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Determinants of Rural Female Labour Force Participation in Sirajganj District of Bangladesh

Author's Details
Md. Al-Amin
Assistant Professor
Department of Economics
Pabna University of Science and Technology
Pabna-6600, Bangladesh.

Abstract

The participation rate of female of a nation in its labour force is one of the most important indicators for determining its women empowerment status as well as the overall development. The key objective of this research was to study the determinants of rural female labour force participation in Sirajganj district of Bangladesh. To investigate impacts of the determinants on the female labour force participation decision, the study included income of the household, education level of the household head, education level of the woman, age of the woman, family size, asset ownership by the woman, occupation of the household head, marital status and available work opportunity as the determinants. A set of cross-sectional data has been used for the analysis of the study. The research applied a multi-stage sampling technique consists of purposive, cluster and simple random sampling, for the selection of 400 households having female members competent for inclusion in labour force, from four upazilas of the district. Subsequently, a structured questionnaire has been used for collecting data from the sample households with the help of personal interview method. The research used a binary logistic regression model for assessing the effects of various specified factors on the rural female labour force participation in the selected area. The results showed that the female labour force participation decision is positively influenced by the income of the households from which the women belong, education level of the women, education level of the household head, family size and availability of work facility for the women in the locality. Contrarily, a negative association was found between female labour force participation decision and age of the female member, asset ownership by the woman, occupation of the household head and marital status of the

woman. Beside many research findings, the study disclosed that the involvement in family responsibilities and taking care of children by the married women acts as barrier for participating in labour force. Consequently, the research suggested to create social childcare facilities at low cost aiming at rising the participation of rural female of Bangladesh in its labour force.

Keywords: Asset Ownership, Income Inequality, Labor Force Participation Rate, Logit Model.

1.0 Introduction

1.1 Background

The volume of resources, in which human resource is a dominant component, of any economy constitutes the prospects of its economic development. Since, the magnitude of the human resource of a nation is largely determined by the nature and extent of its labor force. Therefore, the larger and more skilled labor force a country has, the brighter the opportunity of its prosperity. The nature of population of the most of the countries in the world is that females are almost half of their total population. However, the fraction of female labour force in total labour force of the majority of the countries is much lower both quantitatively and qualitatively than the male. Consequently, increase in the engagement of women in labour force is vital for stimulating the economic development of any nation **[1]**. According to World Bank (2015), if half of the population of a country remained out of the economic activities, it is difficult to attain a sustainable and inclusive economic growth for that country. The low rate of participation of women in labour force in any nation indicates underutilization of its resources. In that case, enhancing the entry of the female in the labour force may act as an accelerator to the economic growth of the country **[2]**. Conversely, labour force of an economy highly dependent on the availability of employment opportunities which is highly regulated by the overall economic activities and development of the economy. The higher participation of female in labour force in any nation specifies the betterment of the socio-economic status of the women as well as a balanced economic development of the nation **[3]**.

The unemployment rate is such an important macroeconomic variable that the accuracy of its value estimation is essential for successful economic policy formulation and implementation. There is a common consent from the previous studies that sometimes workers have the tendency to leave the labour force if they get unemployed **[4]**. The worker who stopped searching job actively after being unemployed by reason of having the apprehension of not finding a job again is known as discouraged worker. While, discouraged workers remained out of laour force, they are disregarded in calculating the unemployment rate. Consequently, the presence of discouraged workers in the economy tends to mislead the policymakers by providing incorrect value of unemployment rate. Since, unemployment rate cannot be able to reveal the presence of discoursed workers, the labour force participation rate may play a significant role in providing the comparatively accurate ideas about the employment market and overall health of the economy **[5]**. The inclusion of women in the labour force is essential as it creates the

opportunity to get economic freedom which helps not only to reduce gender discrimination but also to flourish the socio-economic development as well as the national prosperity of a country **[6]**. Education plays a positive role to access the decent employments for women, however, women's fertility as well as the social norms that only women are responsible for taking care of children are hindrances to bright career opportunities of them **[7, 8]**.

