

Women and Unemployment in Bahir Dar City, Ethiopia: Determinants and Consequences

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Abstract

Even if women make up half of the world's population, their contribution to measured economic activity, growth, and well-being is far below its potential. Besides, employment of women in economic sectors has important effect on their life, family and the country as a whole. However, the gap between women and men in paid employment remains wide in many parts of the world. These issues of women encompassing determinants and consequences of unemployment on them are not well articulated. Thus, the main objective of this study was to examine the socio-cultural and demographic determinants of employment status of women and the consequence of unemployment on women in Bahir Dar City, Amhara region. To carry out this study, mixed research approach specifically convergent parallel design was used. To investigate this, primary and secondary data sources were utilized. Additionally, questioner and in-depth interview were used as the data gathering instruments for quantitative and qualitative respectively. Besides, 388 respondents were selected by using simple random sampling technique for quantitative technique and 11 participants were selected by purposive sampling technique for qualitative technique. The analytical techniques used in this study were descriptive statistics such as frequency of tables as well as cross tabulation and binary logistic regression for quantitative data and thematic way of data analysis for qualitative one. The descriptive statistics result showed that 61.1 % were employed where as 38.9 % were unemployed. In view of that training skills obtained, family size and household headship were found to be the significant determinants of women's employment status. Moreover , poor living standard and dependency, domestic violence, unwanted marriage and unwanted pregnancy, low level of social participation (isolation), hopelessness and anxiety (stressful life) , addiction by intoxication of alcohol and other forms of drug, less satisfaction in marital life , divorce , prostitution , allowing to be the victim of sexually transmitted disease like HIV-AIDS, increasing future shocks were found to be the consequence of unemployment on women in the study area .Furthermore, the study has discovered that it is still not easy for many women to enter the formal labor market even though the situation has altered over time. Thus, the major challenge encountering the present government of the city is how to address this issue.

Keywords: Unemployment; gender; women; gender division of labor and discrimination.

1. Introduction

Women make up half of the world's population, but their contribution in economic activity, growth, and well-being is far below its potential, with serious macroeconomic cost. Contrary to this, women employment in economic activities has several valuable effects for women and their families in particular and the economy in general. Despite significant improvement in recent decades, labor markets across the world remain divided along gender lines, and progress toward gender equality seems to have delayed. In many countries, distortion and discrimination in the labor market hamper women's options for paid work, and female representation in senior positions and entrepreneurship remains low [41].

Besides, as far as social networking is concerned, there is a significant gender disparity across the world. Women carry the burden of housework, which limits their time in developing social networks and in improving their employment prospects. Therefore, the nature of women work obliges them to spend less time in social networking as compare to that of their counter parts [28].

Likewise, gender unemployment gaps are at least as important as the gaps in other labor market outcomes. Unemployment is not necessarily affecting the majority of the population in the same way. Thus, the impact of unemployment on women is more serious than men in different contexts [11]. Unlike the case for most men, women's unpaid labor in productive activities is extremely imbricate in the patriarchal temperament or nature of the household and its property, and therefore a material articulation of their lack of social freedom and independence in the overall economy and society [49]. The continued mediation of a large part of women's productive/economic labor and incomes derived from such unpaid labor by the household represents conditions of both economic dependence and patriarchal domination in the lives of these women workers [36].

Moreover, when both paid and unpaid works are accounted for women and men spend analogous amounts of time working on an average day. Women's ability to participate in the labor market is constrained by their higher allocation of time to unpaid work. On average, women spend twice as much time on household work as men and four times as much time on childcare thereby freeing up time for male household members to participate in the formal labor force [59].

Owing to these facts, women contribute substantially to economic welfare through large amounts of unpaid work such as child-rearing and household tasks, which often remains unseen and unaccounted for in GDP [41]. Gender inequalities in the labor market can also be seen in terms of earnings differentials. Evidence shows that women are paid less than men for equivalent work. Women's earnings range from a low of around 50 percent to around 85 percent of men's earnings. In some countries the ratio has fallen, in others it has raised, in some there is no consistent rise or fall [70].

However, concern regarding marginalization of women in employment has engaged those involved in women's studies since its inception in the 1970s. In the 1960s, before the advent of specialized women's studies, female work participation had been declined, but generally thought to be a transitory phenomenon as the economy moved from subsistence agriculture and household industry to modern industry. The advances of the women's

movement, the enactment of laws forbidding sex discrimination, increases in female enrollment in higher education and professional schools, the steady increase in women's labor force participation, and reductions in gender stereotyping in both education and employment all contributed to this trend [71].

In line with these, the Copenhagen conference (1980) recognized that women would be given equal access to education, health, employment opportunities in order to achieve equality, development and peace throughout the world. Relieving restraint to women's labor market participation; whether through legislation or provision of substitutes for women's time spent on domestic work (for example, child care) may help to break the link between female headship and poverty [46].

Contrary to these, unemployment has an impact on family cohesion, level of poverty and it results in different social problems like civil war, violence, prostitution, breakup of families and alcoholism due to hopelessness. It is accompanied by bad occupational prospects and impending economic deprivation, placing the well-being of a future family at risk [63].

Also, unemployment is often psychologically and financially devastating for those who experience it and for those who are dependent upon them. There is substantial evidence of the negative health effects for the unemployed person. In economic terms, unemployment is a major loss of valuable productive resources with all that implies for economic growth and the standard of living of the whole community. The impacts are not evenly spread. Particular parts of the community are more severely affected than others, exacerbating problems of inequality within metropolitan areas and between the cities and some regional areas [71].

