



Challenges of Women Agricultural Laborers in the Northern Part of Bangladesh

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ABSTRACT

Still, now agriculture is the biggest source of employment in Bangladesh. It provides employment for 63 percent of the population. Not only men but also women are a big part of this sector. But in the system of a male-dominated society, women have always been deprived of social barriers and discrimination. The objectives of this study are to find out what kind of work-related problems the women agricultural laborers have to face and also to identify and discuss some factors impacting on women's wage rate in the survey area. This survey has been conducted in 14 villages from 3 districts which are situated in the northern part of Bangladesh by questionnaire method in 2018. Total of 300 respondents have been interviewed during the survey time. After getting data, it has analyzed statistically by using STATA software. The results state that women agricultural laborers get into many problems while getting work and going to work. There is significant inequality between men and women in terms of wages. They are being deprived of their fair wage rate even though they do the same work as men. The working environment is not also in their favor. At work, they are often mistreated by their male colleagues or even by the landlords which is considered as a barrier to take participation in their work.

Keywords: Challenges, Agricultural laborers, Northern part, Problems, Inequality.

INTRODUCTION

There is a saying that agriculture is the pioneer of all culture and women is the pioneer of agriculture. Women undoubtedly do many things, the most important of which is to be involved in agriculture. The sex ratio of the total population of Bangladesh is 1.020 in thousand, which means this country has 1020 males per 100 females (Bangladesh population, 2018) which is higher than the global sex ratio. So these women are a huge part of our population. About 60% of the total women are engaged in agriculture and the sharing of the sector shows that the agricultural sector is still the main place of employment for women. Among them, 45.6% is paid free labor and the rest is paid wage for their work. Poor, landless and tribal women are seen to be more involved in playing an active role in agriculture. Tribal women work in the field during the planting, caregiving and harvesting seasons. Again, there is a sharp regional variation in the recruitment of women labor. This is because the economic and social conditions of all areas are not the same. Even geographical characteristics is not 100 percent similar. There is a slight difference in soil and water in almost every area. Again, the

demand for work is not equal in all areas. So women's participation in agriculture varies from region to region.

The northern part of Bangladesh can be called the golden land of agriculture. The agricultural sector is very strong in this area due to the fertile land and low contribution of the industrial sector. The economy of this region is rich in the agricultural sector. The economy of the area is such that about seventy percent of the people are engaged in agricultural work directly and indirectly. So naturally, the number of agricultural laborers is also high in this area. Due to the availability of work, agricultural workers from other areas also come in this area. So, it can be said that this is a good place for agriculture laborers to work. About half of the total agricultural laborers in this region are women. Women involved in farming also perform household chores and farming. Women are also making significant contributions by acting like other male workers while producing and harvesting crops. In addition to helping their own families, this contribution is keeping the country's economy going.

Many times the number of agricultural laborers reduces since men are busy with other work. Most of the men go to the city in search of a job to earn more. Women fill the shortage of agricultural workers at that time. Women cannot easily go to other places because they have to work at home and look after their children. So their first choice is to do something near their home. Although Bangladesh is a predominantly Muslim country, the majority of the women farmers are from the tribal groups. The main reason is the religious point of view. Muslim men don't want women members of their families to work in the open field (Chowdhury, Rashid, Ahmed and Sultan 2009). Even though they are very poor, they think this way. From the field survey, it has found that 58% of respondent follows tribal religion as they are a tribe or ethnic group, where the percentage of Muslim women is 15.63. Another reason is that tribes are naturally more involved in agricultural activities. Thus, the participation rate of tribe women is higher than that of other religious women as agricultural laborers in the survey area.

According to CSRL's (Campaign for Sustainable Rural Livelihoods) report in 2016, 17 types of work are done by women in the 21 types of agricultural works. Women are engaged in seed selection, seed conservation, seed dispersal, seed sowing in the field, harvesting, transplanting, harvesting of crops, crop storage, processing, binding, etc. CPD research reports that women work three times more than men in the agriculture sector. Women in Bangladesh have been working in agriculture in various ways. Sometimes they work as a farmer or laborer in their own land, again some women have a very good contribution on their family farm. On the other hand, many women work as a laborer on other lands for wages. Generally, an agricultural laborer is that person who works in another person's land for wages and he or she has no risk in production as they have no decision making power. (Ullah 2016) And wage is an amount of money received either in cash or in-kind in a day for standard daily working hours or earnings of low paid labor who work on an hourly basis have been included here as wage earners. (BBS report, 2018).

