

WAGE GAP AND PREFERENCES: A MICRO-LEVEL ANALYSIS

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ABSTRACT

During the past few decades, women have entered the labour market in large numbers but there is still wide gender segregation in education, work participation, employment, and occupational pattern all over the world. The main objective of this paper is to explore all aspects and dimensions of wage discrimination and attitudes of choices responsible for this segregation. A sample survey of working population engaged in two sectors, which employ a substantial number of women (education and medical), is conducted. Findings show that women generally accumulate less human capital than men. They have lower educational attainment than their male counterparts. They have a greater concentration on non-technical courses and subjects in arts and fine arts. Due to family responsibilities, women's labour force participation tends to be more interrupted and women participate in labour market for fewer years than men and therefore gain less experience. Women hold less advantageous work positions. Regression results show that education, experience, family obligations, working conditions etc. significantly affects wages.

Keywords: Wage Gap, Gender Segregation, Wage Discrimination, Job Segregation, Sex Segregation.

Introduction

The wage gap refers to the difference between the wages paid to men and to women. Cultural beliefs have stated that men should earn the main salary, while the wife stays at home, doing her "domestic job". This is also an explanation for different wages. The constraints placed on women by their domestic responsibilities have been seen as making them a distinct form of labor power, differentiated from men in the labor market by a preference for part-time work, a tendency to drop out and return to work as family needs dictate and an inability to work overtime and move locations. Difference in Quality of labour supplied by men and women, difference in the degree of labour force attachment of the two groups, and outright sexual discrimination are some other aspects (Filer 1983; Gunderson 1989).

Objective of this study is to explore all aspects and dimensions of the phenomenon. This paper discusses all issues responsible for sex segregation and wage gap. These issues are divided into five parts (i) human capital (ii) family obligations (iii) job segregation (iv) working conditions Le Grand (1991) and (v) motivation for work.

We have hypothesized that working women get lower wages than men. There are various reasons: 1. Women have inferior human capital, 2. They choose or are forced to choose jobs, which are lower paying, 3. They have weaker labour force attachment, 4. They are discriminated against their male counterparts in assigning promotions and wage fixing jobs. (Le Grand 1991; Filer 1983).

The study is important because it analyzes profound issues through in-depth questions included in the primary survey, which makes the study different from all previous studies.

Sample Design

Since segregation based on gender is not expected to be acute in public sector attention has to be confined to private sector. Census data reveals the most popular employer for female worker are teaching and nursing. Hence, a sample survey of working population engaged in education and medical services is conducted.

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Lists of all private schools of Jodhpur has been collected from Dy. Director of Directorate of primary school education and directorate of secondary school education. Twenty percent schools have been randomly selected for survey. Twenty percent of the total staff of each selected school was interviewed. For labour force engaged in medical services, list of all private hospitals and diagnostic centers was prepared on the basis of lists provided by respective associations. Twenty percent of these hospitals and twenty percent of the total staff of each hospital or diagnostic center was randomly selected. In all one hundred and twenty workers were interviewed. Sample includes teachers, clerks, doctors, nurses, receptionist electricians, peons and many others. Questions about their family, education, experience, skills, job, wages, mind-set etc is included in questionnaire.

Human Capital

There are three measures of human capital quality and quantity of education, training or skills, experience and size of the place where respondent lived. It is hypothesized that women generally accumulate less human capital than men. Males have higher education level than females. Women may expect discontinuous labour market participation and fewer total years in labour market. They are therefore less productive than men. However, size of place doesn't affect segregation directly but accumulation of human capital depends very much on this factor. Since the study is confined only to working men and women and these too in schools and medical profession, the absolute level of human capital in the both sexes are not expected to be too low. However, viable human capital is hypothesized to be lower in females than in males. The hypothesis is not supported by our data.

It can be seen that once women decide to get education for job purpose, and chose their future profession, they do not lag behind males in obtaining education. In fact, they excel males. However, Women have greater concentration on non-technical courses where cost of education is low and further leads to jobs, which are lower paying, while male prefer technical courses (Table 1).

