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CHAPTER IV

CORRELATES OF FEMALE LABOUR FORCE PARTICIPATION

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4.1 Introduction:

In the preceding chapter we examined the factors affecting the labour participation of sample women. It was noted that instead of each of the variables separately affecting their participation rate, there is a joint effect of the variables on the female labour force participation, and the researcher's ingenuity lies in assessing the importance of each of these variables in a given micro-level situation. In the present chapter we propose to undertake this task using the multiple regression analysis in the context of urban areas of Himachal Pradesh.

4.2 Estimation of Labour Force Participation Equation:

Having considered in the second chapter the influence of various factors on labour force participation and the occupational choices of women, as these emerge from various studies on the subject, which ultimately determine the joint influence on the participation of women, we now test these hypotheses underlying those relations in the present section in the context of Himachal Pradesh in order to notice if the same relations also hold good in our sample. In order to observe this relationship a multiple regression model is used below to estimate the parameters involved.

Regression analysis is used to analyse the

relationship between female labour force participation as the dependent variable and the various independent variables such as, Age Education, Marital status, Number and Age of children, Husbands' as well as Parents' Education and Occupation, Caste, Tribal/Non-tribal status, Rural/Urban family background and Family Income. These independent variables are the ones which emerge from a review of studies carried out in chapter two earlier.

The functional form of this relationship is expressed as:

Y= f(AgW, Edn, MS, CS, C, EdnF, EdnM, D, F, EdnH, OccH, B, S)

where, Y : The dependent variable, labour force participation of women, and the independent variables defined as below:

AgW : Age of the woman.
Edn : Education of the woman.
MS : Marital status
CS : Caste
C : Age of her children.
EdnF: Father's education.
EdnM: Mother's education.
D : Father's occupation
F : Family Income
EdnH: Husband's education

OccH: Husband's occupation

B : Family background

S : Family status

In the above model, the dependent variable, labour force participation of women, is dichotomous in nature; that is, it is the type that elicits yes or no response. It implies that the variable can take only two values: 1 if a woman is in the labour force and 0 if she is not in the labour force. Thus, the regression model which includes yes-no type dependent variable is called dichotomous dependent variable regression model. Such model is estimated with the familiar OLS (Ordinary Least Squares) set up.

Before applying OLS procedure to the model, it is important to note that not all the explanatory variables in the model are qualitative in nature. Here, qualitative variables indicate the presence or absence of a quality or an attribute. Such variables cannot be readily quantified, but one method of "quantifying" such attributes is by constructing artificial variables which take on values of 1 or 0, 0 indicating the absence of an attribute and 1 indicating the presence of that attribute[1]. Variables which assume such 0

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1. See D.N.Gujarati, Basic Econometrics, McGraw-Hill, Book Company, 1988, p.468; A.Koutsoyiannis, Theory of Econometrics, McMillan, 1987, pp.281-284; J.Kamenta, Elements of Econometrics, McMillan, 1971, pp.425-428 and J.Johnston, Econometric methods, McGraw-Hill, 1984, pp.225-228.

and 1 values are called dummy variables. Thus, in the present model all the explanatory variables were divided into different categories and therefore dummy variables were used for all the variables. And these dummy variables can be used in the regression model just as easily as quantitative variables. As a matter of fact, a regression model contains explanatory variables that are exclusively dummy or qualitative in nature. Such models are called Analysis of Variance (AOV) models[2].

The following dummy variables have been used.

1) AGE:

AgW_2 = 1 : If a woman is in the group of 30-39 years of age

= 0 : Otherwise

AgW_3 = 1 : If a woman is in the age group of 40-49

= 0 : Otherwise

AgW_4 = 1 : If a woman is in the age group of 50 and above

= 0 : Otherwise

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2. Similar kind of study was also carried out by M.S.Cohen, et al. for the US Department of Labor, See D.N.Gujarati, 1988, op.cit., p.475 and W.H.Greene, Econometric Analysis, McMillan, 1991, p.243.

The reference category[3] is the group of women in the age group 15-29 years (ie. AgW_1).

2) EDUCATION OF WOMEN:

Edn_2 = 1 : If a woman is matriculate but less than graduate

= Ø : Otherwise.