1.2 Comparison of Labour Force Participation Rate of Different Countries

The ILO database **[9]**, represented by the table-01 and figure-01, shows an interesting matter that in 2021 males of Bangladesh participate in its labour force at the highest rate of all countries included in the table, even though the table contains some countries who achieved a remarkable milestone in the development history of the world. However, it is evident from the table that the rate of participation by the females in labour force of Bangladesh is very small compared to the developed countries like United States, Australia, Germany, China, Japan and Malaysia which are included in the table.

Table-1: Country Wise Labour Force Participation Rate in 2021

Country	Female (%)	Male (%)	Total (%)
Bangladesh	35	79	57
United States	55	66	61
Australia	61	71	66
Germany	57	66	61
China	62	74	68
Japan	53	71	62
Malaysia	51	78	65
India	19	70	46
Pakistan	21	78	50
Sri Lanka	31	68	49

Source: ILO, ILOSTAT Database, June 2022

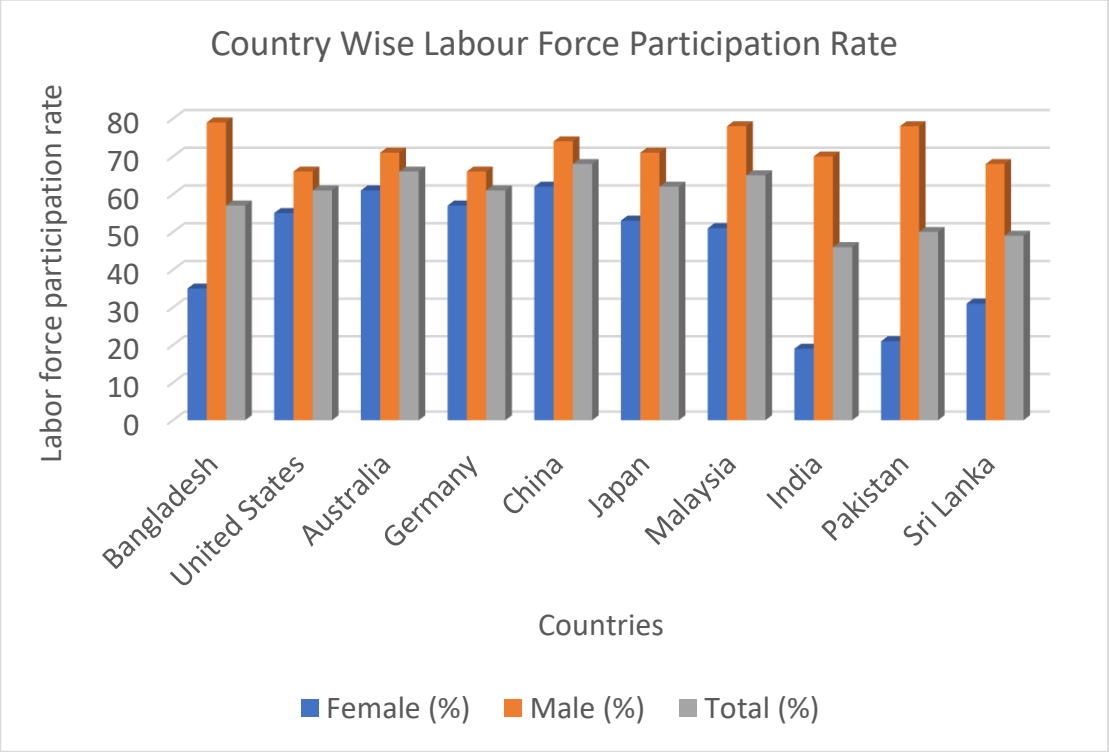

Figure-01: Country Wise Labour Force Participation Rate

The table-01 and figure-01 represent the participation rate in labour force for male, for female, and for total population (combined of male and female) in different nations. It is noted here that female labour force participation rate is the measure of total female labour force as a percentage of total female population ages above 15 but below 65 years. The rate of participation of male in labour force expresses the total male labour force as a proportion of total male population ages above 15 but below 65 years. The total labour force participation rate which is simply called labour force participation rate is the fraction of total population ages above 15 but below 65 years.

