

Determinants of Female Labour Force Participation in Awka South Local Government Area, Anambra State

Anakwuba, Blessing Winny; Kalu, Christopher and Nzeribe, Geraldine

Department of Economics,
Nnamdi Azikiwe University, Awka, Nigeria
E-mail: bw.anakwuba@unizik.edu.ng

Abstract

Women can be financially empowered and this can only be possible if they have equal opportunities to work so as to receive wages. This has almost become a mirage, as many factors seem to hinder women from engaging in the Nigerian labour force. This study therefore is an Analysis of the Major Determinants of Female Labour Force Participation Rate in Awka South Local Government Area of Anambra State. These factors were examined using the Neoclassical work/leisure tradeoff model and the Becker's Human Capital Theory. It is survey research conducted using a well-structured questionnaire divided into four sections. Out of 500 copies of questionnaire distributed, 496 representing 99.2% were returned. The model was estimated using the method of Maximum Likelihood-Binary Logit. Results showed that age, family income and marital status exert negative effects while household size and education exert positive effects on female labour force participation. It is recommended that government should change policies that are gender biased against women which restrict them from participating freely in the labour force. Girl-child education should also be encouraged through government scholarships. Policies that support married women especially nursing mothers should be made to encourage married women and mothers to actively engage in labour.

Keywords: *Labour, Labour force; Female labour participation, Working age, Awka south, Maximum Likelihood*

JEL Classification: J710, J82, J71

Introduction

An economy that desires economic growth increases its production of goods and services which are dependent on labour, hence, a country's economic growth is essentially and highly dependent on the supply and the productivity of the labour force. Labour force refers to the totality of people who work for a purpose and are remunerated for the work done (Uwakwe, 2004), while labour force participation, according to Schueze (2013), involves the decision to engage in labour market activities rather than leisure. This labour force is supposed to be an equal representation of both men and women but that has never been the case as women are not given their rightful share of involvement in the labour force (ILO, 2013).

Over decades, women participation in the labour force has been lower than that of men in many developing nations (Che & Fabien 2018), especially in Africa, of which Nigeria is not an exception. In Nigeria, even though the population of both men and women are nearly equal, (NBS, 2016), yet, there is a huge disparity in the labour force participation of both gender where the female labour force participation rate was 61.5% as against 71.4% for men in 2015 (Anyanwu, Adesanya, Adediji & Adesanya 2021). This unequal representation of women in the labour force is evident in 2013 where men occupied the bulk of employment in federal and state MDAs, and for the period, 2010-2015, on the average, 72.3 percent of senior positions in State Civil Service were occupied by men compared to 27.7 percent occupied by women (NBS, 2016) as cited in (Anyanwu et al, 2021).

According to Che & Fabien (2018), some economists suggest that there is a strong link between female labour force participation and economic development, and also between female labour force participation and aggregate efficiency. They opine that female labour force participation leads to increased aggregate efficiency as well as the development of the country. Women's role according to the study is therefore significant in poverty reduction because of their role in assuring the welfare of households. This was supported by Mammen and Paxson (2000) cited in (Anyanwu et al, 2021) who added that women's employment considered as an indicator of their overall

status in the society. These are realizable where women are given equal opportunity with their male counterparts in the labour force.

Some factors that determine women's participation according to Verick (2014) are social norms, fertility rate, education and nature of job creation. This is in line with Akeju (2018), who opined that most women join the workforce as a coping mechanism in response to shocks while their educational level, wages and salaries received, environmental factors, social norms, personal decisions, religious beliefs and perceptions play critical roles on their participation.

This study therefore seeks to discover those factors that affect female labour force participation in Awka South Local Government Area of Anambra state Nigeria.

Literature Review

The Concept of Labour Force Participation

People are counted as part of the labor force if they are engaged in activities that are included in the System of National Accounts or are available and searching for work in such activities while persons are classified as not being in the labor force if they are attending an educational institution, engaged in household duties, retired, or infirm or disabled (and other reasons) (Verick, 2014).

