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Rural female called Rukmani has rejoined with her usual job after the early childhood of her child. According to her, main root cause for stoppage of her work life is the lack of wage. It is clear that the importance given to wages by rural women is higher than that of women in other sectors. Therefore, the wage differential compensation sensitivity shown by rural women is high compared to other sectors. However, rural females also show increase in wage differential compensation sensitivity with the growth of the children. Rukmani wanted to give more attention on mental and spiritual well-being once her children reach to adulthood. This implies a reduction in the sensitivity for rural women's wage differentiation compensation after adulthood of their children.

*"I don't like to do 8 am-5 pm job again, because now I'm extremely busy with my 6-moth daughter. I like to open a salon in the home once my daughter grown up to an understandable age. If the government can provide financial support, at least for the initial months, it will be a great incentive for ladies like us. However, I plan to avoid working after the 50s. Because I think it would be good to have the freedom to provide good care for my grandchildren during my old age. (Thamara, Urban Female, 31 years)*

According to urban lady called Thamara, most ideal worker type for herself is own account worker. This is common for almost all the urban females in the sample. Therefore, urban females like Thamara are ready to join the labour force as own account workers if they receive any subsidy as a women's wage differential compensation. Thamara is planning to start this business only after her daughter reach to good age like teenage. But she is not planning to do a job after the childbearing of her children even though she receives subsidy, because she wants to have freedom to





















