Edn_3 = 1 : If a woman is graduate.

= Ø : Otherwise.

Edn_4 = 1 : If a woman is above graduate.

= Ø : Otherwise.

The reference category is the group of women who are educated upto matriculate level (ie. Edn_1)

3) MARITAL STATUS:

MS_1 = 1 : If a woman is ever-married

= Ø : Otherwise.

The reference category is the group of women who are never-married (MS_2)

4) CASTE:

CS_1 = 1 : If a woman belongs to SC category

= Ø : otherwise

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3. This is so made because comparisons are done with the reference category.

The reference category is the group of women who do not belong to SC category (CS_2)

5) AGE OF CHILDREN :

C_2= 1 : If a woman has children less than three years of age.

= Ø : Otherwise.

C_3= 1 : If a woman has children in the age group of 3-5 years.

= Ø : Otherwise.

C_4= 1 : If a woman has children of more than 5 years of age.

= Ø : Otherwise.

The reference category is the group of women having no children (C_1).

6) FATHER'S EDUCATIONAL LEVEL:

$EdnF_2$ = 1 : If woman's father has Ø-5 years of schooling.

= Ø : Otherwise

$EdnF_3$ = 1 : If woman's father has 6-1Ø years of schooling.

= Ø : Otherwise.

$EdnF_4$ = 1 : If woman's father has studied beyond matriculation.

= Ø : Otherwise.

The reference category is the group of women whose fathers are illiterates ($EdnF_1$)

7) MOTHER'S EDUCATION:

$EdnM_1$ = 1 : If women's mothers are illiterates

= 0 : Otherwise

$EdnM_2$ = 1 : If women's mothers have 0-5 years of schooling.

= 0 : Otherwise.

$EdnM_3$ = 1 : If women's mothers have 6-10 years of school ing.

= 0 : Otherwise.

The reference category is the group of women whose mothers have studied beyond matriculation (ie. $EdnM_4$)

8) FATHER'S OCCUPATION :

D_2 = 1 : If woman's father is salaried non-professional.

= 0 : Otherwise

D_3 = 1 : If woman's father is self- employed.

= 0 : Otherwise

D_4 = 1 : If woman's father is farmer.

= 0 : Otherwise.

The reference category is the group of women whose fathers are salaried professionals (D_1)

9) FAMILY INCOME:

F_1 = 1 : If a woman's family income is Rs Ø-2ØØØ per month

= Ø : Otherwise.

F_2 = 1 : If woman's family income is > Rs 2ØØØ & =3ØØØ pm

= Ø : Otherwise.

The reference category is the group of women whose family income is more than Rs 3,ØØØ (F_3)

1Ø) HUSBAND'S EDUCATION:

$EdnH_2$ = 1 : If woman's husband is matriculate

= Ø : Otherwise.

$EdnH_3$ = 1 : If woman's Husband is matriculate but less than graduate.

= Ø : Otherwise.

$EdnH_4$ = 1 : If woman's husband is 'graduate and above'

= Ø : Otherwise.

The reference category is the group of women whose husbands are 'less than matriculates'($EdnH_1$).

11) HUSBAND'S OCCUPATION :

$OccH_1$ = 1 : If her husband is salaried professional.

= Ø : Otherwise.

$OccH_2$ = 1 : If her husband is salaried non-professional.

= Ø : Otherwise.

$OccH_3$ = 1 : If her husband is self-employed

= 0 : Otherwise.

The reference category is the group of women whose husbands are farmers (ie. $OccH_4$).

12) RURAL/URBAN FAMILY BACKGROUND:

B_U = 1 : If a woman belongs to urban family background.

= 0 : Otherwise.

The reference category is the group of women who belong to rural family background (B_R).

13) TRIBAL/NON-TRIBAL STATUS:

S_{NT} = 1 : If a woman belongs to non-tribal status.

= 0 : Otherwise

The reference category is the group of women with tribal family status (S_{NT}).