Generally, at a global level, female unemployment is higher compared to that of male unemployment. They also suffer from a difference in the quality of employment in comparison to men. Vulnerable employment which comprises contributing family workers and own account workers (as opposed to wage and salaried workers) is more widespread for women than men [38].

In most developing countries in general, and in sub-Sahara Africa in particular, the worst-affected groups in job crisis are women, young people, the disabled and the elderly. Women's unemployment problems arise from a variety of factors including cultural prejudices, educational difference between men and women and a lack of marketable skills [39]. Unemployment (mainly as an urban phenomenon) and underemployment continue to be serious social problems in Ethiopia despite some improvements in recent years [50].

Similarly, the Ethiopian economy has witnessed tremendous improvement in the labor market; however, unemployment remains widespread in urban areas. Policies need to address the poor labor market conditions for women in both the rural and urban areas as well as implement strategies which benefit the rising number of educated youth and women entering the labor market [15].

Currently, there are encouraging trends in Ethiopia with regard to female participation in education and the labor force. However, women representation in the formal sector and in professional and managerial jobs is not comparable with that of men. Unemployment and underemployment are more prevalent among women than men. As noted earlier, it is also true that more of the employed women are concentrated in the informal

economy. To deliver successful results in terms of improving women's labor force participation and improve their presence in the formal sector, the government should focus on skill development, access to productive resources and social and economic protection through institutional support [56].

To sum up, unemployment is more of a problem of women than that of their counterparts. This issue dictates the researcher to consider the determinants and consequences of unemployment of women in Bahirdar town as part of Ethiopia. The existing circumstance motivates for improving the labor market participation of women. For this rationale, there is a need to examine the determinants and consequences of unemployment of women. In line with this, the objective of this study is to study the determinants and consequences of unemployment of women in the study area. The examination is accomplished in the course of a review of relevant literature and findings on some demographic and socio-cultural determinants of women employment status and the consequence of unemployment on women.

1.1. Objectives

General Objective of the Study

The general objective of this research is to study the determinants and consequences of unemployment of women in Bahir Dar City.

Specific Objectives

- ✓ To examine the demographic as well as socio-cultural factor that determines women employment status.
- ✓ To investigate the social, economic and psychological consequences of unemployment on women in the study area.

2. Materials and methods

2.1. Description of the Study Area

The Metropolitan area of Bahirdar is found in the Bihar Dar Zuria *Woreda* of the previous administration. It is specifically located in the central part of Amhara National Regional State encircling the periphery of *Lake Tana's* Southern tip. The Metropolitan area of Bahir Dar stretches some about 25 km radius from the center of Bahir Dar City proper. It includes the surrounding three small urban centers such as Zegie in the North West, Meshenti in the South, and Tis Abay in the East. The approximate geographical coordinates of Bahir Dar Metropolitan area is between 11°2'-11°39' North latitude and 37°15'-37° 40' East longitude.

Bahir Dar is one of the leading tourist destinations in Ethiopia, with a variety of attractions in the nearby Lake Tana which is the source of Blue Nile River. The city is known for its wide avenues lined with palm trees and a

variety of colorful flowers. In 2002 it was awarded the UNESCO Cities for Peace Prize for addressing the challenges of rapid urbanization. Based on 2007 Censuses conducted by central statistics agency of Ethiopia (CSA), this city has a total population of 221,991. The annual population growth rate is also estimated to be 5.5%.

From this total population 108,456 and 113,535 were men and women respectively. The ethnic composition of the city shows that 96.2% of the residents are Amhara, 1.1% Tigre, 1.1 Oromo%, 0.3% Agaw and 0.2% Guragie. This shows the dominance of Amhara ethnic group in the area .In addition; there are different religious groups in the city. The 2007 census report shows that 89.7% of the residents are orthodox Christian, 8.5% Islam, 1.6% protestant 0.04% catholic and the remaining are from traditional and other [12]. See below figure 1.