The Female Labour Force Participation Rate (FLFPR)

Labour force participation refers to an individual's decision whether or not to participate in the labour force (Ehrenberg & Smith 1997). It involves an analysis of whether a person's desired hours allocated to market work is greater than zero Hoffman, (1986) as cited in the (Department of National Planning (DNP), Maldives 2009). Also, the standard measure of labour force participation is the labour force participation rate, which is the labour force divided by the working age population expressed as a percentage. According to Anyanwu et al (2021), female labour force participation rate is the ratio of two numbers: between the females who are classified as economically active in the labour force and the females inactive in the labour force. Economically active females by the study include those who are unemployed and those who are unemployed but looking for work. This also includes women who are already in the labour force plus the inactive population. The inactive population excludes unemployed persons such as children, inmates of institution, the disabled and the elderly. Therefore, the appropriate definition of female labour force participation is the percentage of the female population that has worked in the reference period or is willing to work.

Empirical Review

Leach (1998) conducted a study using 700 women in Ibadan town to determine the relationship between high formal education and women participation in the formal work force. Data were gathered using structured questionnaire and interview. After using Pearson Product Moment Correlation to analyze the data, the author found a high correlation coefficient of 0.84 at 0.05 significance level which showed that formal education is highly related to formal employment.

Hosny (2007) studied the impact of education on female labour force participation and other personal and household factors on Egypt's female population and compared these determinants with those of Germany. The study showed that higher general high school and university education or better still enrollment in vocational high schools will enable more females participate in jobs. Some household characteristics like single motherhood, working in rural areas, previous work experience, and if the woman's mother is employed has a positive relationship on female labour force participation. Considering the household characteristics with respect to German and Egyptian female labour force participation and given the fact that women participate in the labour market differs across countries, the study concluded that the variable years of schooling had a higher marginal effect on the Egyptian female labour force participation, while other factors such as marriage and number of children had a higher marginal effect on German female labour force participation.

Babalola and Akor (2013) examined the factors affecting labour force participation of married women within the working age (18-60) in Adamawa state. The Probit model was used to analyze observation for 120 women. It was found that education has positive effect on female labour force participation while husband's employment and household size have a negative effect on female labour force participation.

Fadayomi and Ogunrinola (2013) studied the influence of household structure on labor market participation in Nigeria using data collected by the defunct National Manpower Board in 2005 in the Nigerian Labor Market Survey conducted that year. Using probit models, they found that all the variables entered are statistically significant at 1% critical level while the quantitative variables (age, square of age, and education) are positively related to labor force participation as expected.

Che and Fabien (2018) examined the female labour force participation in Cameroon. Data sourced from the 2011 Cameroon Demographic Health Survey data collected by the National Institute of Statistics (NIS) and used is made of both descriptive and inferential statistics. The study used the logit regression model to test the objectives. The findings suggested that a woman with a non-working husband, an increase in age, presence of woman in the household increases the likelihood of women participating in the labour market. On the other hand, the presence of young children aged 0-5 years in the household and being a Muslim reduces the likelihood of women participating in the labour market. Study suggested that policy makers should understand women's decision to supply labour in the labour market as well as the factors that enable them to either participate or not in the job market.

Akeju (2018) in studying the determinants of female participation in labour in Nigeria: evidence from 2013 national demographic household survey, used the logistic regression model to analyze a data set obtained from the National Demographic Health Survey (NDHS) of 2013. The independent variables used are socio-demographic factors which influence decisions of women to get engaged in active work. These include: Age, Marital Status, Religion, Region, type of place of residence, Education, age at first birth and other intervening variables such as Domestic Violence (beating justified if wife argued with husband) and husbands total years of education. Findings reveal that region, educational attainment, religion and marital status of women have a significant effect on female involvement in labour. Research findings showed that the drive to cater for family and dependents pushes women into and out of jobs. The study also identified that education of women must be encouraged at all levels and the nature and policies of work need to be gender sensitive to accommodate the demands of a family for workers and also improve their involvement at various managerial positions.

Anyanwu et al, (2021) in their study examined the female labour force participation and economic growth nexus in Nigeria. Time series data for the period of 1981 to 2015 were used. With the establishment of cointegrating relationships, the Ordinary Least Square (OLS) estimation technique was used to obtain the long run elasticity coefficients. The major finding of the study is that there is an inverse relationship between Female labour force participation and economic growth. The study thus recommends that active labour market policies are needed to promote women's labour market participation in the interest of overall economic growth and development in Nigeria.