According to a BBS report, 2017 the participation of women in agriculture increased by 10.2% over a decade, whereas the participation of men decreased by 2%. The number of women workers in agriculture in the country in 2002 was 3.8 million. It increased to 7 million in 2010. Demand for women workers has increased due to the division of labor at different stages of agriculture. So it is very clear that the contribution of women is most important in sustainable agriculture. And the impact of this role on the whole economy of Bangladesh afterward. But sadly, there is no formal recognition of this contribution. (Mondal, 2013). Even the huge number of women workers involved in agricultural work is not assessed in the least. The agriculture policy of women has not yet been linked to the policy of the government. In 2015,

more than 10 million farmer's cards were distributed as part of the state's incentive, but it did not reach women farmers. The wage payment is also inconclusive. In some cases, nominal wages are paid. From morning to evening, even though male laborers do equal work, there is no valid identity of female laborers in the agriculture sector. Yet in rural society, agriculture and farming are considered as part of the daily routine of women. Rural work experience shows that a female farmer receives 43% fewer wages than a male farmer, just for being a woman. This wage inequality is a major obstacle to the economic empowerment of women. Such is the condition of women farmers in the country mainly due to lack of recognition and evaluation of state policy and social discrimination. Again, it is seen that, due to the restrictions imposed by society and family, female workers get about 5 days less work per year than men. (Kalam and Al- Amin, 2016). Apart from this, there are irregular appointments, long working hours, lower wages, abuse and many other forms of oppression exist. To get women interested in agriculture, these problems need a quick fixed, that will help the country's overall economy go a long way. More than these problems, the women agricultural laborer faces other problems also. Migration is one of the ways that agricultural laborers can earn more. Due to some social and religious restrictions, women cannot do that which is a sign of extreme desperation (Haque, Khan and Joshi 2012).

From the context of Bangladesh, it is seen that participation in works for women is not so easy. They have to face many problems constantly. And because of these various problems, they cannot join the work even if they want to do it. So, to increase their participation in the work, the important thing is to identify their problems and take care of it quickly. On the other hand, most of the women agricultural laborers are chronic and extremely poor. They live their life from hand to mouth. So every time they struggle with their life and try to improve better. In that case, their only hope is to make a good income by obtaining a good wage rate. So it is also important to see what factors are affecting their wages. The easier they get their desired wage, the more they will be interested in participating in the work.

However, with the above background, this paper aims to find out what kind of work-related problems the women have to face. and also to identify and discuss some factors impacting on women's wage rate.

This paper is presented in five parts. Such as literature review, methodology, result and discussion and lastly conclusions and recommendations.

LITERATURE REVIEW

Jiam, W.M.H and Hossain, M. (2011) briefed in their working paper about the changes and determinants of women participation in Bangladesh's agriculture during 1988-2008. The authors used unpublished longitudinal panel data by a survey in 62 villages from 57 districts in Bangladesh. Using the T-test and Probit model they conclude that the participation of women in Bangladesh's agriculture increased by 12% from 2000 to 2008. Even their allocated time in agriculture has also increased. Their analysis also shows that certain factors such as education of household head, the distance of bus stop from village, landholding, age after some limit and so on have a negative impact on women's participation in agriculture. On the other hand, the age of female workers, NGO membership of women, the wage rate has a positive effect on their participating in agriculture.

Rahman, S. (2000) highlighted in his study that, women are actively involved not only in post-harvest processing of crops but also at every stage of the production process. He chose two agro-ecological areas of Bangladesh as his area of study. According to the author, diversification of agriculture and increasing ownership of women's land increased the demand

for women workers. Finally, he suggested creating the same working opportunities for men and women. He also suggested creating gender-sensitive educational programs as well as institutional measures to promote women's participation in agriculture.

Swamikannan, D and Jeyalakshmi, C (2015) discussed some issues of Indian agricultural workers in their paper. They have studied the recruitment of women workers in different seasons. In only one of the three-season women, laborers get full employment opportunities to work. The rest of the time they are busy with household chores. Besides this issue, the authors focused on the general characteristics of women agricultural laborers in India. According to them, the average age limit of women laborers is (35-54) years old. Most of them have primary education and 19.2% of them are illiterate. Most of the women laborers are deprived of having a good working environment along with a high wage discrimination rate. Low social status and poverty is the main characteristic of Indian women agricultural laborer mentioned by the authors.

Damisa, M.A., Samndi, R. and Yohana, M. (2007) cited in their working paper regarding women's participation in agriculture production in Nigeria. Nigerian women are regarded as the most neglected group of society, despite playing an important role in agriculture. So the author has tried to find out the reason behind it. They also focused on what constraints are faced by women laborers. They used a Probit model to analyze their data set. According to them the effect of participating women laborers has a very good effect on the Nigerian agriculture sector. So, they suggested overcoming all the obstacles to engage more and more women in agriculture as a laborer.

