

FEMALE LABOUR FORCE PARTICIPATION -TREND AND FACTORS

By

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Abstract

Migration refers to the movement of people from one area on to another. It shapes the pattern of human settlements and has a proactive role in human development. It helps in growing demands of the economy and contributes a lot to the GDP of a particular economy. The adding of migrants also adds a lot towards the contribution of human capital formation in the economy. The labour force participation rate implies the total number of people who are employed at the existing working age group. Figures represent that the total number of labour force participation rate among the male have a higher share than female labour force participation. However, many of the studies of the recent decades plot that there has been an increasing trend in the area of labour employment in female labour market. Recent estimations by ILO represent that the total amount of labour force constitute around 164 million which accounts to almost around half of the total migration of the century. This paper tries to analyse the shifting focus of the labour market and the factors contributing to it. For the purpose of analysis, the paper takes into account data of 5 years performance of female labour force market trends. Analysis of data was undertaken using ANOVA, Fixed price model and the result formulated that there exists a positive relationship between social, economic and basic amenity services. There existed a negative association with cultural factors. JEL Classification: B25, B27, B29.

Keywords: *international labour organisation, gross domestic product, periodic labour force survey*

Introduction

Large scale migration of people is a common tendency of today's nature. More amount of people migrates in and around the globe either due to psychological social or of economic concerns. It might even be a political factor which might lead to massive movement of people from one location to another. The earlier figures of 2009-10 by National Sample Survey Organisation reveals that the employment trend of the century showed a massive declining tendency in the female labour force participation. Figures of the previous period revealed that there has been a decline in the

female labour force rate by 10.1 per cent compared with its figures in 2010 where it was 22.6 per cent. On the same hand the male population participation rate reveals a fall by 3.4 per cent. Many studies where related with this study and most of the studies claim that there were both economic, social and political constraints in the area of this pattern of labour force mechanism and employment trend.

Factors of Female Labour Force Participation

Economic factors

The migratory tendencies are basically influenced by the economic factors where for better economic rewards people migrate from one location to another in search for good employment opportunities. Better standard of living and maintenance of healthy life always stands as an important concern both for male as well as female population.

Socio demographic factor

The socio-economic background greatly influences the migratory characteristics of mankind. Family conditions, search for jobs, better educational opportunities all force common people to opt for migratory character. Various studies postulate that female labour force always have a tendency to return to their native place when they are equipped with suitable employment provisions. The main driving force thus behind these migratory characteristics fall as socio-economic factors. The working of the socio-economic factor includes factors like influence of social network, educational opportunities and child women ratio too.

Cultural factors

Various micro level studies conducted by Bardhan 1977, Teernik 1995 postulates that there are many cultural factors which works behind the migratory characteristics of female labour force where the cultural attitude and behavioural pattern influences a lot. Various agricultural practices, land usage pattern and labour employment greatly influence the migratory characteristics and increased rate of labour

force especially female labour force mechanism.

Amenities and services

Apart from these all factors there are other factors which too influences the particular trend and tendencies of migratory character of female labour force which includes amenities and services. Studies by Adepoju, 1998 postulate that absence of schools, proper health care facilities and modern housing facilities stands as the driving force behind labour migratory characteristics. Many lack proper framework of professional and technical educational opportunities and even though they possess it, they lack in getting proper employment provisions. Female population migrate a lot from one area to another in search for good human capital formation resulting in massive levels of outward migration.

Literature Review

1. Kapsos, Silberman and Bourmpoula (2014) ILO in their study formulates that female labour force participation in the labour market plays an important role in increasing the percentage contribution to the GDP growth of an economy. It represents as a symbol of female empowerment status and as a bench mark of female employment. They argue that female labour force are equal to that of male section and hence enjoys the same privileges and benefits as that of the male section.
2. Fatima and Sultana (2009) and Mujahid (2014) postulates that labour force

participation constitute an important factor in improving economic growth and development of a particular economy. Their findings include those higher levels of participation represents advancement in social and economic structure of an economy. Higher levels of human capital formation led to poverty reduction and building up an economy with economic potentiality and prosperity.

Hypothesis of the Study

H1: There exists a positive influence of economic factors on the female labour force participation of a particular economy

H2: Cultural factors greatly influences the female labour pattern of an economy

H3: Socio demographic factors greatly influences the female labour force employment tendency of a particular economy

H4: Amenity and basic services are the most important factor that stands as the driving force behind the female labour force employment character of an economy.