Research Methodology

Research Design

A research design is the arrangement of conditions for the collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in the procedure (Agha, 2011, Kombo & Tomp, 2009). This study adopts the survey research method which enables the researcher to obtain as much and as accurate information as possible. This study adopts a survey design to conduct analysis of the determinants of female labour force participation using selected towns in Awka south Local Government Area, Anambra State.

Research population and Area of study

A population refers to all of the events, things or individuals represented in a study (Christensen, 2001). The population of this study is the entire women within the working age population (that is between 20 – 65 years) who reside in the nine towns that make up Awka South Local Government Area of Anambra state. This does not include full-time students and apprentices.

Sampling size and Sampling Technique

Sampling is the selection of several study units from a predefined study population (Oyim, 2018). The simple random sampling technique was adopted for this study because of its unbiased nature. The reason is that the respondents involved in the study have to be selected randomly across the communities that make up Awka South Local Government Area so that each individual within the population has the same probability of being selected. Also 500 copies of the questionnaire were shared to respondents since Best (2005) states that a sample should be

large enough to serve an adequate representation of the population about which the researcher wishes to generalize and small enough to be selected economically in terms of subject availability and expenses in terms of both time and money.

Method of Data Collection and Research Instruments

The dataset used for the analysis is primary data gathered through the survey method. The study utilized a questionnaire for data collection. The questionnaire is chosen because it saves time and can reach a large number of subjects who can read and write independently (Orodho 2004). According to Nkapa, (1997) a questionnaire is a carefully designed instrument for collecting data following the specification of the research questions. 500 copies of the questionnaire were distributed to respondents, women between the ages of 20 and 60 years in the nine towns of interest using a ratio obtained from the distribution of population in Awka south as obtained from the Independent National Electoral Commission's (INEC) computation of number of registered voters in 2021.

Theoretical Framework/ Model

According to Fadayomi and Ogunrinola (2013), the usual foundation for the model of labour force participation is the Neo-classical theory of utility maximization or work/leisure trade off model in which the individual or the household chooses between work or leisure or a suitable combination of both given the going wage rate. The utility-maximizing agent compares the utility of work and/or leisure and chooses the usual assumption of rationality. Thus the random utility model is defined as:

$$U^k = U^k (X^1 B^k) \quad (1)$$

Where $k=1$ if the individual or the household decides to work and zero otherwise. U is the utility being maximized and X is the vector of factors determining U . Since U^k and B^k ($k=0,1$) are not directly observable, the outcome (whether to work or not) is observed while the coefficients of B 's are estimated using any adopted econometric technique.

They considered a set of standard exogenous variables that influence labour force participation such as age, educational status, marital status, sex, region of residence, location of respondent whether rural or urban, and so on and another set of household variables which includes whether the respondent is head or non-head of household, the gender of the household head (whether the household is male- or female-headed), the size of the household, and status of the other members of the household (whether wife, son, daughter or other blood relations) after which they specified and estimated the following logit models:

$$LFP_t = a_0 + a_x X^1_t + U_1 \quad (2)$$

$$LFP_t = B_0 + B_x X^1_t + B_H H^1_t + U_2 \quad (3)$$

Where equation (2) examined the partial effects of standard exogenous predictor variables on the labour performance of respondents in the sample. In equation (3) the household variables were added to the standard exogenous variables influencing labour supply to verify their effects on participation.

Empirical Model Specification

We specify a simple female labour force participation (FLFP) model of the form.

$$FLFP = f(\text{AGE, HHSIZE, EDA, FI, MS}) \quad (4)$$

Where: FLFP is the female labour force participation, AGE is the age of the respondent, HHSIZE household size, EDA is the education attainment, FI is the family income (which is the total income earned by the family less the respondent's income); MS is the marital status of the respondent.

Expressing the model in an econometric form, we have

$$FLFP = \theta_0 + \theta_1 \text{AGE} + \theta_2 \text{HHSIZE} + \theta_3 \text{EDA} + \theta_4 \text{FI} + \theta_5 \text{MS} + U \quad (5)$$

Where θ_0 is the constant, θ_1 to θ_5 are the coefficients of the independent variables. U is the stochastic error term which is assumed to be well-behaved.

