	**51**	**23**
Regular paid employee	54	54	52	54	54	54	54	55	49
Employer	52	53	47	60	58	73	50	51	38
Self-employed	51	52	34	52	56	37	50	51	
Unpaid family worker	27	49	15	32	52	16	26	48	15
Irregular paid worker	51	53	41	53	55	40	50	52	41
Day labor (agri.)	51	51	45	51	51	49	51	51	44
Day labor (non agri.)	51	52	48	51	51	46	52	52	48
Domestic worker/maid servant	48	62	45	51	67	50	47	61	43
Paid / unpaid apprentice	49	51	36	47	48	42	49	52	35
Others	44	49	38	41	44	37	45	51	38

Table 1.5.2 shows the weekly working hour of the working population by their employment status. Regular paid employee works 54 hours in a week. Employer work 52 hours in a week, Self employed works 51 hours in a week, Unpaid family worker works 27 hours in a week, Day laborer 51 hours, Maid servant 48 hours and Paid/ unpaid apprentice 49 hours in a week.

1.6 Discussion and Concluding Remarks

The occupational structure can be seen as 'a hotel----which is always occupied, but always by different persons' [4] this postulation is very much applicable in Bangladesh society.

As this study covers the labor force aged 15 years and over, so here the discussant populations are also starts from the age of fifteen. Among the total labor force, the 40.57 percent are bellow 30 years and 53.53 percent of the labor forces are between 30-64 years old people. From these two age category, male workforce occupied 39 and 54.46 percent and women counterpart covers 41.88 and 52.57 percent respectively. This account indicates an exceptional output which might demand a new study, because the fact is that, about 80 percent women of Bangladesh are housewives and they are unpaid working force and busy with household works. In regard of status matter, larger portions are working as pink collar job status (detail in major occupation part).From the technical and professional occupational category of government sector, only 9.50 percent is occupied by females where 23.67 percent are occupied by male. In private and informal sector, this male female ratio is much lower than government sector. From the data table, 20.40 percent employed women are from informal sector, where private and government sector runs only 1.97 and 0.77 percent. Mostly, workers had made independent decisions to take up one or other job — this figure was as high as 86 per cent for men and more than 50 per cent for women. Some of the female respondents also said that they had sought the guidance of their husbands and parents. Thus, it seems to have been some kind of change in the mindset of these families regarding female employment. In Bangladesh, average life span of male: female is 64:65.[5]

Among the total labor force only 5.90 percent are over 65years old people and among this population workforce group, in gender wise segment, the percentage of   male is 6.24   and percentage of female is 5.54 percent respectively. Unfortunately, in Bangladesh, there is no such big stake dole system facility in our national policy so that our insolvent aging population needs to work for their subsistence.

The employment status of 30 years and over working force is more than fifty percent, and this percentage is significantly higher in compare to the workforce of 15-29 aged, that is about thirty-four percent, and only seven percent of working forces are above sixty years old.

Among the total workable population, only 58.8 percent are involved in work, and the rest 41.5 percent of the workable population are either voluntarily unemployed or unemployed due to unavailability of work scope. Since we know only four percent is only unemployed so we can assume that about 37 percent workable populations is voluntarily unemployed.

The workings forces are distributed and categorized in the data table into ten major industry groups. It is important to mention here that these ten major categories of industries are governed by the three major sectors i.e. the government sector, the private sector and the informal sector. Among these

groups, the highest (48.1%) percentage of working forces is involved in the category of the agriculture, fisheries and forestry industry. But the sector wise distributions of the work force of these categories are as follows, a. Informal sector 55.7 percent; b. Private sector 7 percent and c. Government sector only 1.6 percent. Public administration, defense and health sector are mostly govern by Government sector (41.5 percent). Manufacturing is mostly runs through private sector i.e. 45.9 percent. On the other hand, in regard of occupational distribution, total 78.44 percent working population of occupational category are observing through informal sector, whereas 9.42 percent from formal private sector and only 4.49 percent are absorbing through government sector. It seems that government mechanism in employment generating factor is very weak, even formal private sector is also not very strong too.

As we know that the 88.44 percent of total households are reside in rural areas, from there, the 76.3 percent of total working force comes out. Agricultural labor forces are decreasing and non agricultural labor force are increasing by the time being. [6] The distribution of working population among major occupation into urban-rural variation makes opportunity inequality among workable population. [7] There are eight major categories of occupation in Bangladesh. Among these, in white collar and technical skilled work forces, the percentage of rural origin is very low. Most rural origin workable populations are involved in manual work in agriculture and non agriculture farm. The employment opportunity in the rural areas is lagged behind to the urban areas.

There are some inequalities among the divisions in the distribution of employment status. Out of the seven divisions of Bangladesh, the highest level of employment is found in Sylhet division where the lowest employment level lies in Dhaka and Chittagong division. But unemployment condition is remaining in all divisions. Among these divisions, there is also gender variation which is an important cause of inequality that is largely persisting in the Bangladesh society. In regard of employment status among employed population, women employment rate in Khulna & Rajshahi division is less than men compare to other divisions.

Religiosity has great impact in entering inequality of working population on employment status in Bangladesh. The percentage of employment level in Christian community is the highest (70.1 %), and the lowest level lays in Muslim community in comparison with others religious community. Hindu religious population is more likely to be managers rather than staff by comparison with Muslim. Hindus and Muslims population are mainly service workers and sales staff rather than farmers. Buddhist and Muslims are mainly farmers.

In regard of employment status of the working force, total employee is 13.87 percent, whereas only 0.2 percent is employer, self employed is 42 percent, unpaid family helper is 21.7 percent and all kind of day laborer is 18.1 percent. The data shows that in Bangladesh, income generating mechanism is weak. The employments statuses of workforce are mainly based on educational

qualifications, more than fifty percent work force are higher secondary certificate holders. Up to secondary level educational qualification, the condition between urban and rural population are moderately similar. But this difference is prominent between rural and urban in the higher lever i.e. from Higher Secondary or graduation level and onward. About 17 percent of the working population is Master degree holders or equivalent in the occupational category of the professional and technical services and administrative category is 7.62 percent.

The employment status among the female workforce, about sixty percent lies in Unpaid Family helper sector i.e. pink collar job category. The status of unpaid family helper position is pertaining mostly from housewives, women relatives, and crippled relatives.

To observe the work time of employer, administrative, managerial and production professional population are serving most time in a week for their profession. Among the ten industrial categories, the population of the wholesale and retail industry, the hotel and restaurant industry, and the transport industry workers spend much more time than the others industrial categories i.e. about 57 hours per week.

From the interpretation and analysis of the data, we may infer the following conclusion that occupational inequality is incurred from gender discrepancy, educational qualification, poverty, geographical location, religiosity, working period/hour, social and economic status, household situation, income etc. All these factors have a great influence and impact on occupational inequality. These obstacles need to change for overcoming the situation.

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