

Women's Work, Social Norms and the Marriage Market

Farzana Afridi (Indian Statistical Institute, Delhi)
Abhishek Arora (World Bank)
Diva Dhar (University of Oxford)
Kanika Mahajan (Ashoka University)

NCAER, Seminar

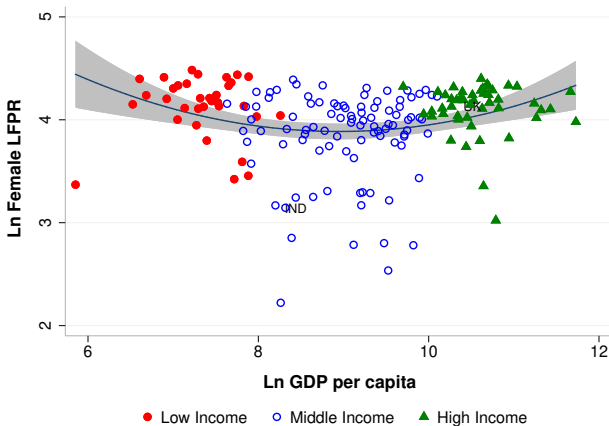
August 30, 2022

International evidence shows that working women marry at a lower rate than unskilled women

Role of negative social attitudes towards working women? (Bertrand et al. (2016))

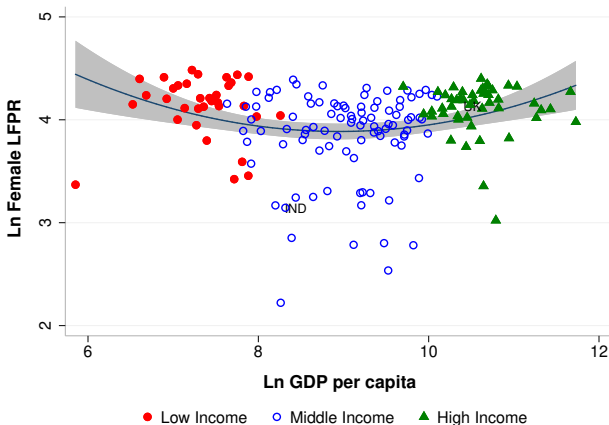
Higher marriage deficit among skilled women in countries with more conservative gender attitudes

Motivation: India



One of the lowest female LFP rates in India across the world

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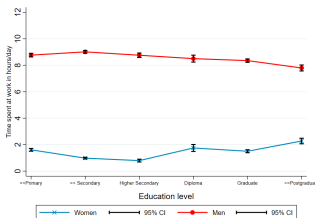


One of the lowest female LFP rates in India across the world

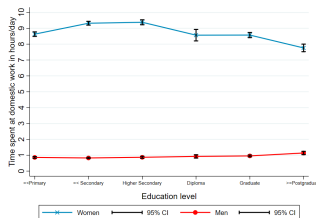
Urban India FLFP at 22% (men is at 95%): 1987-2017 despite increase in education

LFP by Education (Urban India): Married Females

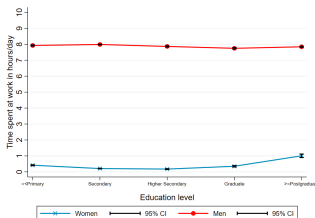
Labor market (TUS 2019)



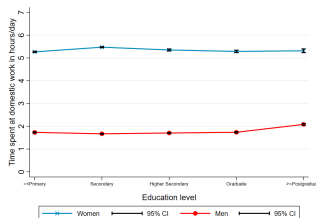
Domestic work (TUS 2019)



Labor market (CPHS 21-22)



Domestic work (CPHS 21-22)



What explains low FLFP?

Is there a role played by partner selection in marriage markets?

Which traits are valued in the marriage market?

What explains low FLFP?

Is there a role played by partner selection in marriage markets?

Which traits are valued in the marriage market?

Do social norms matter for the above?

Preferred partner traits:

Men typically value physical beauty (Fisman et al., 2006)

Women value male income (Fisman et al., 2006; Chiappori et al., 2021)

Men do not value women's intelligence/ambition when it exceeds their own

Women look for male partners with higher attributes than their own (e.g. income or height, Chiappori et al. (2021))

Caste based preferences in the marriage market: (Anukriti & Dasgupta (2017); Banerjee et al. (2013) and Dugar et al. (2012))

Revealed traits by single women in presence of single men: (Bursztyn, Fujiwara and Pallais (2017))

Nascent literature on valuation of employment or occupation

Neyt et al. (2019) for Belgium: find neither gender uses job status or job prestige to show initial interest (Tinder) but men less likely to start a conversation with unemployed females

Dhar (2021) for India: Varies female profiles by employment status, willingness to work post marriage and incomes of female profiles who send interests to randomized male profiles

Analyse the responses of men to the above expression of interest
Women who signal wanting to work after marriage receive up to 22% less interest from men on a marriage-market matching platform in India

Conduct an online experiment on marriage market platform in India

Is there a difference in expressed interests by potential male partner by employment status of women?