Table 1: A Priori Expectation

Regressand	Regressors	Relationship
FLFP	AGE	< 0 (Negative)
FLFP	HHSIZE	> 0 (Positive)
FLFP	EDA	> 0 (Positive)
FLFP	FI	< 0 (Negative)
FLFP	MS	> 0 or < 0 (Positive or Negative)

Source: Researchers' Computation using E-Views 10

Research Variables and Measurements

The research variables are female labour force participation; age, female education level; family size; family income and female marital status. The way the research variables are measured is stated below: FLFP = female labour force participation. FLFP = 1 if the respondent is employed and FLFP = 0 if otherwise. AGE = respondent's age. AGE = 1 if the respondent is less than 45 years and AGE = 0 if the respondent age is above 45 years. FS = Family size. FS = 1 if the respondent has a large family (i.e. 5 persons and above) and FS = 0 if the respondent has a small family (i.e. less than 5 persons). EDA = female education attainment. EDA = 1 if the respondent's education level exceeds secondary school, and EDA = 0 if otherwise (i.e. less than secondary school). FI = family income. The family income in this study is quantitative. It is the total family income less what the respondent contributes. MS = the respondent's marital status. MS = 1 if the respondent is married and MS = 0 if otherwise.

Estimation Technique and Procedure

The maximum likelihood (ML) estimation technique was used to estimate the parameters of the model in equation (5). The multiple regression model was adopted in estimating causal relationships among the variables. Given that the variables of the study are binary, the best class of estimation technique is the qualitative response model.

Empirical results

Table 2: The Summary of ML - Binary Logit (Newton-Raphson / Marquardt steps) Estimates

Dependent Variable: Female labour force participation					
Variable (A)	Coefficient (B)	Std. Error (C)	z-Statistic (D)	Prob. (E)	Exp(Coef) (F)
AGE	-1.122**	0.506	-2.2172	0.0266	0.326
HHSIZE	0.004	0.237	0.0160	0.9872	0.996
EDA	0.600***	0.230	2.6081	0.0091	1.822
FI	-0.767***	0.243	-3.1608	0.0016	0.464
MS	-0.932***	0.275	-3.3887	0.0007	0.394
Constant	2.075***	00.528	3.9276	0.0001	7.963

Diagnostics

McFadden R- squared = 0.50

LR statistic (n-k) df = 33.21

Prob (LR statistic) = 0.0000

Note: ** and *** denote significance at 95% and 99% confidence levels respectively

Source: Researchers' Computation using E-Views 10

Result Analyses

The results indicate that the age of the respondents is negatively related to female labour force participation. This is depicted by the sign of the slope coefficient of -1.122, which shows that for a unit rise in woman's age, all things being equal, the estimated Logit will fall by 1.122 units. By implication, older women are less likely to participate in paid jobs, while younger women are more likely to be employed. The odd ratio given by $e^b = \text{Exp}(B)$ in the last column is estimated at 0.326. That is, for the older women, the odd ratio = $e^{-1.122}$ (where $e = 2.71828$) = 0.326,

suggesting that for a unit increase in woman's age, the chance of participating in the labour force declines by 0.326 units or by 67.4%.

Household size is found to be positively related to female labour participation as shown by the sign of the slope coefficient of 0.004, this shows that women with larger families are more likely to participate in paid jobs.

Results also show that the female's educational qualification is positively related to female labour force participation, as revealed by the sign of the slope coefficient of 0.600. The result indicates that for a unit rise in a female's level of education, all other things being equal, the estimated Logit will increase by 0.600 units. This result implies that females who have 12 or more years of schooling are more likely to participate in paid jobs, while less educated females are less likely to be employed. The odd ratio given by $e^b = \text{Exp}(B)$ in the last column is estimated at 1.822. That is, for more educated women, the odd ratio = $e^{0.600}$ (where $e = 2.71828$) = 1.822, suggesting that for an additional year of schooling for a woman, the odds of participating in the labour force increases by 1.822 units or by 82.2%.

