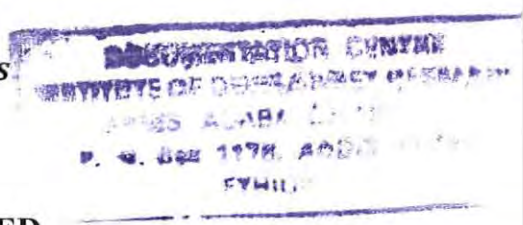




**ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES**

**DEMOGRAPHIC AND SOCIO-ECONOMIC DETERMINANTS OF
FEMALE LABOUR FORCE PARTICIPATION IN THE INFORMAL
SECTOR IN HAWASSA CITY ADMINISTRATION, SNNPR**

*Center for Population Studies
Institute of Development Studies*



By: - GETACHEW MOHAMMED

**April, 2011
ADDIS ABABA**



26907

The
6303
2011

138067



ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES

**DEMOGRAPHIC AND SOCIO-ECONOMIC DETERMINANTS OF
FEMALE LABOUR FORCE PARTICIPATION IN THE INFORMAL
SECTOR IN HAWASSA CITY ADMINISTRATION, SNNPR**

A Thesis Submitted to the School of Graduate Studies Addis Ababa University in Partial Fulfilment of the Requirements for the Degree of Masters of Science in Population Studies (Population, Environment and Development)

By: - GETACHEW MOHAMMED

Advisor: - K. DEVARAJ (PhD)

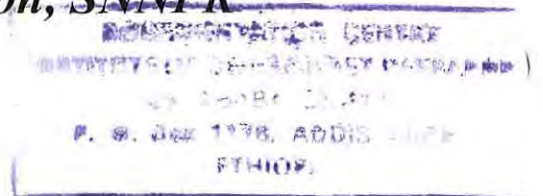
April, 2011
ADDIS ABABA

26907

The
6303
2011

**ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES**

***Demographic and Socio-economic Determinants of Female
Labour Force Participation in the Informal Sector in
Hawassa City Administration, SNNPR***



By

Getachew Mohammed Gizaw

**Center for Population Studies
Institute of Development Studies**

Approved by the Examining Board

Dula Etana

Chairman, Department Graduate Committee

Signature

Dr. K. Devaraj

Advisor

Signature

Dr. Assefa Hailemariam

Examiner

Signature

ACKNOWLEDGEMENT

I am very much indebted to my thesis advisor, Dr Eshetu Gurmu and Dr. K. Devaraj for their invaluable and constructive comments, suggestions and advice at each stage of the study.

I would like to extend my deepest thanks to my friend Gezahegn Shimelis for giving me constructive suggestion, comments, and invaluable support while writing the thesis. And I am also grateful to my friends Alemayehu G/hiwot, Abye W/Derese, W/ro Elisabeth Kenea, and for those who are not mentioned here for their encouragement and support.

I would like to extend my gratitude to CSA for nominating me to peruse my MSc. study. Finally, it provides me pleasures to acknowledge. Institute of Population Studies for the financial support.

My sincere thanks also go to the staff members of Institution of Population Studies (IPS). I am mostly grateful to Mr. Dula Etana, for his advice and willingness to spare his valuable time when I approached him.

DEDICATION

To my wife W/ro Semira Beshire fo her love and support and encouragement during my study.

LIST OF ABBREVIATIONS

CSA	Central Statistical Agency
EA	Enumeration Area
HH	Household
MDG	Millennium Development Goal
NGOs	Non Government Organizations
SNNPR	Southern Nations, Nationalities Peoples Region
LFP	Labour Force Participation
FLFP	Female Labour Force Participation
FP	Family Planning
CPR	Contraceptive Prevalence Rate
TBA	Traditional Birth Attendants
HCA	Hawassa City Administration
NUPI	National Urban Planning Institute
ECA	Economic Commission for Africa
SPSS	Statistical Packages for Social science
ILO	International Labour Organization
UNECA	United Nation Economic Commission for Africa

TABLE OF CONTENTS

<i>Title</i>	<i>Page</i>
Acknowledgment -----	i
Dedication -----	ii
List of Abbreviations -----	iii
Table of Contents -----	iv
List of Table -----	viii
List of Figures -----	ix
Abstract -----	x

CHAPTER I INTRODUCTION

1.1. General Background of the Study -----	1
1.2. Statement of the Problem -----	4
1.3. Significance of the Study -----	5
1.4 Review of Related Literature and Conceptual Framework -----	6
1.4.1 Review of Related Literature -----	6
1.4.1.1 The Concept of Informal Sector -----	6
1.4.1.2 Characteristics of the Sector -----	7
1.4.1.3 The Informal Sector in Ethiopia -----	8
1.4.1.4 The State of Informality in Hawassa City Administration -----	9
1.4.1.5 Importance and Contribution of the Sector -----	9
1.4.1.6 Factors determining participation of women in the informal Sector -----	10
1.4.2 Conceptual Frame Work -----	18
1.5 Objective of the Study -----	19
1.5.1 General Objective -----	19
1.5.2 Specific Objective -----	19
1.6 Hypothesis -----	19
1.7 Limitation -----	20
1.8 Organization of the Study -----	20

CHAPTER II DATA SOURCE AND METHODS OF ANALYSIS

2.1 Source of Data -----	21
2.2 Study Design -----	21
2.2.1 Sampling Frame -----	21
2.2.2 Sample Design -----	22
2.2.2.1 Determination of Sample Size -----	22
2.2.2.2 Sample Selection Procedure -----	23
2.3 Data Collection -----	23
2.3.1 Designing of Questionnaire and Other Instruments -----	23
2.3.2 Recruitment and Training of Data Collectors and Supervisors -----	24
2.3.3 Pre-test -----	25
2.3.4 Actual Fieldwork -----	25
2.3.5 Data Quality Control (Supervision) -----	25
2.4 Data Analysis -----	26
2.5 Ethical Consideration -----	28

CHAPTER III BACKGROUND OF THE STUDY AREA AND SAMPLE HOUSEHOLDS

3.1 Description of the Study Area -----	29
3.2 Age Data Evaluation -----	32
3.2.1 Single Year Age Distribution -----	32
3.2.2 Five Year Age Group Data -----	33
3.3 Demographic Characteristic of the Respondents -----	34
3.3.1 Age -----	34
3.3.2 Marital Stability -----	36
3.3.3 Presence of Young Children (less than 6 years) -----	37
3.3.4 Migration Status -----	37
3.4 Socio-Economic Characteristics of Respondents -----	37
3.4.1 Respondent Education -----	37
3.4.2 Respondent Husband Education -----	39
3.4.3 Respondents Occupational status -----	39

<i>Title</i>	<i>Page</i>
3.4.4 Religion -----	40
3.4.5 Ethnicity -----	40
3.5 Economic Status of Married Working Women -----	40
3.6 Family Planning and Maternal Health -----	42
3.6.1 Family Planning -----	42
3.6.2 Use of Family Planning Method -----	42
3.6.3 Source of Family Planning Method -----	44
3.6.4 Reason for not using Family Planning Method -----	44
3.6.5 Antenatal Care and Assistance during ANC -----	45

CHAPTER IV RESULTS AND DISCUSSIONS

4.1 FEMALE Labour Force Participation by Demographic Variable -----	46
4.1.1 Female Labour Force Participation and Age -----	46
4.1.2 Female Labour Force Participation and Marital Stability -----	47
4.1.3 Female Labour Force Participation and Presence of Young Children (Less than Six years) -----	47
4.1.4 Female Labour Force Participation and Migration Status -----	49
4.2 Female Labour Force Participation (FLFP) by Socio-Economic Variables -----	49
4.2.1 Female Labour Force Participation and Respondent Education -----	49
4.2.2 Female Labour Force Participation and Respondents Husband Education -----	49
4.2.3 Female Labour Force Participation and Respondent Religion -----	50
4.2.4 Female Labour Force Participation and Type of Occupation -----	53
4.2.5 Female Labour Force Participation and Ethnicity -----	54
4.3 Multivariate Analysis and Interpretation -----	55

CHAPTER V SUMMARY, CONCLUSION AND RECOMENDATION

5.1 Summary -----	59
5.2 Concussion -----	61
5.3 Recommendations -----	62

Reference	63
Appendix 1 Computation of Age Ratio by UN Method	68
Appendix 2 Categorical Variables Coding Used in SPSS Software	69
Appendix 3 List of Selected EAs	70
Appendix 4 Household Listing Form	71
Appendix 5 Eligible Women Questionnaire	72

LIST OF TABLES

<i>Title</i>	<i>Page</i>
Table 3.1 Age Ratio by Five Year Age Group of Women Aged 15-49 Years, Study Area, 2011 -----	34
Table 3.2 Demographic Characteristics of the Study Population, 2011 -----	36
Table 3.3 Socio-economic Characteristics of the Study Population, 2011 -----	38
Table 3.4 Percentage Distribution of Respondent's Household by Average Monthly Income, 2011 -----	41
Table 3.5 Percentage Distribution of Married Women by Work Status and Use of Family Planning Methods, 2011 -----	43
Table 3.6 Percentage Distribution of Married Women's by Reason for Not Using Family Planning Method, 2011 -----	44
Table 3.7 Percentage Distribution of Married Women by ANC, 2011 -----	45
Table 4.1 Percentage Distribution of Married Women by Work Status, Demographic Background Variable and Results of Chi-Square Statistical Significance Test, 2011 -----	48
Table 4.2 Percentage Distribution of Married Women by Work Status, Socio-economic Background Variable and Results of Chi-Square Statistical Significance Test, 2011 -----	51
Table 4.3 Percentage Distribution of Working Married Women by Sector and Demographic Background Variable, 2011 -----	52
Table 4.4 Percentage Distribution of Married Working Women by Occupation, 2011 -----	54
Table 4.5 Results of Logistic Regression for Demographic and Socio-economic Determinants of FLFP, 2011 -----	56

LIST OF FIGURES

Title	Page
Figure 2.1 Conceptual Framework: Determinants of Female Participation in the Labour Force -----	18
Figure 3.1 Map of the Study Area -----	31
Figure 3.2 Percentage Distribution of Married Women aged 15-49 years, Study Area,2011 -----	33
Figure 3.3 Percentage Distribution of Married Working and Nonworking Women, 2011 -----	35
Figure 3.4 Percentage Distribution of Married Working Women by Occupational Status, Study Area,2011 -----	39



ABSTRACT

Surveys on Labour Force participation in both the formal and the informal sectors show that women are disproportionately concentrated in certain activities, with limited access to more remunerative enterprises. In Ethiopia, also women constitute a majority of the poor, while at the same time they constitute a larger proportion of the household heads. Even though, regarding the factors that make women's participation decisions in the different sector are important there is no detailed study focusing on this issue in the area under investigation. Hence, this study investigated demographic and socio-economic determinants of married working women labour force participation in the labour market in Hawassa City Administration of SNNPR.

In order to achieve the objective and requirements of the study, the methodology employed here is a multistage cluster sampling design. The study employed both bi-variate and logistic analysis. 599 eligible women were selected using systematic random sampling techniques in 10 Enumeration Area (EAs) belonging to the three female labour force categories (formal, informal and non working).

The result of the analysis leads to the conclusion that educational status and marital stability significantly determine female labour force participations in the area under study. On the other hand, ethnicity, age, religion, migration and husband education are found insignificant to determine the propensity of women participation to labour market.

Finally, from the findings of the study it is recommended that regional state and central government should concentrate on increasing female labour force participation with appropriate policy of providing education to all females of school age as well as labour market policies, programs and initiatives need to be developed in order to improve the current situation and promote labour market participation of woman's.

Key words: *female, working, non-working, labor force, Hawassa City Administration.*

CHAPTER I

INTRODUCTION

DOCUMENTATION CENTER
INSTITUTE OF DEVELOPMENT RESEARCH
ADDIS ABABA UNIVERSITY
P. O. Box 1178, ADDIS ABABA
ETHIOPIA

1.1 GENERAL BACKGROUND OF THE STUDY

Increasing the integration of women into the economy especially in developing countries has become one of the most important goals of developing efforts. In this regard, the equity and efficiency consideration related to MDGs (Millennium Development Goals), in particular, eliminating gender disparities in primary, secondary and tertiary education, improving maternal healthy, reducing child mortality and promoting gender equality and empowering women, are desirable goals.

Women constitute about half of any country's population. In most countries women, however, contribute much less than men towards the value of recorded production both quantitatively in labour force participation and qualitatively in educational achievement and skilled manpower (Lawanson, 2008). The under-utilization of female labour has obvious implications for economic welfare and growth. Several factors are responsible for this. In particular, the participation of women in the labour force appears to depend much more on the social environment than is the case for men (Lawanson, 2008).

In developing countries the bulk of women's work is considered to take place in the 'non market' economy, either at home or in the informal economy (World Bank, 1995). However, labour supply studies (Sackey; Nanfoso; et.al. 2005) revealed that labour force participation for women has risen over time.

Traditionally, women were regarded as homemakers, who oversee and coordinate the affairs and activities at home. African women are usually expected to remain at home while their husbands and sons go out to the farm to work (Lawanson, 2008). At home, however, they are not idle as they engage in manual processing of food crops and other farm produce in addition to their housekeeping duties.

Women now constitute themselves into various societies or organizations and are aggressively fighting for obtaining opportunities of work as opposed to restricting them to the home and home-based activities. Female employment patterns display a great divergence both across countries and over time (Antecol, 2000; Daly, 2000). This persistent finding is what brought women's labour market behaviour to the forefront of the field of labour economics, if not to say gave birth to modern labour economics (Goldein, 2006). An important conclusion that emerged from these studies is that female labour supply is much more embedded in wider social processes than is the case for men.

Becker (1965), for example, brought to our attention that women's time allocation decision could not be reduced to a simple trade-off between market work and leisure, but also had to take into account household production. Building further on this insight, a country's social arguments (i.e. children provision, paid parental leave, preferable treatment of spousal incomes in taxation) and labour market policies (i.e. part-time work, flexible hours) were considered as an explanation for the variation in women's employment rates (Daly, 2000).

Evidence also suggested that from a long term perspective, the labour force participation of women exhibits a systematic change going through the different stages of economic development (Mammen and Paxson, 2000).

Recent studies argues that disparities in labour market participation are not due to gender per se, but are attributable to the fact that women are disproportionately responsible for bearing and raring children (Waldfogel, 1998).

The increasing trend towards women's participation in the labour market in both developing and developed countries has drawn both social and academic interest resulting in many insightful studies on gender aspects of labour market issues (Julia S. O'Connor, 1993; Diane Elson, 1999). A critical review of these literatures provide at least two general theoretical paradigms to explain the changing patterns of female labour force participation in low-income countries. In a very succinct summary of the theoretical background explaining the way in which levels of economic development influence patterns of female

labour force participation in developing countries (Nam, Sunghee, 1991) categories the literature into two objectives: the modernization and the world system perspectives.

The enactment of laws which address gender discrimination and discrimination due to marital status; pregnancy, race and sexual preference have ensured a fair treatment of women workers. Other different factors have been put forward as potentially explaining the increase in women's workers over the years (Heckman). For instance, the influence of technological change in the market place and in the household; the introduction and dissemination of the oral contraceptive and the greater availability of childcare facilities are some of the factors considered.

The Forces of globalization have also been identified as having brought forth a feminization of the workforce in poor countries (Anker, 1998). As a result, many households in developing countries have witnessed a dramatic decline in dependence upon men's income, and a concomitant expansion of women's participation in income-generating work (Chant, 2002). In spite of this, there is a consistent partitioning of women into predefined jobs. For example, many more women work in the services sector as compared to men. In addition, for numerous developing countries, there has been a growing tendency for more women to be engaged in the informal sector than men.

Many women still find restrictions in attaining some managerial jobs and grapple with maternity decisions and family tradeoffs (Murray and Syed, 2007). Ethiopia being among the African countries with relatively fast growing population coupled with developing economies, the proper management and efficient utilization of its work force is essential. In this respect, the capacity of the economy in absorbing the potential labour force needs to be monitored regularly, and appropriate employment policies should consequently be adopted (ECA/CM, 1995).

Some studies also show that today, women are excluded from certain occupational categories due to formal barriers as well as informal barriers to entry (Tyndale, 2010; Sergio, 2010). The formal barriers which continue to hinder the entry of women into such occupational categories include: lack of educational or technical training, labour laws and

trading customs. The informal barriers include: customs and religious practices, difficulties in combining domestic and labour market activities, management and worker attitudes etc (Tyndale, 2010; Sergio, 2010). A meager percentage of women are engaged in top management cadre of formal sector establishments simply because majority of them lack the educational qualifications necessary for such positions.

DOCUMENTATION CENTRE
INSTITUTE OF DEVELOPMENT RESEARCH
ADDIS ABABA UNIVERSITY
P. O. Box 1176, ADDIS ABABA,
ETHIOPIA

1.2 STATEMENT OF THE PROBLEM

Surveys on labour force participation in both the formal and the informal sectors show that women are disproportionately concentrated in certain activities, with limited access to more remunerative enterprises. This is mainly because the choice of occupation depends on factors like education, training, capital requirements, premises, the number of young children and expected earnings (ILO, 1999). These factors combine to restrict women to trade and other service businesses in both the formal and the informal sectors and restrict them from other activities. The ILO report (ILO/EAMAT, 1999) further noted that women's participation in specific sub sectors and activities of the sector is quite low. Although the main characteristics of women-owned enterprises are very profound; they start small in number and grow more slowly than men-owned enterprises. They locate more in the home, rely more on less skilled and unpaid workers, and are less likely to diversify into other activities. In addition, women's activities tend to be less remunerative than men's (McCormick and Mitullah, 1995). In Ethiopia, women constitute a majority of the poor, while at the same time they constitute a larger proportion of the household heads (CSA, 2009).