METHODOLOGY

A questionnaire survey was conducted from December 2017 to January 2018 for 1 month. The survey was conducted in three districts Kurigram, Rangpur, and Naogaon respectively. Totally 14 villages were chosen from those 3 districts because a majority of the residents were engaged in agricultural activities. 6 villages, Panthapara (Village 1), Komorvangi (Village 2), Dhonigagla (Village 3), Azoyatari (Village 4), Baparitari (Village 5) and Kalamdartari (Village 6) were chosen from Kurigram district. Ghola (Village 1), Habu (Village 2), Kashinathpur (Village 3), Bahadurpur (Village 4), Zanki Hajjer para (Village 5) and Bhaktipur (Village 6) were chosen from Rangpur district. And from Naogaon district Bashpur (Village 1) and Rasulpur (Village 2) villages were selected. Due to similar characteristics, only 2 villages were selected from this district. The distance of villages is 10-12 km from the city center.

A total of 300 respondents was selected randomly from each district. All respondents were female and agricultural laborers. The respondents had to answer a questionnaire. They were asked about the socioeconomic characteristics of their household such as age, marital status, family type, number of family members, religious, wage and so on. They were also asked whether they faced problems during working time or not. Also, they were asked if they were members of any NGO or another organization.

Damisa, M.A., Samndi, R. and Yohana, M. (2007) showed how the entire agricultural sector progress through women's participation in agriculture in their research. Again, two other researchers, Jiam, W.M.H and Hossain, M. (2011) looked at how women were playing a role by giving a certain amount of time in the agriculture sector. So it is easy to guess how important the participation of women in agriculture is. And that is why this paper is looking at what problems women face and what factors impacting women's wage rates in the survey area.

Security is a women's first choice for being employed. On the other hand, a good work environment will make women more likely to work. This is possible only when a working place can be created for women without any problems. And it is also true that there are many issues associated with the wage rate of women. Based on the answers given by the sample, an attempt was made to find out what problems they face. And the results obtained are statistically illustrated by some graphs by using STATA software. Subsequently, a regression model was used to test the factors impacting on women's wage rate.

RESULT AND DISCUSSION

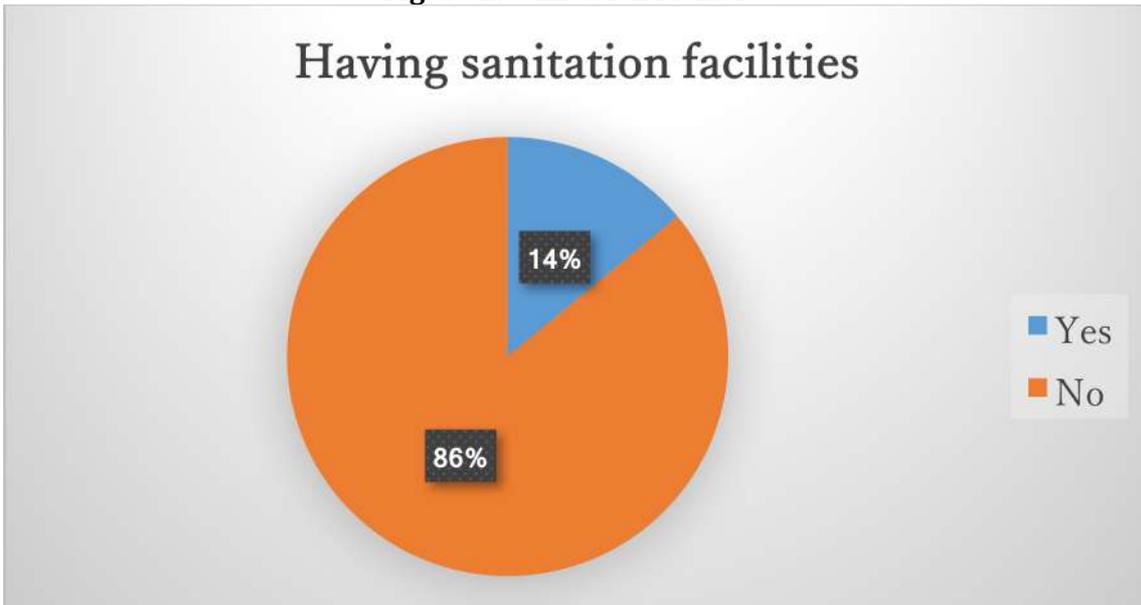
Work-Related Problems Faced by the Women Agricultural Laborers in the Survey Area

From the survey, it has found that women agricultural laborers are facing various problems. The workplace of women who are employed in relatively well-respected professions is very handsome and decent. But the lives of a women agricultural laborer cannot be told how difficult and troublesome they are. They have no rights and control over land and productive resources. They are recruited without due process, they are employed long hours, they are subject to wage discrimination and other deprivation. The role of women in agriculture is considered only as a 'helper' and not as an important contributor to agricultural production. Not only the production but also the women involved in the production, processing, and marketing of the crop. Wages are low even though there are more labor-intensive work and less rest. The employers of our country have always wanted the labor force to be employed with low wages. Women in the weaker sections of society get the chance to deprive them more. Female workers fall into an unbearable situation as they suffer deprivation from the malicious use of male colleagues and being deprived of their rights. Besides this, the unhealthy environment of the workplace exists everywhere which is more directly affected by women. Sanitation problems are a constant pain for them. There is also no healthy washroom for women, where they can resolve the crisis they need. Along with problems the women agricultural laborers face another problem too. More working hours than men, insufficient job information and less migration are the big problems faced by women as an agricultural laborer in the survey area. These problems are discussed below.