Across employed women is there variation in expression of interest by type of **occupation**?

Social norms - **Caste** and **region**

Working women face a 14.5% lower probability of receiving an interest from male suitors relative to unemployed women

Holds across education groups

Women employed in male dominated or 'masculine' occupations are 3.2% less likely to receive an interest viz those in 'feminine' occupations

Higher probability of a woman in feminine job who would like to continue to work post marriage receiving an interest relative to those in a masculine job

Results are driven by responses in north India (Delhi) and high castes therein

Social Norms and other channels

Status when a woman is not working - male breadwinner norm

Norm around household work or home production - primary caregiver

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Working vs not working: Both norms can matter

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Occupation level

- Female dominated occupation pay less

- Female dominated occupations more flexible and less time at work

Social Norms: Axes of variation

North vs South of India: Dyson and Moore (1983)

High vs low caste: Status production (Eswaran et al. 2013)

Gender gap: By Region

Number of hours spent in domestic work (DW) and labor market (LF)

Sample	All Education		At least Schooled	
	(1)	(2)	(3)	(4)
	ln(DW)	ln(LF)	ln(DW)	ln(LF)
Female	5.468*** (0.045)	-5.772*** (0.054)	5.271*** (0.068)	-5.723*** (0.084)
North	-0.535*** (0.059)	-0.013 (0.046)	-0.642*** (0.089)	-0.056 (0.076)
Female North	0.553*** (0.060)	-0.862*** (0.069)	0.630*** (0.093)	-0.593*** (0.110)
Constant	-7.264*** (0.338)	-3.028*** (0.464)	-8.325*** (0.572)	-4.357*** (0.779)
N	46464	46460	20121	20121
Mean Y	5.223	4.684	4.959	4.778
Controls	×	×	×	×

Women in north spend **70%** more time on DW and **55%** less time in labor market

Gender gap: By Caste

Number of hours spent in domestic work (DW) and labor market (LF)

Sample	All Education		At least Schooled	
	(1)	(2)	(3)	(4)
	ln(DW)	ln(LF)	ln(DW)	ln(LF)
Female	5.511*** (0.057)	-6.159*** (0.064)	5.189*** (0.101)	-5.978*** (0.119)
Female OBC	0.198*** (0.070)	-0.073 (0.079)	0.274** (0.121)	-0.066 (0.142)
Female Other FC	0.096 (0.072)	-0.351*** (0.080)	0.253** (0.117)	-0.121 (0.137)
Constant	-6.805*** (0.294)	-2.818*** (0.393)	-7.650*** (0.508)	-4.392*** (0.682)
N	63966	64060	27248	27301
Mean Y	5.223	4.684	4.959	4.778
Controls	×	×	×	×

Higher caste women spend more time in domestic work and lower time in labor market (significance varies)

Domestic work by Women

Time Spent on Domestic Work by Women: By Working Status (CPHS)

<i>Sample</i>	All Education		At least Schooled	
	(1)	(2)	(3)	(4)
Working	-0.634*** (0.020)	-0.658*** (0.021)	-0.722*** (0.037)	-0.722*** (0.037)
Constant	1.003*** (0.127)	0.913*** (0.128)	0.177 (0.230)	0.384 (0.236)
N	106900	106900	29301	29301
Mean Y	5.373	5.373	5.325	5.325
<i>Controls</i>				
State FE	×		×	
District FE		×		×
Other Controls	×	×	×	×

Working women spend **60%-70%** less time on DW

Domestic work by Women

By Working and Occupation Status (CPHS)

<i>Sample</i>	All Education		At least Schooled	
	(1)	(2)	(3)	(4)
Not Working	0.493*** (0.019)	0.515*** (0.019)	0.618*** (0.030)	0.611*** (0.031)
Working - Neutral	-0.172*** (0.034)	-0.164*** (0.034)	-0.107 (0.067)	-0.136** (0.067)
Working - Masculine	-0.590*** (0.086)	-0.602*** (0.085)	-0.535*** (0.191)	-0.533*** (0.193)
Constant	0.561*** (0.129)	0.438*** (0.130)	-0.444* (0.230)	-0.229 (0.236)
N	106900	106900	29301	29301
Mean Y	5.373	5.373	5.325	5.325
<i>Controls</i>				
State FE	×		×	
District FE		×		×
Other Controls	×	×	×	×

- Women working in masculine (male dominated) occupations spend **50%-60%** less time on DW viz women working in feminine (female dominated) occupations

Create and observe profiles for women and men on a leading matrimonial platform in India

Elicit responses or 'interests' in potential partners on the platforms.