Even though, information regarding the factors that make women's participation decisions in the different sector are important, surveys undertaken by CSA (1999, 2000, 2005, 2006, 2009) only provided statistical data on the men's and women's magnitude and contribution in the national economy; characteristics and size of the economic activity status i.e. employed, unemployed and non active population of the country at national and regional level. But little is known about the factors that determine participation decisions in the different sector, especially by women, given that there are alternative sectors in the labour market.

In other words, knowing the factors that make women's participation decisions in the different sector are important, there is no detailed analysis on the demographic and socio-economic factors responsible for the participation of women in the informal sector and their significance in Ethiopia in general and in the study area in particular. In order to understand the various determinants of female's participation in the informal labour force in Hawassa City Administration; we need to consider the effects of demographic and socio-economic factors that influence female workforce participation. To do this, simple bivariate and multivariate analyses were carried out to examine the strength as well as the direction of influence of these factors on the aforesaid phenomenon.

1.3 SIGNIFICANCE OF THE STUDY

Women constitute an important category of both the labour force and the vulnerable groups in the Ethiopia economy. At the same time, they are major contributors at the household level. Policy interventions are therefore necessary to improve their access to employment opportunities as a source of income. However, this can only be justified with empirical evidence on factors explaining the participation decisions in different sectors of the labour market. In the recent past, the informal sector has become a female participation in the labour market. In other word, in Ethiopia comparing to other sectors, the informal sector increasingly important employer of the female labour force in the country. This is despite the underlying characteristics of the sector, which raise questions about its potential sustainability and hence its contribution. It is therefore important to investigate what factors determine women's decision to participate in the informal sector that can help in formulating policies in this sector in the area under study.

The informal sector is also universally viewed as providing the following benefits in promoting sustainable development in poor countries like Ethiopia.

- It serves as the spring-board for development by providing work for self employed, talented and growth oriented entrepreneurs.
- It mobilizes and utilizes local development resources which otherwise could be wasted.

- It decentralizes business activities and provides linkage between rural and urban communities and various branches of socio-economic establishments to meet people's needs at grassroots level.
- It contributes to equitable distribution and utilization of national resources.
- It stimulates entrepreneurial spirit to build on the innovative and creative potential of opportunity-driven citizens to serve as vehicles for development.

However, there is no detailed study focussing on factors that determine female participation in the informal sector in Hawassa City Administration of Southern Nations Nationality People's (SNNP's) region. By providing an assessment of factors that contributed to the non participation of women in the informal sector in the area under investigation would generate valuable information that would assist policymakers, governmental and nongovernmental organizations. It also provides information that are engaged in the creation of job opportunities for women's in designing appropriate policies for intervention of the area under study. The findings of this study will also serves as a reference document for researchers to embark on studies of the same or related kinds in other parts of the country.

1.4 REVIEW OF RELATED LITERATURE AND CONCEPTUAL FRAMEWORK

1.4.1 REVIEW OF RELATED LITERATURE

1.4.1.1 The Concept of Informal Sector

The informal sector covers a wide range of labour market activities that combine two groups of different nature. On the one hand, the informal sector is formed by the coping behavior of individuals and families in economic environment where earning opportunities are scarce. On the other hand, the informal sector is a product of rational behavior of entrepreneurs that desire to escape state regulations (The World Bank Group).

The term informality means different things to different people, but almost always "bad " things, unprotected workers, excessive regulation, low productivity, unfair competition, evasion of the rule of law, under payment or no payment of taxes and "work underground" in the shadow (Moser,1978). Informal economic activity is a dynamic process which includes many aspects of economic and social theory including exchange, regulation, and enforcement. By its nature, it is necessarily difficult to observe study, define, and measure. No single source readily or authoritatively defines informal economy as a unit of study.

However, since the realization of the report of a comprehensive employment mission to Kenya undertaken by the ILO (1972), the term "informal sector" has gained acceptance in international official documents. Initially the informal sector was considered to be mainly composed of the Urban 'Working Poor 'migrated from rural areas in search of work. Later it was recognized as an important employment generating sector and an important sector of production and income generating activity (Husmanns and Mehran, 1989).

For this study Informal Sector is defined as household type establishments/activities:-

- I. Which are mainly engaged in marketed production;
- II. Which are not registered companies or cooperatives, i.e., have no license;
- III. Which have no full written book of accounts and;
- IV. Which have less than 10 persons engaged in the activity (CSA, 2009).

1.4.1.2 Characteristics of the Sector

The informal sector encompasses diverse situations and activities with varied characteristics. Such activities are mostly handled by micro-operators such as men and women, children, youth and adults who are engaged in micro businesses as a means of livelihood. Informal sector operate with low capital base and are mobile with no fixed or permanent sales premises and operating as "satellites" to big businesses on subcontracting (Street Business Operators Task Force/Addis Ababa, 2000). The informal sector serves as unofficial earning strategy for low profit enterprises with low quality working conditions and poor resource capacity (World Bank Group, n.d.).

1.4.1.3 The Informal Sector in Ethiopia

Like any developing socio-economic environment, the majority of Ethiopia's population (60Percent) lives in a state of absolute poverty. Ethiopia is characterized by low level of economic growth, rapid population growth, drought, and famine and rural to urban migration, which has been experienced over the last couple of decades. The per capita GNP was about USD 110 in 2004 (Daniel Workman, 2006). The poor performance of the economy has resulted in rising unemployment and decline of real wages.

Growth of population and labour force due to rural-urban migration has inflated the urban workforce. Accordingly, lack of capacity on the part of the formal sector to absorb the growth in population forced the unemployed to seek work in the informal sector in order to create own employment (Street Business Operators Task Force, 2000). This resulted in concentration of labour force in micro-income generating activities in the urban areas as a natural desire for survival on the part of destitute men, women and the youth (Street Business Operators Task Force, 2000).

According to the 1994/95 survey, it is indicated that 46.7 percent were unemployed. From among the economically active population of 10 years of age and above 61 percent was found to be in the informal sector (Central Statistical Authority/Ministry of Labour & Social Affairs, 1997).

Because of the labour intensive nature, use of local raw materials and more simple and flexible technology and the innovative tendencies of informal sector, the actors operate in response to market forces and are skilled in taking advantage of their close links with grassroots communities and institutions. The ease of entry and exit opportunities enables them to be more flexible in coping with the dynamic socio-economic environment.

Although the informal sector exists as a natural ally of the formal sector, it has remained neglected and has not been integrated as useful partner in the development process. Such a situation has created a hostile environment resulting in uncertainties to undertake risk-ridden business activities which threatened the income earning and productive potentials of the sector (Asmamaw Enquobahirie (PhD), 1994).

Despite the economic crisis and the problems of the structural adjustment programs that have adversely affected the economic development of poor countries, the informal sector has survived and supported a significant proportion of the impoverished population through employment creation to provide the means for their livelihood. In the Ethiopian situation, like other developing countries, the informal sector has come about as a result of the socio-economic crisis created by local and external forces and as a response to the search for a means of earning a modest living (UNECA, 1993). Its expansion and development is, thus, determined by the worsening socio-economic crisis and the creation of enabling environments to accommodate the needs and requirements of the sector.

1.4.1.4 The State of Informality in Hawassa City Administration

According to the 2009 urban employment unemployment survey results depicts that the unemployment rate at SNNP region was 15.5 percent (CSA, 2009). The corresponding unemployment rate for males and females were 7.9 percent and 24.2 percent, respectively. From this it is clearly seen that the unemployment rate for females are higher compared to males. Therefore, the tendency of the government to focus on policies and development strategies concerning informal sector development seems to be a positive step towards accepting the sector as a useful partner of development.

1.4.1.5 Importance and Contribution of the Sector

Informal sector activities are vital complements to the formal sector which mainly consist of public, private or NGO sectors in the pursuit of socio-economic development. In addition to serving as sources of employment and resource generation, the sector also enhances the dynamism of socio-economic growth and development.

Moreover, private sector development in general and that of the informal sector in particular enhance the proper utilization of scarce development resources to facilitate generation of employment opportunities and economic independence through improved efficiency and promotion of innovative and creative efforts (Asmamaw Enquobahrie,1994). This would necessitate the creation of an enabling environment which can help remove

DOCUMENTATION CENTRE
INSTITUTE OF DEVELOPMENT RESEARCH
ADDIS ABABA UNIVERSITY
P. Box 1178, ADDIS ABABA
ETHIOPIA

obstacles that hamper the development and expansion of the informal sector with the view to improving the living condition of the people.

Accordingly, developing countries like Ethiopia have shown the tendency to appreciate the developmental role of the informal sector and it has one of the priority objectives of their development strategy.

1.4.1.6 Factors Determining Participation of Women in the Labour Force

Many researchers have categorized the reasons why women get involved in the labour force. According to them, some of the factors which influence women's involvement in the labour force include demographic, socio-economic as well as other factors.

Female Labour Force Participation and Age

Women have the highest employment rates when they are in early adulthood. Women who are at the age of 16 to 24 are deciding to work more than women who are of child bearing (Grossman, 1975). There has been a tremendous increase in employment during the last 60 years, in fact, a fourfold increase according to Mahoney (1961). In sum, age determines whether or not a woman will decide to work less now than in the past.

Women are not only entering the labour force in much greater numbers, they are also remaining in the labour force throughout their child bearing and child rearing years. They are no longer a reserve or secondary labour force. In the past and particularly in developed countries, a "double peak" pattern was prevalent most women entered the labour force in their twenties, left after a few years to bear and raise children and re-entered the labour force towards the end of their childbearing years. Nowadays, labour force participation rates are high for women in their twenties, rise through their thirties and forties and decline only after age 50. "Recent age patterns indicate that women are finding ways to combine family responsibilities with market work" (United Nations, 2000a).

Female Labour Force Participation and Education

Empirical evidence from both developed and developing countries confirm that female education is associated with a greater incentive to participate in market activity. Education has been found to affect the probability of female labour market participation positively. Krishnan, Sellasie and Dercon (1998) modeled the factors explaining the allocation into work in Ethiopia for the period 1990–1997. They used both cross-section and panel data from pre- and post-reform periods 1990 and 1994–1997. They assume multiple choices in the labour market and estimate the multinomial logit model of selection into work in the public and private sectors, self-employment, unemployment, and being out of the labour force. The explanatory variables are taken as personal characteristics, parental Characteristics, human capital variables and variables related to assets. They test whether the regression can be pooled over time to test for changes in the factors determining labour market allocation. Their results show that the allocation into work, especially in the public sector, has changed over time, with education having a substantial effect on allocation.

A researcher report that a positive relationship exists between the amount of education and probability of engaging in paid employment among women (Lawanson, 2008). For example, this study utilizing a sample of the 1960 Nigeria Census that adjusted labour force participation rate of married women “rises steadily from about 20 percent for wives with less than five years of schooling to 35 percent for those with a high school diploma to 47 percent for those with a college degree and finally to 61 percent for those who attended graduate school”.

Lawanson (2008) have noted that the increasing level of education attained by women could be related to higher rates of labour force participation in the future. Another factor suggests that in the future, women’s education may be an even stronger predictor of labour force participation, or at least number of years employed. Women in college are choosing majors, for example, the business major, that require continuous employment. Furthermore, women are choosing majors in areas where there are job openings as the shift from majoring in education to majoring in business indicates (Lawanson, 2008).

Education plays an important role in gender and development. It prepares men and women to fight problems of underdevelopment and to proffer solutions to these problems. Colonization introduced formal 'western' education. From the beginning, more men than women had access to formal education. Initially, women were oriented towards teaching and other care-oriented professions such as nursing (Oyekanmi, 1991).

Before western education was introduced women were largely regarded as second-class citizens. The main duty of women, aside from catering for the entire household was to reproduce. Girls were married off in their teens. The social setting favoured high fertility, as extra hands were needed on the farms.

Despite the fact that more women are joining the league of the literate, there are still more women than men who are without education. There have been deliberate efforts, however, to correct the disparity between male and female literacy rates.

The efforts are necessarily of varied intensity in different parts of the nation. There has been a consistent increase in the number of women who graduate from tertiary institutions, while the enrolment rate of girls in primary school is on the increase (Esan, 1995). Before any meaningful impact can be made in correcting gender inequality, the issue of education as it affects women must be properly addressed.

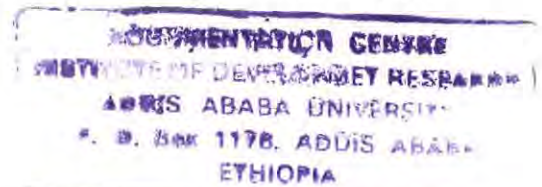
Female Labour Force Participation and Employment Status

In the recent past, Nigerian women were involved in subsistence farming which included bush clearing, planting, weeding, harvesting, transportation and sale of farm produce. In addition, they had household duties and child bearing responsibilities. Women also engaged in petty trading which mainly involved the sale of various agricultural products.

Petty trading still remains the major economic activity of women in the developing nations. The number of women in formal jobs is considerably less than the number of those engaged in petty trading. Furthermore, some women spend all or part of their adult lives as economically inactive home-makers; others may be economically active but invisible (Momsen and Townsend, 1987).

An economically active population is defined as “those persons of either sex who supply the labour for the production of economic goods and services”. This group comprises employers, employees, self-employed persons, and persons who assist in family enterprises with or without pay. Included in this category are full and part-time workers who are engaged in any activity for pay or profit. It however, excludes students, retired persons and others who are disabled and inactive. In Nigeria, about 56.4 percent of males and 32.38 percent of the female population were economically active at the time of the 1991 census (National Bureau of Statistics, 2000).

The disparity between the number of employed males and females is long-standing. Men appear to dominate all forms of work, except petty trading. For example, in 2005, whereas there were about 227,000 men employed as Federal Civil Servants, there were less than 40,000 women. This gap is hard to justify, especially as the distribution of the population shows those men and women are almost equal in number. It is thus, reasonable to expect near equality in career aspirations and advancement, but this must be predicated on paper qualification (Federal Office of Statistics, 2006).



Female Labour Force Participation and Training

Job tenure and experience have also been found to influence labour force participation. Makonnen (1993) argues that experience and the nature of the labour market itself lead to differences in labour market participation by gender. Demographic and social barriers affect women’s participation in the labour market, while differences in labour supply usually arise from differences in productivity endowments, including demographic variables like age, sex and marital status.

The world system perspective, on the other hand, explains the increasing labour force participation in the context of traditional comparative advantage international trade theory. From the perspective of the Stolper-Samuelson theorem (Rachel McCulloch, 2005), global trade liberalization would lead to a rise in the demand for unskilled labour in developing countries. In other words, since developing countries are more likely to have a comparative advantage in producing unskilled labour -intensive goods, one would expect international trade in these countries to lead to a rise in the demand for and relative returns of the

abundant factor; unskilled labour in the case of developing countries (Krueger, 1983; Harrison, 2005). Studies also show that more females than males tend to be unskilled and female labour is usually cheaper than male labour, labour-intensive industries tend to be relatively dominated by females, particularly those who are young and single.

Female Labour Force Participation and Capital Requirement

Maglad (1998) emphasizes the importance of human capital in increasing female labour force participation. Lack of assets leads to lower participation by women, but Appleton et al. (1990) also argue that asset incomes have a negative impact on work decisions and participation rates.

Female Labour Force Participation and Premises and Expected Earnings

Labour market conditions have also been found to be important for labour force participation, with the participation of women in the labour force increasing with incomes (World Bank, 1995). Addison (1993), however, argues that female labour force participation is lower than that of males because of women's lower opportunity cost of non-participation when their wages are low. Kevane and Wydick (2001) bring another dimension to the analysis by looking at women's participation in entrepreneurial activities. They observe that there is an increasing proportion of women involved in entrepreneurial activities, and argue that the share of women in informal employment has increased mainly due to factors like the limited absorptive capacity of the formal sector, difficulty in entry to the formal sector by women, changes in household gender norms, and macroeconomic dislocations and adjustments.

The income of other household members is significant for males; however, showing that pressure to work for males reduces if other household members earn income, while for females, participation depends more on rewards they get in the labour market (Bigsten and Horton, 1997).

Female Labour Force Participation and Religion

Recent contributions to the literature are now also pointing to culture and religion as potential driving forces; supporting the consensus that economic factors only partly explain changes and differences in female labour supply. Fernández and Fogli (2006) investigated the influence of culture on married women's work behavior, using a sample of women born in the US but whose parents were born elsewhere. They found a positive and significant effect even after including individual and spousal characteristics.

Although it is difficult to separate one from the other, there are also studies that specifically deal with the effect of religion on women's labour supply. Psacharopoulos and Tzannatos (1989, 1987) found that with no other controls, religious affiliation explains approximately one third of the difference in female participation rates in ninety countries.

Although this was an important first indication, it says little about how religion influences a woman's participation decision. Furthermore, not taking into account country-level factors obscures the effect of religion on female employment. Heineck (2004) using German data, and adds "different faith groups" (mostly Muslims) to make a comparison. Heineck concludes that a faith's strictness towards working women, and more importantly the spouses' attachment to this faith, strongly influences a married woman's labour force participation.

Read (2004a, 2004b, 2002) takes into account both religion and culture in studying female labour supply, recognizing that although they are strongly related, at a certain level these concepts are still separate. Read concludes that religiosity affects women's labour force participation negatively only when children are present, which suggests that family responsibilities mediate the influence of religion on women's work behavior.

Female Labour Force Participation and Fertility

Neoclassical theory suggests that high levels of investment in human capital and greater participation of women in the labour market are negatively associated with fertility rates, i.e., it lowers fertility. In general, however, the causal impact of female labour force

participation on fertility may occur along a number of complex pathways because both female labour force participation and lower fertility may reinforce each other. The implication of this hypothesis is that a negative relationship between female employment and fertility exists to the extent that they are competing uses of time.