Table 1: Distribution of Workers by Their Education Level

Level of education	Percentage of Male	Percentage of Female
Illiterate	2.00	10.10
Below middle	8.20	5.90
Middle	2.00	1.40
Secondary / high school	12.30	4.30
Senior secondary / inter	16.30	13.00
Diploma	2.00	0.00
Simple graduation (B. A B.SC, B.COM)	22.50	21.80
Professional/technical graduation	8.20	2.90
Simple P.G. /PH.D.	20.40	31.90
Professional / technical P.G. / PH. D	6.10	8.70
Total	100.00	100.00
(Dissimilarity Index) D	22.20	

As women are not main breadwinners, they are expected to be sent to less expensive government Hindi medium schools and schools nearer to their residence. But it can be seen that results shown in table 2, 3 and 4 do not support our expectations positively. Girls do their schooling from better quality English medium schools irrespective of distance from residence and cost of education.

Table 2: Distribution of Workers by Their School of Education (Primary)

Type of School	Percentage of Male	Percentage of Female
Government	70.82	43.38
Private	29.19	56.62
Total	100.00	100.00
D	27.52	

Table 3: Distribution of Workers by Primary School Medium

Medium	Percentage of Male	Percentage of Female
Hindi	77.12	60.07
English	16.65	31.65
Other	6.23	8.29
Total	100.00	100.00
D	17.06	

Table 4: Distribution of Workers by their Conveyance to Schools (Primary)

Conveyance	Percentage of Male	Percentage of Female
Own foot	66.77	44.09
City bus	2.04	0.00
Auto rickshaw	12.47	23.74
See some family member	16.67	20.35
School bus	2.04	11.81
Total	100.00	100.00
D		24.72

In the hospitals or diagnostic centers, majority of employees – male and female must have been science students. Hence there would not be any gender segregation in choice of faculty / subjects. In contrary, in schools the existence of segregation can be hypothesized. It can be seen in table 5 that as expected Female attention is greater towards arts while male attention is greater towards commerce and science. Percentage of males is bit higher in medical branch than females. Quite similar results are found for post-graduate course, but as expected, level of dissimilarity is not so much high for graduates (23.22%) as well as postgraduates (17.20%).

Table 5: Distribution of Workers by Sex and Faculty

Faculty	Percentage of Male	Percentage of Female
A. Graduates		
Science	17.86	13.34
Commerce	21.37	4.45
Arts	50.09	73.31
Medical	10.68	8.90
Total	100.00	100.00
D		23.22
B. Postgraduates		
Science	14.34	18.46
Commerce	21.33	7.44
Arts	50.00	63.08
Medical	14.34	11.03
Total	100.00	100.00
D		17.20

Table 6, 7 and 8 show the difference between male and female in choice of subjects in senior secondary, graduation and post graduation respectively. Data for subjects opted in senior secondary shows that drawing and painting, economics, political science/ public administration and philosophy have better percentage of male members than females. In post school education nearly all subjects of arts stream have greater popularity among females than males. It can be seen that in science discipline mathematics, physics, chemistry are bit more popular among males than females. While biology, botany, zoology, medical science, computer science is more popular among females. However, Physics and computer science are showing reverse trend in post graduation courses. Greater percentage of males is opted Commerce compared to females. Level of dissimilarity, varies from 23.77 percent to 28.89 percent

Table 6: Percentage of Male and Female Workers by Their Subject Choice in Senior Secondary

Subjects Opted in Senior Secondary	Percentage of Males	Percentage of Females
A. Science		
Mathematics	16.30	7.20
Biology/botany	18.30	25.90
Chemistry	28.50	21.60
Physics	28.60	23.20
B. Commerce		
Commerce	28.60	20.20
C. Arts		
Drawing and painting	4.10	0.00
Economics	14.20	12.90
Geography	0.00	2.80
History	12.20	21.70

Political science/public administration	16.30	20.10
Sociology	8.20	10.10
Philosophy	4.00	2.80
Psychology	2.00	8.60
Elective English	4.00	5.70
Hindi literature	8.10	18.80
Other languages	2.00	10.00
Home science	2.00	1.40
Indian music	2.00	4.30
Law and society	0.00	2.90
D	23.77	