Sanitation facilities

The respondents were asked if they have sanitation facilities at their working place. Generally, women agricultural laborers work for a long time in the field. Since they work there during a rush hour, they naturally need to go to the toilet afterward. But only 14% respondent said that they have a sanitation facility in their working place. Often they have to face many uncomfortable situations for not having proper arrangements. Surveys show that the landowners who have created a suitable sanitation facility for women in the workplace are more interested to work under the owners, although the number of such families is very low (less than 1%). The situation is described by the following figure

Figure 1: Sanitation facilities

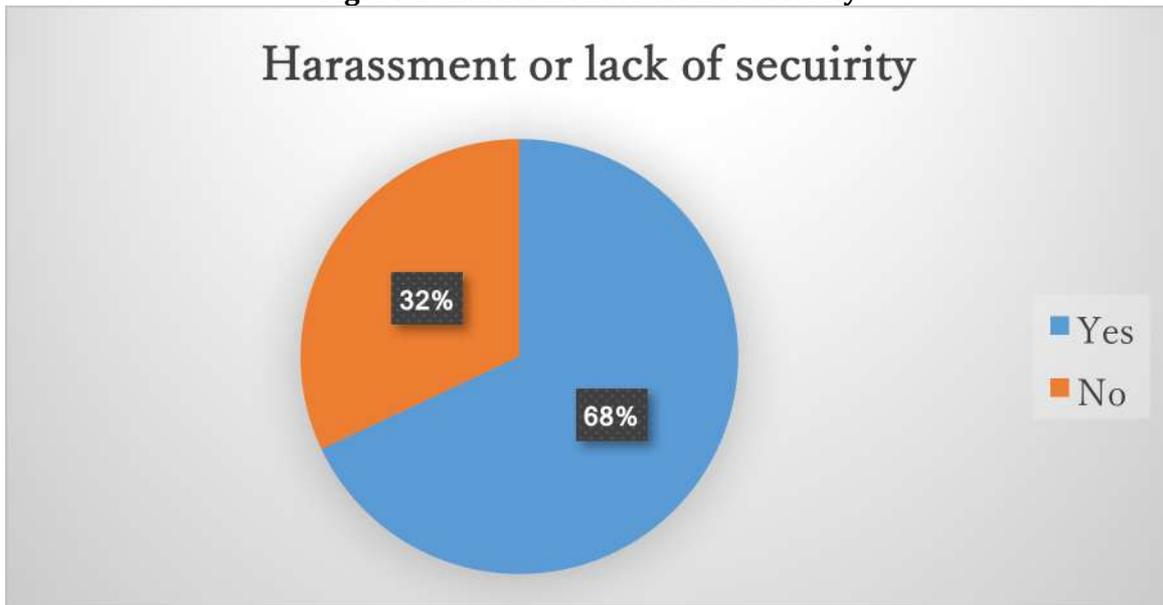


Source: Own survey, 2018.

Harassment or lack of security

One of the most vulnerable issues in rural areas in Bangladesh is the lack of security for women workers. Generally, women agricultural laborers have to go far away from their homes for work. Sometimes they need to use public transportations. Often they are abused by the people around them such as rickshaw puller, small shopkeeper, hawker or even by the street beggars. Not only on the roads, but also in the workplace, they are abused by their men colleagues. Workers do not have job security. They are not getting any kind of labor rights because they are outside the labor law. They can be put out of work any time they want. The situation is described by the following figure:

Figure 2: Harassment or lack of security



Source: Own survey, 2018.