Studies (Kalwij, 2000; Maglad, 1998) have shown that female labour force participation is one of the major variable which appears to be associated with lower fertility rates in different parts of the world (Kalwij, 2000). Maglad (1998) emphasizes the number of children were important in determining participation in the labour market.

Demography is also inextricably linked to labour force participation, since what happens to fertility affects women's labour force participation. Empirical evidence shows that women, especially the heads of households, will utilize all opportunities for employment or income. Women are less likely to discriminate in their choice of activities owing to the need to cater for their families. This may partly explain why they are found in all types of employment, ranging from permanent salaried employment to temporary wage employment and self-employment (M'Bet et al., 1998).

Female Labour Force Participation and Migration

Migration in excess of job opportunities is both a symptom of and a contributor to African underdevelopment. Understanding the causes, determinants, and consequences of internal rural-urban labour migration is thus central to understanding the nature and character of the development process and to formulating policies to influence this process in socially desirable ways. In some regions of the world, women predominate among rural-urban migrants and may even comprise the majority of the urban population. Although historically, many of these women were simply accompanying their spouses, a growing number of unmarried African women migrate to seek economic opportunity. Few of these migrants are able to find employment in the formal sector, which is dominated by men. As a consequence, women often represent the bulk of the informal-sector labour supply, working for low wages at unstable jobs with no employee or social security benefits. The increase in the number of single female migrants has also contributed to the rising

proportion of urban households headed by women, which tend to be poorer, experience tighter resource constraints, and retain high fertility rates. The changing composition of migration flows has important economic and demographic implications for many urban areas of developing countries (Michael P. Todaro, 1997).

Female Labour Force Participation and Household Income

Female labour has become an important factor in household income, thus improving the living conditions of double earnings families, and providing a barrier against economic instability and high levels of male unemployment. Furthermore, as women become more economically independent and contribute more to family subsistence, power relationships within the household tend to be more liberated further improving the social status of women (Babb, (1990)).

Mammen and Paxson (2000), on the other hand, show that although the participation of women in the labour force first declines and then increases with income levels, higher income is unambiguously associated with a higher participation of women who receive wages and a reduction in the total fertility rate. Using a single cross-section of data from 1985, the authors show a “u-shaped” relationship between income levels (i.e., GDP per capita) and female labour participation rates.

Female Labour Force Participation and Other Factors

Other personal characteristics, personality traits might be expected to influence whether or not a woman decides to work. No doubt individual difference variables do have some impact on decision to work, but there are few personality characteristics that exert a strong enough influence to emerge as important factors across diverse types of employment as Hoffman (1974) noted. “It is not meaningful to try to describe the personality characteristics that distinguish working mothers. The pattern is too widespread and the group too heterogeneous. However, comparisons between working and non-working mothers in the same situation, with comparable education and family incomes at the same stage in the family cycle with the same number of children and with equal opportunities for

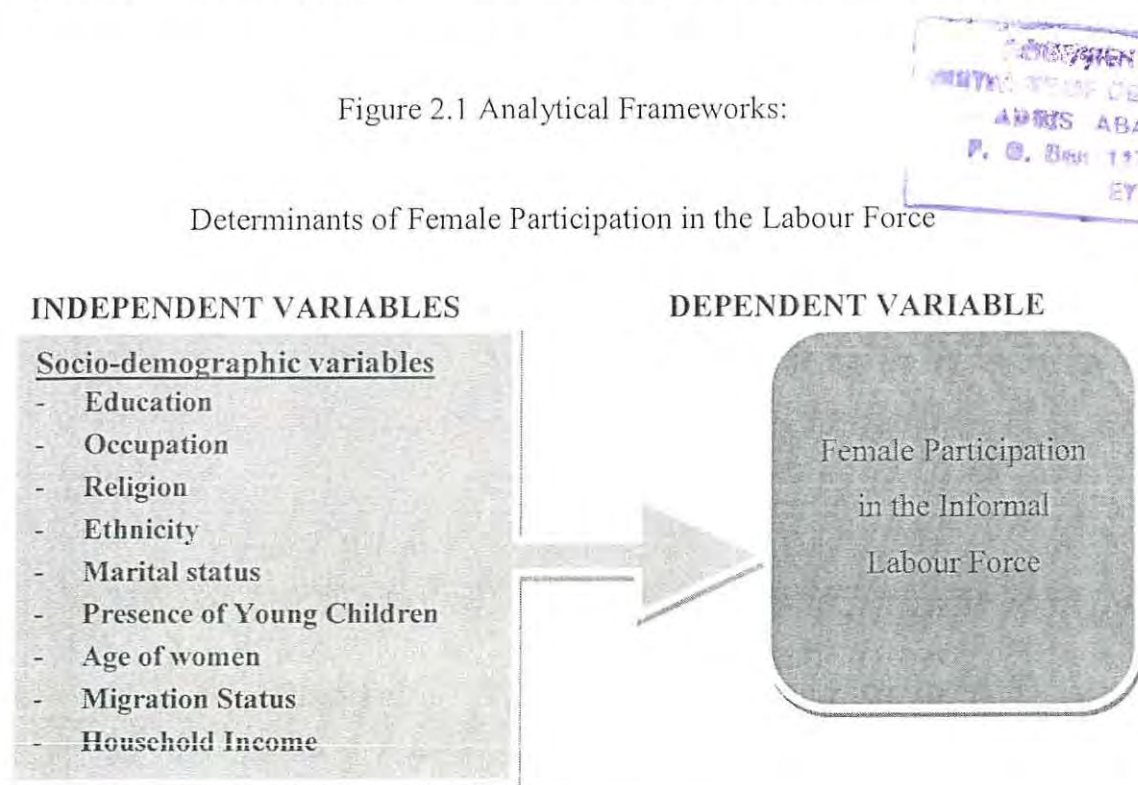
employment should reveal personality differences. Unfortunately, few such studies have been made” (Hoffman, 1974).

Also important are post-schooling experience, wage of the household head, household head and presence of school going children (Maglad, 1998). The presence of preschool children also has a negative effect on participation. This conforms to other studies showing that income and experience are significant for female participation but not for that of males.

1.4.2 Conceptual Framework

In line with the above objective and using the available literatures, I developed a conceptual frame work (See Figure 2.1 below) for the study. It was observed that multiple factors that determine the female participation in the informal sector. The determinants are categorized into three major characteristics: Demographic, socio-cultural and economic.

Figure 2.1 Analytical Frameworks:



Source: Develop by author from different literature, 2011

1.5 OBJECTIVE OF THE STUDY

1.5.1 General Objective

The main objective of the study is to investigate demographic and socio-economic factors that determine female labour force participation in the informal sector in Hawassa City Administration of Southern Nations, Nationalities' and People's Region.

1.5.2 Specific Objectives

- To examine the demographic and socio-economic factors determining the participation of women in the informal sector;
- To find out whether motherhood and the presence of children at home have the tendency of reducing a woman's propensity to engage in the formal and informal Sector activities;
- To identify priority areas of intervention by policy makers and planners to improve women's access to informal Sector labour market opportunities in the study area.

1.6 HYPOTHESES

In order to achieve the main objectives mentioned earlier, the following hypothesis will be tested.

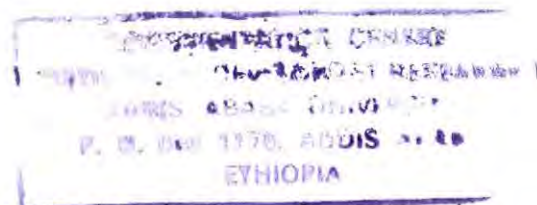
1. There is an inverse relationship between education and female participation in the informal labour sector.
2. The presence of young children in the home lowers females' participation in the informal sector activities.
3. Marital stability has positive relationship with women labour force participation in the informal sector.
4. Migrant women have high participation in the informal labour sector.

1.7 LIMITATIONS

Area considered for this study was selected from southern Ethiopia, namely Hawassa City Administration. Due to financial and time constraints, not all kebeles (WAs) found in the study area was covered. However, the study focused on only 3 kebeles and 10 EAs in the study area.

1.8 ORGANIZATION OF THE STUDY

This study consist five chapters. The first chapter serves as an introduction to the study and discusses the general background to the study, statement of the problem, significance of the study, review of related literature and conceptual framework, objectives, hypotheses, organization and limitations. Chapter II deals with data source and methods of analysis. Chapter III examine the background of the study area and the sample households. Chapter IV presents results and discussions of the relationship between female's labour force participation with respect to education, presence of children, etc. Chapter V presents a summary, conclusion and recommendation based on the findings.



CHAPTER II

DATA SOURCE AND METHOD OF ANALYSIS

2.1 SOURCE OF DATA

The data for this study used both primary and secondary sources. Primary sources were data collected by the investigator. It was including undertaking of household interviews using structured household questionnaire in a total of ten EAs from three kebeles (three EAs from two and four EAs from one kebele) selected randomly within the study areas. Information was gathered to identify determinant factors of female participation in the informal sector at household levels.

2.2 STUDY DESIGN

The study was conducted on women who are aged 15-49 years in the study area. 599 eligible women at the age of 15-49 are selected as sample unit for this study. A multistage sampling technique was adapted for the selection of the sampling units. The selection of eligible women involves three stages; first three kebeles were selected from the total kebeles of the City Administration. Then randomly three enumeration areas were selected from two kebeles and four EAs from one kebele. Finally, women who had been participating in the labour force activity were selected from a sampling frame prepared in each EA.

2.2.1 Sampling Frame

The list of kebeles and Enumeration Areas (EA) which was compiled from the 2007¹ Population and Housing Census of Ethiopia is used for selection of sample kebeles and households. For the selection of ultimate sampling units (households), EA was used as sampling frame. All eligible women in the sample were interviewed.

2.2.2 Sample Design

To meet the objectives and requirements of the study, a three-stage cluster sample design is used for the selection of ultimate sampling units. Kebele areas formed the primary sampling units. The secondary (ultimate) sampling units are EAs and households are the tertiary sampling units for which the study questionnaires were administered.

2.2.2.1 Determination of Sample Size

The sample size required was determined by considering the following cases/inputs.

- The estimated proportion of related variable = 50 percent²
- The desired precision or acceptable error = 5 percent (assumed)
- The 95 percent confidence interval
- The non-response rate = 5 percent (assumed).

The sample size required for the study is calculated using the following formula.

$$n = \frac{z^2 pq}{d^2}$$

Where, d = desired precision level (d = 0.05 Percent)

p = the percentage estimate of the variable of interest

q = 1-p

z = the two-tailed value of the standardized normal deviation associated with the 95 percent confidence level = 1.96 ($\alpha = 0.05$).

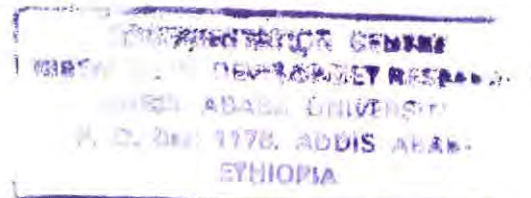
$$n = \frac{(0.5)(0.5)(1.96)^2}{(0.05)^2} = 384.16 + \text{Design Effect}$$

1. Central Statistical Agency's 2007 population and housing Census Map work.
2. The 50Percent often assumed because this is the optimal case in determining sample Size needed to estimate current situation when it is difficult to estimate the percentage of the variable of interest.

The sample design used for the selection of household is not a simple random sample but rather a cluster sample, so the sample size required for cluster design would be smaller or larger depending on whether the cluster design is more or less efficient than the random sample design. Assuming the design effect being equal to 1.5, the adjusted sample size becomes $384.16 \times 1.5 = 576.24 \approx 576$ households.

By adjusting the required sample size for non-response rate, assume 5 Percent non-response rate, = (i.e., $n' = 576 / (0.95)$) the final sample size is fixed to be 606 households.

The household sample size has been determined to be 60 households per EA. This is fixed mainly on the assumption that there is much similarity among the households residing in one EA. Other factors such as time and resource constraints have also been considered in fixing sample size per EA.



2.2.2.2 Sample Selection Procedure

In each sampled EA, a complete fresh listing of households was carried out by canvassing the households in the EA. After a complete listing of all households, serial number assigned to each of them. From this list, 60 households were selected systematically using a random number table. The sampling interval for each EA was determined by dividing the total number of households by the 60. Finally, the survey questionnaire is administered to all sampled households.

The systematic random sampling technique is employed in this case, because its application is simple and flexible, and it can easily yield a proportionate sample.

2.3 DATA COLLECTION

2.3.1 Designing of Questionnaire and Other Instruments

A questionnaire having five sections was used for interviewing operators/eligible women. In order to minimize possible errors and facilitate analysis work the questions were pre-coded. The first draft of the questionnaire was prepared in English. Based on the

comments necessary corrections was made and the final English version questionnaire was translated from English to Amharic Language.

The first section of the questionnaire was designed to capture information on the operator's socio demographic characteristics and related information's. The second section captured information on gender issues, maternal health and women's children education information. The third section included information on the enterprise. The fourth section included problems faced by the eligible women and their future plan. The last section was capture information on enterprise capital.

2.3.2 Recruitment and Training of Data Collectors and Supervisors

Data collectors was recruited from the study area by setting appropriate criteria; like who had completed high school; relevant data collection experience; ability to speak the local language required. Supervisors were also recruited based on his/her experience. The supervisor was responsible in supervising, coordinating and facilitating data collector's work; to check the quality of data through system of revisiting and observation of the interviewing, editing and re-interview of sample operators. Two day theoretical and practical training was provided for data collectors and supervisor focusing on the purpose of the study, concepts related to the study and how to collect the data using the questionnaires.

The supervisor was given orientation on how to organize the data collection and supervise the field work, and the techniques of detecting errors in the field and correcting them on spot. The orientation was also focus on how to minimize non response rate through system of revisiting and ensure the quality of data through observation of the interviewing, editing and re-interview of sample eligible women. After the household listing the actual data collection was carried out.

2.3.3 Pre-test

Once the training session was over, the Amharic version of the questionnaire was pre-tested near to Hawassa (i.e., Tikur WoHa Town) by operators. The selection of the samples for the pre-test was purposive. The outcomes of the pre-test helped in re-phrasing some of the questions, necessitated further training of data collectors and data quality control during field work. The actual time required to fill a questionnaire was also estimated during the pre-test which helped the researcher in planning the field work in view of the tight schedule in which the data collection was required to be completed.

After theoretical training, practical training was carried out by the trainees. In this case the trainees were interview two to three women during this practical training for the purpose of pre testing the questionnaire and practicing on the tool. After the practical session, discussion was made on the problems faced during field practice and pre test and revision was made as necessary.

2.3.4 Actual Field Work

Once the training of data collectors and supervisors given pre-testing has done. Then questionnaire was duplicated and ready for actual fieldwork. Finally the fieldwork was carried out according to the time table.

2.3.5 Data Quality Control (Supervisions)

For data quality, designing of questionnaire and supervision during actual data collection is important steps. Thus, in order to maintain the quality of the data during actual field work the following was done:-

- The supervisors and the principal investigator checked whether the household listing and sampling are eligible.
- The supervisors and the principal investigator supervised the data collectors in the field to check the quality of their work,
- The supervisors reviewed and checked the consistency of the questionnaires.

2.4 DATA ANALYSIS

The processing of the collected data was begun soon after the fieldwork. Completed questionnaires were collected after the on field quality checking through system of revisiting and observation of the interviewing, editing and re-interview of sample operators by supervisor is undertaken. The principal investigator and the study facilitator were the responsibility to editing/coding and entry of the data to the computer. Computer data cleaning was also taken place to check for the inconsistency of data and identify the error occurred during data collection or coding process. The data was entered to and analyzed using SPSS and the findings of the study was presented in descriptive, tabular and graphic form. To examine the determinant factors associated with female labour force participation in the study area analysis was also used. In analysing the data, descriptive measures such as percentages /proportions and logistic analysis were used. Finally the data was interpreted and the report on the findings was prepared.

The logistic regression function for predicted variables can generally be given as

$$P_i = \frac{1}{1 + e^{-z_i}} = \frac{e^{-z_i}}{1 + e^{-z_i}}$$

Where;

P_i : is the probability that female labour force participation of i^{th} respondent is working.

e^{-z_i} : stands for the irrational number e to the power of Z_i

Z_i : is a function of N -predictor variables which is also expressed as:

$$Z_i = \beta_0 + \beta_1 X_{1i} + \beta_2 X_{2i} \dots + \beta_n X_{ni} + u_i$$

Where ;

$X_1, X_2 \dots X_n$ = Predictor variables

β_0 - is the intercept

$\beta_1, \beta_2, \dots, \beta_n$ are the logit parameters (slopes) of the equation in the model.

The coefficients show how the log-odds in favour of working labour force participation change as the value of predictor variables change. The value of P_i (the probability that the female labour force participation is working) ranges between 0 and 1 and it is also non-linearly related to the predictor variables.

The probability that the likelihood of female labour force participation is non-working ($1 - P_i$) is given as:

$$1-P = \frac{1}{1+e^z}$$

Therefore, the odds ratio can be written as:

$$\frac{P}{1-p_i} = \frac{1+e^{Z_i}}{1+e^{-Z_i}} = e^{Z_i}$$

Now, $\frac{P_i}{1-p_i}$ is the odds ratio, which is the ratio of the probability that female labour force participation i is working to the probability that the likelihood of the respondent non-working.