Table 7: Percentage of Male and Female Workers by Their Subject Choice in Degree

Subjects Opted in Degree	Percentage of Males	Percentage of Females
NA	42.90	36.20
A. Science		
Mathematics / statistics	10.20	0.00
Biology / botany / zoology	4.00	10.00
Medical science	8.20	5.80
Chemistry	10.20	5.80
Physics	6.10	1.40
Computer science	0.00	4.20
B. Commerce		
Commerce	10.20	7.10
C. Arts		
Drawing and painting	2.00	1.40
Economics	8.20	10.10
Geography	2.00	2.90
History	10.20	20.20
Political science/public administration	18.30	23.20
Sociology	20.30	24.60
Philosophy	4.00	7.10
Psychology	4.00	4.20
Elective English	4.00	7.20
Hindi literature	2.00	15.90
Other languages	6.10	15.9
Home science	2.00	0.00
Indian music	2.00	4.30
D	28.29	

Table 8: Percentage of Male and Female Workers by their Subject Choice in Post Graduation

Subjects Opted in Post Graduation	Percentage of Male	Percentage of Female
NA	73.50	60.90
A. Science		
Mathematics	2.00	0.00
Zoology	0.00	2.90
Medical science	4.10	5.80
Physics	0.00	1.40
Computer science	2.00	0.00
B. Commerce		
Accountancy	2.00	2.90
C. Arts		
Economics	0.00	1.40
Geography	2.00	0.00
History	0.00	4.30
Political science	6.10	7.20
Public administration	2.00	0.00
Sociology	0.00	2.90

Elective English	0.00	1.40
Hindi literature	0.00	5.80
Other languages	4.00	2.80
Business administration	2.00	0.00
D	23.80	

Table 9 shows that not only in education but difference between male and female also exist in selecting training courses and skills. It can be seen that difference between men and women in S.T.C. and B. ED courses is not considerable. But among other courses difference in choice of courses is clearly visible. About 6.28 percent and 3.03 percent female have done M. Ed and Ph.D. respectively while not a single male has opted these courses. Nursing is predominantly feminine and lab technician predominantly masculine. Teaching has no gender specific compulsion.

About 31.50 percent (D) men or women would have to change their courses to be distributed same as another group (Table 9).

Table 9: Distribution of Workers by their Additional Qualification

Courses	Percentage of Male	Percentage of Female
S.T.C.	4.49	6.28
B. ED	59.55	56.49
M.ED	0.00	6.28
Ph. D	0.00	3.03
Nursing	4.49	24.89
LAB TECH / X-RAY TECH / OT TECH	17.99	3.03
Diploma in computer / ITI	13.48	0.00
Total	100	100
D	31.50	

It is often stated that the choice of gender-specific subject is forced on girl students by their parents or guardians. Data shows that majority of the males have chosen their subjects according to their own interest (85.81%). In contrast only 59.18 percent females chose the subjects on their own choice and about 13.66 percent in consultation with their parents (Table 10).

Table 10: Whose Choice of Subjects

Whose Choice in Degree	Percentage of Male	Percentage of Female
Own	85.81	59.18
Parents/other elders	10.68	27.16
Own as well as elders	3.50	13.66
Total	100.00	100.00
D	26.64	

It is observed that while, Women habitually choose subjects, which they feel are interesting or easy and available at their local station, as they are less mobile than boys. Parents would not like to send them to far off place. Boys choose subjects according to their demand in the market. When this fact is recalled to the respondents in the present survey 51.91% of males answered that for fulfilling their aim in life or to achieve their goal, they have chosen the courses, while only 30.27 percent women give the same reason. Only 3.63 percent males and 6.92 percent females stated that they chosen the subjects because they believe that the subject is suitable to boys or girls particularly (Table 11). About 38.10 percent women have stated that they are discriminated in choosing subjects, 28.80 percent women have confirmed that they are discriminated in choosing schools or collages against there male counterparts.