Varied the females profiles by working status, i.e. a female profile can be either working in the labor market (employed) or not working (unemployed)

Female profile creation

Within the employed female profiles we allowed the occupations to vary by gender stereotype

Occupations - “Feminine” (e.g. primary school teacher), “Neutral” (e.g. data entry operator) and “Masculine” (e.g. machine technician)

Each employed-occupation female profile indicated whether the female was open to not working after marriage or not

One unemployed female profile and six female employed profiles (varying by three occupations and two categories of preference to work post marriage)

Female profile creation

Varied each profile by:

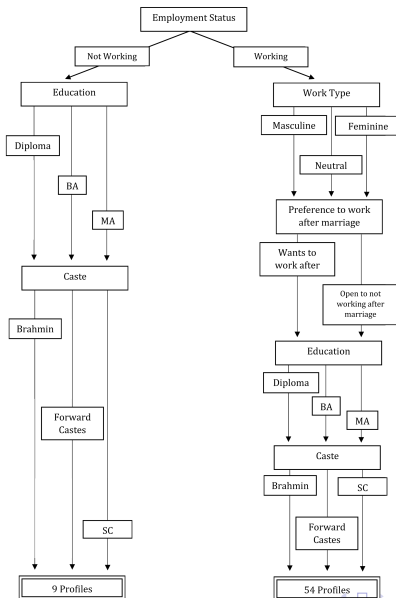
Education - Diploma, Bachelors of Arts and Master of Arts.

Caste categories - Brahmins (Upper Castes), Other Forward castes (OFC), Scheduled Castes (SC, lower castes)

63 females profiles created = 7 3 3

Two cities - Delhi (North India) and Bangalore (South India)

Female profile creation



Male profile creation

Repeat the above steps except that do not display an interest in working or not working after marriage

Total male profiles = 36 profiles

Mandatory vs optional fields

Experimental attributes: Employment status, Occupation of those employed, Preference to work post marriage, Education and Caste

Pre-specified fields for employment, occupation, caste and education, the preference to work was declared in the field called *Describe yourself briefly*

Other fields: we scraped data from the platform to arrive at the average profile on the platform for some of the optional fields

Annual Income: Rs. 3-4 Lakhs for employed

Family Income: Rs. 5-7.5 Lakhs

Never married

Sector of employment (Private),

Other optional fields:

Full name (not visible), About you (long-form description including personal qualities, hobbies and education),

Age (25), Height (5ft 3")

Smoking/Drinking (No), Languages spoken (Hindi/English for Delhi and Kannada/English for Bangalore)

Family description (generic characteristics), Family Type (Nuclear)

Number of brothers (1), sisters (0), Family status (Middle class),

Family values (Moderate)

Mother's occupation (Housewife), fathers occupation (retired), profile manager (self)

Other experiment details:

The profiles were uploaded over a period of two and half months (June 12, 2021- August 22, 2021)

First uploaded for Delhi and then for Bangalore to minimize the time span between profiles in a given city while ensuring sufficient time between new profile creation

Around 3-4 randomly chosen profiles were uploaded on a daily basis

- Profile suspension by platform

- Suspicion from users

Each profile uploaded for a month; Information collected on interests by men (women) for each female (male) profile

Periodic Labor Force Survey (PLFS 2018-19): share of females across occupation categories by education

Shortlisted 20 occupations for which there was sufficient mass in the 3 mentioned education categories - Diploma, BA, MA

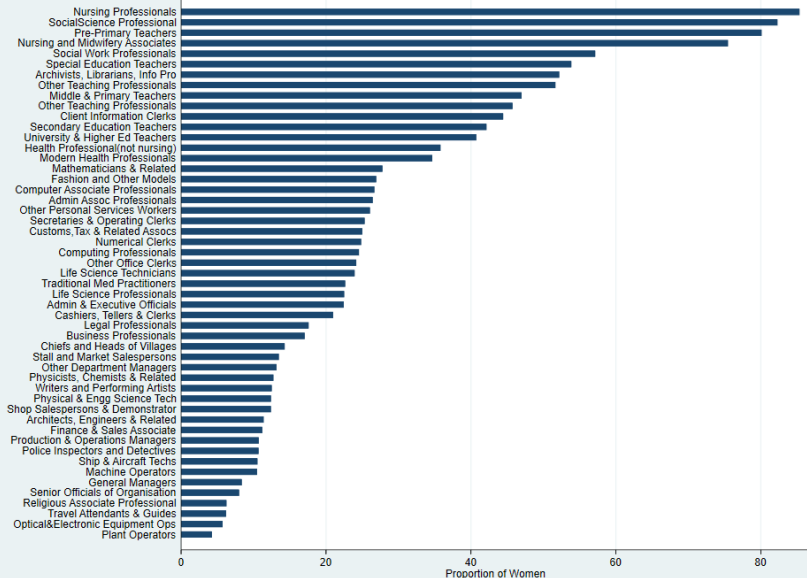
Classified the occupations into 3 categories