1.3 Recent Trend of Female Labour Force Participation Rate in Bangladesh

As per the World Bank's database **[10]**, the trend of the rate of participation of female of Bangladesh in its labour force is represented with the help of the table-02 and figure-02. The data display that the value of female labour force participation rate was 32.09% in 2014, which increases gradually and reaches its maximum of 36.31% in 2019. But the rate declines in 2020 due to covid-19 pandemic possibly and starts to recover from the next year. Although, there is a rising trend from 2014 to 2019 observed from the figure-02, however, it rises so gently.

Table-2: Recent Trend of Female Labour Force Participation Rate in Bangladesh

Year	Female labour force participation rate (%)
2014	32.09
2015	32.50
2016	32.93

2017	36.11
2018	36.24
2019	36.31
2020	34.54
2021	34.87

Source: The World Bank's Database

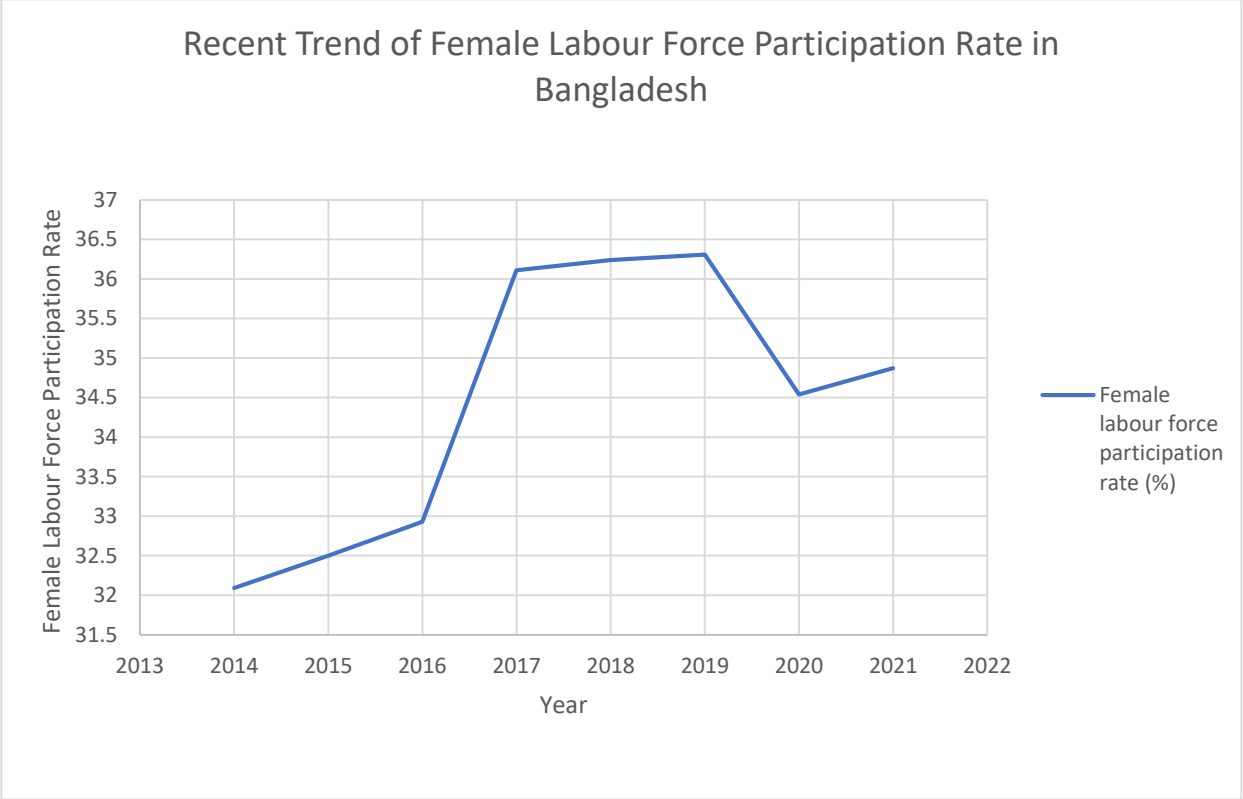

Figure-02: Recent Trend of Female Labour Force Participation Rate in Bangladesh

The major obstacles for female for participating in labour force are intentionally avoiding working for enjoying leisure, pursuing studies, very high family income that cause to think of no additional income, uncomfortable working conditions, lack of suitable environment in the work place, social and cultural backwardness, unattractive wages, family restrictions, insufficient working opportunities, lack of appropriate education, unaware about the employment opportunities and deficiency of necessary skills to match with existing opportunities **[12]**. In Bangladesh, many of the women both in rural and urban areas are still remained out of labour force despite having required qualifications and skills for various jobs.

Almost half of population of Bangladesh are female who are largely engaged in childbearing and child-rearing and other household activities which have no market value. For that reason, the contributions of women in Bangladesh economy are much lower than their potentiality. Consequently, it is obligatory to motivate the women for substantial participation in the economic activities for which they get paid and included in GDP for

the rapid inclusive growth of the country. Furthermore, the higher contribution of women to the economy will raise women empowerment and reduce inequality as well as poverty **[12]**.

2.0 Literature Review

Hafeez & Ahmad **[13]** conducted a study in order to determine the factors impelling the decision of the educated married females in the Mandi Bahaudin district of Punjab to participate in labour force. By using logit and probit models, the authors determined how the female labour force participation decision affected by income of the household from which the woman belongs, education of husband and wife, age of the women, structure and size of the family, asset ownership and area of residence. Based on their