Table 11: Reason for Choosing the Subject

Reason for Choosing the Subject	Percentage of Male	Percentage of Female
No response	0.00	2.25
Interesting subject / easy	29.58	39.61
No choice available	7.44	14.01
My aim in life	51.91	30.27
Other	7.44	6.92
Suitable for girls/boys	3.63	6.92
Total	100.00	100.00
D	22.15	

Due to family responsibilities, women's labour force participation tends to be more interrupted and women participate in labour market for fewer years than men and therefore gain less experience.

This hypothesis supported by responses Table 12 shows that 87.50 percent men do not have any discontinuity in work participation while only 66.70 percent of the women worked without any break. Table 12, 13, 14, and 15 shows that women have weaker attachment to their jobs. Discrimination implies that their chances of promotion would be much lesser than those for male colleagues consequently their wages would also be lower.

Table 12: Distribution of Workers by Number of Discontinuities

No Discontinuities	Percentage of Male	Percentage of Female
0	87.50	66.70
1	12.50	21.70
2	0.00	7.20
3 and above	0.00	4.30
Total	100.00	100.00

Table 13: Reason for First Discontinuity

Reason of 1st Discontinuity	Percentage of Female
Marriage	31.76
Child bearing and rearing	45.60
Family duties	4.40
Other	9.12
Distance from workplace	9.12
Total	100.00

Table 14: Reason for Second Discontinuity

Reason of 2nd Discontinuity	Percentage of Female
Child bearing and rearing	87.83
Husband's transfer	12.17
Total	100.00

Family Obligations

There are four indicators of family obligations – (i) workers marital status (ii) worker has children or not (iii) Type of family (iv) hours of unpaid household work. It is hypothesized that even when start working outside home women have to perform all the domestic duties without any help of male members and have to bear burden of both domestic and marketed work. This builds an important effect on women's choice of job and further on her wages.

About 73.90 percent women have reported that they do mostly busy in domestic work. Greater part of women (55.0%) does domestic work because they think domestic work is their duty. But among women working on higher position only 12.50 percent stated they are mostly busy in doing domestic work. Almost all women working on higher position like doctors, directors' etc. having full time or part time servants and greater number of home appliances than, others. On average they do domestic work only 5.69 hours per week, while among other categories 77.78 to 90.91 percent women are mostly busy in doing domestic work. Economic necessities force them to go for paid work. They do not have servants and receive help mostly from their family members - husbands, elders etc.

Table 13: Domestic Work and Female Workers

Designation	Mostly Busy in Domestic Work	Mean Hours of Domestic Work (Weekly)
Director / doctors / principals	12.5	5.69
Nurses and other medical and health technicians	77.78	20.91
Peon / sweepers	90.91	27.72
Teachers	80.00	31.53
Clerks	83.33	39.13
All	73.90	26.92
Reason for doing domestic work	Percentage of female	
My duty	55.0	

There is no other member	14.4
Can't afford servant	13.0
There is part time servant only	1.4
Help received	
No help	27.5
Husband	11.6
Husband and own children	11.6
Part time servant	10.1
Part time / full time servant	13.0
Elders	8.7
Other	17.4

Survey shows that ever-married women work more than unmarried women. Among married women 92.20 percent are living with spouse. The pressure of work, both domestic and paid work is very much on ever-married women

It is hypothesized that female participation is greater among those who are living in joint family because they need not to worry about care of children and elders and can easily balance between domestic and marketed work. But results do not support the hypothesis. About 50.7 percent of working women is living in micro family (husband wife and unmarried children), 36.2 percent are living in joint family (two married generations or two or more married brothers) and only 8.7 percent are living in extended family (three married generations and other relatives). Reason behind this may be that restrictions for women in joint and extended families are more pronounced than in micro families. Micro families provide greater freedom to married women to work outside home.

As expected, Women who have more children are lesser interested in marketed work (Table 14).

Table 14: Distribution of Workers by Sex and Number of Children

Number of Children	Percentage of Male	Percentage of Female
0	0	42.0
1	25.0	23.2
2	50.0	24.6
3 or more	25.0	10.1
Total	100	100

Job Segregation

Because of low human development priority, family obligations and domestic work, it is hypothesized that women hold less advantageous work positions and are employed within those occupations and jobs, which are lower paying and have inferior career opportunities. Job segregation consists of occupation, job and employment category.