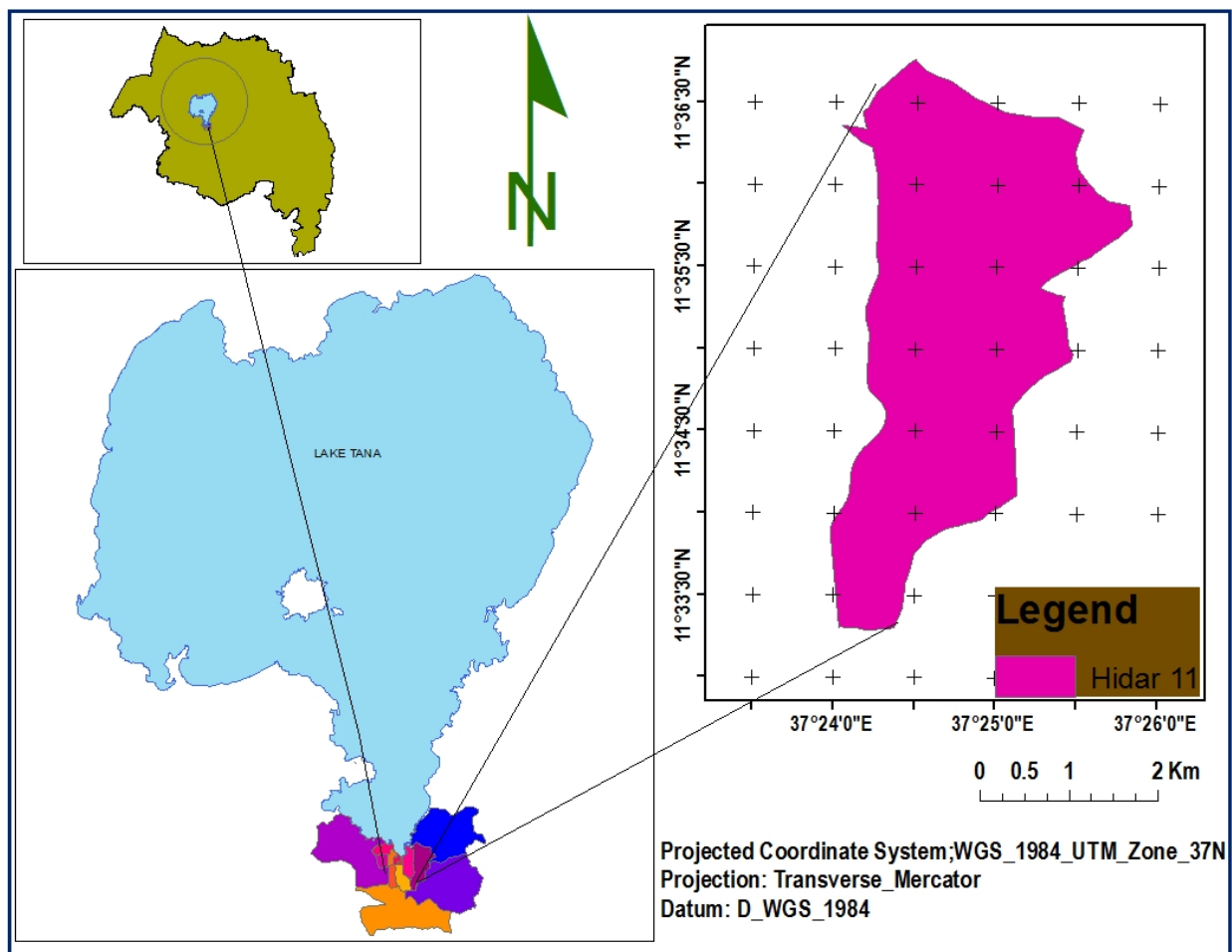


Figure 1: The ethnic composition

2.2. Research Approach

According to author [21] noted that, there are four schools of thought about knowledge claims. Those are positivism, constructivism, advocacy participatory, and pragmatism. Constructivists develop subjective meanings of their experiences-meanings directed toward certain objects or thing. Accordingly, advocacy participatory claims specific issues needed to be addressed that speak to important social issues of the day, issues such as empowerment, inequality, oppression, domination, suppression, and alienation

However, the researcher's world view is pragmatic paradigm. The rationale for selecting this from other paradigms is that the researcher wants to investigate the consequence of unemployment on women's life and determining demographic and socio-cultural barriers for employment of women. For this purpose, pragmatic paradigm is well suited since their maxim postulated that the meaning of some thing is to be determined by the experience or practical consequence of belief in or use of the expression in the world. They are consequence oriented and problem centered. The issue of unemployment of women has been discussed by other researchers but the researcher need to see this in Bahir Dar City due to that the researcher doesn't accept the existence of one universal truth rather it depends on the practical experience of the situation.

2.3. Research Strategy

In mixed research approach, the researcher used convergent parallel design/concurrent procedures. It occurs when the researcher uses concurrent timing to implement the qualitative and quantitative strands during the same phase of research process. In a concurrent study, the quantitative and qualitative data collection may be presented in separate sections, but interpretation combines the two forms of data. In this design, the investigator collects both forms of data at the same time during the study and then put together the information in the interpretation of the overall. Also, in this design, there is larger data collection procedure in order to analyze different questions [21].

2.4. Data Sources

Primary and secondary data sources have been used for this study. Primary data's were obtained from in-depth interview and questionnaire. On the other hand, secondary sources were collected from published as well as unpublished books.

2.5. Data Gathering Instruments

The data gathering instruments of this study were in-depth interview for qualitative study and questionnaires for quantitative study.

2.5.1. In-Depth Interview: - This instrument was used to gather deep information about the issues undertaken. In-depth interviewing is a qualitative research technique that involves conducting intensive individual interviews with a small number of respondents to explore their perspectives on a particular idea, program, or situation. In-depth interviews are useful when you want detailed information about a person's thoughts and behaviors or want to explore new issues in depth [13].

Hence, the researcher opted to use this for qualitative technique so as to investigate the social, economic and psychological consequence of unemployment on women by their own voice.

3.5.2. Questionnaires: Close ended questionnaire was used. Questionnaires allow the researcher to find out information such as facts, attitudes and opinions. They are a simple way to gather short responses to questions from people.

2.6. Sampling Techniques

The researcher used purposive sampling technique for selecting the participants' of in-depth interview. In purposive sampling, sampling is done with a purpose in mind. We usually would have one or more specific predefined groups we are seeking. Purposive sampling can be very useful in situations where you need to reach a targeted sample quickly and where sampling for proportionality is not the primary concern. With a purposive sample, you are likely to get the opinions of your target population, but you are also likely to overweight subgroups in your population that are more readily accessible [3].