findings, they concluded as **[14]** that age, structure and size of the household and specially education level affect the female labour force participation decision positively. Contrarily, income of the household, number of the working member of the household and asset ownership have significantly negative influence on the decision. Junaid, et al. **[6]** using a multiple regression analysis concluded that real per capita GDP, the unemployment rate of females, poverty level, female literacy rate and fertility rate are the main determinants of female inclusion in workforce. Similarly, a study was conducted by Kögel **[15]** with an aim to establish a relationship between females employment and fertility within OECD countries, and revealed that the relationship is no longer negative but not fully turned into positive. Cheema, et al. **[16]** found that occupation of the family head has a significant impact on the decision of participating in labour force by the female members in the household. The findings of the study showed that the female whose household head has an elementary occupation like agriculture, forestry, fishery, labourer, hawkers, and masons has a greater chance to enter into the labour market than the female whose household head is manager or executive. In the research entitled "The Determinants of Female Labor Force Participation for OECD Countries" Taşseven et al**., [17]** found that fertility is the most influential factor of making the decision for female to join in labour force. Moreover, they inferred that unemployment rate and GDP per capita have significantly positive impact on the female labour force participation in OECD countries which partially conflict the findings of literature **[18]**. With a view to evaluate the effects of the Jordanian Decent Work Country Programme (DWCP), Abu-Hummour **[19]** conducted a study on pre-and-post policy analysis of the programme, and found that there is no effect of the programme in rising the female engagement in labour market due to decent work deficiency. By using the autoregressive distributed lag (ARDL) co-integration framework Qinfen **[20]** inferred that women labor force participant rate has a long-term positive relationship with GDP and education. However, there is a long-term and negative association exists between women labor force participant rate and fertility rate. Eberhard et al., **[21]** showed by using survey data from Chile that parenthood has a significant impact on their labour market outcomes. However, the females are affected more harshly than the males, in the extreme case they fail to get a regular job. By conducting a study in Hong Kong, Xu et al., **[22]** concluded the women have to pay the penalty of their motherhood in form of sacrificing their working hours. Because, the women having younger children tend to leave their job or able to do work less hours than the