Now, let us specify the model as follows:

$$Y = \alpha + \beta_1 AgW_2 + \beta_2 AgW_3 + \beta_3 AgW_4 + \gamma_1 Edn_2 + \gamma_2 Edn_3 + \gamma_3 Edn_4 + \delta MS_1 + \omega CS_1 + \eta_1 C_2 + \eta_2 C_3 + \eta_3 C_4 + \lambda_1 EdnF_2 + \lambda_2 EdnF_3 + \lambda_3 EdnF_4 + \mu_1 EdnM_1 + \mu_2 EdnM_2 + \mu_3 EdnM_3 + \nu_1 D_2 + \nu_2 D_3 + \nu_3 D_4 + \rho_1 F_1 + \rho_2 F_2 + \phi_1 EdnH_2 + \phi_2 EdnH_3 + \phi_3 EdnH_4 + \psi_1 OccH_1 + \psi_2 OccH_2 + \psi_3 OccH_3 + \omega B + \tau SNT + u$$

Where,

α is the intercept term of the funtion.

β's, γ's , δ , ε , η's , λ's , μ's , ν's , ρ's , ϕ's, ψ's, ω and π are the parameters of the respective explanatory variables.
u is the random disturbance term.

Here it is also important to see that the independent variables may be intercorrelated with one another. The concepts of collinearity and multicollinearity pertain to relationships among the explanatory variables[4]. Two explanatory variables are collinear if they are highly correlated and three or more explanatory variables are multicollinear if at least one of them can be expressed as a close-fitting linear function of the others. There may also exist a high correlation between some of the explanatory variables leading to problems of multicollinearity (Correlation coefficient is considered as high if it is greater than Ø.8). In order to notice if our analysis didnot suffer from the problems of collinearity or multicollinearity, the correlation matrix of the coefficients of the selected variables of labour force participation of women in Himachal Pradesh was studied. The data given in Appendix-I show that none of the variables are highly correlated with one another. Thus, the above regression model do not have the problem of collinearity and multicollinearality and hence there would be no need of ignoring any of the variables for the regression analysis.

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4. See A.Koutsyiannis, 1987, op.cit., p.233.

Now Ordinary Least Square (OLS) procedure was applied to the AOV model. Here, we ran two separate regressions ie. Regression I (for all women of our sample) and Regression II (only for married women of our sample). For each regression, results are presented for two runs denoted as Regression A and Regression B respectively. In Regression A, OLS procedure was applied to the original function which includes all the explanatory variables. In Regression B, the procedure was to regress the dependent variables on each of the explanatory variables separately. We gradually inserted additional variables and examined their effects on the individual coefficients, standard errors and on the overall R^2. The procedure adopted here was therefore, to include only the significant variables in the decreasing order of their significance to find out the appropriate model. Two basic statistical tests viz. t and F tests were used for testing the significance of least square estimates at 5% level. Before discussing the results it may be noted that the estimated R^2 values may seem rather low in the results of our model. It may, However, be observed that in view of the large sample size, this R^2 is still significant on the basis of the F-test[5] at 5% level of significance.

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5. Here, computed $F_{\emptyset.05}(\nu_1,\nu_2)$, is significant as computed $F_{\emptyset.05}(\nu_1,\nu_2) >$ critical $F_{\emptyset.05}$; also see D.N.Gujarati, 1988, op.cit, p.477.

4.3 Results of the Regression:

In this section we are going to present and discuss the results obtained from the regression analysis. The dependent and explanatory variables have already been defined in section 4.2 earlier.

Table 4.1 presents the results of Regression for all women of our sample (Regression I) where, Regression IA presents the results of the regression with the inclusion of all explanatory variables and Regression IB presents the results of the regression with the inclusion of the selected explanatory variables on the basis of the F-test.

Turning to the interpretation of the findings, each slope coefficient gives the rate of change in the dependent variable for a unit change in the value of explanatory variable.