On the other hand, the researcher used simple random sampling for selecting the respondents of quantitative technique. Here, the participants of the qualitative study have been incorporated in randomly selected respondents. We are making random sampling when the process, through which we choose the sample, guarantees that all the possible samples that we can take from the population have the same probability of being chosen, this is, all the elements of the population have the same probability of being chosen to belong to the sample[43].

2.7. Sample Size

The sample size for in-depth interview was 11 participants. On the other hand, for quantitative study, 388 respondents were selected by using simple random sampling technique out of 13,647 women in the study area.

2.8. Sampling Procedure

Bahir Dar City administration has 17 kebeles; according to the current administration system. This kebeles clustered in to nine groups as follows : Keble (7,17),(1,2,12),(8,9,10),(11), (4,5,6),(3,15),(13),(14),(16). The researcher has selected Keble 11 because there are high numbers of unemployed women in that Kebeles when the researcher compares its unemployment level with that of other kebeles. According to the Keble administration, there are 1889 unemployed women in that Keble.

The study populations were women who are within labor force as economically active population. The interviewees and respondents were selected from the total number of women who are within the labor force of the kebeles, hence would have difference in their life experiences. The study has seen a comprehensive picture of the lives of women through their own voices. Interview has been conducted with unemployed women those who are within the labor force.

When we come to quantitative research method, respondents have been selected randomly. The researcher has adopted the mathematical formula below for determining the sample size for quantitative data [53].

$$n = \frac{N}{1 + N(e)^2}$$

$$1 + N(e)^2$$

Where, N is the total women, and e is the error or confidence level

The conventional confidence level of 95% used to ensure a more accurate result from the sample. Based on this, the error term would equal to 0.05. Using the total Population of 13,647 and error margin of 0.05, the sample size has been calculated as follows:

$$n = \frac{13,647}{1 + 13,647(0.0025)} = 388$$

Hence, out of the total population of 13,647 unemployed women, sample size of 388 respondents was taken.

2.9 Trustworthiness for Qualitative Section

Trustworthiness is seen as strength of qualitative research. It used to suggest determining whether the findings are accurate from the standpoint of the researcher, the participants, or the readers of an account. In ensuring trustworthiness, the following strategies have been employed for this study project. The investigator have employed rich and deep explanation to convey the findings by examining evidence from the sources and utilize it to construct a reasonable explanation for themes which have been provided by the investigator .

2.10. Validity and Reliability for Quantitative Section

A data collection instrument's reliability is interpreted as the consistency with which it measures the target attribute and concerns a measure of accuracy. In order to ensure reliability of the instrument in this study, the majority of the variables adopted from the research conducted by authors [52] and [48].

Additionally, a pilot study was conducted for some new variables recommended by Mesifin. This involved testing the actual tool on a small sample taken from the general population. A week before execution of the study, the actual questionnaire was administered to 20 female 15-65 years of age in the study area , in order to ensure the questions were clear. After analyzing this, questions which were not clear were rephrased to ensure that appropriate responses would be obtained in the future.

On the other hand, Validity of an instrument concerns the extent to which the research measures what it asserts to measure without bias or distortion. To test the validity of the instrument, a copy of the questionnaire was submitted to the known researcher to examine whether the number and type of items in the questionnaire measured the Concept or construct of interest (content validity). Generally, questions in the tool were developed based on findings from previous studies and the literature reviewed.

2.11. Ethical Considerations

The researcher first has requested permission from those in authority in the study area. As well, the researcher asked the voluntariness of participants and respondents. Data collection was continued after introducing the participants about the research objectives and proceeds after gaining their informed consent verbally.

Participants and respondents have been invited to a small room that ensures their privacy and confidentiality. The researcher has guaranteed the right to ask questions and secure the respondents as well as participants' privacy. Moreover, the researcher has not pointed out the names of the participants and respondents of the study.