When the odds ratio is expressed in terms of log of the odds, it is expressed as;

$$\frac{\log \text{pro}(\text{working})}{\log \text{pro}(\text{non-working})} = \beta_0 + \beta_1 X_{1i} + \beta_2 X_{2i} \dots + \beta_n X_{ni} + u_i$$

Based on log odds, logistic regression can be interpreted as the change in log odds due to one unit change in the predictor variables. When log odds are expressed in odds (e^{Z_i}), it shows the factor by which the odds change when the predictor variable changes by one unit. Thus, the values of the odds show that the odds have increased, decreased, and unchanged.

In order to examine whether the model fits the data, different methods such as the classification table, Hosmer and Lemeshow test, and goodness of fit of the model can be used. In this study, classification table and Hosmer and Lemeshow test were used to assess

whether the model fits the data. Multicollinearity among predictor variables was examined using coefficient of contingency.

Description of the Variables:

Variables	Categories
1. Dependent Variable Female Participation in the Informal Labour Force.	Informal, Formal and Not-working.
2. Independent Variables	
2.1 Demographic Variables Age Marital stability Presence of young children (Under 6 years) Migration	15-24, 25-39, 40-49. Stable Marriage, Unstable Marriage. Has/ Has no Migrant/ Non migrant.
2.2 Socio-economic Variables Highest grade completed Occupation Ethnicity Religion	Elementary, Junior, Secondary. Handicraft/Cottage, Service, Trade. Wolayta, Oromo, Amhara, Other Orthodox Christian, other Christian, Muslim and others.

2.5 ETHICAL CONSIDERATION

Before starting to conduct the study, permission was assured from the Hawassa City Administration, Sub cities and kebele administrative officials. Interviewers provided information on the purpose of the study and explained the objectives to the selected women. They also assured the confidentiality that any information concerning them will never be passed to a third person or institutes without their consent. On the questionnaire there was no any part that specified the name of the respondent. All selected women were requested whether they agreed to participate in the study or not.

CHAPTER III

BACKGROUND OF THE STUDY AREA AND THE SAMPLE HOUSEHOLDS

3.1 DESCRIPTION OF THE STUDY AREA

The Southern Nations Nationalities and Peoples Region (SNNPR) is one of the largest regions in Ethiopia, accounting for more than 10 percent of the country's land area with great geographical diversity. The region is a multi-ethnic state often known as a mosaic of language and culture, with over 56 ethno-linguistic groups living in the state, more than the rest of Ethiopia put together. The region is also one of the most ecologically diverse areas in Africa. Its primary forests are famous for their natural coffee forests, the area being well known as the cradle of the Arabica species. A number of lakes, geothermal energy, and endemic species of birds, animals and plants inhabit the region. Also, the region is characterized by multiple climatic conditions ranging from vary cold to tropical.

(www.ethiodemographyandhealth.org/SNNPR.html)

According to the 2007 Population and Housing Census of Ethiopia, the counted population of the region was 14,929,548, of which 7,425,918 (49.7 Percent) were males and 7,503,630 (50.3 Percent) were females (CSA, 2010). Comparison of the 2007 census results of the total population at regional level with that of the 1994 census count shows that the population of the region has increased by about 43.9 percent (10,377,028 to 14,929,548) (CSA, 2010).

The census result also depicts that the distribution of population of the SNNP region has a broad base that narrows down as age increases. This broad base age structure indicates a characteristic which is typical of developing countries, is characterized by much higher proportion of young age population and low proportion of old age persons reflecting the prevailing high fertility rate. It was observed that the proportion of young population in

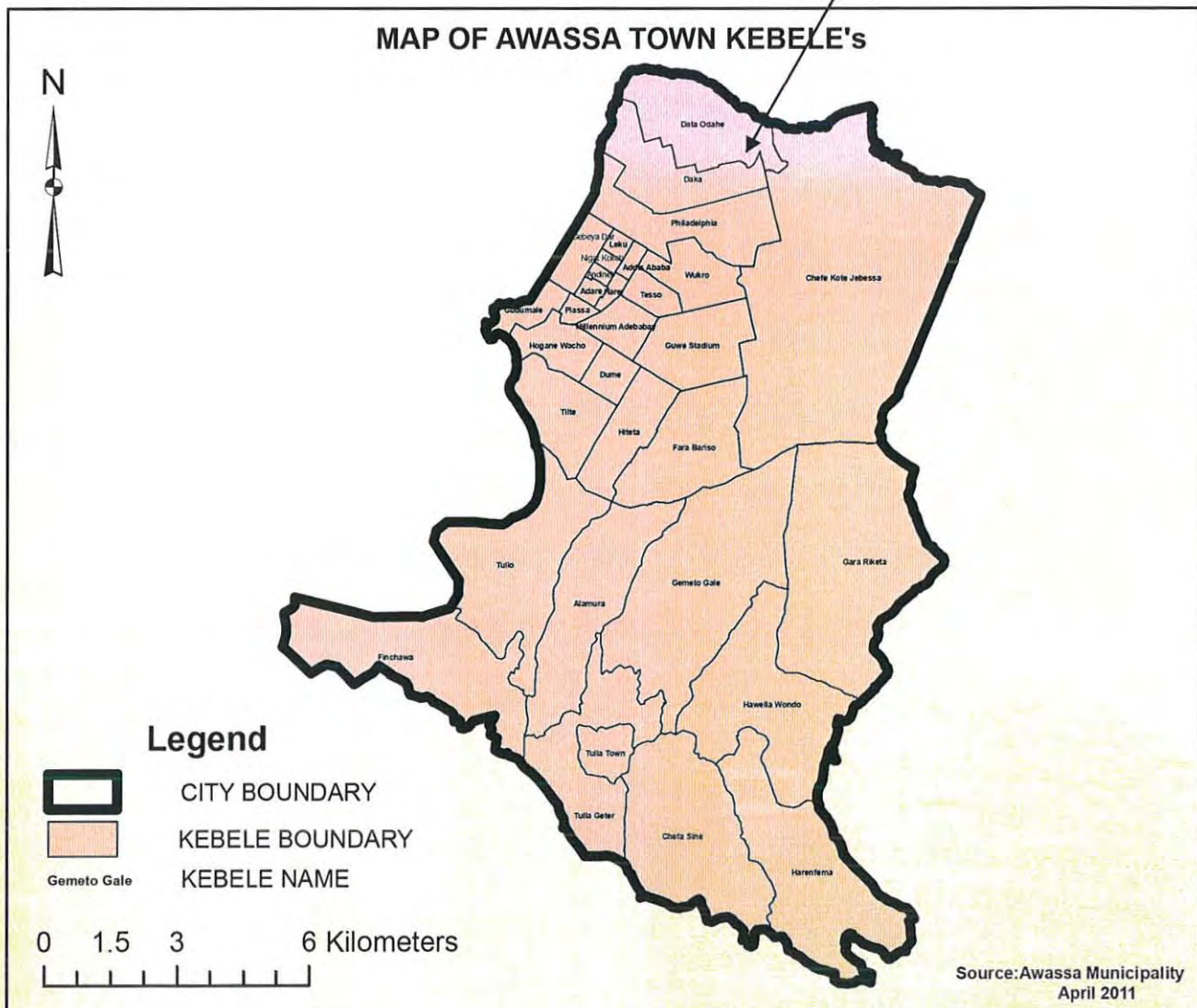
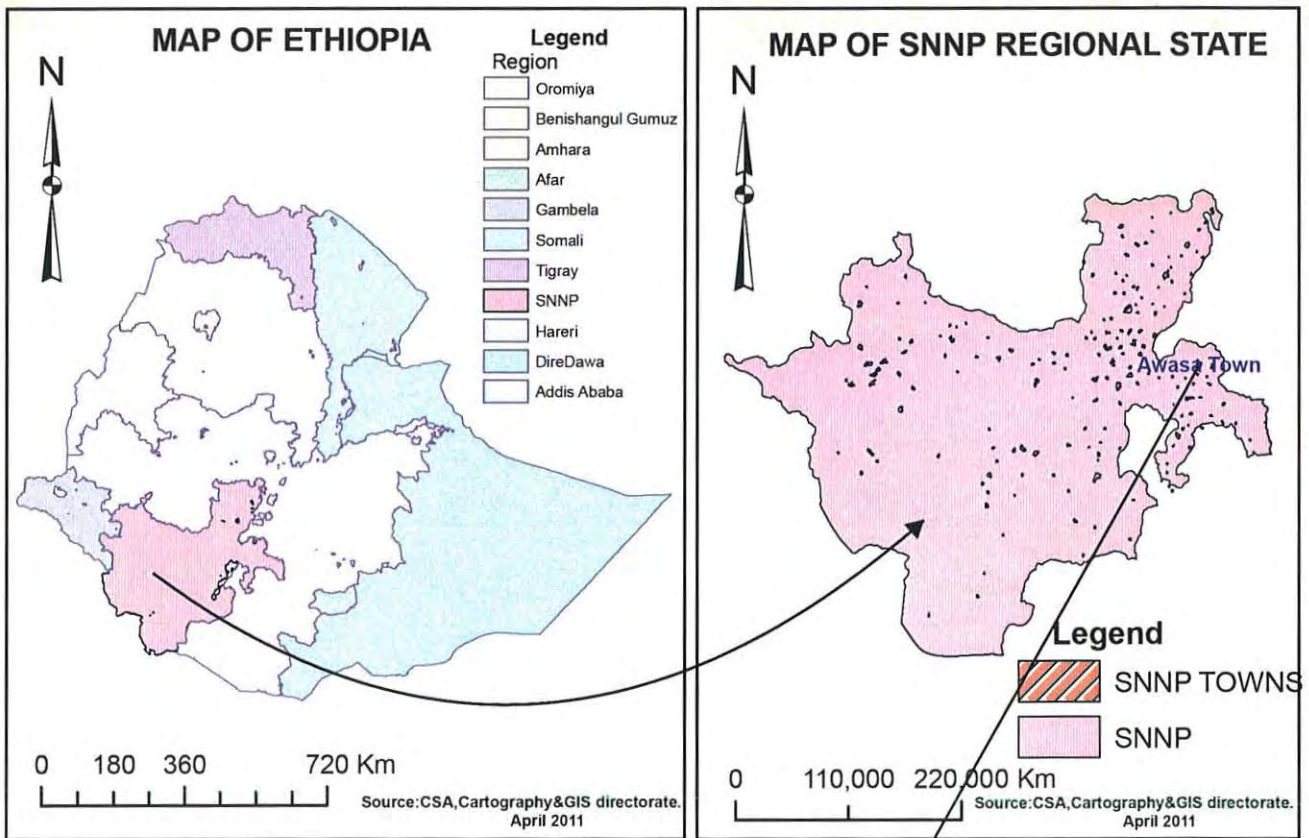
the region constituted 47.9 percent, whereas the proportion of old age population constituted about 2.5 percent of the total population at regional level (CSA, 2010).

As it has been observed from the 2007 census results at regional level about 10 percent of the total population was enumerated as residents of urban areas. Among the total population aged ten years and over (9,917,205), 6,921,463 (about 69.8 Percent) were economically active and 2,995,742 (about 30.2 Percent) were economically inactive (CSA, 2010).

The study area, Hawassa City Administration, as shown in Figure 4.1 is the head quarter of the Sidama zone Administration as well the capital of the Southern Nations, Nationalities and Peoples Region, which is located at about 275 kms south of Addis Ababa. It is also one of the largest capital cities of the regional states in Ethiopia. Hawassa is one of an active town in Ethiopia at the heart of the rift valley. It is Over 50 various Nation Nationalities made their home with their own traditions, languages, dress, dance, and culture. It serves as an excellent base for exploring the region. The town has been named after the lake that stands next to it. Hawassa town is attaining a continuous growth; and daily attracting tourists and has opened its doors wide to investors.

The town is built on the shores of Lake Hawassa and is overlooked by the majestic Mountain Tabor. Life in Hawassa starts at the fish market, as every morning the fishermen bring home the fresh catch, surrounded by the opportunistic birds of the lake. The abundance and variety of the lake side bird life is truly spectacular. As it has been observed from the 2007 census results at Hawassa City Administration, of the total population 81,401 (51.6 Percent) were males and 76,478 (48.4 Percent) were females. The result also reveals that in 2007 the activity rate and unemployment rate in Hawassa City Administration were 86.9 and 11.6, respectively. The corresponding figures for males and females were 50.6 and 15.6, respectively (CSA, 2010).

Fig 3.1 MAP OF THE STUDY AREA



3.2 AGE DATA EVALUATION

For demographic analysis knowledge of the demographic and socio-economic characteristics of the population under study is very important. These characteristics include variables such as age, education, marital status, occupation, religion, and ethnicity. The variation in these variables as already explained on the literature review section has significant impact on women LFP and the type of work they engaged. Among the demographic factors age, marital stability, presence of young children (less than 6 years) and migration status are considered. On the other hand, from the socio-economic variables education, occupational status, religion, ethnicity, income and use of family planning method are discussed.

This section is devoted to analysis of the back ground characteristics of all married working and non working women and maternal health service utilization by all married women.

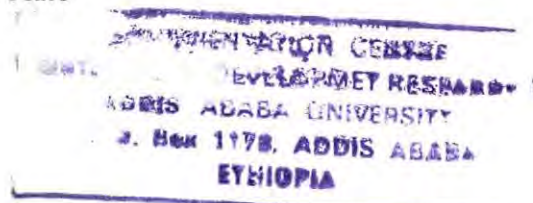
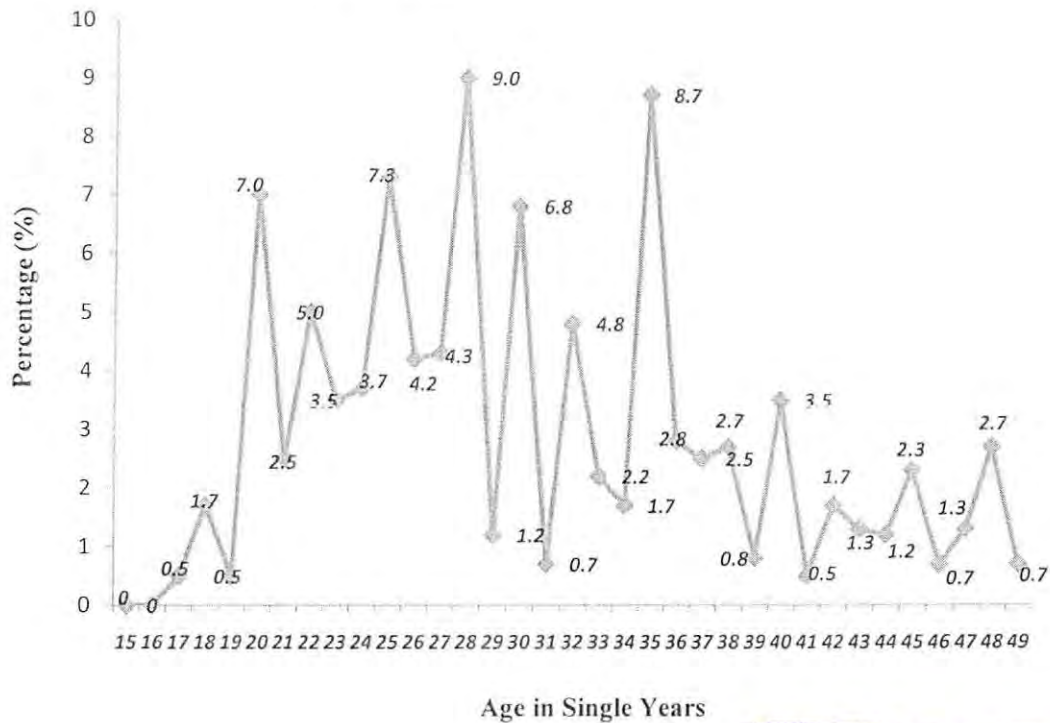
Age is the most important Variable in any aspect of Demographic analysis .In the study of Labour Force Participation, an individual's age is very important for it determines the eligibility into the working force .The age structure of any population, therefore, need first to be evaluated before understanding any analytical work.

3.2.1 Single Year Age Distribution

The Married women with in the age range 15-49 years, for the study area, in single years of age are graphically shown in figure 4.2 below. As can be seen from this figure, the age distribution in single year is very erratic. Existence of error in the age data is manifested in clustering of ages ending in some digits and deference's at age ending in others, which is likely to be caused by preference for digits ending with 0 and 5 and particularly for the ages 20 and 30.

The age heaping in the digit preference arises from deliberate or unconscious misreporting resulting in shifting of individual to higher or lower ages than they actually belong to.

Figure 3.2 Percentage Distribution of Married Women aged 15-49 years, Study Area, 2011



3.2.2 Five Year Age Group Data

Grouping into conventional five year age group, may to some extent reduce the variation in age data due to digit preferences although irregularities may still exist. From this point of view, further assessment is made on the five year age group of women using UN- Age Ratio Method (See Appendix 1). This method is based on the assumption that in situation where data is accurately recorded and where there are no known historical disturbing factors, the ratio, of population in a given age group to quarter of the population of the two adjacent groups plus twice the population in a given age group would be approximately 100 (Sembajaw, 1993). The age ratios for the five year age group are presented in table 4.1 for the study areas.

Table 3.1 Age Ratio by Five Year Age group of Women Aged 15-49 Years, Study Area, 2011.

Age group	Number of Married women	Age Ratio	Deviation from 100
15-19	16	-	-
20-24	130	103	-3
25-29	156	160	-60
30-34	97	78	22
35-39	105	138	-38
40-44	49	75	25
45-49	46	-	-
Total	599	-	-

Source: Survey result January, 2011

As can be seen from Table 3.1 in the area under study there is a concentration of married women in age groups 30-34 and 40-44. On the other hand, there is a deficit in the age groups 20-24, 25-29 and 35-39. This could be due to age shifting in reporting by married women from the age groups 25-29 and 35-39 to the older age groups 30-34 and 40-44, respectively.