Table 15 shows distribution of male and female workers by their job and gender. Results support our hypothesis that women hold less advantageous work positions. It can be seen that Managerial or supervisory positions like resident medical officer, director and HM have greater proportion of male workers. However, doctors are exceptions. More than 50 percent females are teachers but most of them are teaching primary classes, which is lower paying job, compared to high school teaching. Employers also confirmed that they prefer female teachers for primary level teaching and gives logic that women can better take care of young kids. Among clerical job, computer operator and electrician male's percentage are bit higher than females, but difference is negligible. Nursing job is female dominated while lab technician job is male dominated. Differences show effect of women's traditional image in choosing jobs. Women are lesser interested in jobs which are physically demanding like job of a ward boy.

Level of dissimilarity index shows that 35.00 percent men or women would have to change their designation to be distributed equally.

Table 15: Distribution of Workers by their Present Job

	Percentage of Male	Percentage of Female
Director / RMO	4.00	1.40
HM / principal	10.10	4.30
Manager	2.00	0.00

Doctor	4.10	5.60
Teacher	34.70	50.70
Clerk	2.00	1.40
Computer operator	4.10	2.90
Electrician	4.10	0.00
Lab tech / OT tech / x-ray tech	10.10	1.40
Nurse	2.00	11.60
Peon / sweeper	10.20	15.80
Receptionist	4.10	4.30
Ward boy	8.10	0.00
Total	100.00	100.00
D	35.00	

Around 33.90 percent of women confirmed that they are discriminated in participating in marketed work and 44.10 percent women stated that they are discriminated in selecting place of work. 37.3 percent women said that they are discriminated in choosing nature of work.

Working Conditions

Women are choosier than men in fixing a job. They are more concerned about safety, physical requirements, conveyance and other work conditions.

The most significant factors taken into consideration while selecting a job have been, suitability for women (63.80%), interesting (63.80%), availability within their same city (56.50%), availability of opportunities (55.10%), and convenient work positions (46.4).

Other working conditions (smoke, dirt, heavy shaking vibration, noise, acid exposure, lifting heavy weight flexibility of working hours, autonomy, parental occupation etc.) are given low priority by the respondents.

Motive for Marketed Work

It is hypothesized that men are main breadwinners and work for money only while women work not only for money but also for personality, for social service, for achieving some thing or for time pass. Women are more interested to work with people rather than things.

Table 16 shows that more than ninety percent (92.80%) women are working for money, 60.90 percent women have confirmed that they are working for achieving some thing in life. Approximately 46.40 percent women have admitted that time pass is one of the reasons for their paid work and 53.60 percent women stated that they are working for social motive. These four motives are further expanded to broader classes which shows that dire family necessities given 1st rank by 43.50 percent females, 2nd rank by 4.30 percent and 3rd rank by just 1.40 percent females. Use of talent is the second most common motive for paid work. 17.40 percent women have given 1st rank 18.90 percent women given 2nd rank and 5.80 percent women have given 3rd rank to use of talents. About 13.00 percent women give first rank to improvement of living standard followed by time pass (want to busy). Other motives (education of children, own needs, high position, prove worth, personality development, social service, and self esteem) are given quite lesser importance by respondents Table 17

Table 16: Women's Motive for Marketed Work

	Percentage of Female
Income motive	92.80%
Achievement motive	60.90%
Time motive	46.40%
Social motive	53.60%

Table 17: Ranking of Motives for Marketed Work

Why do you Work	Percentage of Females (1 st Rank)	Percentage of Females (2 nd Rank)	Percentage of Females (3 rd Rank)
No response	0.00	15.90	43.50
Dire family necessity	43.50	4.30	1.40
Improvement in standard of living	13.00	8.70	8.70

Education of children	1.40	11.60	1.40
My own needs	7.20	4.30	4.30
To achieve a high position	4.30	4.30	4.30
To use my talents	17.40	18.80	5.80
To prove my worth	0.00	10.10	2.90
Want to busy	10.10	13.00	8.70
To help other/social service	1.40	2.90	4.30
Personality development	0.00	2.90	5.80
For self esteem	1.40	2.90	8.70
Total	100.00	100.00	100.00