The variables AgW_2, AgW_3 and AgW_4 correspond to the age-groups of women. From Regression IA it is evident that coefficients on AgW_2 and AgW_3 are significant at 5% level. But on the basis of the F-test only the coefficient on AgW_4 is statistically significant and it is further found that AgW_4adds significantly to the explanatory power of the model. In other words, women in the age-group '50 and over' have 15% lower participation as compared to the base category of women aged '15-29'. On the other hand, AgW_2 and AgW_3 are found to

TABLE 4.1

Results of Regression I Obtained for all Women

Variables	REGRESSION-I A			REGRESSION-I B		
	Coeff.	Std.error	t-stat.	Coeff.	Std.error	t-stat.
α	-.251834	.149813	-1.681	-.086167	.045089	-0.137
Agw2	.143313	.057564	2.490	-	-	-
Agw3	.149097	.064746	2.303	-	-	-
Agw4	.042868	.080276	-0.534	-.151789	.063543	-2.389
Edn2	.148213	.063484	2.335	-	-	-
Edn3	.214507	.068019	3.164	-	-	-
Edn4	.448723	.072762	6.167	.314511	.050813	6.190
MS1	.145437	.065796	2.210	.280388	.047772	5.869
CS1	.260876	.211046	1.236	.329695	.172829	1.907
EdnF2	.078979	.097940	0.806	-	-	-
EdnF3	.033894	.066445	0.510	-	-	-
EdnF4	-.095370	.080374	-1.187	-	-	-
EdnM1	.121240	.082486	1.470	-	-	-
EdnM2	.100169	.078520	1.276	-	-	-
EdnM3	.182674	.075044	2.434	.126387	.055774	2.265
D2	.028686	.060374	0.475	.092228	.046179	1.997
D3	-.123804	.073884	-1.676	-	-	-
D4	-.64959	.081574	1.932	-	-	-
F1	.112590	.058264	1.932	-	-	-
F2	.85950	.065046	1.321	-	-	-
B	.059837	.055230	1.083	-	-	-
U						
S	.095567	.107500	0.889	-	-	-
NT						

No. of obervations	: 451	: 451
No. of parameters	: 22	: 7
Coeff. of Multiple Determination (R^2)	: 0.22704	: 0.17452
Adjusted R^2	: 0.19109	: 0.16524
F value (calculated) (0.05)	: 6.31520	: 18.81549

be insignificant though these variables were signifigant at 5% level. So AgW_2 and AgW_3 could be excluded from the Regression IB.

Edn_2, Edn_3 and Edn_4 correspond to the educational level of women. It is noted in Table 4.1 that all the coefficients on such variables are statistically significant at 5% level. However, on the basis of F-test, it is only the coefficient on Edn_4 variable which is significant and the coefficient value of 0.314511 of the variable shows that holding all other factors constant, such women have 31% higher participation as compared to the base category women with '0-10 years of schooling'. And Edn_2 and Edn_3 have been found to be insignificant and are thus excluded from the regression.

The variable MS1, corresponds to the ever-married women. The coefficient on MS_1 variable is statistically significant at 5% and also at repeated test (F test). In other words, holding all other factors constant, ever-married women have 28% higher labour participation than the base category of women who are never married.

The variable CS_1 represents the SC category. It is observed that the coefficient on CS_1 variable has a significant effect on the labour force participation of women. Holding all variables constant, women belonging to SC category have 32.9% greater participation as compared to

women of the general category.

The variables $EdnF_2$, $EdnF_3$ and $EdnF_4$correspond to the educational level of woman's father. Again it is found on comparison of Regressions A and B that none of the coefficients on $EdnF_2$, $EdnF_3$ and $EdnF_4$ are significant at 5% level, but are showing the correct signs except of $EdnF_4$ where it shows that a woman's father who is educated beyond matriculation level, has a negative influence on the daughter's participation in the labour market. Besides, on the basis of F-Test also the coefficients of all such variables are found to be insignificant and thus all of them have been excluded from the regression.

$EdnM_1$, $EdnM_2$ and $EdnM_3$ correspond to the woman's mother's education. It is evident from Regression IA that the coefficients on $EdnM_1$ and $EdnM_2$ are insignificant at 5% level. This means that women whose mothers are illiterates or have '0-5 years of schooling' are not significantly different from the base category which consists of women whose mothers are 'above matriculates'. It is only the coefficient on the variable $EdnM_3$ which is statistically significant. In other words, women whose mothers have '6-10 years' of schooling have significantly higher participation by 12% as compared to the base category women. Even on the basis of the F-test, it is only $EdnM_3$ which does add to the explanatory power of the model, while $EdnM_1$ and $EdnM_2$ are excluded from the regression

as they are found to have insignificant effect on the woman's participation

The variables D_2, D_3 and D_4 correspond to the occupation of woman's father and F_1, F_2 to family income levels of the woman. It is noted that none of these variables is significantly different from the base category of women at 5% level as per regression IA. At the same time such variables show the correct signs. But on the basis of the F-test it is found that only D_2 is the variable whose coefficient is found to have a significant effect on the participation of women.