women having no younger children. Haque et al., **[23]** investigated the association between the rate of labor force participation for both male and female, economic growth and gross fixed capital formation in Bangladesh. For this purpose, annual time series data from 1991 to 2017 was used in the study. The results disclosed that the economic development of the country has a significantly positive relation with both the female labour force participation and total labour force participation in the short-run, but it was negative in the long-run. By contrast, gross fixed capital formation has a short-term significant impact on economic growth, but a considerable explicit positive influence is exposed on the economic development of Bangladesh. Kabeer et al. **[24]** found out a number of policy-driven changes, such as in education, family planning, microcredit opportunities and export-oriented industrialization, which have played an important role in the augmentation women's socioeconomic prospect and positively influenced their work and lives in Bangladesh. Amin **[25]** conducted a study in Bangladesh and concluded that sex of the household heads, family size, education level, living areas, household wealth and microcredit are the main factors of labour force participation by the females. Moreover, he argued that involvement in the household activities pushed away women from labour force participation in Bangladesh. Raihan & Bidisha **[12]** asserted that the both demand and supply side issues are responsible for the lower female employment in Bangladesh. A number of socioeconomic factors including household income, age, education, household dependency ratio, marital status, etc. are considered as the supply side factors of females' participation in labour market. In contrast, firm nature, firm size, location, technology used, etc. are the demand side factors that determine the availability employments for women.

3.0 Research Methodology

The key objective of this research was to examine the determinants of rural female labour force participation in Sirajganj district of Bangladesh. For achieving the research objective, it was necessary to include the households in the sample who have female members competent for inclusion in labour force. The list of the targeted households was prepared by conducting a pilot survey in the selected villages only based on the information that, which households have female members competent for inclusion in labour force, with a view to minimize the selection error. The research has used a two-stage sampling technique consists of purposive and cluster random sampling for the selection of 400 households from four upazilas of the district. A structured questionnaire was prepared for collecting data. Finally, face to face interview method has been used to collect data from the sample households.

The research analyzed the effects of various specified determinants on the rural female labour force participation decision with the help of a binary logistic regression model. The specified model for the study as follows **[26]**:

$$L_i = Ln\left(\frac{P_i}{1-P_i}\right) = \beta_0 + \beta_1 X_{1i} + \beta_2 X_{2i} + \beta_3 X_{3i} + \beta_4 X_{4i} + \beta_5 X_{5i} + \beta_6 X_{6i} + \beta_7 X_{7i} + \beta_8 X_{8i} + \beta_9 X_{9i} + u_i$$

Where,

Female labour force participation decision was the dependent variable that's response is either "participate" or "not participate". That is, the dependent variable has two categories: "participate" is indicated by "1" and "not participate" is indicated by "0".

$P_i =$ probability of participating in labour force

$(1 - P_i) =$ probability of not participating in labour force

$$\frac{P_i}{1 - P_i} = odds\ ratio$$

$L_i =$ natural logarithm of the odds ratio

$X_1 =$ Income of the household

$X_2 =$ Education level of the woman

$X_3 =$ Education level of the household head

$X_4 =$ Age of the woman

$X_5 =$ Family size

$X_6 =$ Asset ownership by the woman

$X_7 =$ Occupation of the household head

$X_8 =$ Marital status

$X_9 =$ Available work opportunity

$\beta_0 = intercept$

$\beta_j = coefficient\ of\ jth\ explanatory\ variable$

$u_i =$ error term

j = 1, 2, 3, 4, 5, 6, 7, 8 & 9 (identity of the explanatory variables)

i = 1, 2, 3, ... , n; n = 400 (identity of the respondents)

Description of explanatory variables:

Income of the household (X_1)

The variable "income of the household" measures the total income of the households from which the woman belongs. The incomes of the households are expressed in thousand Bangladeshi taka.

Education level of the woman (X_2)

The education level of the woman is measured by the tears of schooling. That is, this variable is quantitative and continuous in nature.

Education level of the household head (X_3)

The level of education of the household head is also represented by the same way as X_2.

Age of the woman (X_4)

The age of the woman is a quantitative variable which is expressed in year.