3. Results

3.1. Quantitative results :

3.1.1. Descriptive statistics

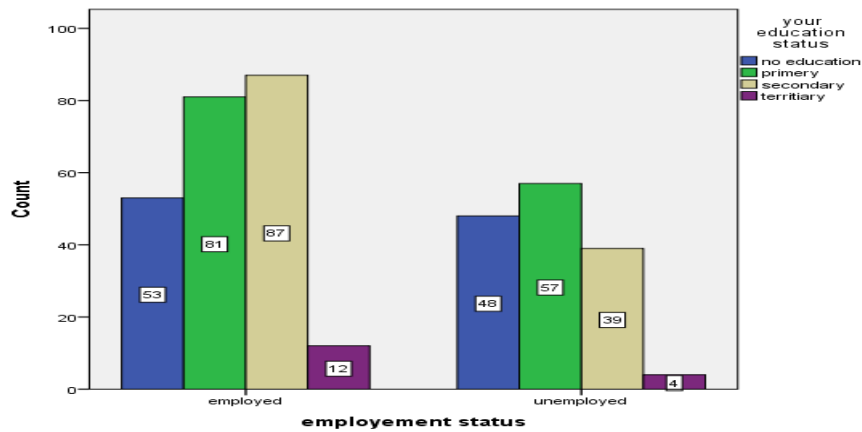


Figure 2: Education status of respondents

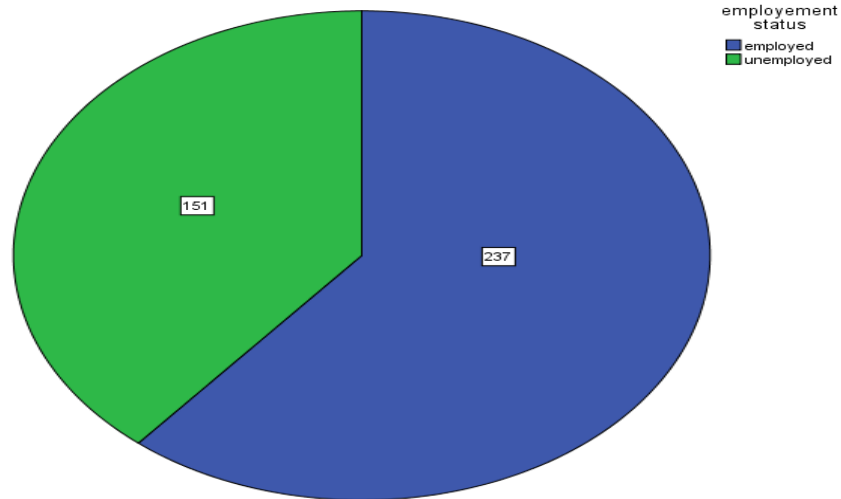


Figure 3: Respondents employment status

Note: all other variables carried out like these. Please refer the appendix:

3.1.2. Cross tabulation on the relationship between dependent variable (women employment status) and demographic as well as Socio-cultural status of respondents (the independent variables). The Pearson Chi-square statistics was used as a measure of association at 95% confidence level. See table three in the Appendix.

A. Marital status and women employment status

Marital status	Employed	Unemployed
Unmarried	15	10
Married	177	100
Divorced	23	22
Widowed	20	19

$\chi^2 = 5.025$
 $p = 0.285$

The Chi square result showed that, there was no association between marital status and women employment status ($p=0.285$). Marital status has no significant contribution for women’s labor market participation.

B. Age and women employment status

Variables	Employment status with frequency	
Age group	Employed	Unemployed
15-29	93	69
30-44	105	59
45+	39	23

$\chi^2 = 1.604$
 $p = 0.448$

The Chi-square results showed that, there was no association between age of respondents and women employment status ($p=0.44$). Age has no role on women’s participation in the labor.

Note: all other variables carried out like these. Please refer the appendix:

3.1.3. Multivariate analysis (Binary logistic regression results).

Table four: Binary logistic regression results. For further, see table four in the appendix.

Variables	B	Exp(B)	SIG	95%(CI)
Household headship				
Wife	0.769 (0.315)	2.16	0.015	1.7-3.10
Husband	0.890	2.43	0.002	1.4-4.31

Both	(0.292)	1.00		
Education status				
No education	0.133	1.14	0.84	0.306-4.25
Primary	(0.671) 0.095	1.10	0.88	0.303-4.0
Secondary	(0.657) 0.141	0.86	0.83	0.238-3.16
Tertiary	(0.66)	1.00		
Training obtained				
Yes	-0.604(0.26)	0.547	0.022	0.32-0.91
No		1.00		
Access of credit				
Yes	-0.33 (0.289)	0.716	0.249	0.40-1.06
No		1.00		
Exposure to mass media				
Always	-0.3 (0.291)	0.76	0.346	0.43-1.34
Sometimes	-0.352 (0.288)	0.73	0.22	0.40-1.23
Not exposed		1.00		
Family size				
More than five	-2.970 (1.060)	0.051	0.005	0.06-0.4
Less than five		1.00		
R²=442.473				
N=388				

Note: Standard error in parenthesis.

A. Goodness of Fit Test

The Hosmer-Lemeshow's test is one of the recommended tests for overall fit of a binary logistic regression model. This goodness-of-fit statistic is used to assess the fit of a logistic regression model.

Accordingly, results of Hosmer - Lemeshow's goodness of fit test showed that the binary logistic regression was better model than other forms of regression in establishing association between the dependent and independent variables of the study in Bahir Dar City ($p=0.171$) since in binary logistic regression, Hosmer-

Lemeshow's Goodness-of-Fit test is good fit in accepting H_0 where as bad fit in accepting H_1 . See table five in the appendix.

B. House Hold Head Ship and Women Employment Status

The binary logistic regression result indicated that, there was significant relationship between household headship and women employment status. Compare to a women with a household headed both by woman and man, the odds of being unemployed for a woman with male headed household higher by a factor of 2.435; similarly the odds of being unemployed is 2.157 times higher for a woman with a female headed household compared to a woman with household headed both by woman and man. Thus, house hold headship has a role in women employment status and a household which had ahead of both male and female having equal power was preferable.

C. Training and Women Employment Status

The binary logistic regression result showed that , there was significant relationship between training skills obtained and women employment status .Untrained women were less likely to be employed compare to that of women with any form of training including business skill training and technical and vocational training at a factor of 0.547. Hence, training play pivotal role in women employment status.

D. Family Size and Women Employment Status

The binary regression result implied that, there was significant relationship between family size and women employment status. Women who had family size less than five were less likely to be unemployed at the factor of 0.051 compare to that of family size more than five. Therefore, family size has role in women employment status.

On the other hand , the binary logistic result showed that ,exposure to mass media , education status of respondents and access of credit had no statistically significant relation with women employment status at $P=0.34,0.84,0.24$ respectively .

3.2. Qualitative Results

3.2.1 Consequences of Unemployment on Women

Accordingly, interviewees of the study were asked to explore the social, economic and psychological consequence of unemployment. Based on the interviewees, the following are the main consequence of unemployment on women.