A look at the results indicate that family income is negatively related to female labour force participation, as revealed by the sign of the slope coefficient of -0.767. This implies that women who have higher family incomes are less likely to participate in paid jobs, because there may not be much incentive to do so, instead they prefer to take care of the home. The odd ratio given by $e^b = \text{Exp}(B)$ in the last column is estimated at 0.464. That is, for respondents with higher family income, the odd ratio = $e^{-0.767}$ (where $e = 2.71828$) = 0.464, suggesting that for an additional family income, the odds of participating in the labour force decreases by 0.464 units or by 53.6%.

The results also show that marital status is negatively related to female labour force participation, as revealed by the sign of the slope coefficient of -0.932. This result implies that women who are married are less likely to participate in paid jobs. The odd ratio given by $e^b = \text{Exp}(B)$ in the last column is estimated at 0.394. That is, for respondents who are married, the odd ratio = $e^{-0.932}$ (where $e = 2.71828$) = 0.394, suggesting that for married women, the odds of participating in the labour force decreased by 0.394 units or by 60.6%.

Evaluation of Estimate

(A) Economic Criteria: A priori Expectation

We expect the parameters of the explanatory variables to exhibit some characteristics in terms of their signs based on theoretical postulations. The outcome is summarized below:

Table 3: Summary of the A Priori Expectation

Regressand	Regressors	Expected Sign	Obtained Sign	Remark
FLFP	AGE	Negative	Negative	Conforms
FLFP	HHSIZE	Positive	Positive	Conforms
FLFP	EDA	Positive	Positive	Conforms
FLFP	FI	Negative	Negative	Conforms
FLFP	MS	Positive or Negative	Negative	Conforms

Source: Researchers' Compilation

Table 3 shows the summary of the expected and obtained signs of the parameters. The result indicates that all the obtained signs conformed to the theoretical expectation. We expect that higher family income (defined as income earned by other members of the family, like the husband for the married women or the parents for the single women, other than the respondent) may not be an incentive for the woman to work. For example, a woman whose husband is wealthy may decide to take care of the home instead of working.

(B) Evaluation based on statistical Criterion (1st order test):

(i) Coefficient of determination

According to Gujarati (2004), the conventional measure of goodness of fit, R^2 , is not particularly meaningful in binary regression models. Measures similar to R^2 , called pseudo R^2 , are available, and there is a variety of them. EViews presents one such measure, the McFadden R^2 . The McFadden R^2 ranges from 0 to 1 and measures the goodness of fit of the regression model. From the regression result, the value of McFadden R^2 is approximately 50%. This result indicates that about 50% of the variation in female labour force participation is explained by the

respondent's age, household size, respondent's educational qualification; family income (i.e. income earned by family members other than the respondent); marital status.

(ii) Likelihood ratio (LR) statistic:

To test the null hypothesis that all the slope coefficients are simultaneously equal to zero, the equivalent of the F-test in the linear regression model is the likelihood ratio (LR) statistic. Given the null hypothesis, the LR statistic follows the X^2 distribution with a degree of freedom (df) equal to the number of explanatory variables. Thus under the hypothesis:

H0: $\beta_i = 0$: the parameter estimates are not statistically significant at a 5% significance level.

H1: $\beta_i \neq 0$: the parameter estimates are statistically significant at a 5% significance level.

For $i = (, 1, 2, 3, 4, 5)$. Our results show that LR statistic of 33.21 with a probability value of 0.0000; hence, we reject the null hypothesis and conclude that the parameter estimates are simultaneously statistically significant at a 5% significance level.

Hypothesis Testing

The Z-test is used to test for the significance of the individual parameter in the model, especially when the sample size is very large. It involves comparing the estimated Z-value with the table Z-value at a chosen significant level under a hypothesis.

H₀: $\beta = 0$: the parameter estimate is not statistically significant at a 5% significance level.

H₁: $\beta \neq 0$: the parameter estimate is statistically significant at a 5% significance level.

If $\alpha = 0.05$, the probability of obtaining a Z-value of -1.96 or 1.96 is 5% (or 2.5 per cent in each tail of the standardized normal distribution).

Decision Rule:

Reject H₀ if the calculated Z-value is greater than the critical Z-value in absolute terms, otherwise accept it.