B_U and S_{NT} correspond to the urban background and non-tribal status of woman's family. None of the coefficients on such variables have any significant effect on woman's participation, but are showing the correct signs (as seen in Table 4.1).

We now discuss the results of Regression II (as shown in Table 4.2). As said earlier, regression II was run for married women only.

It is seen in this Table that some of the factors which are common to all women (ie. age, education, mother's education, father's occupation, family income , BU and SNT), show results which are similar to those noted in Table 4.1, excepl of "father's education" where, the coefficients on

TABLE 4.2

Results of Regression II Obtained For Only Married Women

Variables	REGRESSION-II A			REGRESSION-II B		
	Coeff.	Std.error	t-stat.	Coeff.	Std.error	t-stat.
α	-.412842	.180928	-2.282	-.015985	.04553	-0.351
Agw2	.177091	.071770	2.467	-	-	-
Agw3	.197823	.087566	2.259	-	-	-
Agw4	.013801	.105470	0.131	-.177314	.06379	-2.780
Edn2	.180565	.065362	2.763	-	-	-
Edn3	.257637	.071267	3.615	-	-	-
Edn4	.489959	.076542	6.401	.304419	.05067	6.008
CS1	.459840	.219222	2.028	.319640	.15865	2.015
C2	.019217	.104590	0.184	-	-	-
C3	-.159713	.098285	-1.625	-.155307	.06790	-2.287
C4	.110706	.088008	-1.258	-	-	-
EdnF2	.093896	.101621	0.924	-	-	-
EdnF3	.078259	.070771	1.106	.086618	.04631	1.870
EdnF4	-.051829	.086431	-0.600	-	-	-
EdnM1	.109439	.092337	1.329	-	-	-
EdnM2	.100468	.078806	1.275	-	-	-
EdnM3	.179816	.075556	2.380	.118653	.05528	2.146
D2	.040090	.060611	0.661	.089318	.46356	1.927
D3	-.088880	.075129	-1.183	-	-	-
D4	-.047301	.08334	-0.568	-	-	-
F1	-.050519	.088631	-0.570	-	-	-
F2	.023142	.075463	0.031	-	-	-
EdnH2	-.064411	.092386	-0.687	-	-	-
EdnH3	-.076851	.108608	-0.708	-	-	-
EdnH4	-.158544	.101861	-1.556	-	-	-
OccH1	-.078675	.112149	-0.702	-	-	-
OccH2	.044421	.096478	0.460	-	-	-
OccH3	.158472	.120067	-1.320	-.184252	.08428	2.186
B U	.052217	.056095	0.931	-	-	-
S NT	.188843	.132755	0.422	-	-	-
No. of Observations	: 347			:347		
No. of parameters	: 30			: 9		
R^2	: 0.25949			: 0.19852		
Adjusted R^2 ($\bar{R}^2$)	: 0.20470			: 0.18481		
F value (calculated): (0.05)	4.73631			: 13.68499		

$EdnF_2$, $EdnF_3$ and $EdnF_4$, though not all significant at 5% level, are again found to add significantly to the explanatory power of the model on the basis of the F-test. In other words, the coefficient of 0.086618 attached to the variable $EdnF_3$ shows that holding all the factors constant, a woman whose father has had '6-10 years of schooling' has 8.66% greater participation as compared to those women whose fathers are illiterates. Thus, $EdnF_3$ is included in the regression, while $EdnF_2$, and $EdnF_4$ are excluded from it.

The variables C_2, C_3 and C_4 correspond to the 'age of the children' of sample women. It was found that the coefficients of none of these variables has a significant effect on the participation of married women at 5% level. However, on the basis of F-test, it is only the C_3 variable that does add to the explanatory power of the model. In other words, holding all other factors constant, women with children in the age-group of '3- 5 years' have 15% lower participation than women without children. Thus, variable C_3 is included in the regression whereas, C_2 and C_4 have been excluded from it.