3.3 DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

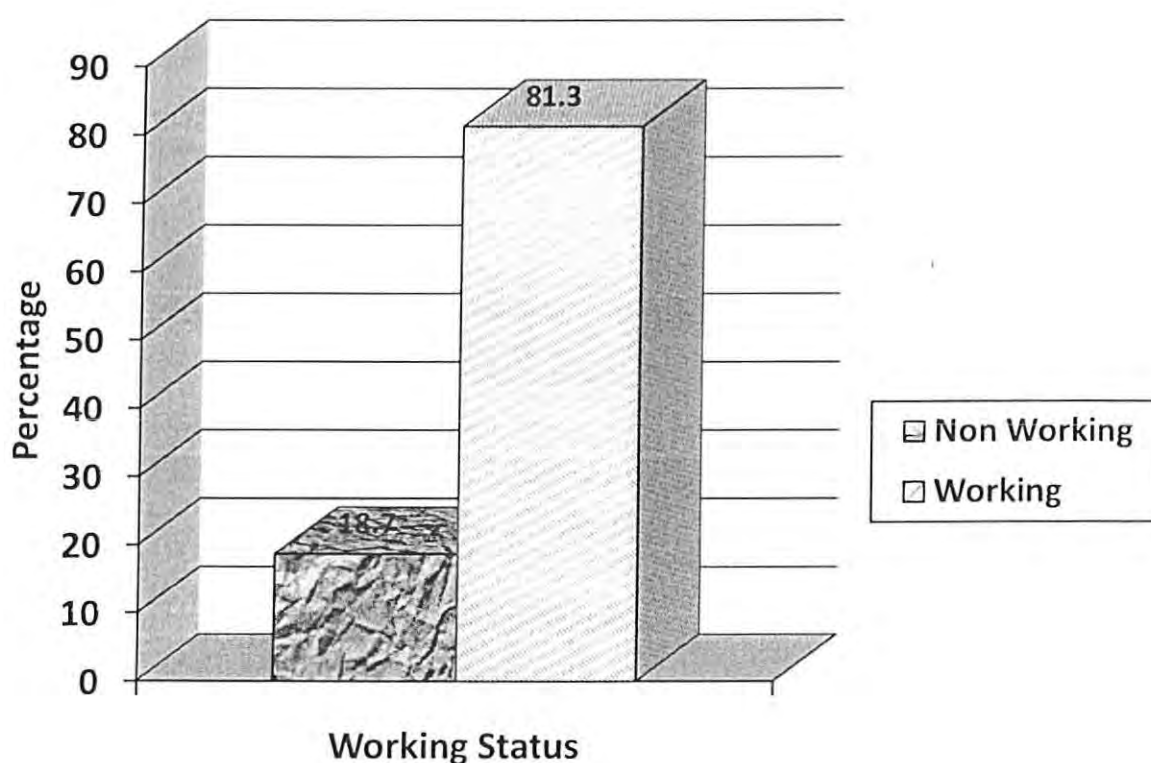
The major demographic characteristics of the respondents under the study area, is given below in Table 3.2

3.3.1 Age

Table 3.2 shows that out of the total 599 married women 59.8 percent are aged 25-39 years. This age group is the largest age group followed by women in the first reproductive age group 15-24 which constitutes 24.4 percent.

From Table 3.2 it is also clearly seen that, out of the total 599 married women in the study area 487 were working women (81.3 percent) while 112(18.7 percent) were non working women.

Figure 3.3 Percentage Distribution of Married Working and NonWorking Women, 2011



Furthermore, the same table depicts that married women LFP rates appears to vary between all age groups. Out of the total 487 married working women in the area under study 61.4 percent were aged 25-39 years. 22.8 percent were aged 15-24 years and constitute the second highest proportion followed by those women aged 40-49 years, which constitute 15.8 percent.

Table 3.2 Demographic Characteristics of the Study Population, 2011.

Background Variables	Married Women				Total	
	Working		Non-working		Number	Percent
	Number	Percent	Number	Percent		
Age						
15-24	111	22.8	35	31.2	146	24.4
25-39	299	61.4	59	52.7	358	59.8
40-49	77	15.8	18	16.1	95	15.9
Total	487	81.3	112	18.7	599	100
Marital Stability						
Stable Marriage	365	74.9	75	67	440	73.5
Unstable Marriage	122	25.1	37	33	159	26.5
Total	487	81.3	112	18.7	599	100
Presence of Young Children (Less than 6 Years)						
Yes	325	66.7	75	67	400	66.8
No	162	33.3	37	33	199	33.2
Total	487	81.3	112	18.7	599	100
Migration Status						
Migrants	419	86.0	103	92.0	522	87.1
Non-migrants	68	14.0	9	8.0	77	12.9
Total	487	81.3	112	18.7	599	100

Source: Primary Data Collected for the Study, 2011.

3.3.2 Marital Stability

Table 3.2 reveals that, out of the total 599 married women in the area under investigation the majority 440 (73.5 percent) married women have marital stable experience. While only 159 (26.5 percent) reported to have unstable marriage.

Table 3.2 further depicts that, out of the total 487 married working women, the majority 365 (74.9 percent) reported experienced marital stability. While the remaining 122 (25.1 percent) women reported to have marital disruption.

3.3.3 Presence of Young Children (Less than 6 Years)

At the time of the survey, from the total 599 married women, 66.8 percent were having at least one young child less than 6 years. On the other hand, the remaining 33.2 percent of married women have no any young child less than 6 years of age.

The same table also reveals that, from all married working women, 66.7 percent have at least one young child less than 6 years, whereas the remaining 33.3 percent of them have no any young child less than 6 years of age.

3.3.4 Migration Status

As can be seen from Table 3.2, of the total 559 married women 522 (87.1 percent) were migrants and 77 (12.9 percent) were non migrants.

The migration status of married working women from Table 3.2, showed that 419 (86.0 percent) were migrants, whereas 68 (14.0 percent) were non migrants.

Table 3.3 given below shows the major socio-economic background characteristics of the respondents.

3.4 SOCIO-ECONOMIC CHARACTERISTICS OF THE RESPONDANTS

3.4.1 Respondent Education

As Table 3.3 shows, among the total married working and non working women 599 (28.9 percent) had primary and below education. Those with Junior secondary and secondary and above school education constitute 14 percent and 57.1 percent, respectively.

On the other hand, from the same table it can be seen that of the total 487 married working women 27.5 percent had primary and below education. 59.8 percent respondents had secondary and above education. The remaining 12.7 percent had junior secondary education.

Table 3.3 Socio-economic Characteristics of the Study Population, 2011.

Background Variables	Married Women				Total	
	Working		Non-Working		Number	Percent
	Number	Percent	Number	Percent		
Education						
Primary and Below	134	27.5	39	34.8	173	28.9
Junior and Secondary	62	12.7	22	19.6	84	14.0
Secondary and Above	291	59.8	51	45.5	342	57.1
Total	487	81.3	112	18.7	599	100
Husband's Education						
Primary and Below	87	17.9	19	17.0	106	17.7
Junior and Secondary	68	14.0	21	18.8	89	14.9
Secondary and Above	332	68.2	72	64.3	404	67.4
Total	487	81.3	112	18.7	599	100
Occupational Status						
Handicraft/Cottage	2	0.4	0	0	2	0.4
Service	348	71.5	0	0	348	71.5
Trade	133	27.3	0	0	133	27.3
Others	4	0.8	0	0	4	0.8
Total	487	100	0	0	487	100
Religion						
Orthodox Christian	296	60.8	53	47.3	349	58.3
Other Christian	145	29.8	40	35.7	185	30.9
Muslim and Others	46	9.4	19	17.0	65	10.9
Total	487	81.3	112	18.7	599	100
Ethnicity						
Wolyita	89	18.3	21	18.8	110	18.4
Oromo	78	16.0	13	11.6	91	15.2
Amhara	150	30.8	30	26.8	180	30.1
Others	170	34.9	48	42.9	218	36.4
Total	487	81.3	112	18.7	599	100

Source: Primary Data Collected for the Study, 2011.

3.4.2 Respondent Husband Education

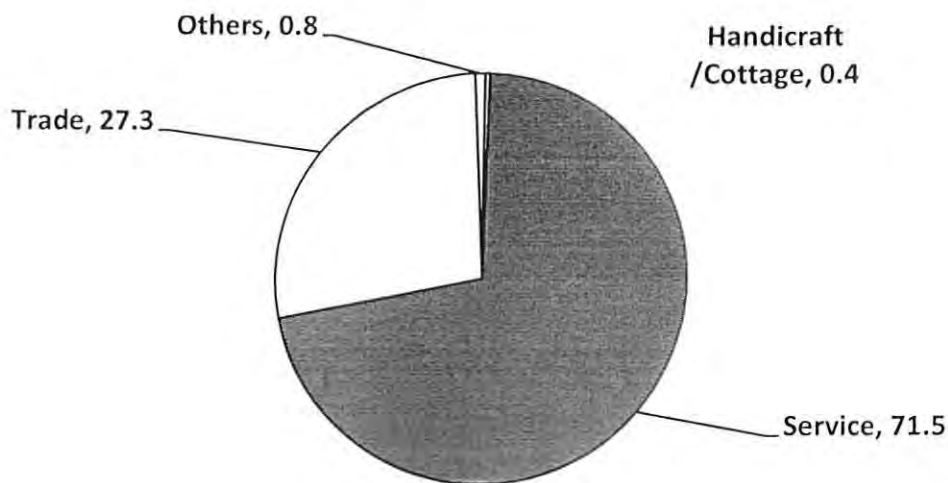
Table 3.3 reveals that, out of the total 599 husbands of the respondents the majority proportion (67.4 percent) have secondary and above school education followed by those who had primary and below school education (17.7 percent). The remaining 14.9 percent had junior secondary school education.

3.4.3 Respondents Occupational Status

According to the survey result, as shown in Table 3.3, out of the total 487 married working women who were engaged in the service occupation constituted the majority proportion (71.5 percent) followed by those engaged in the retail trade work (27.3 percent). On the other hand those respondents engaged in handicraft/ cottage, whole sale and other type of work constituted only a small proportion (1.2 percent).

Further examination of Table 3.3 shows that among the total 487 married working women the proportion who engaged in different type of works is constant with the total married women.

Figure 3.4 Percentage Distribution of Married Working Women by Occupational Status, Study Area, 2011.



Source: Survey result, 2011.

3.4.4 Respondents Religion

Table 3.3 reveals that in the area under study out of the total 599 married women, the majority were Orthodox Christian (58.3 percent) followed by those women who were followers of other Christian and Muslim religious affiliation (30.9 percent) and 10.9 percent respectively.

The same table also depicts that, among the total 487 married working women, the highest proportion of religious affiliation is Orthodox Christian with 60.8 percent. On the other hand other Christian follower women constitute 29.8 percent and stood as the second religious groups. While the proportion of Muslims and other types of religious group accounted 9.4 percent.

3.4.5 Respondents Ethnicity

Looking at Table 3.3, out of the total 599 sample population, the three largest ethnic groups are Amhara (30.1 percent), Wolayta (18.4 percent), and Oromo (15.2 percent) and, other types of ethnic group constitute (36.4 percent) respectively.

Furthermore examination of Table 3.3 shows that out of the total 487 married working women, Amhara, Wolayta, Oromo and other types of ethnic group's constitute with 30.8 percent, 18.3 percent, 16.0 percent and, 34.9 percent respectively.

3.5 ECONOMIC STATUS OF MARRIED WORKING WOMEN

An effort is made to discuss average annual income of the married working women and other household members of these eligible women.

As the survey result reveals, as per Table 3.4, the average monthly income of married working women who are engaged in the formal and informal sector having an average monthly income of less than 250 Birr accounted 11.6 percent and 18.7 percent, respectively. On the other hand, those with monthly average income between 250 and 500 Birr constituted 21.7 percent and 38.8 percent, respectively. Those respondents who are

Table 3.4 Percentage Distribution of Respondent's Household by Average Monthly Income, 2011.

Background Variables	Married Working Women					
	Formal Sector		Informal Sector		Total	
	Number	Percent	Number	Percent	Number	Percent
Monthly Average Income						
Less than 250	33	11.6	38	18.7	71	14.6
250 - 500	62	21.7	78	38.8	140	28.8
More than 500	190	66.7	86	42.5	276	56.7
Total	285	58.5	202	41.5	487	100
Husband Monthly Average Income						
Less than 250						
250 - 500	5	1.6	12	6.0	17	3.4
More than 500	45	15.9	42	20.9	87	18.0
No Monthly Income	234	82.0	134	66.4	368	75.5
	2	0.5	14	6.7	15	3.1
Total	285	58.5	202	41.5	487	100
Other Members Monthly Average Income						
Less than 250	3	20.0	2	20	5	20
250 - 500	0	0.0	2	20	2	8
More than 500	12	80.0	6	60	18	72
Total	15	60	10	40	25	100
Total Monthly Average Income of Respondent's Household						
Less than 250 birr	0	0.0	2	.7	2	0.3
250 – 500 birr	3	1.1	6	3.0	9	1.9
501-1000 birr	77	27.0	90	44.8	167	34.4
1001-1500 birr	78	27.5	68	33.6	146	30.0
More than 1500birr	127	44.4	36	17.9	163	33.4
Total	285	58.5	202	41.5	487	100

Source: Primary Data Collected for the Study, 2011.

engaged in the formal and informal sector having an average monthly income of 500 and above Birr accounted 66.7 percent and 42.5 percent, respectively.

Regarding with the total average monthly income of respondents household members who are engaged in the formal and in the informal sector, as clearly seen in table 4.4, having an average income of 501 to 1000 birr accounted 27 percent and 44.8 percent, respectively. On the other hand, those who are engaged in the formal and informal sector with average income 1001 to 1500 birr per month accounted 27.5 percent and 33.6 percent, respectively; while those having an average monthly income above 1500 accounted 44.4 percent and 17.9 percent, respectively.

3.6 FAMILY PLANNING AND MATERNAL HEALTH

Although the focus of this study is on demographic and socio-economic determinants of FLFP, some results on maternal health service utilization are also presented.

3.6.1 Family Planning

Table 3.5 show the percentage distribution of all married women, at the time of the survey, by respondents work status and use of family planning method.

The percentage of current married women age 15-49 that are using any method of FP is known as contraceptive prevalence Rate (CPR). As shown in Table 3.5, the CPR for the area under study at the time of the survey is 71.3 percent. Contraceptive use is higher among married non working women (71.4 percent) than married working women (71.3 percent). Looking at, table 4.5, out of the total 487 married working women who are using any method of FP constituted 71.3 percent. The remaining 28.7 percent are reported not using any FP methods.

3.6.2 Use of Family Planning Methods

From Table 3.5 it can be clearly seen that most married women use modern methods (98.8 percent), while only 1.2 percent use traditional methods. Injectables, pills and standard day's method are the most commonly used contraceptive methods used by 58.8 percent, 15.2 percent and 14.5 percent of married women respectively. Similarly, these contraceptive methods are the most commonly used methods by married working women.

Table 3.5 Percentage Distribution of Married Women by Work Status and Use of Family Planning Methods, 2011

Background Variables		Working Women		Nonworking Women		Total Women	
		Number	Percent	Number	Percent	Number	Percent
Family Planning Method	Yes	347	71.3	80	71.4	427	71.3
	No	140	28.7	32	28.6	172	28.7
Total		487	81.3	112	18.7	559	100
Use of Family Planning Method	Modern Methods						
	Pills	55	15.9	10	12.5	65	15.2
	Standard Days	51	14.7	11	13.8	62	14.5
	Injectables	203	58.5	48	60.0	251	58.8
	IUD	26	7.5	5	6.3	31	7.3
	Implant	8	2.3	3	3.8	11	2.6
	LAM	1	0.3	1	1.3	2	0.5
	Traditional Method						
	Withdrawal	2	0.6	0	0.0	2	0.5
Folk	1	0.3	2	2.5	3	0.7	
Total		347	81.3	80	18.7	427	100
Source of Family Planning Method	Private clinic	42	12.1	3	3.8	45	10.5
	Nongovernmental health institution	22	6.3	2	2.5	24	5.6
	Government health institutions	270	77.8	70	87.5	340	79.6
	Drug shops or pharmacy	1	0.3	0	0.0	1	0.2
	Others	5	1.4	0	0.0	5	1.2
	Do not get the service	7	2.0	5	6.3	12	2.8
Total		347	81.3	80	18.7	427	100

3.6.3 Source of Family Planning Method

At the time of the survey, married women who reported using a modern contraceptive method were asked where they obtained the method the last time they acquired it.

Table 3.5 shows that, government health institutions provide contraceptive methods to 79.6 percent users, while 10.5 percent are supplied through private clinics, 5.6 percent through non-government organizations and only 4.2 percent through other ways.

The same table reveals that also in the case of married working women a similar contraceptive methods sources and proportion is observed.

3.6.4 Reason for Not Using Family Planning Method

Table 3.6 presents the percentage distribution of married women by the main reason for not using any family planning method.

Table 3.6 Percentage Distribution of Married Women's by Reason for Not Using Family Planning Method, 2011.

Variables		Working Women		Nonworking Women		Total Women	
		Number	Percent	Number	Percent	Number	Percent
Reason for Not Using Family Planning Method	Spouse opposes	1	.7	0	0.0	1	0.6
	Pregnant	11	7.9	2	6.3	13	7.6
	Religious conviction	4	2.9	0	0	4	2.3
	Menopause	26	18.6	7	21.9	33	19.2
	Fear of side effect	21	15.0	1	3.1	22	12.8
	Want to have child	75	53.6	20	62.5	95	55.2
	Others	2	1.4	2	6.3	4	2.3
Total		140	81.4	32	18.6	172	100

Source: Primary Data Collected for the Study, 2011.