Feminine: female dominated (45% for that occupation workforce)

Gender neutral: average female workforce composition (15-35%)

Masculine: below average female workforce composition (less than 10%)

Occupational distribution, Female: PLFS 2018-19



Online survey to understand occupational perceptions

Conducted an online survey among college students

Survey was administered online to college students across three universities in Delhi-NCR

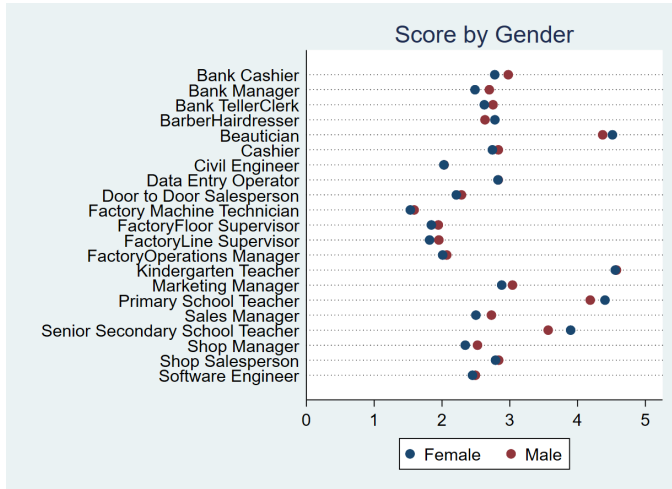
Respondents were asked to rate each job (occupation) on a scale from 1 to 5 where one represented typically masculine jobs and 5 represented typically feminine jobs

Feminine (Mean Score > 3)

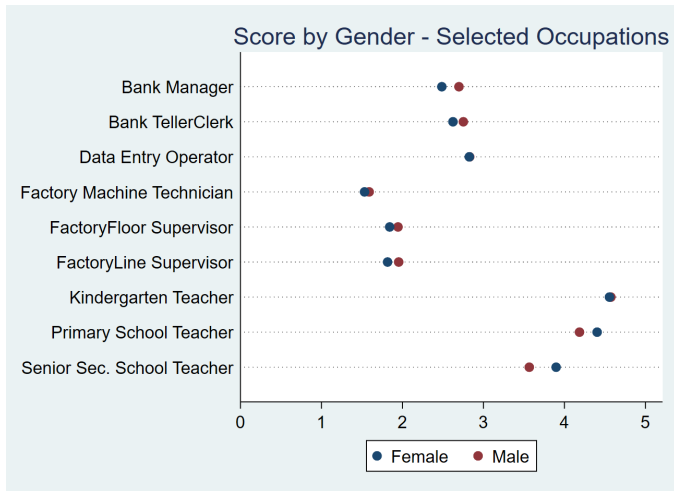
Gender neutral (Mean Score between 2 to 3)

Masculine (Mean Score < 2)

Occupational perception survey:



Occupational perception survey: Selected occupations



Use data on responses (interests received) by the female profiles

Female profiles: 185 expressions of interest on average over a month;

Men receive less than 1 interest on average

Karmegam (2020) for India in the dating market, 40:1 ratio;

U.S. (Fiore et al., 2010) and China (Xia et al., 2014)

Average proportion of expressions of interest received by female profiles over a month

Assume that all male profiles who interacted with any of our female profiles in a city were potential male suitors for all the created female profiles in that city.

Data: Summary Stats

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Overall			Delhi			Bangalore		
	Mean	SD	N	Mean	SD	N	Mean	SD	N
Overall	6.24	24.18	375543	5.86	23.50	300006	7.71	26.68	75537
Work Status									
Not Working	6.94	25.42	53649	6.68	24.98	42858	7.97	27.08	10791
Working	6.12	23.97	321894	5.73	23.24	257148	7.67	26.61	64746
Work Type									
Feminine	6.18	24.09	107298	5.86	23.49	85716	7.47	26.30	21582
Masculine	6.00	23.75	107298	5.58	22.96	85716	7.65	26.59	21582
Neutral	6.17	24.06	107298	5.74	23.26	85716	7.88	26.94	21582