Consequently , unemployment has several negative effects on women such as poor living standard and dependency, domestic violence, unwanted marriage and unwanted pregnancy, low level of social participation (isolation), hopelessness and anxiety (stressful life),over thinking , addiction like intoxication of alcohol and

other forms of drug, less satisfaction in marital life , divorce , prostitution , allowing to be the victim of sexually transmitted disease like HIV-AIDS, increasing future shocks in Bahir Dar City, Ethiopia .

✓ Some examples of case studies on **domestic violence**: Increases in male unemployment are associated with declines in domestic abuse while female unemployment increases the incidence of domestic abuse which encompassed under domestic violence that resulted in physical and psychological damage [5].

In line with this, one of the interviewee who is in the age of 31 depicts that:

Last week, my husband has been upset due to disagreements with his colleagues and I asked him what was wrong with you? I have repeated this question, is there anything wrong? Unfortunately, my husband has given me one box with small stone. Hahah! “Keshengo biretta mistune gebto meta”. Have you seen my face that looks like not normal due to the force exerted from him during that time? However, I didn’t like to exposed it to other people even to the police because he is the main bread winner of the household; without him our life is dark since I cannot generate income to afford my families’ need. The only solution that I had in my hand is accepting him as he is. Am so sorry! I have exposed many secrets of my life but what if he would reject me? I don’t like to surface other things beyond this! Please don’t disturb my life!

As to the interviewee, unemployment allows women to be powerless, voice less which in turn to be subjugated by their husband. This circumstances that women experiencing lead to violation of women’s right.

Similarly, another interviewee who is in the age of 35 having three kids said that:

My husband always frighten me for abandonment (rejection) and beyond that he beats me and I experience humiliating things (insulting), confinement to home (lack of freedom) and withholding money (unreleased). I have no power to move any place even to my families’ house without the permission of my husband. Hoff! I have lost my freedom beyond that he try to kick me in any case that I have tried to give response to his question equal with him. Am so sorry! Crying.....

According to the interviewee, unemployed women experience restriction of their freedom and they may lose their physical appearance in case their husband getting upset. Thus, unemployment allows women to be exploited by their counterparts.

In addition, another interviewee who is in the age of 40 with two kids stated that:

In my day to day ,life slapping or hitting, kicking or dribbling, beatings with any object are very common and I accept it as day to day life because I had no chance to refuse it. When I express this I have remembered one thing, one year ago when we were discussed on family issues my husband getting upset and tried to hit me but I was refused, and said that why you tried to kick or hit me in all cases that disagreements occurred, However , he has threaten me that he would reject me in the near future . Soon after that time, I accept all things as it is rather than asking why questions because I have no answer what if he would reject me.

Generally, as to the interviewees, unemployment allows women to experience humiliating things and beating with any object. Beyond this it prohibits them to experience women's freedom to move from one place to another place. From these, one can conclude that, unemployment leads women to be the victim of domestic violence.

✓ Another case study on **Unwanted Marriage and Unwanted Pregnancy**: Unemployment allows women to have unwanted marriage which may result from unwanted marriage. As to interviewees of the study, most of the time unemployed women conduct marriage with whom don't like to marry to satisfy their immediate needs. They marry even sugar daddy for their well-being in spite of their intrinsic to marry them. As a result, they experience unwanted pregnancy.

In view of that, one of the interviewee who is in the age of 30 said that:

From the very beginning I was not interested to marry my husband but I have conducted marriage with him. This is because of the fact that I had no enough resources to lead my life properly like that of my friends. Right now, my husband forced me to give birth but I don't like to have a child in this situation. However, I would not refuse his order because I had no power to do so. To tell you honestly, life is very challenging for me. Now, I am experiencing unpleasant life.

In line with this, another interviewee who is in the age of 28 of Pointed out that:

Frankly speaking, marrying and living with a husband without love led life to be very unpleasant. At the beginning my family forced me to marry him since I have failed in grade ten during that time. At that moment, the only option that I had, was accepting my family's interest and conducting marriage with my husband but after a passage of time he forced me to give birth since he loves a child so much but I was not interested to give birth due to the fact that I had no money and other resources that for myself. Nevertheless, I did not refuse to do so. Now I am 6 months pregnant and I will give birth after three consecutive months.

Generally, from this finding one can deduct that, unemployment leads women to experience unwanted marriage which results in unwanted pregnancy. This in turn leads women to live unpleasant and miserable life.

4. Conclusion

The study found that women unemployment is still persisting in Bahir Dar City. Accordingly, providing technical and vocational training for women is very critical for their labor market participation. Training and skill development plays fundamental role in active labor market policies since it enables the unemployed women to acquire skills or knowledge that will help them actively participate in the labor market. Training makes women to be active and competent to do whatever any activities outside their home. Thus, training play pivotal role in employment of women, as a trained woman is more likely to be equipped, skilled and access jobs than the untrained.

Additionally, family planning is very important for women labor market participation. High number of family creates difficulty for women to be active participant in the labor market by creating workloads due to various domestic activities. Reducing the number of family members through planning play key role for women's labor market participation since it deduce women's burden of their family. Thus, the number of family members can determine women's participation in the labor market equal to that of their counter parts.

More ever, household headship has vital role for women labor force participation. A family which had headship of men and women is very fine for women labor market participation since it allows women to have equal power with that of their husbands to do whatever they want including searching and accessing job opportunities . As a result, a woman with the household headed by both man and women is preferable for women's labor market participation. This allow women to have less family burden and better decision making power to participate in the productive activities and communities roles .

