

CONSTRAINTS TO FEMALE LABOR FORCE PARTICIPATION: A SOCIOLOGICAL STUDY OF FEMALE STUDENTS IN HIGHER INSTITUTIONS OF SUKKUR CITY

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ABSTRACT

Women's labor is essential to Pakistan's economic growth. This study looks into the barriers Pakistani women experience when trying to enter the workforce. Using a quantitative technique and a sociological approach, the study makes four hypotheses based on a literature review that follows. Data is collected from 252 female students in higher institutions in Sukkur, Sindh, using stratified random sampling and a structured questionnaire. Statistical analyses through SPSS and Excel reveal that entrenched patriarchal norms devalue women's jobs, perpetuating the notion of men as sole breadwinners, and discouraging women from entering the workforce. Societal pressures and expectations compound the challenges, with Islamic beliefs about Pardah further limiting women's labor force participation. The stress of balancing home and work responsibilities also emerges as a significant constraint. Educational disparities persist, violating women's rights and impeding socio-economic progress. Limited mobility, dependence on male family members for transportation, and fear of sexual harassment contribute to reluctance, both by women and their families, to embrace employment opportunities. The findings affirm the proposed hypotheses. To alleviate these constraints, the study recommends government initiatives such as vocational training programs, enhancements to existing centers, family policies supporting working women, public awareness campaigns, and the provision of safe transportation for women. These barriers must be removed if female labor force participation and socioeconomic advancement are to improve.

Keywords: Participation in the Labor Force, Women's Mobility, and Cultural Norm

INTRODUCTION

Human capital significantly impacts economic growth by expanding the knowledge and skills of its people, contributing to the development of an economy (Nickolas, 2023). Nonetheless, Women in Pakistan face significant challenges when it comes to participating in the workforce. According to the 2020–2021 Labor Force Survey, just 21.3% of women were employed which highlights a significant hindrance to the development of the country. These challenges can be attributed to a variety of factors, including institutional barriers, cultural norms, and societal expectations (Firdoos, 2023). Additionally, cultural norms and societal expectations often dictate that women's primary role should be in the home, taking care of family responsibilities. This societal pressure can discourage women from seeking employment or

pursuing career advancement opportunities. Institutional barriers, such as limited access to education and training opportunities, discriminatory hiring practices, and lack of workplace accommodations for women, contribute to the limited representation of women in the workforce (Zakar, 2018). Women have historically contributed to social and economic activities, yet they still challenge significant hindrances. The reduction in women's labor market participation can be accredited to several factors, including limited career and employment opportunities, prevalent cultural sexism, and insufficient salaries. The majority of women work in informal employment external to the formal sector, which causes their substantial economic contributions to be disregarded (Pozzan et al., 2020). Due to social, political, and economic

disregard, poverty among women is still widespread in developing countries like Pakistan. Women's lives get better by poverty reduction, but low wages, violence, exploitation, or low socioeconomic status remain unchanged. Women's empowerment requires changing men's views and societal norms (Khan, 2016). Pakistani women face significant marginalization, denying them basic human and legal rights in both personal and professional capacities. Despite improving their quality of life, they often face discrimination in all spheres of life due to economic, political, and social marginalization (Jousse, 2021).

The "Vision 2025" Pakistan plan aims to increase women's labor force participation from 25% to 45% by 2025, based on Enterprise Survey 2013 and Labor Skills Surveys, revealing knowledge gaps. (World Bank, 2018). Even while women have made significant progress in many other areas of economic empowerment, like increasing their educational attainment, inequality in terms of pay and social status still exists. As a result, there has been a lengthy and complicated transformation in the advancement of women's empowerment. Even highly educated women have domestic responsibilities to attend to instead of working for wages (Awan & Parveen, 2020). One of the barriers that women need to overcome to succeed in the workforce is national and cultural customs (Riaz, 2021). These limitations prevent Pakistani women from working, which is detrimental to the country's economy overall (Alam, n.d.). Bangladesh, on the other hand, has advanced by increasing the proportion of women in the workforce and offering education to its female citizens (LAYTON, 2021). Pakistan's labor force participation is low, with only 32% of 15-64-year-olds employed, and 68% above legal working age. Males make up 78%, while 18.7 million women and 76% are working age. While 77% of those in the labor force are male and only 23% of those who are employed in it are female. Around 22% of men of working age who are male, participate in the labor force, making up 68% of the male labor force. Women experience unemployment at a rate of 9% as compared to men's rate of 5% (Bureau of Statistics of Pakistan, 2015). The purpose of this study is to identify barriers that prevent women from pursuing wonderful opportunities in the gig economy and to provide guidance to career-driven women on how to overcome them. This study generally aims to increase awareness of orientation-related challenges