Family size (X_5)

The family size is categorized as small, medium and large depending on their family members. If the family with less than 5 members considered as "small", with 5-9 members considered as "medium" and with 10 and above members is considered as "large"; and which are indicated by 1, 2 and 3 respectively.

Asset ownership by the woman (X_6)

The asset ownership by the woman is considered as a categorical variable which has two categories, if a woman has asset ownership the response is "yes" and represented by "1", and if the woman has no asset ownership the response is "no" and represented by "0".

Occupation of the household head (X_7)

The occupation of the household head is categorized as "elementary" which is indicated by "0" and "executive" which is indicated by "1". The elementary category includes the occupations with low payment and low social dignity such as daily labourer, tailor, carpenter, mason, rickshaw puller, small businessman etc. Whereas the executive category includes the occupations with comparatively high payment and social dignity such as officer, manager, large businessman etc.

Marital status (X_8)

If the marital status of a woman is either "single" or "married" which are represented by "0" and "1" respectively.

Available work opportunity (X_9)

This variable represents whether a woman has the work opportunity in the locality in which she lives, "0" is used if the response is "no" and "1" is used if the response is "yes".

4.0 Results and Discussion

The results of the study are divided into two sections. The first section represents field level scenario of the participation rate of female in labour force in Sirajganj district of Bangladesh. The second will represent the results of the logit model.

4.1.0 Field Level Scenario of Labour Force Participation

4.1.1 Female Labour Force Participation Rate

The table-03 displayed that among the 400 females 108 female responded that they participate in labour force and 292 responded they do not participate. That is the rate of participation of female in labour force was 27 percent at the field level.

Table-3: Response of the Respondents about Labour Force Participation

Variable	Response	No. of respondents	Percentage
Labour force participation	Participate	108	27
	Do not participate	292	73
Total		400	100

Source: Field Survey in July, 2023

4.1.2 Employment Status of the Women Participate in Labour Force

The women who participate in labour force are either employed or unemployed. The table-04 showed that among the 108 participants in labour force 94 female are employed and 14 are searching for job means they are unemployed. That is, the result shows that 87.04 percent of female participants in labour are employed and remaining 12.96 percent are unemployed.

Table-04: Employment Status of the Respondents Participate in Labour Force

Employment Status	No. of respondents	Percentage
Employed	94	87.04
Unemployed	14	12.96
Total	108	100.00

Source: Field Survey in July, 2023

4.1.3 Occupation of the Employed Women

The occupations of the employed women are classified into three categories: agriculture, service and others. The service category includes all the government and non-government jobs as well as the jobs in the firms and industries. The table-05 showed that the majority of 62.77 percent of the employed women are engaged in agriculture. The table and graph also show that 30.85 and 6.38 percent of employed women belong to service and others.

Table-05: Occupation of the Employed Women

Occupation	No. of Employed Women	Percentage
Agriculture	59	62.77
Service	29	30.85
Others	06	6.38
Total	94	100

Source: Field Survey in July, 2023

4.2 The Estimated Results of the Logit Model

The calculated results of the logit model are represented in table-06 that contains five columns. The first column represents the name of the explanatory variables, the second column represents the coefficients of the respective explanatory variables included in the model, the third column represents the odds ratios, the fourth column represents the marginal effects of the explanatory variables, and the fifth column represents whether the coefficient of variable is statistically significant or not. The results show that the coefficients of the variables "education of the household head" and "asset ownership by the woman" are statistically significant at 1 percent significant level. Moreover, the coefficients of the variables "education level of the woman", "family size", "occupation of the household head" and "available work opportunity" are significant at 5 percent level. Furthermore, the coefficients "income of the household" and "age of the woman" are significant at 10 percent level.