Insufficient Job information

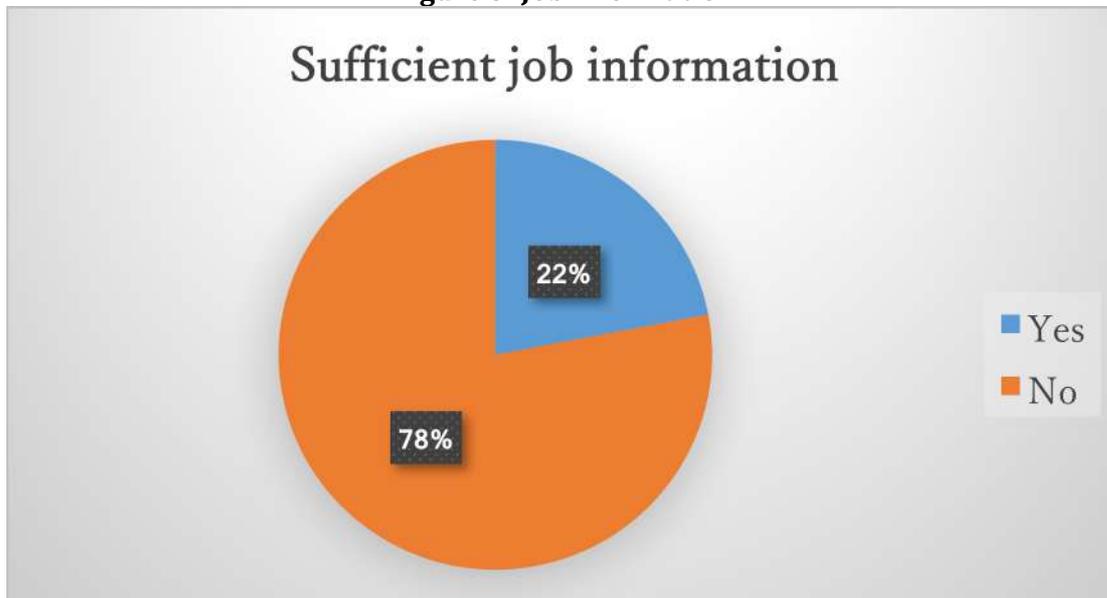
Table 1: Sources of getting job information

Name of the sources	Number of respondents	Percentage
By own	183	61
By friends and others laborers	111	37
By NGOs	6	2
Total	300	100

Source: Own survey, 2018.

The agricultural sector indeed creates huge employment opportunities, especially in rural areas. But it's important to get information about the availability of those jobs. The above table is showing the sources of getting information for being an agricultural laborer. It is found that 61% of the total respondent get job information on their own. That means they find their work without the help of anyone else. Usually, at the beginning of the season, they first go directly The landowner then recruits them as they need to the landowners and offer to hire themselves. Most women laborers feel that getting a job like this is very competitive. On the other hand, 37% of respondents get job information from their friends or other agricultural laborers. This is not easily available. Only 2% of respondents said that they received information through NGOs. Here NGO is referred to as a mere institutional body because the presence of a government organization is almost not known in this sample area. So it can be said that female agriculturalists suffer from a lack of adequate information. Women workers cannot easily go everywhere, so finding the right information about work is difficult for them. 78% of them answered negatively when asked about the adequacy of information about work. The figures obtained are summarized by the figure below

Figure 3: Job information



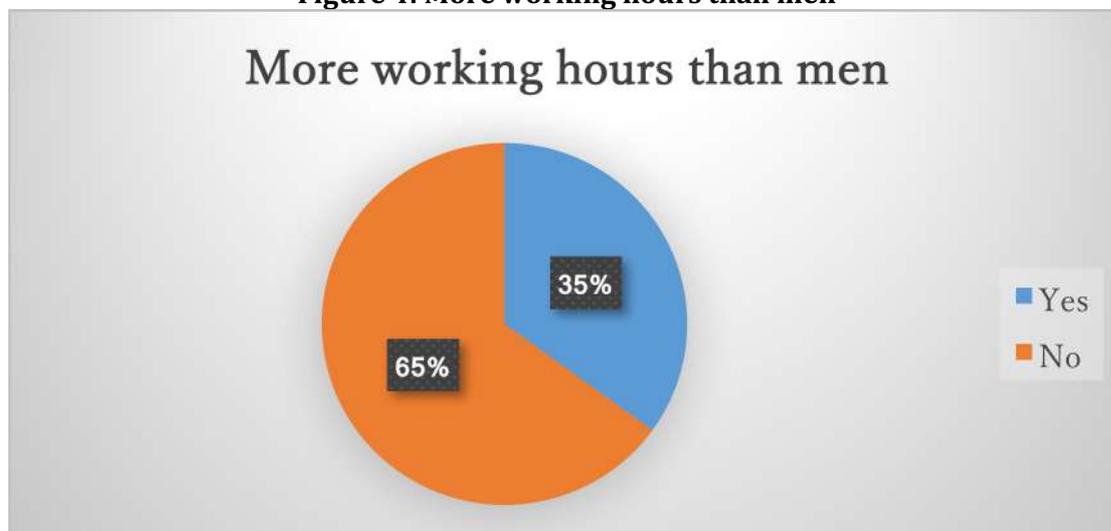
Source: Own survey, 2018.