$EdnH_2$ $EdnH_3$ and $EdnH_4$correspond to the educational level of woman's husband. The coefficients on $EdnH_2$ $EdnH_3$ and $EdnH_4$do not have a significant effect on labour force participation of married women. This means that the labour force participation of women whose husbands are 'matricu-

lates', 'matriculates but less than graduates' and 'graduates and above' are not significantly different from women whose husbands are 'less than matriculates'. Hence, on the basis of the F-test, all the variables viz. $EdnH_2$, $EdnH_3$ and $EdnH_4$ have been excluded from Regression II B.

The variables $OccH_1$, $OccH_2$ and $OccH_3$ represent the occupational category of the women's husbands. It is evident from the Table that in Regression II, only OccH3 needs to be included in the regression as it does add to the explanatory power of the model, though it was insignificant at 5% level. In other words, the coefficient of -Ø.1842 attached to the variable shows that holding all the variables constant, labour force participation of married women, whose husbands are businessmen, is 18% lower than that of women whose husbands are agriculturists. On the other hand, other variables, viz. $OccH_1$ and $OccH_2$ are not significantly different from the base category women and thus not included in the regression.

4.4 Summary of Regression Results:

Having hypothesised from studies conducted elsewhere-certain relations between labour force participation and other factors that influence it, we tested these hypotheses in the present chapter on the basis of our field data. Following are some of the important results obtained

from the analysis.

Taking first all women of our sample, education was found to have a positive effect on labour force participation of women only for the highest educational category namely, women who are 'above graduates'. For the other educational groups, the positive effect of education on labour force participation was not found to be significant.

The age of the woman showed the expected results. Women aged '50 and above' were found to have a lower participation as compared to women aged '15-29' years. Married women were noticed to have a higher participation in the labour market than single women.

Women belonging to the SC group were found to have a significantly higher participation of being in the labour force as compared to the general category of women.

Parent's education was found to have a positive effect on labour force participation. But the positive effect of the variables relating to parent's education do not appear to have a significant affect on female's participation.

As far as father's occupation is concerned, this gave the expected results. Women whose fathers were businessmen or agriculturists have lower participation as compared to those whose fathers were salaried professionals.

Family income did not appear to have a significant effect on the women's participation. Urban background and non-tribal status of the family do affect positively the participation of women but did not show any significant effect.

From the results given above, it was noticed that education, age, marital status, caste, family income, mother's education and father's occupation, are amongst the most important determinants of labour participation of all women.

Now coming to he married women of our sample. Here, it was noted that age, education, caste, mothers' as well as father's education do have significant affect on the female labour participation. Amongst the other factors, 'age of her own children' did not show the expected results. Women having children in the age group of '3-5 years' and 'above 5 years' have lower participation as compared to other women.

Educational level of husbands was also not found to have a significant affect on their wives' participation in the labour market. As far as husband's occupation is concerned, it appeared that husbands who were 'salaried non-professionals' do affect positively the women's participation but was not found to be significant. Women whose husbands were in 'business' were having lower participation as compared to other categories of women. Here, family income

also did not show any expected results.

So, the factors which emerge as the most important ones, in the case of married women are education, age, caste, father's education and occupation as well as husband's occupation.

Therfore, on testing the hypotheses identified earlier in chapter two above, it was noticed that the values of Coefficient of Multiple Determination (R^2)[6] came out to be only 0.23 percent and 0.26 percent, for all women and married women of our sample respectively. This means that the regression models explain only 23% and 26% of the total variation of the dependent variable (Y). The remaining 77 percent and 74 percent of the total variation in Y is unaccounted for by the regression model and thus attributed to the factors included in the disturbance variable u.

Thus, it is clear from the above analysis that the determinants, which were found to be the most important ones of female labour participation, by other studies summarized and reviewed by us earlier in chapter two, were observed to be far less important in the case of female workers of urban Himachal Pradesh. Such different pattern may be explained by

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R^2 measures the goodness of fit of the regression equation that is, it gives the percentage of the total variation in the dependent variable Y explained by all the explanatory variables jointly.

the fact that in each real world situation there may be social, cultural or even geographical factors which are relatively more important and it may be so in Hilly areas of Himachal Pradesh.