Table-06: Estimated Results of Logit Model

Variables	Coefficients	Odds Ratio	Marginal Effects	Sig.
Income of the household	0.571*	1.770	0.113	0.071
Education level of the woman	0.712**	2.038	0.140	0.035
Education level of the household head	0.907***	2.477	0.179	0.000
Age of the woman	-0.618*	0.539	-0.122	0.080
Family size	0.433**	1.542	0.085	0.029
Asset ownership by the woman	-1.297***	0.273	-0.256	0.001
Occupation of the household head	-0.729**	0.482	-0.144	0.028
Marital status	-0.128	0.880	-0.025	0.125
Available work opportunity	0.468**	1.597	0.092	0.045
Constant	-1.523*	0.218	-0.300	0.090
Note: *significant at 10%, **significant at 5%, and ***significant at 1% level of significance.				

Source: Researcher's Estimations

However, the coefficient of the variable "marital status" is not significant at 10 percent level. The values in the second column for B coefficients cannot be interpreted in magnitudes, however the signs of the coefficients of

different variables can explain only the directions of their relationships with the likelihood the participation of female in the labour force. The odd ratios represented in the fourth column of the table-06 can be interpreted in the following fashion:

Income of the household (X_1):

The positive sign of the coefficient of the variable "income of the household" indicated that there is a positive association between the likelihood of female participation in labour force by the female and income of the household. The value of the odds ratio of the variable "income of the household" was 1.770, that illustrates that if the income of the household increases by Tk. 1000 the female labour in that household 1.770 times more likely to participate in labour force than not, keeping other factors constant. The marginal effect of the variable asserted that the probability of a woman to participate in labour force will increase by 0.113 on an average as a result of additional one thousand BDT increase in her family income, other things held constant. The results support that the households with higher income spend more on the education for the female members like males and the female members of those households become more competent for participating in labour force.

Education level of the woman (X_2):

The coefficient of the variable "education of the woman" has a positive sign means that the education level of a woman has a favourable effect on the probability of her participation in labour force. The value of the odds ratio for the variable indicated that other influences on the labor force participation held constant, the woman with additional 1 years of schooling 2.038 times more likely to participate in labour force than not. The marginal effect displayed that one additional year increase in schooling of the woman will increase her probability to participate in labour force by 0.140 on an average, other things remaining the same. The result supports that the women with higher education have more opportunities to find a suitable job, at the same time they are more eager to get a job for being more educated.

Education level of the household head (X_3):

The positive sign of the coefficient of the variable "education level of the household head" implies that the more the household head is educated, the more is the chance of participating in labour force by the female members in that household. The odds ratio of the variable illustrated that the female members belong to the household having the head with 1 additional year of schooling 2.477 times more likely to engage in labour force than not, other factors remaining the same. The marginal effect showed that if the year of schooling of the household head increase by additional 1 year the probability of the women in this household to participate in labour force will increase by 0.179 on an average. The result implies that more educated household heads are more aware and they motivate their female family members to participate in labour force.

Age of the woman (X_4):

The negative sign of the coefficient of the variable "age of the woman" reveals that the older women are less interested in participating in labour force. The odds ratio of age showed that the female members with 1 additional year age 0.539 times less likely to engage in labour force than not, other factors remaining the same. The value of the marginal effect implied that the probability of a relatively one additional year older woman decreases by 0.122 on an average. The result supports the more backwardness of the women in the past time due to social norms and superstition. This result also indicates that the backwardness is being lessened day by day.

Family size (X_5):

The positive coefficient of "family size" represents a positive relationship between the probability of the women to participate in labour force and her family size. The result in the table-06 reveals that the female members from a relatively larger family 1.542 times more likely to join in labour force than not, other factors remaining fixed. The marginal effect indicated that the women belong to a relatively larger family have 0.085 more probability on an average to join in labour force. The result indicates that a family with larger family members having higher family expenditure pushing its female members to participate in labour force.

Asset ownership by the woman (X_6):

The variable "asset ownership by the woman" takes values either "0" means no ownership or "1" means have ownership. The negative sign of the coefficient of "asset ownership by the woman" implies that the female members with asset ownership are less willingness to join in labour force. The value of the odds ratio of the variable showed that all other influences on participating in labour force held constant, the females having asset ownership 0.273 times less likely to join in labour force. The value of marginal effect illustrated that the probability of the women having asset ownership to participate in labour force is 0.256 less than that of the women having no asset ownership. The result illustrates that the women with no asset ownership have more financial stress which induces them to participating in labour force.