More working hours than men

The respondents were asked whether they have to work more than their men co-workers in terms of hours or not. 35% of respondents choose a positive answer. That means 35% of women think they have to work more than the men workers in the study area. This is because the landlords think women are physically less strong than men. So the landlord tends to force women laborer to work longer than men to finish their work. Even they don't pay any extra money for this extra work. Again, female workers do not take frequent breaks like their male

workers. This problem is seen by many women as a major barrier to take participation as an agricultural laborer. Their feeling about this problem is shown by the following figure

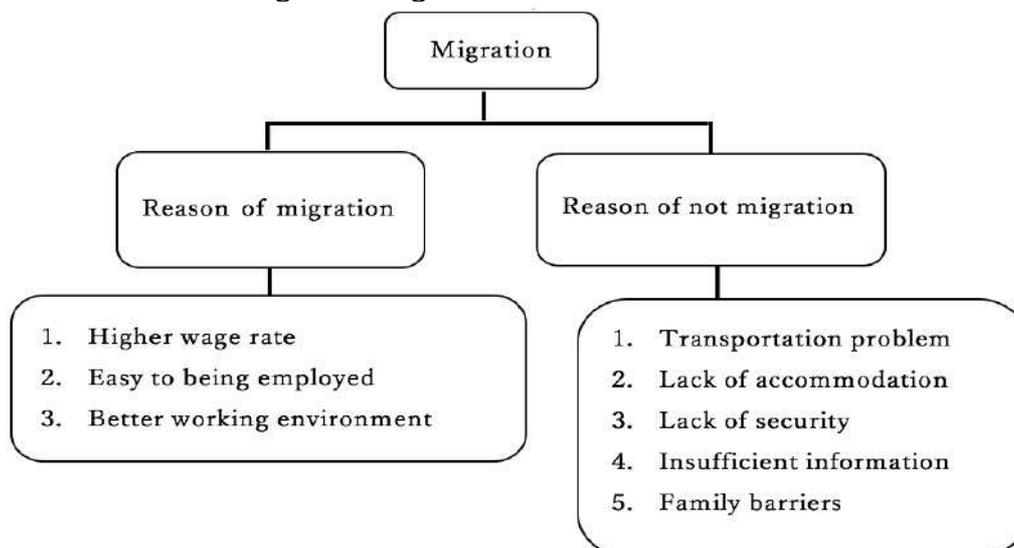
Figure 4: More working hours than men



Source: Own survey, 2018.

Less migration

Another problem faced by women agricultural laborers is less migration. Lack of economic opportunity in their area forces people to migrate to other areas. Not only agricultural laborers but also laborers from all sectors migrate in hopes of earning more. Here immigration is meant for a short period, generally for 2-4 months. About 53% of male laborers do migrate (own survey, 2018) where only 5% of women agricultural laborers migrate in the survey area. Since there is a regional difference in wages, male agricultural laborers can easily migrate to more wage-rich areas of their choice. On the other hand, women are not able to migrate despite having the opportunity to earn more wages and even if they wish. From the survey, it has found that migrated 5% of women laborers earn more than non-migrate women. They earn 6 (50-100) more than non-migrant women which equal (20-25) %. The following diagram shows that women are more likely to have problems with migration. That's why so few women immigrate. If there were no problems, they would have made more income by migrating like men laborers.

Figure 5: Migration condition of women

Source: Own survey, 2018

Unequal wage rate

The unequal wage rate is the biggest problem for women agricultural laborers. Due to the inequality of wages and low wages, women laborers receive at least $\text{b. } 20,000$ less than men in a year. (Daily Prothom Alo, 2017). Women laborers are facing discrimination in wages, which is a major obstacle to women's economic empowerment. The landowners pay extra money by showing the excuse that male workers can do heavy work. than women. But the real picture is that they both work equally well. Although seemingly empowering women to increase women's participation in agriculture, the main downside lies in the long-term benefits of working with low wages. Women laborers from different places of the country are being deprived of the fair value of labor. Even women are deprived of their value when they work extra hours outside of work. And when the women workers protest against the wrongs done to them, the people of the proprietors expel or threaten them. Female workers are facing wage discrimination due to low literacy rate, unable to get away from home for secular work and helplessness. According to the respondents, to earn a living, women workers have to fight with men by accepting wage discrimination in the workplace. Such wage inequality is thought to continue because non-payment of equal wages is not considered a crime. Table 2 is showing the wage rate of men and women agricultural laborers in different years.

Table 2: Wage rate of men and women agricultural laborers

Category	2014		2015		2016	
	Without food	With food	Without food	With food	Without food	With food
Men	268	256	265	244	303	281
Women	209	205	226	204	245	224

Source: Bangladesh Bureau of Statistics, 2017.

According to the Bureau of Bangladesh Statistic 2016, discrimination in wage rate exists everywhere in Bangladesh. Generally, in rural areas, two kinds of wage payments can be found.

One is with food and another is without food. With food means the agricultural laborers get wage including a one-time meal. This wage rate is less than the without food wage rate. Because the landowner deducts food costs from wage money. On the other hand, without food means, only wages are paid, without any food costs. The laborers prefer to get wages without food category.

From own survey (2018) it was found that the average wage is ₳ (275-380) without food and (250-350) with food for men. On the other hand, (250-320) without food and ₳ (200-300) with food for women. Many women do not want to work for this difference in wages.

Now let's see what factors have an impact on women's wage rate since wages are the most important issue for their participating in work as an agricultural laborer in the survey area.