Methodology

Collection of Data

Data assembled for the study was undertaken both for the secondary as well as from the primary sources. The NSSO 64th report was compiled as a basis for secondary purpose for studying the female labour force

trends and figures. The study basically included data sources collected from a period ranging from 2008-2022. Primary data was collected from people residing in paruthippara region of Trivandrum. The sample size included 100 which included the female labour force employment in the organised sector of the labour market

Variables and Model

A normalisation of data has been undertaken under the study since there exists disparity among the data structure. Here as Female labour force is regarded as the dependent variable it is being considered as the regressand all other indicators are considered as regressors in the given model.

The equation in the model is represented hence as follows:

Model Specification

$$\ln FLFPR_{it} = \beta_0 + \beta_1 \ln ECO_{it} + \beta_2 \ln CUL_{it} + \beta_3 \ln SOC_{it} + \beta_4 \ln AME_{it} + u_{it}$$

Where;

$\ln FLFPR_{it}$ = Female labour force participation rate in time 't'

ECO_{it} = Economic factors that affect the dependent variable in time 't'

CUL_{it} = Cultural factors that affect the dependent variable in time 't'

SOC_{it} = Social factors that affect the dependent variable in time 't'

AME_{it} = Amenities and services that affect the dependent variable in time 't'

u_{it} = Stochastic error

Data Analysis and Results

The study analysis the descriptive statistics of the model. Correlation analysis and VIF test are performed to analyse the relation among the variables. Multicollinearity

analysis and unit root test analyses are formulated to identify the whether there is stationarity among the variables. Ordinary Least Square method are formulated in order to identify the connection between dependent and independent variable.

Table 1 correlation estimate of expenditure

		INDIA	BRAZIL
INDIA	Pearson Correlation	1	-.797
	Sig. (2-tailed)		0.413
	N	3	3
BRAZIL	Pearson Correlation	-.797	1
	Sig. (2-tailed)	0.413	
	N	3	3

Table 2. Cross table representation of amenities and services

		Percentage					Total
		5	10	16	23	46	
Amenitiesandservices	Gloueshoeshelmet	0	0	1	0	0	1
	Home	0	0	0	1	0	1
	Loan	0	0	0	0	1	1
	Mobile	1	0	0	0	0	1
	Spousejob	0	1	0	0	0	1
Total		1	1	1	1	1	5

Table 3. Factors affecting LFPR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Amenitiesandservices	1	25.0	25.0	25.0
	Cultural	1	25.0	25.0	50.0
	Economic	1	25.0	25.0	75.0
	Social	1	25.0	25.0	100.0
	Total	4	100.0	100.0	

Table 4. Relation between FLFPR and social factor(one way ANOVA)

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	118.000	2	59.000	29.500	0.129
Within Groups	2.000	1	2.000		
Total	120.000	3			

Table 5. Relation between FLFPR and cultural factor (one way ANOVA)

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	102.000	2	51.000	2.833	0.387
Within Groups	18.000	1	18.000		
Total	120.000	3			

Table 6. Relation between FLFPR and amenities (one way ANOVA)

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	120.000	3	40.000	.	.
Within Groups	0.000	0	.		
Total	120.000	3			

Hypothesis	Results
H1: There exists a positive influence of economic factors on the female labour force participation of a particular economy	Supported
H2: Cultural factors greatly influences the female labour pattern of an economy	Rejected
H3: Socio demographic factors greatly influences the female labour force tendency of a particular economy	supported
H4: Amenity and basic services are the most important factor that stands as the driving force behind the female labour force employment character of an economy.	Supported

Limitations of the Study

1. Most of the respondents where reductant to provide proper answers and most of the answers were self-contradictory
2. Measurement using random effect and Hausman test was not able to be performed as the sample size was limited

3. A comparative study considering pre and post covid analysis was also not able to be undertaken due to unavailability of proper source of data

Conclusion

Thus, the paper basically tries to analyse whether there is relationship between

female labour force employment pattern and factors like cultural, social, economic and basic amenity and services. The main findings postulate that there exists a positive association between social, economic and amenity services and an inverse association with cultural factors. Even though the influence of the figures shows only a mere percentage its role in influencing the female

labour force participation mechanism is important. The data was collected from a prescribed sample size of 200 from paruthippara region of Trivandrum. The result was analysed by making use of the fixed price model where only the cultural factors showed a negative tendency. The tool of data collection included questionnaire.

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