4.5 Speculating on Explanatory Factors:

It is noted in the preceding section that the identified socio-economic and cultural factors do not fully explain the participation of women's economic activity in urban Himachal Pradesh. Therefore, it would be useful to seek an explanation in terms of other factors, which may be closely related to the participatory decisions of women in this state. A few of them are discussed below:

1. Customs and Traditions:

Though educational and occupational opportunities are providing new roles to women outside the home, their social position in the family still seems to remain unchanged because the system of arranged marriage reasserts the authority to cast norms and the obligation of conformity to the traditional image of woman as wife-mother with ritual status. Thus, the woman's attitude towards accepting a job is substantially influenced by the customs and traditions of the social group to which she belongs.

2. Burden of Dual Role:

The persistence of traditional norms in regard to women's essentially domestic roles and the addition of new roles in a wider society may have created problems of adjustment, for them, between the two. For example, in some of the middle class families that cannot afford domestic help (in our sample none had sought it), husbands do not offer any assistance to their wives in domestic chores. Often it would also be seen in some of the families that women themselves do not like the idea of their husbands doing domestic chores as they consider that to be a feminine role. In the hills, such attitudes are well-entrenched. Therefore, the strains of shouldering the burden of dual roles contribute considerably to the psychological stress, that working woman has to undergo. Thus, many women do not take up jobs outside the household in order to be able to do the household duties satisfactorily.

3. Status Inconsistency:

An aspect of status inconsistency may emerge in situations in which a wife has a relatively low status jobs with limited earnings. For example,

nurses marrying doctors may leave their occupation mainly for reasons of status. Stenographers and primary and even middle school teachers could leave their jobs after marrying businessmen or executives and thus waste their training, aptitude and also because these were low paid and relatively low status jobs. In traditional societies, status consciousness is very strong.

4. **Accommodation and Allied Problems:**

The problem of accommodation is acute for working women in the hills where people normally construct houses for their own use. Educated women may be reluctant to go out of the town of their normal residence for paid work because of accommodation difficulties. Sharp intra-regional differences in climate in the hills are another inhibiting factor[7].

5. **Transfer:**

In Himachal Pradesh, govt. is the largest employer. But govt. jobs entail frequent trans-

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7. See Census of India, Provisional Population Totals: Workers and Their Distribution, Series-1, Paper-3, Statement 3.3, 1991, op.cit., pp.19-20 ; S.S.Negi, Himachal Pradesh: The Land and People, Indus Publishing Company, 1993, p.132.

fers. A single woman being frequently transferred will be subjected to great hardships and also the transfer after marriage comes in the way of the stability of married life. So labour participation may be foregone.

6. Education and Training:

It is generally noticed that the deep foundations of the inequality of the sexes are built in the minds of men and women through a socialisation process which continues to be extremely powerful. Though education is supposed to be compulsory for both girls and boys but still girls acquire less education as compared to boys. This may be because some of the families oppose to do it for traditional reasons[8]. Even if girls are free to undergo education and training they may not be able to do so for various reasons. There may be lack of schools and vocational training institutions. So they may not take advantage of education and training opportunities because of traditional attitudes preventing them from acquiring for up-grading skills that can be used in the modern sector jobs. Finally, even where

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8. Census of India, 1991, Ibid., pp.16-17.

educational facilities are accepted by women that are often inadequate to meet women's needs.

4.6 Conclusions:

In the present chapter, we tested the hypotheses, as identified earlier in chapter two, by using a multiple regression model. On testing the hypotheses it was noticed that the values of Coefficient of Multiple Determination, R^2, turned out to be rather low. But in view of the large sample size, the values of R^2 were still significant on the basis of the F test. It was found that only the age, education, caste, marital status, mother's education, father's education and occupation as well as family income, have significant effect on the labour force participation. The significant results emerging from our study, therefore, was that the determinants which were found to be the most important ones by other studies, were observed to be less important in the case of female workers of urban Himachal Pradesh. Such differences in the pattern of determinants may be explained by the fact that in each real world situation there may be peculiar social, cultural and even geographical factors which are relatively more important and it may much more be so in hilly areas of Himachal Pradesh.

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