Occupation of the household head (X_7):

The variable "occupation of the household head" has two categories "elementary" which takes value "0" and "executive" which takes value "1". The coefficient of the variable has a negative sign which indicates that the female members from the households having the heads with a better job are less interested in joining in the labour force. The value of the odds ratio of this variable showed that the women from the households having the heads with a better job 0.482 times less likely to join in labour force than not, other thing remaining the same. The marginal effect implied that the probability of the women, whose household head have relatively better occupation, to participate in labour force is 0.144 less than the others. The result argues that the women from the

households having the heads with a worse job gets lesser financial supports and more eager to participate in labour force for fulfilling their personal as well as family demand.

Marital status (X_8):

The negative sign of the coefficient of the variable "marital status" means that the married females have less chance to join in labour force. The odds ratio of marital status stated that the married women are 0.880 times less likely to join in labour force than not, other things remaining the same. The marginal effect implied that the married women have 0.025 less probability to join in labour force than the single women. The result argues that as the females get married, they involve in family responsibility and taking care of children and go away from the labour force.

Available of work opportunity (X_9):

The variable "availability of work opportunity" represents whether the regions in which the women live have the work opportunity for them or not. If the repose is "no" it takes value "0" and if the response is "yes" it takes the value "1". The positive sign of the coefficient of this variable means that the higher the work opportunity in a region, the higher the chance of a woman joining in labour force in that region. The odds ratio of the variable showed that the women live in the regions having work opportunity 1.597 times more likely to join in labour force than not, other variables are held fixed. The marginal effect indicated that the probability of the women living in a region having working opportunity to participate in labour force is 0.092 more the women living in a region haven't working opportunity. The result illustrates that some of women remain out of work due to lack of sufficient work opportunity for the women in the locality in which they live.

5.0 Conclusion and Policy Recommendations

Income inequality is one of prime hindrances of balanced economic development of a country. Gender discrimination in terms of employment is a major cause of higher income inequality in a country. It is evident from the scenarios of labour force participation of different countries that the rate of female labour force participation stands behind the rate of male labour force participation in the most of the countries of the world. Therefore, it is necessary to ensure a substantial female inclusive in labour force for the better performance and desired development of those nations.

The statistics of GDP of Bangladesh in the recent decades prove that the contribution of readymade garments to the GDP is remarkable. The female workers play an important role in the production of readymade garments in Bangladesh which proves that they have the potentiality to contribute to the development of the country. This study inferred that income of the households from which the women belong, education level of the women, education level of the household head, family size and availability of work facility for the women in the locality in which they live have favourable effect on the decision of participating in the labour force by the female

members. In contrast, age of the female member, asset ownership by the woman, occupation of the household head and marital status of the woman negatively affect the decisions of the rural women to engage labour force. Since, more than half of the population in Bangladesh are female **[27]**, the country has a good prospect of development if it can increase its female labour force participation along with the male. Therefore, the responsible authority should take necessary initiatives for increasing the female inclusive labour force and making them skilled.

The research findings suggest that the better education facilities for the female member along with the other members of the family like household head may stimulate the participation rate of rural female in labour force. Therefore, it is necessary to make work-based education more accessible to the rural area for rising the female engagement in labour force. While the available work opportunity for the female in a locality has a supportive role in their participation in labour force, increasing in suitable work opportunity for female may aggrandize the female participation in labour force of Bangladesh. Since the higher paying occupations of the household head and asset ownership by the female members in the family refrain them from participating in labour force because of their negligence about payment for the available jobs for women, increase in the payment for the female's job according to their qualifications may promote female labour force participating in Bangladesh. As the involvement of married women in family responsibilities and taking care of children is considered as a barrier to participate in labour force, creation of social childcare facilities at low cost may an effective initiative for rising rural female labour force participation.

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