Out of the total 172 married women, the most common reasons for not using any method are a desire for children (55.2 Percent), fertility related (19.2 percent) because of menopausal and fear of side effects (12.8) percent). The remaining reasons for not using any FP method constituted 12.8 percent.

Among the married working women, as shown in Table 3.6, the most commonly reported reason for not using any contraceptive method were a desire for more child (53.6 percent), followed by fertility related (18.6 percent) because of menopausal and mainly fear of side effects (15 percent).

3.6.5 Antenatal care and Assistance during ANC

The percentage distribution of married women by pregnancy experience, ANC check up experience and ANC check up assistance personnel is given below in Table 3.7.

Table 3.7 Percentage Distribution of Married Women by ANC, 2011

ADDIS ABABA UNIVERSITY
 SCHOOL OF PUBLIC HEALTH
 2. Box 178, ADDIS ABABA
 ETHIOPIA

Variables		Working Women		Nonworking Women		Total Women	
		Number	Percent	Number	Percent	Number	Percent
Pregnancy Experience	Pregnant	396	81.3	102	91.1	498	83.1
	Not Pregnant	91	18.7	10	8.9	101	16.9
Total		487	81.3	112	18.7	599	100
Last Pregnancy Check up Experience	Attendant	384	97.0	99	97.1	483	97.0
	Not attendant	12	3.0	3	2.9	15	3.0
Total		396	79.5	102	20.5	498	100
Last Pregnancy Check up Assistance Personnel	Health Professional	381	99.2	99	100.0	480	99.4
	TBA	3	0.8	0	0.0	3	0.6
	Total	384	79.5	99	20.5	483	100

Source: Primary Data Collected for the Study, 2011.

Table 3.7 shows that, out of the total 599 married women 498, (83.1 percent) women were ever pregnant. Among these women 97.0 percent of them had at least one ANC check up visit during their last pregnancy. The majority of these women (99.4 percent) obtain ANC assistance from health professional. On the other hand, only a small proportion of women (0.6percent) reported they obtained ANC from TBA.

From the same table, out of the total 396 married working women who had at least one live birth during their last pregnancy, 97.0 percent had obtained ANC check up. From these married working women who had ANC check up the majority of women (99.2 percent) obtained the ANC assistance from health professionals.

CHAPTER IV

RESULTS AND DISCUSSIONS

Female labour force participation studies carried out so far, as revealed in the literature review, show that the rate of female labour force participation (FLFP) varies in different societies. These FLFP rate differentials are usually associated with demographic and socio-economic factors.

The study of FLFP differentials is an important basis for planners and policy makers in order to formulate socio-economic policy and implement effective development planning.

This chapter examines FLFP, in Hawassa city Administration of SNNP region, among women aged 15-49 years by demographic and socio-economic factors such as: age, marital stability, presence of young children (less than 6 years), migration status, respondent education, respondent husband education, occupation, household income religion, ethnicity and use of contraceptive method. The bi-variate analysis is used to examine the possible association of each independent variable with the dependent variable, i.e. FLFP. Here, the chi-square test was used to identify independent variables that have significant association with the dependent variable.

Large value of the Pearson Chi-square for a given predictor variable can be used as an indication for the existence of strong association between the given predictor variable and the dependent variable keeping the effect other factors constant. For this study the decision was made based on the Pearson Chi-square value, p-value and the 5 percent level of significance.

4.1 FEMALE LABOUR FORCE PARTICIPATION BY DEMOGRAPHIC VARIABLE

4.1.1 Female Labour Force Participation and Age

Table 4.1 shows that the highest proportion of married working women 83.5 percent observed in the age group 25-39. The proportion of married working women in age groups 40-49 and 15-24 constitute 81 percent and 76 percent, respectively. The lowest proportion of married working women was found in age group 15-24 (76 percent). On the other hand out of the total married working women, as indicated in Table 4.3, 58.5 Percent were engaged in the formal sector. The remaining 41.5 percent found to be engaged in the informal sector.

The bivariate analysis result depicts that age and married LFP have statistical significant association with $P=0.030$ which is less than the significant level 0.05 ($\chi^2 = 14.011$), $df= 2$, $P= 0.030$).

4.1.2 Female Labour Force Participation and Marital Stability

As clearly shown in Table 4.1, higher LF participation rate was observed for those married working women 83 percent found to have marital stable experience, on the other hand, only 76.7 percent reported to have marital disruption due to divorce or separation.

Out of the total 487 married working women as indicated in Table 4.3, 58.5 percent were reported to be engaged in the formal sector. The remaining 41.5 percent was found in the informal sector.

The bivariate analysis result reveals that there is statistically significant association between marital stability and married women engaged in the LFP with $P= 0.013$ which is greater than the significant level 0.05 ($\chi^2= 3.216$., $df = 1$, $P=0.013$).

4.1.3 Female Labour Force Participation and Presence of Young Children

Table 4.1 indicates that 81.2 percent of married working women and 18.8 percent of married non working women were found to have young children less than six years of age.

From Table 4.3 it can be seen that, out of the total 487 married working women, 58.5 percent and 41.5 percent were found engaged in the formal and informal sector activity respectively.

The bivariat analysis reveals that there is statistically insignificant association between presence of young children less than six years at home and married women LFP with $P=0.073$ which is greater than the significant level $P=.05$ ($\chi^2 = 4.757$, $df=1$, $P=0.073$).

Table 4.1 Percentage Distribution of Married Women by Work Status, Demographic Background Variable and Results of Chi-Square Statistical Significance Test, 2011

Background Variables	Married Women		Total	Pearson Chi-Square (X^2) (P Values)	df	P-value
	Working	Non-Working				
	Percent	Percent				
• Age				14.011	6	.030
15-24	76	24	100			
25-39	83.5	16.5	100			
40-49	81.1	18.9	100			
TOTAL	81.3	18.7	100			
• Marital Stability				3.216	1	.013
Stable Marriage	83.0	17.0	100			
Un Stable Marriage	76.7	23.3	100			
TOTAL	81.3	18.7	100			
• Presence of Young Children (Under 6 Years)				3.216	1	0.073
Has young children	81.3	18.8	100			
Has no young children	81.4	18.6	100			
TOTAL	81.3	18.7	100			
• Migration Status				0.298	1	0.585
Migrant	80.3	19.7	100			
Non-migrant	88.3	11.7	100			
Total	81.3	18.7	100			

Source: Survey result, 2011.

4.1.4 Female Labour Force Participation and Migration Status

Table 4.1 presents 80.3 percent of married working women and 19.7 percent of married non working women were reported to have migrated from other urban or rural areas to the area under study.

Out of the total 404 migrant married working women, as per Table 4.3.234 women or 57.9 percent were engaged in the formal sector, while from those of migrated married working women 170 or 42.1 percent Were engaged in the informal sector.

The chi-square test result reveals that there is statistically insignificant association between migration status and married women LFP with $P= 0.585$ which is greater than the significant level $P= 0.05$ ($\chi^2 = .298$, $df = 1$, $p=0.585$).

4.2 FEMALE LABOURFORCE PARTICIPATION BY SOCIO ECONOMIC VARIABLES.

4.2.1 Female Labour Force Participation and Education

Table 4.2 reveals that the proportion of eligible working and non working women 80.2 percent and 19.8 percent have reported primary and below education respectively. The proportion of working women who reached junior secondary and secondary and above education level accounted 73.8 percent and 85.1 percent respectively. With regarded the participation of married working women engaged formal and informal sector, as clearly seen in table 4.3, 285 (58.5 percent) and 202 (41.5 percent) respectively.

The Chi-square test shows that there is statistically significant association between respondent education and married women LFP with $P=0.000$ which is less than $P=0.05$ ($X^2= 39.784$, $df=2$, $p=0.000$).

4.2.2 Female Labour Force Participation and Respondents Husband Education

As per table 4.2, above half proportion of respondent husbands 82.1 percent have reported primary and below education. The proportion of respondent husbands who reported reached junior secondary and secondary and above level accounted 76.4 percent and 82.2 percent respectively.

On the other hand, as indicated in table 4.3, Out of the total respondent husbands, those who have only primary and below education 64.3 Percent are engaged in the informal sector. From those who have junior secondary education 41.2, where as those who have secondary and above education level and engaged in the informal sector constitute 36.1 percent.

The Chi-square test shows that there is statistically significant association between respondent husband education and married women LFP with $P=0.001$ which is less than $P=0.05$ ($X^2= 14.828$, $df=2$, $p=0.001$).

4.2.3 Female Labour Force Participation and Religion

Table 4.2 shows that among both the married working and married non working women the proportion reporting as orthodox Christian their religion is 84.8 percent and 15.2 percent respectively. Other Christian affiliation is the second dominant group accounting for 78.4 percent and 21.6 percent respectively followed by Muslim and others 70.8 percent and 29.2 percent where working and non working women in the study area.

On the other hand table 4.3 reveals that the religious affiliation of respondents as recorded with in the study area. According to the results the orthodox Christian and other Christian religious affiliation were the most dominant religion in the study area. 58.5 percent and 41.5 percent were engaged in the formal and informal sector respectively.

The bivariate analysis result shows that there is statistically significant association between religious affiliation and married women LFP with $p=.024$ which is less than the significant level of 0.05 ($x^2=7.451$, $df=3$, $P=.024$)

Table 4.2 Percentage Distribution of Married Women by Work Status, Socio-economic Background Variable and Results of Chi-Square Statistical Significance Test, 2011

Background Variables	Married Women		Total	Pearson Chi-Square (X ²) (P Values)	df	p-value
	Working	Non-working				
	Percent	Percent				
• Education				39.784	2	.000
Primary and below	80.2	19.8	100			
Junior secondary School	73.8	26.2	100			
Secondary and Above	85.1	14.9	100			
TOTAL	81.3	18.7	100			
• Husband's Education				14.828	2	.0001
Primary and below	82.1	17.9	100			
Junior secondary School	76.4	23.6	100			
Secondary and Above	82.2	17.8	100			
TOTAL	81.3	18.7	100			
• Occupational Status				323	-	-
Handicraft/Cottage	.4	0	100			
Service	71.5	0	100			
Trade	27.3	0	100			
Others	.8	0	100			
TOTAL	100	00	100			
• Religion				7.451	2	.024
Orthodox Christian	84.8	15.2	100			
Other Christian	78.4	21.6	100			
Muslim and Others	70.8	29.2	100			
TOTAL	81.3	18.7	100			
• Ethnicity				11.533	4	0.021
Wolyita	80.9	19.1	100			
Oromo	85.7	14.3	100			
Amhara	83.3	16.7	100			
Others	78.0	22.0	100			
TOTAL	81.7	18.3	100			

Source: Primary Data Collected for the Study, 2011.

Table 4.3 Percentage Distribution of Married working women by Sector and Demographic Background Variable, 2011.

Background Variables	Married Women Working in the				Total	
	Formal Sector		Informal Sector		Number	Percent
	Number	Percent	Number	Percent		
Age						
15-24	47	54.4	39	45.6	86	100
25-39	196	61.6	122	38.4	318	100
40-49	42	50.9	41	49.1	83	100
TOTAL	285	58.5	202	41.5	487	100
Marital Stability						
un Stable Marriage	92	66.3	47	33.7	139	100
Stable Marriage	193	55.4	155	44.6	348	100
TOTAL	285	58.5	202	41.5	487	100
Presence of Young Children(Under 6 Years)						
Has young children	187	54.6	155	45.4	342	100
Has no young children	98	67.7	47	32.3	145	100
TOTAL	285	58.5	202	41.5	487	100
Migration Status						
Migrant	234	57.9	170	42.1	404	100
Non-migrant	51	61.8	32	38.2	83	100
TOTAL	285	58.5	202	41.5	487	100
Education						
Primary and below	34	29.1	84	63.6	118	100
Junior secondary	26	54.8	21	45.2	47	100
Secondary and Above	225	70.0	97	30.0	322	100
TOTAL	285	58.1	202	41.5	487	100
Husband's Education						
Primary and below	30	35.7	54	64.3	84	100
Junior secondary	30	58.8	21	41.2	51	100
Secondary and Above	225	63.9	127	36.1	352	100
TOTAL	285	58.5	202	41.5	487	100
Occupational Status						
Handicraft/Cottage	2	100	0	0.0	2	100
Service	265	76.2	83	23.8	348	100
Trade	18	13.6	115	86.4	133	100
Others	0	0.0	4	100	4	100
TOTAL	285	58.5	202	41.5	487	100

Table 4.3 (Cont'd)

Background Variables	Married Women Working in the				Total	
	Formal Sector		Informal Sector			
	Number	Percent	Number	Percent	Number	Percent
Religion						
Orthodox Christian	188	60.7	122	39.3	310	100
Other Christian	89	59.6	60	40.4	149	100
Muslim and Others	8	27.8	20	72.2	28	100
TOTAL	285	58.5	202	41.5	487	100
Ethnicity						
Amhara	112	69.2	50	30.8	162	100
Wolyita	39	42.9	52	57.4	91	100
Oromo	47	57.3	35	42.6	82	100
Others	87	57.2	65	42.6	152	100
TOTAL	285	58.5	202	41.5	487	100

Source: Primary Data Collected for the Study, 2011.

4.2.4 Female Labour Force Participation and Type of Occupation

According to the survey result, out of the total 599 married women 487 women or 81.3 percent were working and 112 women or 18.7 percent were non working. It was observed that among the married working women 285 or 58.5 percent were stated that they engaged in formal sector, while 202 women or 41.5 percent of them reported that they are engaged in the informal sector.

During the study, types of work engaged were also asked for all married working women. Therefore, analysis of LFP by type of work engaged will be based on a number fewer than the total 599 respondents by 112 cases that never had any work.

The occupational distribution of married working women by five major groups is shown in Table 4.4 below.

Table 4.4 Percentage Distribution of Married Working Women by Occupation, 2011.

Type of Occupation	Married working women	
	No	Percent
Handicraft/cottage	2	0.4
Service	348	71.5
Retail	133	27.3
Others	4	0.8
Total	487	100.0

Source: Primary Data Collected for the Study, 2011.

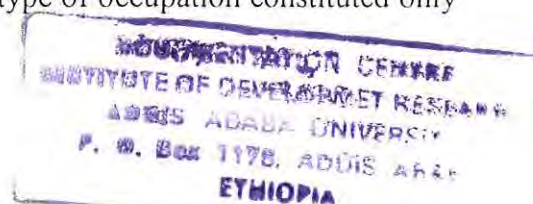
From the table it can be seen that the highest proportion of married working women 71.5 percent were engaged in the service occupation, followed by those who were engaged in the retail trade occupation 27.3 Percent. It is to be also noted that the proportion of those married working women engaged in handicraft / cottage, whole sale and other type of occupation constituted only 1.2 percent.

4.2.5 Female Labour Force Participation and Ethnicity

Table 4.3 portrays that among the married working women in the formal sector a higher proportion were found to be Amhara (69.2 percent) followed by Oromo (57.3), Other groups (57.2 percent), and Wolayta (42.9 percent), respectively.

On the other hand, the same table reveals that the respondents were engaged in the formal and informal sector in the study area at the time of the survey. According to the result obtained from the study the three major ethnic groups (Amhara, Wolayta, Oromo and Other groups) engaged in the formal and informal activity constituted 58.5 percent and 41.5 percent, respectively.

The chi-square test reveals that there is statistically significant association between ethnicity and married women LFP with $p=0.021$ which is less than the significant level of $p=.05$ ($\chi^2= 11.533$, $df= 4$, $p = 0.021$).



4.3 MULTIVARIATE ANALYSIS AND INTERPRITATION

In the previous section, an effort has been made to examine the possible association of each independent variables with the dependent variable (married women LFP) using Pearson Chi-square at 5 percent level of significance. That is, the effect of independent variables on dependent variable was examined by taking one variable at a time. However, it worth noting that the Chi-square statistical analysis only indicates the existence of association but not tell us the relative contribution or net effect of each demographic and socio-economic variables on FLFP. Thus, in this section a multivariate analysis (by construction logistic model) was employed in order to examine the relative importance of each demographic and socio-economic variable on FLFP.

Although, variables by bi-variate analyses were selected to be used as candidate predictor variables in multivariate analyses on the basis of Pearson Chi-square test at 5Percent level of significance. However, as stated above, it ignores the possibility of the effect of the other variable in other ward, a variable that is assumed to be important predictor in bi-variate test may come out unimportant predictor when fitted with other variables and vice versa. Due to this possibility and taking into account the importance of those demographic and socio-economic variables in this study, all of the variables were included for the multivariate analysis. Thus, in this chapter a multivariate analysis (by constructing logistic model) was employed in order to examine the relative importance of such demographic and socio-economic variable on Female Labour Force Participation (FLFP).

In the multivariate analysis, Enter method was used to select or remove variables at each step of the procedure where, a 0.05 significance level is used for entry of a variable and a 0.1 significant level for exclusion of the variable from the logistic regression analysis. In addition, due to the main reason stated above Enter method were also used to account the effect of those variables that may be excluded by the stepwise procedure criteria only. Table 4.5 given below presents the results logistic regression for demographic and socio-economic determinants of FLFP.

Table 4.5 Results of Logistic Regression for Demographic and Socio-economic Determinants of FLFP, 2011.