Data: Summary stats of engaging male profiles

	Overall		Delhi		Bangalore	
	Mean	SD	Mean	SD	Mean	SD
Income ('00000 INR)	9.055	12.598	8.864	12.235	9.849	13.987
Age (Years)	29.206	3.140	28.975	3.088	30.164	3.177
Height (Inches)	65.981	3.408	65.962	3.417	66.057	3.367
Caste Category						
Brahmin	0.228	0.419	0.237	0.425	0.191	0.393
Other Forward Castes	0.683	0.465	0.676	0.468	0.714	0.452
SC	0.089	0.285	0.088	0.283	0.095	0.294
Profile Manager						
Managed by marriage bureau	0.004	0.063	0.005	0.067	0.002	0.044
Managed by someone else	0.004	0.062	0.003	0.057	0.006	0.077
Managed by parent	0.179	0.384	0.191	0.393	0.130	0.336
Managed by relative or friend	0.030	0.171	0.031	0.173	0.027	0.161
Managed by himself	0.706	0.456	0.687	0.464	0.782	0.413
Managed by sibling	0.077	0.267	0.083	0.276	0.053	0.224
Highest Level of Education						
High School/Diploma	0.149	0.356	0.143	0.350	0.171	0.377
Bachelors	0.523	0.500	0.530	0.499	0.492	0.500
Masters	0.262	0.440	0.264	0.441	0.255	0.436
Other degree	0.046	0.210	0.043	0.202	0.060	0.238
M.Phil. / PhD	0.007	0.084	0.006	0.080	0.010	0.099
Professional Degree	0.014	0.116	0.014	0.117	0.012	0.108

Data: Intra-caste vs Inter-caste interests

Brahmin: 68% of the total interests sent by Brahmin men are towards Brahmin female profiles,

OFC: 72% of total interests by OFC men are towards OFC or Brahmin female profiles

71% of total interests by SC men are towards SC females.

Caveat: caste categories for the male profiles were obtained after fuzzy matching with detailed caste lists provided by the respective states

Estimation Strategy: Specification 1

$$Y_{icsj} = \beta_0 + \beta_1 Working_i + \beta_2 Education_i + \beta_3 Caste_c + \beta_4 City_s + \beta_5 (Caste_c \quad City_s) + X_j + \epsilon_{icsj} \quad (1)$$

Y_{icsj} : one if female profile i of caste c in city s received an expression of interest from the male profile j

$Working_i$: one if the female profile is indicated to be currently employed on the marriage portal and zero otherwise

$Education_i, Caste_c, City_s, (Caste_c \quad City_s)$: education, caste, city and caste by city fixed effects of the female profile

X_j : male profile characteristics, caste category, age, height, profile manager, income, highest level of education attained and whether the reported income of the male profile is less than the corresponding female profile

β_1 : difference (in percentage points) between the expression of interest for females who are not working versus those who are working

Estimation Strategy: Specification 1

$$Y_{icsj} = \beta_0 + \beta_1 \text{Working}_i + \beta_2 \text{Education}_i + \beta_3 \text{Caste}_c + \beta_4 \text{City}_s + \beta_5 (\text{Caste}_c \text{ City}_s) + X_j + \epsilon_{icsj} \quad (1)$$

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Estimation Strategy: Specification 2

$$Y_{icsj} = \beta_0 + \delta_1 \text{Masculine}_i + \delta_2 \text{Neutral}_i + \delta_3 \text{Not Working}_i + \beta_2 \text{Education}_i + \beta_3 \text{Caste}_c + \beta_4 \text{City}_s + \beta_5 (\text{Caste}_c \times \text{City}_s) + X_j + \epsilon_{icsj} \quad (2)$$

Masculine_i: value one if the female profile is indicated to be employed in a masculine occupation and zero otherwise

Neutral_i: one if the female profile is indicated to be employed in a gender-neutral occupation and zero otherwise

δ_1 : difference in pp between the probability of interest received by females employed in masculine viz in feminine occupations

δ_2 : difference in pp between the probability of interest received by females employed in neutral viz in feminine occupations

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Effect of Work Status on Interests

	(1)	(2)	(3)
	Overall	Delhi	Bangalore
Working	-0.009*** (0.001)	-0.010*** (0.002)	-0.002 (0.004)
Constant	0.039 (0.032)	0.011 (0.031)	0.078 (0.092)
Observations	329427	265545	63882
Mean Y	0.062	0.059	0.078
<i>Controls</i>			
City FE	×		
Caste FE		×	×
City Caste FE	×		
Education FE	×	×	×
Male profile controls	×	×	×

An employed female profile receives 14.5% lower interests than unemployed female: Delhi (17%)

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An employed female profile receives 14.5% lower interests than unemployed female: **Delhi (17%)**