Wage Gap

Table 18: Mean Wages of Workers (Per Month) and Gender

Designation	Mean Wages of Male Workers	Mean Wages of Female Workers
All	14697	13842
School managers /HM	18367	18300
Doctors	118333	115750
Clerks and related works	2400	12050
Nurses and other medical and health technicians	13333	12611
Peons / sweepers/ ward boys	11978	11559
Teachers	14138	13551

Table 18 shows mean monthly wages of workers and shows a clear wage gap between males and females it can be seen that women earn lesser than men, in spite, of similar work positions and education levels because of their family obligations, lesser human capital, job segregation and choice of working conditions.

Regression Results

In order to explain the extent to which these factors influence wage, an econometric model is specified and estimated. Monthly wage is taken as dependent variable. The method applied is step – by – step regression with enter and removal criterion of $F = 0.20$ and 0.21 respectively.

• Explaining Wage for Male Workers

Model's explanatory power is very strong explaining 76.2 percent of variation in wages among males. Self employed males earn higher than other type of workers, represented by a highly significant positive coefficient of explanatory variable of self-employed males, who earn additional 13860.76 rupees per month. Experience and years of formal education enter the regression with positive and highly significant values. Thus, wages increase 258.32 rupees per month with each additional year of experience and 200.69 rupees per month with each additional year in formal education. Coefficient of discrimination in choosing subject is negative, implying that with workers who experienced discrimination in choosing subjects earn less.

Model 1.1	B	Std. Error	T	Sig.
(Constant)	-1144.055	1416.913	-0.807	0.424
Self Employed	13860.761	2074.775	6.681	0
Seniority	258.312	70.973	3.64	0.001
Experiance2	3.81	0.94	4.051	0
Years In Formal Education	200.69	83.764	2.396	0.021
Discrimination In Choosing Subject	-1360.847	750.049	-1.814	0.077

$R^2 = 0.762$, Adj. $R^2 = 0.735$, $F = 27.575$, d. f. = 5, 43, Sig = .000

Explaining Wage for Female Workers

The Model 1.2 has very strong explanatory power ($R^2 = .647$). Results imply that regression coefficient of Union member (8846.16) and seniority (863.42) is highly significant, revealing that workers who are Union member have higher wages than other and wage increases with seniority. Negative value of coefficient (-3274.81) reveals that, females who had chosen occupation, because of unavailability of other choice, parental occupation or though that this is most suitable for women earn lower wages than other women. Women who are working for income motive earn extra 2737.21 rupees per month.

A result difficult to explain is that ladies who are mostly busy in domestic work earn additional 1224.54 Rupees per month.

Discrimination at workplace, education, discontinuities in work participation, and discrimination inside home are some important variables not entered in final regression.

Model 1.2	B	Std. Error	T	Sig.
(Constant)	-792.164	2715.108	-0.292	0.771
Union Member	8846.163	1632.762	5.418	0
Microwave Oven	1845.761	799.489	2.309	0.024
Seniority	863.422	213.416	4.046	0
Experiance2	-5.425	2.001	-2.711	0.009
Reason For Choosing Occupation	-3274.813	1483.777	-2.207	0.031
Seniority2	-25.868	9.84	-2.629	0.011
Income Motive	2737.206	1478.289	1.852	0.069
Busy In Domestic Work	1224.537	887.312	1.38	0.173

$R^2 = 0.647$, Adj. $R^2 = 0.599$, $F = 13.532$, d. f. = 59, 8, Sig = .000

Explaining Wage for Total Workers (Male and Female)

The equation gives a good fit $R^2 = 0.531$, which is statistically significant. Result shows that wage increases with seniority (478.93) and level of education (156.04). Negative coefficient of seniority² reveals that however, wages increase with seniority but at decreasing rate. Variable union member and Self-employment have highly significant and positive value of 't'. Thus, workers who are union members and self-employed earn 4883.30 and 76.24.76 rupees per month more than that of other. It is to be noted that variable gender is not significant.