Factors Impacting on Women's Wage Rate

A regression model has been used to analyze factors impacting women agricultural laborer's wage rate. The collected 300 samples have been used for this analysis. The wage rate has been fixed as the dependent variable. Here wage rate means daily income received by the laborers in terms of Bangladeshi currency. The results are discussed below

The determinants or independent variables are working hours per day, Years of working experience, NGO membership, distance from home to workplace, transportation facilities, landlord change, Ethnic, Muslim, district 1 and district 3. Table 3 shows the definition of the variables and measurement methods.

Results of the descriptive statistic of the considered variables in this study have been presented in Table 4 and the estimated result for the regression model has been provided in Table 5. It helps to understand the overall impact of different factors on rural women's wage rates in the study area.

Summary statistics for samples

Table 3: Description of the variables

Variable	Type	Description
Dependent variable Wage rate	Continues	In taka
Working hours	Continues	In hours
Years of working experience	In years	Total working experience as an agricultural laborer in years
NGO membership	Dummy	1 if the respondent is a member of any NGO, 0 otherwise
Distance from home to the workplace	Continues	In kilometers
Transportation facilities	Dummy	1 if the respondent thinks she has transportation facility, 0 otherwise
Landlord change	Dummy	1 if the respondent change landlord in every season, 0 otherwise
Ethnic	Dummy	1 if the respondent is from Ethnic group, 0 otherwise
Muslim	Dummy	1 if the respondent is from a Muslim group, 0 otherwise
District 1	Dummy	1 if the respondent is from district 1, 0 otherwise
District 3	Dummy	1 if the respondent is from district 3, 0 otherwise

Table 4 is showing the descriptive statistics of explanatory variables Working hours, a variable that measures the total working hours of women per day. From the result, it can be said that each woman laborer works 6.74 hours a day on average. Again from the field survey, it has found that the women laborers have to work a maximum of 9 hours a day. These tasks are usually done continuously without any rest by them. While male workers are often seen to take a break at the workplace, female workers do not do this at all.

The variable years of working experience show how long the respondents' work experience has been since they first started work as an agricultural laborer. According to the result, 92% of laborer has the working experience but it's not same for all laborers. The average years of working experience are 6.24. Usually, those who work for a long time as an agricultural laborer are employed in this profession.

Table 4: Descriptive statistic of Explanatory or independent variables

Variable	Description	Mean	Standard deviation
Working hours	In hours	6.74	1.37
Years of working experience	Total working experience as an agricultural laborer in years	6.24	2.25
NGO membership	1 if the respondent is a member of any NGO, 0 otherwise	0.41	0.49
Distance from home to the workplace	In kilometers	2.70	1.63
Transportation facilities	1 if the respondent thinks she has transportation facility, 0 otherwise	0.36	0.48
Landlord change	1 if the respondent change landlord in every season, 0 otherwise	0.93	0.25
Ethnic	1 if the respondent is from Ethnic group, 0 otherwise	0.58	0.50
Muslim	1 if the respondent is from a Muslim group, 0 otherwise	0.16	0.36
District 1	1 if the respondent is from district 1, 0 otherwise	0.33	0.47
District 3	1 if the respondent is from district 3, 0 otherwise	0.33	0.47

Source: Own survey, 2018.

Note: 1 bdt=0.76 jpy

Again, they were asked about their membership of any NGOs. It's a dummy variable. 41% of the total respondents are a member of some different NGOs. This study only showed the presence of some NGOs because the activeness of government institutions is almost invisible in the study area. Currently, many NGOs are keen to work with rural economies, especially rural women. Therefore, the participation of women in NGOs is increasing day by day.

The next variable is showing the distance between home and the working place of the women. The average distance is 2.70 kilometers. The women have a preference for short distance working place.

The variable, transportation facilities is also a dummy variable in this study. The respondents were asked whether they had transportation facilities or not from their home to working place. Although most of the female workers work close to home, they were then asked if there was a transportation facility for them. Only 36% said yes. From the survey, it has found that as a means of transportation, they use some public transportation, which is not very convenient.

Each of them has to go to work at a certain time every day. Many times they are unable to reach the right time due to the inconsistency of the transportation system. And that's why landlords treat them badly. Again, it is not comfortable to travel on time due to a lack of a good environment. On the other hand, transportation cost is also a big issue for the laborers. They consider this cost as an additional expense.

Landlord change is a dummy variable that shows 93% of total respondents change their landlords in every season. They think it is possible to earn more by changing landlord in every season rather than working under the same owner throughout the year.

District 1 and District 3 is the location variables. They are also a dummy variable. These variable indicate how much of the total respondent was taken from each area. The percentage is 33% because 100 samples were collected from each study area.

Discussion on regression estimation

Table 3 shows the result of regression analysis It is showing the relationship of wage rate with the other possible functions.