Effect of Occupation Type on Interests

	(1)	(2)	(3)
	Overall	Delhi	Bangalore
Not working	0.008*** (0.002)	0.009*** (0.002)	0.004 (0.004)
Working - Neutral	-0.000 (0.001)	-0.001 (0.001)	0.004* (0.002)
Working - Masculine	-0.002** (0.001)	-0.003*** (0.001)	0.002 (0.002)
Constant	0.032 (0.032)	0.002 (0.031)	0.074 (0.092)
Observations	329427	265545	63882
Mean Y	0.062	0.059	0.078
Masculine=Neutral	0.057	0.104	0.316
<i>Controls</i>			
City FE	×		
Caste FE		×	×
City Caste FE	×		
Education FE	×	×	×
Male profile controls	×	×	×

Females employed in 'masculine' occupations, **3.2%** less likely to receive an interest viz those in masculine occupations: (Delhi 5.1%)

Effect of Occupation Type on Interests

	(1)	(2)	(3)
	Overall	Delhi	Bangalore
Not working	0.008*** (0.002)	0.009*** (0.002)	0.004 (0.004)
Working - Neutral	-0.000 (0.001)	-0.001 (0.001)	0.004* (0.002)
Working - Masculine	-0.002** (0.001)	-0.003*** (0.001)	0.002 (0.002)
Constant	0.032 (0.032)	0.002 (0.031)	0.074 (0.092)
Observations	329427	265545	63882
Mean Y	0.062	0.059	0.078
Masculine=Neutral	0.057	0.104	0.316
<i>Controls</i>			
City FE	×		
Caste FE		×	×
City Caste FE	×		
Education FE	×	×	×
Male profile controls	×	×	×

Females employed in 'masculine' occupations, 3.2% less likely to receive an interest viz those in masculine occupations: (Delhi 5.1%)

Effect of Occupation Type by Work Preference on Interests

	(1)	(2)	(3)
	Overall	Delhi	Bangalore
Working - Neutral	0.003*** (0.001)	0.004*** (0.001)	0.002 (0.003)
Working - Masculine	0.002 (0.001)	0.001 (0.001)	0.004 (0.003)
Work after Marriage	0.007*** (0.001)	0.008*** (0.001)	0.002 (0.003)
Neutral X Work after Marriage	-0.007*** (0.002)	-0.010*** (0.002)	0.004 (0.004)
Masculine X Work after Marriage	-0.007*** (0.002)	-0.008*** (0.002)	-0.006 (0.004)
Constant	0.036 (0.032)	0.004 (0.031)	0.072 (0.092)
Observations	282366	227610	54756
Mean Y	0.061	0.057	0.077
Masculine = Masculine X Work after Marriage	0.002	0.006	0.132
Neutral = Neutral X Work after Marriage	0.000	0.000	0.819
<i>Controls</i>			
City FE	X		
Caste FE		X	X
City Caste FE	X		
Education FE	X	X	X
Male profile controls	X	X	X

Decrease in the probability of receiving an expression of interest for women in 'masculine' jobs who would like to continue to work after marriage

Fixed effects at the suitor level

13% decreases in probability of receiving an expression of interest for an employed female profile

Driven by Delhi: 17%

Results driven by Delhi (North India)

Differences in patriarchal and gender norms between North and the South India

Heterogeneity by female profile: Caste; Education

Upper castes in North India: Stringent patriarchal norms
Education can mediate effect of norms

Effect of Work Status on Interests by Caste

	(1)	(2)	(3)	(4)
	Overall	Brahmin	Other forward castes	SC
<i>Panel A : Overall</i>				
Working	-0.009*** (0.001)	-0.010*** (0.002)	-0.015*** (0.002)	-0.001 (0.002)
Observations	329427	109809	109809	109809
Mean Y	0.062	0.068	0.071	0.048
R-squared	0.004	0.023	0.020	0.020
Education FE	X	X	X	X
City FE	X	X	X	X
Male profile controls	X	X	X	X

High caste groups: female profiles belonging to higher caste groups of Brahmin and OFC receive 15% and 21% lower interests when employed

Male Caste Results

Effect of Work Status on Interests by Caste

	(1)	(2)	(3)	(4)
	Overall	Brahmin	Other forward castes	SC
<i>Panel B : Delhi</i>				
Working	-0.010*** (0.002)	-0.015*** (0.003)	-0.017*** (0.003)	0.001 (0.002)
Observations	265545	88515	88515	88515
Mean Y	0.0586	0.0629	0.0690	0.0439
R-squared	0.003	0.025	0.023	0.023
Education FE	X	X	X	X
Male profile controls	X	X	X	X