Background variable	B	S.E	Wald	df.	Sig.	Exp(B)
• Age			2.815	2	.245	
15-24	.364	.397	.839	1	.360	.695
25-39	.132	.319	.172	1	.679	1.141
40-49(RC)	---	-----	----	---	-----	---
• Marital Stability						
unstable Marriage	.538	.243	4.923	1	.026	.584
Stable marriage (RC)	-----	-----	-----	--	---	---
• Presence of young children under 6 Years)						
Yes	.249	.290	.738	1	.390	.780
No (RC)	---	-----	-----	---	----	----
• Education			8.535	2	.014	
Primary and below	-.585	.332	3.103	1	.078	.557
Junior Secondary school	.882	.311	8.037	1	.005	.414
Secondary and above (RC)						
• Husband's Education			2.591	2	.274	
Primary and below	.563	.358	2.473	1	.116	1.756
Junior Secondary school	.114	.331	.118	1	.732	1.120
Secondary and Above (RC)	----	-----	-----	--	----	
• Migration Status						
Migrant	.591	.397	2.216	1	.137	.554
Non migrant (RC)	-----	-----	-----	--	----	----
• Religion			4.508	2	.105	
Orthodox Christian	.732	.393	3.458	1	.063	2.078
Other Christian	.326	.402	.661	1	.416	1.386
Muslim and others (RC)	-----	---	----	---	-----	-----
• Ethnicity			.978	3	.807	
Amhara	.022	.306	.005	1	.943	1.022
Wolayta.	-.038	.362	.011	1	.916	.963
Oromo	.329	.368	.799	1	.371	1.390
Others (RC)	-----	-----	-----	----	-----	-----

Source: Computed from Survey, 2011

B. Regression Coefficient

S.E. Standard Error

R.C. Reference Category

The result in Table 4.5 reveals that age has been found to be one of the insignificant demographic factors in determining married women's LFP in the study area. From the same table it is clearly seen that, those married working women aged 25-39 years have more likely to participate in the labour market than those women in the age category 40-49. The likelihood of participation of those married working women aged 25-39 in the LF is 1.14 times more than the likelihood of those women in the reference age category 40-49. On the other hand, the likelihood of participating for those married working women aged 15-24 years in to the labour market is less by 69.5 percent as compared to married working women in the reference age group that is married working women who are in the age group 40-49.

Marital stability of respondent has found to have significant effect in married women LFP. Thus, the likelihood of labour force participation for those married working women who have unstable marriage is less by 58.4 percent as compared to those married working women who have stable marriage. This might be due to the fact that, the absence of the husband may lead the wife as family bread winner.

With regard to presence of young children, the result shows that the presences of young children less than 6 years old in the home have insignificant effect on married women LFP. However, the likelihood of labour force participation of those married women from household with at least one child at home less by 78 percent compared to those married women with no child at home. This indicates that, the presence of an extra young child at home negatively affects a married women propensity to participate in the labour market.

Concerning respondent education, the result reveals that married women education have been found to be one of the significant determining factors on married women's LFP in the area under investigation. The result of this study indicates that, the probability of labour force participation of those women with primary and below education and those who have junior secondary school education is less by 55.7 percent and 41.4 percent, when compared to those married women with secondary and above education level respectively. From the result, it can be seen that, the propensity of women verdict of labour force participation increases with level of education of the

respondent. The result reveals that educational status of married women have significant effect on their labour force participation of the area under study.

With respect to respondent's husband education, it is observed that, women husband education has insignificant effect on their labour force participation. The likelihood of LFP of women, with her husband having primary and below education higher by 75.5 percent and for those women with her husband education arc in junior and secondary higher 12 percent. This reveals that as the education of married women husband increases, women are more likely to participate in the labour force.

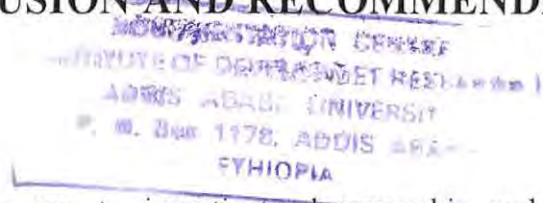
Migration status of the respondent is one of the factors assumed to have effect on married women labour force participation. As clearly indicated in the bivariate analysis (Pearson chi-square test), migration status of respondents has insignificant association with their labour force participation. Moreover, the logistic regression result reveals that the likelihood to participate in the labour force for migrant married women lesser by 55.4 percent as compared to non migrant married women. Migration status was found to have insignificant effect on married women labour force participation.

With regard religious affiliation, the result of this study depicts that religion of the respondent has found to be significant effect in determining married women labour force participation. In the area under study, the likelihood of labour force participation of orthodox Christian and other Christian married women are about 2.1 and 1.4 times more likely to participate in the labour force than those married women with Muslim and other religious afflation.

Regarding to ethnic group of respondent, the result reveals that the probability of labour force participation of these married women with Amhara and Oromo ethnic group higher by about 2.2 percent and 39 percent, respectively, while those married women with Wolayta ethnic group are less by 96.3 percent when they compared to those women in other ethnic group. The likelihood of married women labour force participation in the area under investigation with respect to ethnicity has been found insignificant effect.

CHAPTER V

SUMMARY, CONCLUSION AND RECOMMENDATION



5.1 SUMMARY

The general objective of this study was to investigate demographic and socio-economic determinants of married women labour force participation in Hawassa City Administration of Southern Nations Nationality People's region using primary data. In pursuance of the main objective a number of hypotheses were tested.

Information on demographic and socio-economic variables of the respondents, such as age, marital stability, education, migration, religion, ethnicity and information on participation of labour force, presence of young children less than 6 years at home were formed the basis for the study.

Evaluation of age data indicates that the age distribution of respondents in the area under study were defective as revealed in the single years age graph and UN Age Ratio Method. The age structure of the respondents aged 15-49 years reveals that in the area under study, at the time of the survey those women aged 15-24 years, 25-39 years and 40-49 years constitute about 24.4 percent, 59.8 percent and 15.9 percent, respectively.

Educational level among married women in the age group 15-49 years shows that 14 percent of married women have junior secondary school education. On the other hand, a greater number of respondents have primary and below and higher level of education; i.e. 28.9 percent and 57.1 percent have primary and below and Secondary and above level of education.

The distribution of respondents by occupation shows that in the area under study the majority of married women were engaged in the service (71.5 percent). However, in the area under study a small proportion of married working women were found to be engaged in Handicraft/cottage sector (0.4 percent). The result also reveals that out of the total married working women 58.5 percent and 41.5 percent were engaged in the formal and informal sector respectively.

The distribution of marital stability of respondent's shows that 73.5 percent and 26.5 percent of married women were stable marriage and unstable marriage

With respect to religion, the majority of women in the area under study were Orthodox Christian (58.3 percent) followed by Other Christian (30.9 percent) and Muslim and others 10.9 percent.

In the case of ethnic composition of the respondents in the area under study, 30.1 percent were Amhara followed by Wolayta (18.4 percent), Oromo (15.2 percent) and others (36.4 percent).

In the study, to identify the determinant of married women labour force participation both bi-variate and logistic analysis were employed. The bi-variate analysis result indicates that only presence of young children under 6 years and migration status are not significantly associated with women labour force participation at 5 percent level of significance. However, in multivariate logistic analysis only marital stability and respondent educational status have been found significant in determining married women labour force participation in the area.

The multivariate logistic regression analysis findings indicate that,

- Our study result make known that women's age has no significant effect in determining propensity women labour force participation in the area under investigation.
- In relation to educational status, the study confirms a strong positive relationship between education and married women labour force participation. Women's with secondary and above school education were more active in LFP than those with primary and below or junior secondary school education. The longer years of education increased the likelihood of women's labour force participation. Therefore, the hypothesis that there is an inverse relationship between education and female participation in the labour force is rejected at 5 percent significance level.
- On the other hand, having unstable marriage lowers the likelihood of married women's labour force participation as compared to those married women with relatively stable marriage experience. This result is inconsistent with one that is stated in the hypothesis

three. I.e. marriage stability has positive relationship with women labour force participation.

- Other factors which have insignificant effect on labour force participation of woman are the presence of young child less than six year at home. However, the result proved that the presence of young child at home lowers the women chance of being in the labour force.
- The findings indicated that, migration status of women has insignificant effect in determining their labour force participation. Thus the result also disproves the hypothesis that migrants married women have high chance of being in the labour

That is, married migrant women have less likely to participate in labour market of the area under investigation as compared to those married women who are non migrant.

5.2 CONCLUSION

From the discussion it is found that the difference in women labour force participation rates among those married women in the area under study was found to be contributed by the difference in socio- demographic attributes of the respondents and also by the difference in the labour market situation of the area. it is essential to say that women's labour remains disregarded area, even if some efforts has been made recently. So that a great deal of research needs to be done at national level to provide necessary information to determine the factors influencing women's labour supply decisions

Finally, the overall result of the analysis leads to the conclusion that women's educational status and marital stability significantly determine female labour force participations in the area under study. However, women's age, ethnicity, religion, presence of children, and husband education has insignificant effect in determining the propensity of women labour force participation under the investigation area.

5.3 RECOMMENDATION

On the basis of the findings in this study, the relative low level of female labour force participation in Hawassa City Administration of Southern Nations Nationality People's region is inconsistent with the equity and efficiency goals and it might be impacting negatively on the current economic performance of the region as well as the country. This issue requires prompt attention of policy makers. Labour market policies, programs and initiatives may be developed to improve the situation and promote labour market participation of woman's. Therefore, women should be given more opportunity for labour force participation.

More specifically; it is recommended that,

- The central and regional governments should concentrate on increasing female labour force participation with appropriate policy of providing education to all females of school age. In addition to this, for those with no education or school dropouts, effort should be made to help them by providing an appropriate skills and trainings that help them to get employed and become productive. However, such efforts should accompanied by creating and widening the available job opportunities.
- The labour absorption capacity of the country economy is still very low while the number of job seekers is growing higher each year. In this respect, the observing capacity of the economy as well as the dynamic population growth needs to be monitored regularly, and appropriate employment and population polices should be adopted consequently.
- Government should provide financial assistance to the families those who below the poverty line to grant household industries.
- finally, it is essential to say that women's labour remains disregarded area, even if some efforts has been made recently. So that a great deal of research needs to be done at regional level to provide necessary information to determine the factors influencing women's labour supply decisions in the area.

References

- Addison, T. 1993. "Employment and earnings". In T. Demery, M. Ferroni, C. Grootaert and J. Wong-Valle, eds., *Understanding the Social Effects of Policy Reform*. Washington, D.C.: The World Bank.
- Anker, R. (1998), "Gender and Jobs: Sex Segregation of Occupations in the World", (Geneva, ILO).
- Appleton, S., P. Collier and P. Horsnell. 1990. "Gender, education and employment in Côte d'Ivoire". SDA Working Paper No. 8. The World Bank, Washington, D.C.
- Antecol, H., (2000). "An Examination of Cross-Country Differences in the Gender Gap in Labour Force Participation Rates", *Labour Economics*, vol. 7, pp. 409–426.
- Asmamaw Enquobarhie (PhD), *Some Controversies on Informal Sector Operation in Ethiopia: Problems and Prospects for a Development Strategy*, 1994.
- Babb, F. E. (1990). "Women and work in Latin America". *Latin American Research Review*, 25(2), pp 236-247.
- Becker, G.S. (1965). "A Theory of the Allocation of Time", *The Economic Journal*, vol. 75, no. 299, pp.493-517.
- Bigsten, A. and S. Horton. 1997. "Labour markets in Sub-Saharan Africa". Mimeo. University of Gothenberg and University of Toronto.
- Chant, Sylvia (2002), "Researching Gender, Families, and Households in Latin America: From the Twentieth into the Twenty-first Century." *Bulletin of Latin American Research* 21:545-75.
- C.S.A (1999) Analytical Report on the 1999 national Labour Force Survey. March 1999, Addis Ababa, Ethiopia.
- C.S.A (2005) Report on the 2005 National Labour Force Survey, May 2006, Addis Ababa.
- C.S.A (2009), Statistical Report on urban Informal Sector sample survey, January 2003.
- C.S.A (2008) Summary and Statistical Report of the 2007 Population and Housing Census. December, 2008 Addis Ababa.
- C.S.A. (2010) the 2007 Population and Housing Census of Ethiopia results for Country Level Statistical Report. Addis Ababa, Ethiopia.

- C.S.A. (2009). Summary Urban Employment Unemployment Survey, PP.17, Addis Ababa, Ethiopia.
- Central Statistical Authority & Ministry of Labour & Social Affairs (CSA/MOLSA), Report on Urban Informal Sector Sample Survey, Statistical Bulletin # 174, Addis Ababa, 1997.
- Daly, M. (2000). "A Fine Balance: Women's Labour Market Participation in International Comparison", in Fritz. W. Scharpf and Vivien A. Schmidt (eds) *Welfare and Work in the Open Economy*, Vol. II, pp.467–510. Oxford: Oxford University Press.
- Daniel Workman (2006), *World's Poorest Countries, Lowest GNP Nations Highlight African Poverty*.
- Diane Elson (1999), *Labour Markets as Gendered Institutions: Equality, Efficiency and Empowerment Issues*.
- ECA/CM (1995), *Progress Report on the Elaboration of a Framework Agenda for Building and Utilizing Critical Capacities in Africa*, Addis Ababa, Ethiopia.
- Esan, O (1995) *Gender and Development: The changing face of Womanhood in the progress of Nigerian Children*, UNICEF Country office, Lagos Nigeria.
- Fernández, R.. and A. Fogli, (2006). "Culture: An Empirical Investigation of Beliefs, Work, and Fertility", NBER Working Paper, no. 11268.
- Goldin, C. (2006). "The Quiet Revolution That Transformed Women's Employment, Education, and Family", *The American Economic Review*, vol. 96, no. 2, pp. 1-21.
- Grossman, *Female Labour Force Participation in Nigeria - Determinants and Trends 1975*.
- Harrison, A (2005), "Globalization and Poverty" University of California at Berkeley and NBER, memo.
- Harry A. Sackey (2005), *Female Labour Force Participation in Ghana: The Effect of Education*, AERC Research Paper 150 African Economic Research Consortium, Nairobi, September 2005.
- Hayat Abdulahi, "Constraints to Women Entrepreneurs in the Informal Sector: The Case of Women Traders in Addis Ababa Markets," *Small-Scale Enterprise Development in Ethiopia*, Proceedings of the 6th Annual Conference on the Ethiopian Economy, Wolday Amha et al. (eds.); Addis Ababa, November 1997.

- Heckman James (1980), *Female Labour supply: Theory and estimation* Princeton, NJ : Princeton university press.
- Heineck, G., (2004). "Does Religion Influence the Labour Supply of Married Women In Germany?", *Journal of Socio-Economics*, vol. 33, no. 3, pp.307-328.
- Hoffman L.W & Ivan N (eds) (1974) *Working mothers*, San Francisco, Jossey - Bass.
- Husmanns and Mehran, *Contribution of Informal Sector and Informal Employment in India Economy*, 1989.
- ILO (1972), *Employment, Income and Equality: A Strategy for Increasing Productive Employment in Kenya*, Geneva: International Labour Office.
- ILO/EAMAT. 1999. *Kenya: Meeting the Employment Challenges of the 21st Century*.
- Julia S. O'Connor (1993), *Gender, Class and Citizenship in the Comparative Analysis of Welfare State Regimes: Theoretical and Methodological Issues*.
- Kalwij, A.S. 2000. "The Effects of Female Employment Status on the Presence and Number of children." *Population Economics* 13: 221-239.
- Kevane, M. and B. Wydick. 2001. "Microenterprise lending to female entrepreneurs: Sacrificing economic growth for poverty alleviation?" *World Development*, 29(7): 1225-36.
- Krishnan, P., T. Selassie and S. Dercon. 1998. "The urban labour market during structural adjustment: Ethiopia 1990-1997". Working Paper Series 98-9. Centre for the Study of African Economies, University of Oxford.
- Krueger, A. (1983), *Trade and Employment in Developing Countries*, vol. 3: Synthesis and Conclusions, University of Chicago Press.
- Maglad, N. 1998. *Female participation in the labour market: The case of the informal sector in Kenya*, Nairobi, Kenya.
- Mahoney T.(1961) "Factors determining the labour force participation of married women" *Industrial Labour Relations Review*, vol 1.
- Makonnen, Ngusic. 1993. "Labour supply and the distribution of economic well-being: A case study of Lesotho". PhD thesis, University of Gothenburg.
- Mammen, K. & C. Paxson, (2000). "Women's Work and Economic Development", *The Journal of Economic Perspectives*, vol. 14, no. 4, pp. 41-164.

- M'Bet, A., A. Akaffou and A.A. Alphonse. 1998. "The determinants of the supply of women's labour in francophone Africa". Research proposal submitted to the African Economic Research Consortium, Nairobi.
- McCormick, D. and W. Mitullah. 1995. "Policy experiences of women in Kenyan small enterprises". Paper presented at UNESCO Meeting on Women in Informal Sector, Nairobi, September.
- Michael P. Todaro (1997), *Urbanization, Unemployment and Migration in Africa: Theory and Policy*.
- Momsen J.H and Townsend J (eds) (1987) *Geography of the Gender in the Third World*, University Press, State University of New York.
- Moser, *The Informal Sector: Definition, Controversy and Relation to National Development Review Volume II*, 1978.
- Murray, P. & Syed, J. (2007), "Observations through gendered lenses: experiences of managerial women." In E. Davis & V. Pratt (Eds), *Making the Link: Affirmative Action and Employment Relations*. Sydney: CCH Australia Limited, 18: 38-44.
- Nam, Sunghye (1991), "Determinants of Female Labour Force Participation: A Study of Seoul, South Korea, 1970-1980", *Sociological Forum*, Vol. 6, No. 4, pp. 641-659.
- Lawanson, *Female Labour Force Participation in Nigeria: Determinants and Trends*, Department of Economics, University of Lagos, Nigeria, 2008.
- Oyekanmi F. D (1991) *Concept and measurement of women's work in Nigeria and their Implication for social change in conference on women, family and Population*, Ouagadougou.
- Psacharopoulos, G. & Z., Tzannatos, (1989). "Female Labour Force Participation: An International Perspective", *The World Bank Research Observer*, vol. 4, no. 2, pp. 187-201.
- Psacharopoulos, G. & Z., Tzannatos, (1987). "Education and Female Labour Force Participation", Paper Presented at the Sixth World Congress of Comparative Education, Rio de Janeiro, July 6-10.
- Read, J.G., (2004a). "Family, Religion, and Work Among Arab American Women", *Journal of Marriage and Family*, 66, pp. 1042-1050.