On the other hand, unemployment has several interconnected negative effects on women through making their life unpleasant and hopeless. As a result, unemployed women experience many ups and downs because of the fact that they face scarcity of economic resources that determines their social life as well as psychologically wellbeing.

Thus, providing different different opportunities such as job and training for unemployed women could reduce the burden that they experience due to unemployment. Furthermore, the study has discovered that, it is still not easy for many women to enter the formal labor market even though the situation has altered over time.

Hence, the challenge encountering the present government of Bahir Dar City is to address this problem.

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APPENDIXES

Appendix-I: Questionnaires on Demographic and Socio-Cultural Status of the Respondents

Dear, Respondents,

The purpose of this study is to assess the possible determinants of employment status of women and its social, economic and psychological consequence on them in Keble eleven of Bahir Dar City with the view to have comprehensive understanding and making possible suggestions about it. This questionnaire constitutes the first part of data collection activity. The objective of this questionnaire is to gather background information and socio-cultural factors which determine women's employment statuses.

Note: It is important that you answer each item as thoughtfully and frankly as possible and your responses are highly valuable and will be used for research purpose only.

- ✓ Please answer all questions;
- ✓ You do not need to write your name on the questionnaires ;
- ✓ All the information that you may provide will be held confidential;
- ✓ Please circle the letter of your answer for choice part and write your answer in space provided for others.

Thank you for your kind cooperation!!!!

Part I: Demographic characteristics of the respondents

1. How old are you? -----
2. What is your current marital status?
 - A. Single C. Divorced
 - B. Married D. Widowed
3. Total Number of family members? -----
4. Number of children less than five years of age -----
5. Sex of household head? A. male B. female C. both
6. House number-----
- I. Socio- cultural factors or statues of the respondents
 7. Highest level of education attained (in years)-----
 8. What is your current employment status?
 - A. Employed B. Unemployed
 9. What is your husband's highest level of education attained (in years)? -----
 10. Do you prepare food for your family? A. yes B. no
 11. Do you perform Bearing and caring of the child? A. yes B. no

12. Do you carry out cleaning including home and cloth? A. yes B. no
13. Do you make housekeeping and family health care? A. yes B. no
14. Did you obtain any form of training? A. Yes B. No
15. Do you have access to credit services? A. Yes B. No
16. How often have you been exposed to any mass media? -----
17. Did you experience any insult or inappropriate remarks in recruitment for employment? A. yes B. no
18. Did you face any unwanted invitation or request in recruitment for employment? A. yes B. no
19. Have you seen any job specifications which are not essential to carrying out the prescribed duties e.g. Minimum weight or height? A. yes B. no
20. Did you experience any unwanted physical contact in recruitment for employment? A. yes B. No

Appendix-II: Interview Guiding Questions for *Unemployed Women*

Dear, interviewees, this in-depth interview guide are designed to obtain information on the social, economic as well as psychological effects of unemployment on women in Keble eleven of Bahir Dar City. To realize this objective and objective and reliable information is highly demanded.

Thank you in advance!!!!!!

I. Socio-demographic information of the interviewee

Personal data (back ground information): Age -----Marital statues -----Education statues ---- House number -----
----Date of interview-----Who is the head of the family -----How many family members do you have? -----

II. In-depth interview guiding questions on social, economic and psychological consequence of unemployment on women.

1. What is your means of generating income or means of survival?
2. Who is the breadwinner or main economic provider of the household?
3. Would you express your feeling as you are unemployed?
4. Did you experience any shortage or lack of basic necessities like food, shelter, cloth?
5. Did you experience financial constraints?
6. Do you have any credit that need to be returned?
7. What is your experience in relation to alcoholism or any other forms of addiction?
8. What role or statues do you have in the society?
9. How do you express your participation in social sphere? Did you experience isolation?
10. How do you convey your marital life?
11. Did you experience prostitution, unwanted marriage, unwanted pregnancy, women trafficking?
12. Did you experience domestic violence like marital rape, beating, and insulting by husband?

13. How do you articulate your decision making role in the household affairs?
 14. How do you express your safety or protocol?
 If any other than these.....?

Thank you in advance!!!!!!!!!!!!

List of tables:-

Table 2: Demographic and socio-cultural characteristics of respondents

Variable	Frequency	Percent
Age group of respondents		
15-29	162	41.8
30-44	164	42.3
45+years	62	16.3
Marital status		
Unmarried	25	6.4
Married	277	71.4
Divorced	45	11.6
Widowed	39	10.1
Family size		
Less than five	373	96.7
More than five	14	3.6
Child less than five years of age		
No child	213	54.9
1-3	175	45.1
More than four	0	0
House head ship		
Wife	110	28.4
Husband	155	39.9
Both	121	31.2
Education status		
No education	101	26.0
Primary	138	36.2
Secondary	126	33.1
Territory	16	4.2
Husband's education status		
No education	34	8.8

Primary	103	26.5
Secondary	68	17.5
Territory	42	10.8
Food preparation		
Yes	371	95.6
No	15	3.9
Child care		
Yes	230	59.3
No	152	39.2
Cleaning (house and cloth)		
Yes	365	94.1
No	21	5.4
Training skills obtained		
Yes	159	41.0
No	229	59.0
Access of credit service		
Yes	106	27.3
No	280	72.2
Exposure to mass media		
Always	127	32.7
Sometimes	131	33.8
No exposure	117	30.8
Insulting in recruitment		
Yes	86	22.2
No	301	77.6
Unwanted invitation		
Yes	93	24.0
No	295	76.0
Irrelevant job specification		
Yes	106	27.3
No	282	72.7
Unwanted physical contact		
Yes	17	4.4
No	371	95.6