Driven by **Delhi**

Effect of Occupation Type on Interests by Caste

	(1)	(2)	(3)	(4)
	Overall	Brahmin	OFC	SC
<i>Panel A : Overall</i>				
Not working	0.008*** (0.002)	0.009*** (0.003)	0.014*** (0.003)	0.001 (0.002)
Working - Neutral	-0.000 (0.001)	-0.004** (0.002)	0.003 (0.002)	0.001 (0.001)
Working - Masculine	-0.002** (0.001)	0.001 (0.002)	-0.005*** (0.002)	-0.002 (0.001)
Observations	329427	109809	109809	109809
Mean Y	0.0623	0.0682	0.0707	0.0480
Masculine=Neutral	0.057	0.010	0.000	0.048
Education FE	X	X	X	X
City FE	X	X	X	X
Male profile controls	X	X	X	X

OFC group: females employed in 'masculine' occupations receive lower interests in comparison to females employed in 'feminine' occupations by approximately 7%

Male Caste Results

Male Caste Results: Delhi

Effect of Work Status on Interests by Education

	(1)	(2)	(3)	(4)
	Overall	Diploma	BA	MA
<i>Panel A : Overall</i>				
Working	-0.009*** (0.001)	-0.011*** (0.002)	-0.007*** (0.002)	-0.008*** (0.002)
Observations	329427	109809	109809	109809
Mean Y	0.0623	0.0584	0.0632	0.0653
Caste FE	X	X	X	X
City FE	X	X	X	X
City Caste FE	X	X	X	X
Male profile controls	X	X	X	X

Male Education Results

Male Education Results: Delhi

Effect of Occupation Type on Interests by Education

	(1)	(2)	(3)	(4)
	Overall	Diploma	BA	MA
<i>Panel A : Overall</i>				
Not working	0.008*** (0.002)	0.003 (0.002)	0.008*** (0.002)	0.013*** (0.002)
Working - Neutral	-0.000 (0.001)	-0.012*** (0.002)	0.003** (0.002)	0.007*** (0.002)
Working - Masculine	-0.002** (0.001)	-0.012*** (0.002)	0.000 (0.002)	0.006*** (0.002)
Observations	329427	109809	109809	109809
Mean Y	0.0623	0.0584	0.0632	0.0653
Masculine=Neutral	0.057	0.686	0.056	0.350
Caste FE	X	X	X	X
City FE	X	X	X	X
City Caste FE	X	X	X	X
Male profile controls	X	X	X	X

Male Education Results

Male Education Results: Delhi

Profile views?

Matching algorithm?

Preference for Working women

	Open to Working Spouse
City	
Delhi	0.021*** (0.003)
Bangalore	0.048*** (0.005)
Personal Characteristics	
Income ('00000 INR)	0.002*** (0.000)
Income Squared	-0.000*** (0.000)
Caste Category	
Brahmin	0.016*** (0.003)
SC/ST	0.012** (0.005)
Highest Level of Education	
Bachelors	0.113*** (0.004)
Masters	0.141*** (0.005)
Professional Degree	0.140*** (0.010)
M.Phil. PhD	0.169*** (0.010)
Other degree	0.084*** (0.008)
Profile Manager	
Managed by Parents/Relative	-0.009*** (0.003)
Managed by Others	-0.005 (0.016)
Observations	45925
Mean Y	0.931

Preference for Working women

	Open to Working Spouse
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Delhi	0.021*** (0.003)
Bangalore	0.048*** (0.005)
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Income ('00000 INR)	0.002*** (0.000)
Income Squared	-0.000*** (0.000)
Caste Category	
Brahmin	0.016*** (0.003)
SC/ST	0.012** (0.005)
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Professional Degree	0.140*** (0.010)
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Profile Manager	
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Managed by Others	-0.005 (0.016)
Observations	45925
Mean Y	0.931

Conclusion

Online experiment to measure partner preferences of men on a digital matching platform in the Indian marriage market

Female profiles indicated to be currently working receive 14.5% lower interest from male suitors relative to currently not employed female profiles

Female profiles engaged in 'masculine' occupations are 3.2% less likely to receive an interest as compared to female profiles employed in feminine occupations

Results are driven by responses in Delhi and high castes; occupational results driven by female profiles with lower education levels in Delhi

Implication: Expectations regarding returns in the marriage market may influence women's decisions about employment before marriage and the nature of work

Effect of Work status on Interests by Caste (Male profile)

	(1)	(2)	(3)	(4)
	Overall	Brahmin	Other forward castes	SC
<i>Panel A : Overall</i>				
Working	-0.009*** (0.001)	-0.010*** (0.003)	-0.010*** (0.002)	0.004 (0.004)
Observations	329427	75159	225351	28917
Mean Y	0.0623	0.0577	0.0650	0.0532
Education FE	X	X	X	X
Caste City FE	X	X	X	X
Male profile controls	X	X	X	X