Table 4: Summary of Z-test for Significance

Variable	Z-calculated	Z- critical	Decision	Comment
AGE	2.217***	±1.96	Reject H ₀	Statistically significant
HHSIZE	0.016	±1.96	Accept H ₀	Statistically insignificant
EDA	2.608***	±1.96	Reject H ₀	Statistically significant
FI	-3.161***	±1.96	Reject H ₀	Statistically significant
MS	-3.389***	±1.96	Reject H ₀	Statistically significant

Source: Researchers' compilation

The Z- test for individual significance of the estimates shows that all the variables, except the household size, are major factors hindering female labour force participation in Awka South Local Government Area, Anambra State.

Discussion of Findings

Age has been found to be negatively related to female labour force participation as revealed in many studies which is also observed in this work, this is in line with Tansel (2003) who opined that age is a strong determinant of labour force participation as labour force participation rates for women rise during the 15 to 25 age interval and decline afterwards due to family formation. After the age of 25, they remain either constant or show a mild increase during the ages 35-39 and decline after the ages 50-54. The study also inferred that participation was reduced for married women. This is totally in line with the findings of this study that younger women below 45 years participated more than their older and married counterparts. This fact was established in Gayawan and Adebayo (2015) in studying a spatial analysis of women employment status in Nigeria, where they arrived at some variables that are statistically significant in determining female labour force participation rate; these include age, education, marital status, etc. On the other hand, Fadayomi and Ogunrinola (2013) in studying the influence of household structure on labour market

participation in Nigeria found that such variables as age and education are positively related to female labour force participation rate as expected, this study agrees with them on education which aligns with the Becker's Human Capital theory as was evident in Leach (1998), Onah (2001) and Odorah (2003) who in their studies also discovered that education of both male and female has a positive influence on the decision and ability of persons to engage in formal labour or paid labour. These findings completely agree with this study as it is seen that additional years of education of a female increases her chances of being employed by 82.2%.

On size of household influence, Babalola and Akor (2013) found that husband's employment and household size have negative effect on female labour force participation rate. Usually, households where the head is gainfully employed and whose wage is high (which may be referred to family income aside that of the respondent in this study) mostly discourage women in such households to engage in paid labour but large household size is usually positive.

These observations and findings of this study agree with most of the studies earlier reviewed.

Recommendations

Based on the findings and conclusion of this study, the following recommendations are made:

- Policies can be made to remove age restrictions from recruitment conditions. This will give women who are willing to work but are above certain age the opportunity to do so without any hindrances.
- Girl child education should be encouraged especially in rural areas where most women are married out early or are engaged in family work without wage. Such encouragement could be in form of scholarships, education subsidy from government, provision of sanitary materials for young girls who avoid school due to some discomfort they face from their monthly periods, etc. Free basic education should also be the right of every child, this gives the girl-child better opportunity in the future.
- Women should be enlightened on the need to be financially empowered and not depending on a spouse, this is because an empowered woman is an empowered society which reduces poverty rate of a country as stated in Gayawan and Adebayo (2015) that empowering women and youths is central to promoting quick and equitable economic growth and long term stability in any country and that expanding women's opportunity in public works, agriculture, finance and elsewhere accelerates economic growth. Countries that invest in promoting the social and economic status of women tend to have lower poverty rates.
- Marriage is a good thing and should not hinder women from participating in paid labour. Therefore, governments can make policies that support married women especially those with children such as establishment of child care facilities in work place, policies that support work-life balance, resumption and early closing hours or brakes in between for nursing mothers. Some of these things are established but hardly observed in most work places. Also, such employment requirements excluding married women or nursing mothers should be scrapped and punishment meted to offenders.

All these and many more can help women have better opportunities of paid work.