Source: Own survey data, 2014

Table 3: Chi square results of dependent and independent variables

Variables	Employment status with frequency	
Age group	Employed	Unemployed
15-29	93	69
30-44	105	59
45+	39	23
χ^2 chi-square(x) =1.604		
p=0.448		
Marital status	Employed	Unemployed
Unmarried	15	10
Married	177	100
Divorced	23	22
Widowed	20	19
χ^2 Chi-square(x) =5.025		
P=0.285		
Family size	Employed	Unemployed
Less than five	1	0
More than five	235	151
χ^2 Chi-square(x) =13.311		
P=0.000		
Child less than five years of age	Employed	Unemployed
No child	130	107
One up to three	107	68
More than four	0	0
χ^2 Chi-square(x) =0.000		
P=0.982		
House head ship	Employed	Unemployed
Wife	61	49
Husband	82	73
Both	92	29
χ^2 Chi-square(x) =17.166		
P=0.000		
Education status	Employed	Unemployed
No education	65	50
Primary	83	57

Secondary	75	38
Post secondary	10	3
Chi-square(x ²)=8.150		
P=0.043		
Husband education status	Employed	Unemployed
No education	21	13
Primary	61	42
Secondary	38	30
Post secondary	32	10
Chi-square(x ²)=4.963		
P=0.175		
Food preparation	Employed	Unemployed
Yes	224	147
No	11	4
Chi-square(x ²)=1.016		
P=0.313		
Child care	Employed	Unemployed
Yes	133	97
No	102	50
Chi-square(x ²)=3.329		
P=0.068		
Cleaning	Employed	Unemployed
Yes	220	145
No	15	6
Chi-square(x ²)=1.037		
P=0.303		
Family care	Employed	Unemployed
Yes	227	144
No	10	7
Chi-square(x ²)=0.038		
P=0.845		
Training obtained	Employed	Unemployed
Yes	117	42
No	120	109
Chi-square(x ²)=17.714		
P=0.000		

Access of credit	Employed	Unemployed
Yes	78	28
No	153	123
Chi-square(x ²)=9.903		
P=0.002		
Exposure to any mass media	Employed	Unemployed
Always	81	49
Sometimes	86	53
No exposure	59	47
Chi-square(x ²)=8.128		
P=0.017		
Insulting in recruitment	Employed	Unemployed
Yes	58	28
No	178	123
Chi-square(x ²)=1.939		
P=0.164		
Unwanted invitation in recruitment	Employed	Unemployed
Yes	64	29
No	173	122
Chi-square(x ²)=3.078		
P=0.079		
Unwanted job specification	Employed	Unemployed
Yes	73	33
No	164	118
Chi-square(x ²)=3.719		
P=0.054		
Unwanted physical contact in recruitment	Employed	Unemployed
Yes	12	5
No	255	146
Chi-square(x ²)=0.676		
P=0.411		

Source: Own survey data, 2014

Table 4: Multivariate analysis (binary logistic regression results)

Variables		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for	
								EXP(B)	
								Lower	Upper
Step 1 ^a	Houshead			9.865	2	.007			
	houshead(1)	.769	.315	5.969	1	.015	2.157	1.164	3.998
	houshead(2)	.890	.292	9.275	1	.002	2.435	1.373	4.319
	traning(1)	-.604	.265	5.209	1	.022	.547	.325	.918
	Yeducatio			.911	3	.823			
	yeducatio(1)	.133	.671	.039	1	.843	1.142	.306	4.259
	yeducatio(2)	.095	.657	.021	1	.885	1.100	.303	3.990
	yeducatio(3)	-.141	.660	.046	1	.830	.868	.238	3.167
	accessofcridit(1)	-.333	.289	1.330	1	.249	.716	.406	1.263
	Exposurtomassmedia			1.633	2	.442			
	exposurtomassmedia(1)	-.275	.291	.890	1	.346	.760	.430	1.344
	exposurtomassmedia(2)	-.352	.288	1.500	1	.221	.703	.400	1.235
	familygrouped(1)	-2.970	1.060	7.851	1	.005	.051	.006	.410
	Constant	2.383	1.270	3.521	1	.061	10.837		

a. Variable(s) entered on step 1: houshead, traning, yeducatio, accessofcridit, exposurtomassmedia, familygrouped.

Table 5: Hosmer lemshow goodness of fit test

Step	Chi-square	Df	Sig.
1	11.583	8	.171

Omnibus Tests of Model Coefficients(combined effect of variables

	Chi-square	df	Sig.
Step	49.625	10	.000
Step 1 Block	49.625	10	.000
Model	49.625	10	.000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	442.473 ^a	.127	.172

a. Estimation terminated at iteration number 5 because parameter estimates changed by less than .001.

Table 6: Back ground information of the interviewees of the study

No-	Age	Education status	Marital status	Family size	Number of kids
1	40	Primary	Married	4	2
2	35	No education	Married	5	3
3	29	Secondary	Divorced	1	0
4	31	Primary	Married	3	1
5	34	Primary	Married	4	2
6	30	Primary	Married	3	1
7	28	Primary	Married	2	0
8	32	No education	Married	5	3
9	42	Primary	Divorced	2	1
10	36	Primary	Widowed	3	2
11	33	Primary	Married	3	1