Back

Effect of Occupation Type on Interests by Caste (Male profile)

	(1)	(2)	(3)	(4)
	Overall	Brahmin	Other forward castes	SC
Panel A : Overall				
Masculine	-0.002** (0.001)	-0.003 (0.002)	-0.002* (0.001)	-0.001 (0.003)
Neutral	-0.000 (0.001)	-0.001 (0.002)	-0.001 (0.001)	0.005* (0.003)
Not working	0.008*** (0.002)	0.008*** (0.003)	0.009*** (0.002)	-0.003 (0.005)
Observations	329427	75159	225351	28917
Mean Y	0.062	0.058	0.065	0.053
Masculine=Neutral	0.057	0.548	0.208	0.032
Education FE	X	X	X	X
Caste FE	X	X	X	X
Male profile controls	X	X	X	X

Back

Effect of Occupation Type on Interests by Caste (Male profile)

	(1)	(2)	(3)	(4)
	Overall	Brahmin	Other forward castes	SC
<i>Panel B : Delhi</i>				
Masculine	-0.003*** (0.001)	-0.003 (0.002)	-0.003** (0.001)	-0.002 (0.003)
Neutral	-0.001 (0.001)	-0.001 (0.002)	-0.002 (0.001)	0.003 (0.003)
Not working	0.009*** (0.002)	0.011*** (0.003)	0.010*** (0.002)	-0.005 (0.005)
Observations	265545	62937	179676	22932
Mean Y	0.059	0.056	0.060	0.053
Masculine=Neutral	0.104	0.461	0.334	0.091
Education FE	X	X	X	X
Caste FE	X	X	X	X
Male profile controls	X	X	X	X

Back

Effect of Work Status on Interests by Education (Male profile)

	(1)	(2)	(3)	(4)
	Overall	Diploma	BA	MA
castes				
<i>Panel A : Overall</i>				
Working	-0.009*** (0.001)	-0.031*** (0.005)	-0.006*** (0.002)	0.001 (0.003)
Observations	329427	49014	172179	86247
Mean Y	0.0623	0.0667	0.0592	0.0679
Education FE	X	X	X	X
Caste City FE	X	X	X	X
Male profile controls	X	X	X	X

Back

Effect of Work Status on Interests by Education (Male profile)

	(1)	(2)	(3)	(4)
	Overall	Diploma	BA	MA
castes				
<i>Panel B : Delhi</i>				
Working	-0.010*** (0.002)	-0.037*** (0.005)	-0.007*** (0.002)	-0.002 (0.003)
Observations	265545	38052	140742	69993
Mean Y	0.0586	0.0577	0.0566	0.0643
Education FE	X	X	X	X
Caste FE	X	X	X	X
Male profile controls	X	X	X	X

Back

Effect of Occupation Type on Interests by Education (Male profile)

	(1)	(2)	(3)	(4)
	Overall	Diploma	BA	MA
<i>castes</i>				
<i>Panel A : Overall</i>				
Not working	0.008*** (0.002)	0.030*** (0.005)	0.005** (0.002)	0.001 (0.003)
Working - Neutral	-0.000 (0.001)	-0.005* (0.002)	-0.002 (0.001)	0.006*** (0.002)
Working - Masculine	-0.002** (0.001)	0.001 (0.002)	-0.003** (0.001)	-0.000 (0.002)
Observations	329427	49014	172179	86247
Mean Y	0.0623	0.0667	0.0592	0.0679
Education FE	X	X	X	X
Caste City FE	X	X	X	X
Male profile controls	X	X	X	X

Back

Effect of Occupation Type on Interests by Education (Male profile)

	(1)	(2)	(3)	(4)
	Overall	Diploma	BA	MA
castes				
<i>Panel B : Delhi</i>				
Not working	0.009*** (0.002)	0.034*** (0.005)	0.005** (0.002)	0.004 (0.003)
Working - Neutral	-0.001 (0.001)	-0.008*** (0.002)	-0.003* (0.001)	0.006*** (0.002)
Working - Masculine	-0.003*** (0.001)	-0.001 (0.003)	-0.003** (0.001)	-0.001 (0.002)
Observations	265545	38052	140742	69993
Mean Y	0.0586	0.0577	0.0566	0.0643
Education FE	X	X	X	X
Caste FE	X	X	X	X
Male profile controls	X	X	X	X

Back

FLFP by Education (Urban India): Unmarried Females (18-25)

Marriage is universal (98% women married by age 30), what about women who are likely to be looking for a spouse?