Table 5: Result of regression analysis

Variables	Coefficient	Std. error	t-stat	P-value
Working hours	-0.763	0.299	-2.55	0.011***
Years of working experience	0.498	0.229	2.18	0.030***
NGO membership	-2.058	0.844	-2.44	0.015***
Distance from home to the workplace	-0.516	0.583	-0.88	0.377
Transportation facilities	1.684	0.857	1.96	0.050**
Landlord change	3.329	1.631	2.04	0.042***
Ethnic	-1.186	0.967	-1.23	0.221
Muslim	-0.377	1.303	-0.29	0.772
District 1	-17.143	1.026	-16.71	0.000***
District 3	40.917	1.031	39.67	0.000***
R-square: 0.9273, Adjusted R-square: 0.9248				

Source: Own survey, 2018.

Note: *** and ** represent significant level at 1% and 5% respectively.

From the result, it can be said that wage rates are negatively correlated with the working hours of women laborers which is statistically significant. Agricultural workers usually work on day contracts, not hourly contracts and they get daily wages every day after the end of the day or after finishing the work. So the total working hours in a day has a huge impact on their wage rate. The average wage rate will be reduced if one works less than the other with the same wage. Again from the survey, it has found that 35% of women agricultural laborers think that they have to work more hours than a man laborer per day. For these reasons, there is a significant negative relationship with the wage rate and working hours in the survey area.

There is a statistically significant positive impact of the variable years of working experience on wage rate. So it can be concluded from the result that, years of working experience leads to get more wage rate of women laborers. Experienced women workers are skilled at their work and they are also aware of their rights. So it's not easy to discriminate against them with low wages. And affected by this, women will be more interested in participating in the work.

From the result, it is also seen that the variable NGO membership has a negative impact on the wage rate, which is statistically significant. Surprisingly, even though 42% of female workers

are members of an NGO, this membership does not help them raise their wage rate. This is one of the weak points of the NGOs. When conducting this survey, it was found that only one percent of women are receiving training from NGOs, which helps to increase their working efficiency. So even if women accept membership from NGOs, they cannot build themselves as skilled workers by training. And that is why NGO membership does not have any positive effect on their wage rate. On the other hand, another reason is most of the women agricultural laborers are very poor. So instead of getting training from NGOs, it is more important for them to work at that time so that they can earn more.

Again, the variable transportation facilities have a significant positive impact on women's wage rates. An important component of a good workplace is having a good transportation system. If there is a good transportation system, women workers can easily go to work in areas with high wage rates. Most women fail to earn the desired wage simply because of a lack of good communication. Therefore, it can be said that, as the communication system increases, the wages of women agricultural laborers will increase.

Along with this, the positive impact of landlord change on wage rate means that women laborers will get more wages as their owners' change. The laborers don't want to work under the same landlord for the whole year. Working under the same owner means working at the same wage throughout the year or for the duration of their contract. Even though another landowner is offered a higher wage, they cannot leave the previous job and join the new job. But if they do not work under the same landowner, they are free to choose and they can also work under the owner who can pay more wages.

Other than this, two other significant variables show negative and positive result respectively on the wage rate. The variable district 1 has a negative impact because of having super availability of agricultural laborers. In this study area, the landowner can employ the laborers easily. On the other hand, in district 3 the availability of agricultural laborers is comparatively less than district 2. and district 1 And the people of this area are more involved in agricultural activities rather than the other two study areas.

Other than these factors, from the result, it can also be seen that the variables distance from home, Ethnic and Muslim has no significance.

CONCLUSION AND RECOMMENDATION

The main purpose of this study is to look at the challenges of participation of women workers as agriculture laborers. So in conclusion, it can be said from the results of this study that it is true that women are dealing with many challenges as an agricultural laborer. sanitation facilities, harassment or lack of security, insufficient job information, more working hours than men, less migration and unequal wage rates are the main problem faced by the women laborers. For the lacking of proper surveillance, these problems are not be solved. And the key to determining the wage rate is working hours, years of working experience, NGO membership, transportation facilities, landlord change, and region issue. Because of these problems, they are unable to get their desired wages, even though they are doing the same thing as male laborers

Since women are in an important position in agriculture, their problems should be resolved very quickly. But the most important is to reduce wage inequality which is a major obstacle to women's economic empowerment, by ensuring equal wages. If wage discrimination goes down, women will be more interested in participating in the work. Another important thing is to provide training for them to improve the skills of women. In that case, all government and non-governmental organizations should come forward to help them. Women need to be

recognized for their work from the social stage. Women are moving forward in all respects. There is no way to deny that, the participation of women in agriculture, on the one hand, is increasing the food security of the country and on the other hand the per capita income is also increasing. So, it is important to recognize this contribution of women socially and nationally for further improvement and growth in agriculture. Through this research it can be hoped that more awareness will be possible in the policymakers; In the future, it will give women agricultural laborers in the country a chance to work in a safe environment with equal wages.

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