- Read, J.G., (2004b). "Cultural Influences on Immigrant Women's Labour Force Participation: The Arab-American Case", *International Migration Review*, vol. 38, no. 1, pp. 52-77.
- Read, J.G., (2002). "Challenging Myths of Muslim women: The Influence of Islam on Arab-American Women's Labour Force Participation", *Muslim World*, 96, pp. 18-39.
- Rachel McCulloch (2005), *Protection and Real Wages: The Stolper Samuelson Theorem*.
- Roger A. Tsafack, Nangosso, Christian M. Zamo-Akono, *Fertility, Health and Female Labour Force Participation in Urban Cameroon*.
- Sackey, H.A. 2001. "Female labour force participation and fertility in Ghana". Work in progress Presented at AERC Biannual Research Workshop. Nairobi, 1-6 December.
- Sackey; Nanfoso; etal (2005), "Globalization and Poverty". University of California at Berkeley and NBER, mimeo.
- Street Business Operators Task Force/Addis Ababa, *A Study on the Major Problems and Possible Solutions of Street Business Operators in Addis Ababa*, Addis Ababa, July 2000.
- Tyndale (2000), *Female Labour Force Participation in Nigeria- Determinants and Trends*.
- UN-ECA, *the Promotion of the Informal Sector for Development in Africa, Pilot Assistance to Ghana*, Ghana, 1993.
- United Nations (2000a), *The World's Women 2000 Trends and Statistics*. ST/ESA/STAT/SER.K/16. New York.
- Waldfogel, J. (1998), "Understanding the "Family Gap" in Pay for Women with Children," *Journal of Economic Perspectives*, 12(1), 137-56.
- World Bank. 1995. *Towards Gender Equality: The Role of Public Policy*. Washington, D.C.: The World Bank.
- World Bank Group, *Concept of Informal Sector*, n.d, working paper.
- World Bank Group, *Informal Labour Market in Transition Economies*.

Appendix 1

Computation of Age Ratio by UN Method

This is one of the mathematical method use applied to age data usually arranged in five year age group. It helps to data's accuracy. The underlying assumption for the method is:

" in a situation where data is accurately recorded and where there are no known historical disturbing factors, the ratio of population in a given age group (P_i) to half the proportion of the two adjacent groups (P_{i-1} and P_{i+1}) would be approximately 100(Sembajwe, 1993)."

That is,

$$\frac{P_i}{\frac{1}{2}(P_{i-1} + P_{i+1})} \sim 100$$

Age group	Number of Married women	Age Ratio	Deviation from 100
15-19	16	-	-
20-24	130	103	-3
25-29	156	160	-60
30-34	97	78	22
35-39	105	138	-38
40-44	49	75	25
45-49	46	-	-
Total	599	-	-

Where;

$i = 1, 2, 3, 4, 5, 6, 7$ (with 1= 15-19, 2= 20-24, . . . , 7= 45-49).

P_i = The population in age group i .

P_{i-1} = The population preceding age group i .

P_{i+1} = The population following age group i .

Appendix 2

Categorical Variables Coding Used in SPSS Software

Categorical Variables	Variable Name	Frequency	Parameter coding		
			(1)	(2)	(3)
Recoded Logistic Ethnicity	Amhara	107	1.000	.000	.000
	Welayita	61	.000	1.000	.000
	Oromo	54	.000	.000	1.000
	Others	101	.000	.000	.000
Recoded Respondant Education	Primary and below	79	1.000	.000	
	Junior secondary	31	.000	1.000	
	Secondary and above	213	.000	.000	
Recoded Respondant Husband Education	Primary and below	56	1.000	.000	
	Junior secondary	34	.000	1.000	
	Secondary and above	233	.000	.000	
Recoded Logistic Religion	Orthodox Christian	206	1.000	.000	
	Other Christian	99	.000	1.000	
	Muslim and others	18	.000	.000	
Age (Binned)	15-24	57	1.000	.000	
	25 - 39	211	.000	1.000	
	40-49	55	.000	.000	
Presence of Young Children below 6 Years	NO	227	1.000		
	Yes	96	.000		
Respondent Marital Stability	Unstable Marriage	92	1.000		
	Stable Marriage	231	.000		

Appendix 3

List of Selected EAs

Region	Zone	Wereda	Town	Sub City	Kebele	EA
SNNP	Hawassa City Administration	Hawassa City Administration	Hawassa City Administration	Meneharya	06	25
						29
						19
						34
SNNP	Hawassa City Administration	Hawassa City Administration	Hawassa City Administration	Mehale Ketema	05	06
						32
						18
SNNP	Hawassa City Administration	Hawassa City Administration	Hawassa City Administration	Misrak	04	02
						10
						17
Total	-	-	-	-	3	10

Appendix 4

HOUSEHOLD LISTING FORM

*Addis Ababa University, College of Development Studies, Institute of Population Studies
Survey on Determinants of Female Labour Force Participation in the Informal Sector
in Hawassa City Administration of Southern Nation's, Nationalities and People's Region*

HOUSEHOLD LISTING FORM

SECTION I: AREA IDENTIFICATION

<i>Region SNNP</i>	<i>Zone Hawassa City Administration</i>	<i>Woreda Hawassa City Administration</i>	<i>Town Hawassa City Administration</i>	<i>Sub City NAME</i>	<i>Kebele NAME</i>	<i>Enumeration Area Code</i>	<i>Name of Data Collector</i>	<i>Name of Supervisor</i>
07	01	01	1	<i>Place for code</i>	<i>Place for code</i>			

SECTION II: HOUSEHOLD LISTING

Housing Unit Serial No. (In 3 digits)	Household Serial No. (In 3 digits)	Usual Residents		Household Member Characteristics			For Women Aged 15 Years and Above (Informal Sector Filtering Question)		Eligible Households Serial Number	Selected Households	Selected Women Serial Number	REMARK
		Name of HH member		Relationship to head of Household	Sex Male -1 (Go to Next Row)	Age (In complete years)	Are you currently married? Yes - 1 No - 2 (Go to Next Row)	During the last 7 days (At least for 4 hours) were you engaged in any kind of productive activities such as work for payment, for family gain or Profit, produce for own consumption? Yes - 1 No - 2 (Go to Next Row)				
		Ser. No.	Name									
1	2	3	4	5	6	7	8	9	10	11	12	13

Total number of eligible HHS (Col. 10) _____ Total number of eligible Women (Col. 12) _____

Appendix 5

Addis Ababa University College of Development Studies Institute of Population Studies ELIGIBLE WOMEN QUESTIONNAIRE

SECTION I - AREA IDENTIFICATION

S/N	Identification	Name	Code	
01	Region			
02	Zone			
03	Wereda			
04	Town			
05	Sub city			
06	Kebele			
07	Enumeration Area			
08	Household Serial No.			
09	Code of Respondents			

Introduction and Consent

Hello, my name is _____ and I am working with a student from Addis Ababa University. I'm here to learn more about the determinants of females labour force participation in the informal sector. As economy develops the non farm sector will become increasingly important as an alternative employer of labour and source of livelihood in any area. We want to know what factors determine female participation in the labour market over time in randomly selected households. Information from these discussion and interview will help the area under investigation to further strengthen the effort so that it benefits the community of the Kebele.

Your participation in this study is entirely voluntary, if at any time during the interview you feel uncomfortable, please let me know you can choose not to answer particular questions or I will discontinue the interview at any time in the process. However, we hope that you will participate fully in the study as your experience and opinions are very important. Whatever information you provide us it will be strictly confidential.

Do you have any questions? With your permission, may I proceed with the interview question?

I Yes (Proceed with the interview) No (Thank the person for his/her time and end here)

Interview Date		
Interview Time	Started _____	Ended _____
	Name	Signature
Data Collector		
Supervisor		

SECTION II

PART 1 - DEMOGRAPHIC CHARACTERISTICS OF OPERATOR AND RELATED INFORMATION (For Women in the selected households)

S/N	Questions	Coding Category	Skipping rules
1.1	What is the relationship of (Name) to the head of the household? <i>Circle the answer</i>	Head of Household 0 Husband/Wife 1 Son/Daughter 2 Mother/Father 3 Sister/Brother 4 other relatives 5 Non relatives 6	
1.2	How old are you? (record age in complete years)	Years <input style="width: 30px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 30px; height: 20px; border: 1px solid black;" type="text"/>	
1.3	What is your Ethnicity? <i>Circle the answer</i>	Sidama 1 Gedeo 2 Gurage 3 Welayta 4 Hadiya 5 Gamo 6 Kembata 7 Oromo 8 Amhara 9 Other Ethiopian Nationality 10	
1.4	What is your religion? <i>Circle the answer</i>	Orthodox----- 1 Catholic----- 2 Protestant ----- 3 Muslim ----- 4 Traditional----- 5 Others-----	
1.5	Can you read and write simple sentences?	Yes ---1 <input style="width: 30px; height: 20px; border: 1px solid black;" type="checkbox"/> No-----2	If the answer is 'No' skip to Q 1.8
1.6	Have you ever attended school?	Yes ----1 <input style="width: 30px; height: 20px; border: 1px solid black;" type="checkbox"/> No-----2	If the answer is 'No' skip to Q 1.8
1.7	What is the highest grade you have completed? <i>Circle the answer</i>	1-6 1 7-8 2 Old system secondary 9-12..... 3 New system secondary 9-10 4 Tech. / Voc. Certificate 5 University/College diploma , 6 University/College degree and above 7 Non formal 8	

PART 2 - INFORMATION ON GENDER ISSUES, MATERNAL HEALTH AND CHILD

S/N	Questions	Coding Category	Skipping rules
2.1	Do all children of school age in the family go to school?	Yes ----1 No-----2	<input type="checkbox"/> If the answer is 'Yes' skip to Q 2.3
2.2	If they do not go to school, what are the main reasons?	Inability to pay for their expenses /uniforms/ school materials 1 Inability to attend school for health reasons 2 Help the family earn its living 3 Too old to go to school 4 Distant location of schools 5 Other specify	
2.3	What do your children usually do after school?	Play 1 Study 2 Assist in household activities 3 Engaged in economic activities to support family income 4 Other specify	
2.4	Who is usually making decision in your household?	Husband/father 1 Wife/mother 2 Both 3 Others Specify.....	
2.5	Who has a vital power on resource ownership of the household?	Husband 1 Wife 2 Both 3 Other Specify	
2.6	Currently are you using any family planning method?	Yes ---- 1 No-----2	<input type="checkbox"/> If the answer is 'Yes' skip to Q 2.8
2.7	If the answer for Question 2.6 is No, why?	Spouse opposes 1 Pregnant 2 Religious conviction 3 Menopause 4 Do not have information 5 Fear of side effects 6 Want to have a child 7 Other specify	

PART 3 - INFORMATION ON ELIGIBLE WOMEN WORK

S/N	Questions	Coding Category	Skipping rules
3.1	Are you currently engaged in some kind of work whether working for someone else or for yourself or in a family business?	Yes ----1 No-----2	<input type="checkbox"/> If the answer is 'No' skip to Q 3.3
3.2	Have you done any work like making something to sell, selling some thing, sewing or washing clothes for people outside your family even if this work is at home, etc for a few hours per week during the last 7 days?	Yes ----1 No-----2	<input type="checkbox"/> If the answer is 'No' skip to Q 3.9
3.3	What is the main type of work you are currently engaged in /doing? <i>Circle the answer</i> <i>INTERVIEWER: If the respondent is engaged in more than one type of work consider the work done for a longer period of time.</i>	Handicraft/ cottage 1 Service 2 Retail trade 3 Whole trade 4 Other Specify _____	
3.4	What type of work are you doing?	Handicraft/ cottage 1 Service 2 Retail trade 3 Whole trade 4 Other Specify _____	
3.5	Are you doing/ did you do this work at home or away from home?	At home -----1 Away from home -----2	<input type="checkbox"/>
3.6	How far is your job from your home? ----- Km	Less than 1 Km ----- 1 1 – 5 Km ----- 2 More than 5 Km ----- 3	
3.7	How long does it takes to go your place of work? ----- minutes.	Less than 60 minutes ----- 1 60 – 120 minutes ----- 2 More than 120 minutes ---- 3	
3.8	Are you working or you are working in ----- <i>Circle the answer</i>	Self ----- 1 In family business ----- 2 For someone else ----- 3 Privately owned institution -- 4 Government/ NGOs ----- 5	
3.9	<i>INTERVIEWER:</i> Work status of the women is -----	Formal sector ----- 1 Informal sector ----- 2 Non working ----- 3	If the answer is 'Code 3' END

S/N	Questions	Coding Category	Skipping rules
3.10	How much is your average income per month? ----- Birr.	Less than 250 Birr ----- 1 251 – 500 Birr ----- 2 More than 500 Birr ----- 3	
3.11	How much is your husband income per month? ----- Birr.	Less than 250 Birr ----- 1 251 – 500 Birr ----- 2 More than 500 Birr ----- 3 None ----- 4	
3.12	Is there any member of your households (excluding your husband) have source of income per month?	Yes ----1 No-----2	<input type="checkbox"/> If the answer is 'No' END
3.13	How much is your other household member's income per month? ----- Birr.	Less than 250 Birr ----- 1 251 – 500 Birr ----- 2 More than 500 Birr ----- 3	
3.14	INTERVIEWER: How much is the total income of the household per month? ----- Birr. (Add 3.10 , 3.11 and 3.13)	Less than 250 Birr ----- 1 251 – 500 Birr ----- 2 501 - 1000 Birr ----- 3 51001 – 1500 Birr ----- 4 More than 1500 Birr ----- 5	

INTERVIEWER: Section 4 and 5 will be asked only for women who are engaged in the INFORMAL SECTOR, i.e. if the answer for Question 3.9 is Code 2.

PART 4 – PROBLEM AND FUTURE PLAN

S/N	Questions	Coding Category	Skipping rules									
4.1	What were the first most difficult problems you faced when you start your informal sector work? (In order of importance) <table border="1" style="margin-left: 20px;"> <tr> <td>First</td> <td></td> <td></td> </tr> <tr> <td>Second</td> <td></td> <td></td> </tr> <tr> <td>Third</td> <td></td> <td></td> </tr> </table>	First			Second			Third			I face no problem 1 Lack of space 2 In adequate skill 3 Lack of sufficient capital 4 Lack of bank or other credit facilities..... 5 Lack of information/counseling service 6 Lack of raw materials nearby 7 Heavy price of raw material 8 Government regulations 9 Other Specify _____	
First												
Second												
Third												
4.2	Do you intend to continue the work you are current engaged/working in?	Yes 1 No 2 I don't know 8	<input type="checkbox"/> If the answer is 'Code 2 skip to Q 4.4									

S/N	Questions	Coding Category	Skippin g rules									
4.3	If the answer for Question 4.2 is Code 1 , What is the major plan of this work? Circle the answer	Maintain at the same level 1 Expand capacity 2 Reduce capacity 3 Other Specify _____										
4.4	If the answer for Question 4.2 is Code 2 , What is the main reason? Circle the answer	Lack of capital 1 Lack /shortage of market 2 Lack of work space 3 Lack/shortage of raw materials/supply 4 Unable to compete with others 5 No profit 6 To continue education 7 Family problem/Presence of children 8 Health problem 9 Old age 10 Other Specify _____ 99										
4.5	What are the three most important forms of assistance you need from the government for your current work? <table border="1" data-bbox="292 1055 491 1167"> <tr> <td>First</td> <td></td> <td></td> </tr> <tr> <td>Second</td> <td></td> <td></td> </tr> <tr> <td>Third</td> <td></td> <td></td> </tr> </table>	First			Second			Third			Technical training 1 Training in accounting/ business method 2 Better accesses to raw materials/supply ... 3 Better accesses to bank loan 4 Accesses to working place 5 Favorable government rules and regulations 6 Assistance with marketing 7 Other Specify _____	
First												
Second												
Third												

PART 5 – INFORMATION ON CAPITAL

<i>S/N</i>	<i>Questions</i>	<i>Coding Category</i>	<i>Skipping rules</i>
5.1	How much was your initial capital of your work? _____ Birr.		
5.2	What was the major source of this capital? <i>Circle the answer</i>	Own saving 1 Borrowing from friends 2 Borrowing from bank 3 Borrowing from individual on terms 4 Donation 5 Inheritance 6 Assistance from government, Organizations, etc 7 Other Specify _____ 99	
5.3	How much is your current capita? _____ Birr.		
5.4	How much is your working capita? _____ Birr.		
5.5	Do you have enough capital to run your current work/business?	Yes 1 No 2 <input type="checkbox"/>	If the answer is 'Code 1' END
5.6	How do you solve the problem? <i>Circle the answer</i>	Borrowing from friends 1 Borrowing from bank 2 Borrowing from individual on terms 3 Assistance from government, Organizations, etc 4 Other Specify _____	

Declaration

The thesis is my original work, has not been presented for a degree in any other university and that all sources of material used for the thesis have been duly acknowledged.

Eetached Mohammed
Student


Signature

19/05/11
Date

I confirm that this thesis has been submitted with my approval as the supervisor of the same.

DR. K. DEVARAS
Advisor


Signature

19/05/11
Date