Model 1.3	B	Std. Error	T	Sig.
(Constant)	-946.525	1068.379	-0.886	0.378
Experiance2	1.901	1.057	1.799	0.075
Seniority2	-14.022	7.078	-1.981	0.05
Years In Formal Education	156.039	55.214	2.826	0.006
Seniority	478.925	162.25	2.952	0.004
Union Member	4937.744	1286.994	3.837	0
Self Employed	7622.448	1893.457	4.026	0
Gender	-538.716	628.423	-0.857	0.393

$R^2 = 0.534$, Adj. $R^2 = 0.505$, $F = 18.039$, d. f. = 7, 110, Sig = .000

Conclusion

- Not only in simple academic education but difference between male female also exist in selecting training courses and skills. Nursing is predominantly feminine and lab technician is predominantly masculine. Teaching has no gender specific compulsion.
- Gender specific subjects and courses are often forced on girl students by their parents or guardians and women habitually choose subjects, which they feel are interesting, easy and available at their local station, while boys choose subjects according to their demand in the market.
- Gender discrimination in quality of education is not acute in Jodhpur.
- However, due to socio-economic development, industrialization, urbanization, and expansion of female education and training facilities, increasing number of women are coming to do work for pay but difference between male and female participation is still very wide. Women's labour participation tends to be more interrupted and women participate in labour market for fewer years than men and therefore gain less experience.
- Child bearing and rearing, marriage, distance for workplace, and husband's transfer are the main reasons for women's discontinuous labour force participation.
- Because of lower human capital, family responsibilities, and burden of domestic work women hold less advantageous work positions and are employed within those occupations and jobs, which are lower paying and have inferior career opportunities.
- Women are choosier than men in fixing a job. They are more concentrated about distance from work place, working hours, safety, physical requirements and other working conditions.

- Women earn less than men, in spite of similar work positions and education levels because of their lesser human capital, family responsibilities and choice of working conditions.
- Better educated women get better paid full time jobs and the uneducated women, forced to work due to poverty, get only low paying, irregular and part time work.
- Women who have more children are lesser interested in marketed work.
- Mostly women do domestic work because they think domestic work is their duty. Women working on higher position spend much less time on doing domestic work than women working on lower positions. They have servants and greater number of times saving home appliances

Policy Implications

Work family balance not only requires flexible working provisions, on site child care and parental care leave policies but also to move away from cultural belief that women should be the main caregiver in the family. Girls face isolation when they choose to go against the norms and pursue nontraditional streams. Thus, an important requirement is the attitudinal change of not only society and family but also women themselves. A working woman must be recognized as a positive feature for the family and nation.

Media can play an important role in changing the role of women. Serials, films, advertisements and showing women working in traditionally male occupations and showing males helping women in domestic activities can help in breaking the stereotype image of sex specific role models. In spite of well define constitutional provisions women in India not getting equal opportunities of employment, education and equal pay for equal work. Thus, law should be more effective and stricter.

Higher education and training of most demanding professions must be assessable to all even in remote areas. New emerging techniques should be recognized and training infrastructure has to be created, educate women in these new fields so that they can get higher paid employment. Parents, teachers and guidance counselor should encourage girls to go for new emerging nontraditional techniques and jobs, which are in demand in market.

References

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ⁱ Duncan and Duncan Dissimilarity Index (D)

Most research on sex segregation has the index of dissimilarity (D), proposed by **DUNCAN & DUNCAN (1955)**. It compares male and female along all categories. This index (D) measures the main dimensions of segregation: the degree to which two groups are dissimilarly distributed over a set of categories i.e., it represents the proportion of women who would have to change occupations if women were to be distributed in the same manner as men. The value assumed by D varies from 0 to 100. The value 0 means no differences between occupational distribution of men and women and the value 100 means there is no overlap between the occupational distributions of the two groups. This index can be expressed through equation (i):

$$D_{ik} = \frac{1}{2} \sum_{j=1}^N |P_{ij} - P_{kj}|$$

Where P_{ij} is the percentage of group i in the category j and P_{kj} is the percentage of group k in category j, N is total number of categories