References

- Agha, N. (2011). *Fundamentals of management research*. Enugu. RyceKerex Publishers.
- Anyanwu, S.O., Adesanya, B.M., Adediji, A.M., Adesanya, A.E., (2021). Female Labour Force Participation and Economic Growth Nexus: Evidence from Nigerian Economy. Online at <https://mprapa.ub.uni-muenchen.de/106933/> MPRA Paper No. 106933, 01:43 UTC. Munich Personal RePEc Archive
- Akeju, K. (2022). Determinants of female participation in labour in Nigeria: evidence from 2013 national demographic household survey.
- Babalola, J. & Akor, M. (2013). An empirical analysis of labour force participation of married women in Adamawa State. *Nigerian Journal of Emerging Trends in Economics and Management Sciences*,4(1):1-7.
- Becker, G. (1975). *Human capital: A theoretical and empirical analysis with special reference to Education*. New York: National Bureau of Economic Research (NBER).
- Best, J.W. & Khan, J.V. (2005). *Research in Education* (10th ed.). New York City, NY: Pearson.
- Che, G. & Fabien (2018). Determinants of Female Labour Force Participation in Cameroon. *International Journal of Applied Economics, Finance and Accounting 2018, Vol. 3, No. 2, pp. 88-103*. DOI: 10.33094/8.2017.2018.32.88.103 . ISSN 2577-767X Vol. 3, No. 2, pp. 88-103
- Department of National Planning, (DNP) Maldives. (2009). *Increasing female labour force participation in the Maldives*. Male', Republic of Maldives. Ummeedhee Press Printers
- Ehrenberg, R.G. & Smith, R.S. (1997). *Modern labour economics; theory and public policy*. United States. Addison-Wesley.
- Ezeaku, L. & Ezeaku, C. (2009). *Labour economics*. Awka: J'Goshen Publishing Company.
- Fadayomi, T. & Ogunrinola, O. (2013). Determinants of labour force participation in Nigeria: the influence of household structure.
- Gayawan, E. & Adebayo, S.B. (2015). Spatial Analysis of Women employment status in Nigeria. *CBN Journal of Applied Statistics*.
- Onah, F.O. (2001). Urban unemployment situation in Nigeria. In Ezeani E. O. and Elekwa N N (eds). *Issues in urbanization and urban administration in Nigeria*. University of Nigeria Nsukka. Enugu, Nigeria. Jamd Enterprises.
- Gujerati, D.N. (2004). *Basic Econometrics*. 4th Ed. McGraw-Hill - Singapore (SG): Mc. Graw- Hill International. pages. ISBN-10, 0070597936. ISBN-13, 978-0070597938.
- Hoffman, L.W. & Ivan, N. (eds). (1986). *Working mothers*. San Francisco, Jossey-Bass.
- Hosney, S. H., (2016). Factors influencing female labor force participation in Egypt and Germany: A comparative study, *SOEPPapers on Multidisciplinary Panel Data Research, No. 826*, Deutsches Institut für Wirtschaftsforschung (DIW), Berlin.
- International Labour Organization (ILO), (2013). *The formal and informal sectors in Colombia: country case study on labour market segmentation*. Employment working paper No. 146.
- Kombo, D.K. & Tomp, D.L.A. (2009). *Proposal and thesis writing: an introduction*. Paulines Publications Africa. Nairobi, Kenya. Don Bosco printing press.

- Leach, D. J. (1998). Gender difference and employment in the public service in Bauchi State. *Nigerian Journal of Women Affairs*, 2(1), 29-43.
- Mincer, J. 1962. Labor force participation of married women: A study of labor supply, NBER Chapters, in: Aspects of Labor Economics, pages 63-105, *National Bureau of Economic Research, Inc.*
- Nkapa, N. (1997). *Education research for modern scholars*. Enugu: Fourth Dimension.
- Orodho, J. A. (2004). *Techniques of writing research proposals and reports in Education and Social Sciences*. Nairobi: Masola Publishers.
- Oyim, A. (2019). Socioeconomic Determinants of Information and Communication Technology Adoption among rice farmers in Ebonyi state, Nigeria (Masters Thesis). Nnamdi Azikiwe University, Awka.
- Schuetze, H.J. (2013). Labour force participation. ECO 370, Lecture note.
- Tansel, A. (2001). Economic development and female labour force participation in Turkey: Time-series evidence and cross-province estimates. *ERF Working Paper series 0124*. www.erf.org.eg.
- Uwakwe, M. O. (2004). Factors affecting women's participation in the labor force in Nigeria. *Journal of Agriculture and Social Research*; Vol. 4, No. 2, pp. 43-53.
- Verick S. (2014). Female labor force participation in developing countries. *IZA World of Labor 2014: 87*doi: 10.15185/izawol.87 | wol.iza.org