within Pakistan's labor sector by putting forth suggestions meant to support greater variation among workers.

Literature review

Conceptualization of the Labor Force

Labor force description is required for sociological, legal, political, or other studies but in the sphere of economics, the workforce is considered as "the number of individuals genuinely at work (maybe in aspects of time collaborated or, less adequately, time compensated for). Joblessness is considered as the number of individuals seeking a job and being allowed to work. Throughout, the 8 years study period, the economic labor force had fewer people than the census-reported labor force, with the discrepancy varying from 2% to 7%. The primary explanations for this discrepancy, as well as the changes in it, were inclement weather and illness in the winter and compensated or unpaid summer vacations (Hiemer, & Andresen, 2019). One is ideological, and it's linked to the idea that women's jobs are secondary and inferior to men's. This trend is exacerbated by the premise that a significant amount of females' work is underpaid. Despite though she may work more hours than any other member of the house, a phrase like "my mother doesn't work" effectively symbolizes both the ideological and financial sides. In this example, 'work' refers to participation in a paid-producing activity that generates cash (Mahajen et al., 2020).

Impact of gender role on female labor participation.

Gender equality, as well as female rights and objectives, are key factors in society's peaceful growth. Women's advancement has been severely hampered by the gender gap in the labor market, which does not match the fundamental needs of contemporary civilization's growth and is not favorable to long-term development (Xiong & Li, 2016). Research conducted on COVID-19's impact on women's participation in the labor force. However, because of changes in the allocation of home labor, the pandemic may influence the immediate rearrangement of employment and shifting perceptions around gender roles within households. As a result of lockdown restrictions, men and women equally raised the amount of time they spent on housework, according to Brodeur et al. (2020), who also found that women did not

substantially more housework than men. As a result, during COVID-19, time allocation for parenting has increased equality as more men work from home or have resigned from their jobs (Sevilla & Smith, 2020).

Due to the restraints of feudal ethics, females could not walk out to engage in social events or simply reveal their presence at will in feudal countries around the world. Even though, with the progressive advancement of the modern economy and modifications in the methods of social labor and the separation of labor, the modern notion of gender equality has progressively become popular awareness. There is still gender discrimination in daily life, and females are more or less obligated by the traditional notion of positions, such as "husband be the breadwinner, wife is the housekeeper" (Chuanchuan, & Wang, 2021). Gender roles had a significant negative influence on women's labor force participation, but had no substantial effect on men. Certain practices like marriage and motherhood, which are driven by conventional attitudes, have dramatically decreased women's labor force participation rates through the home division of labor (Qing, 2017). Women's employment participation in cities has not been greatly impacted, although gender disparity contributes to their poor income and earnings. Rural women, on the other hand, are more likely to stay at home or work in agriculture due to the higher influence of the area's traditional beliefs. As a result, the lesser a city's acknowledgment of women's social role, the lower rural women's participation in employment and associated activities. Interestingly, their revenue does not change significantly, which may be because they are involved in agricultural labor rather than paid labor, and so their earnings are less influenced by gender role attitudes (Z. Chuanchuan. & Jingwen, 2021).

Role of education on female Labor force participation

The research found that a woman's degree of education and the rate of economic growth have a favorable and substantial impact on her involvement in the labor force. Various studies have also revealed that education has a strong positive relationship with female empowerment in Pakistan and that primary schooling for girls and high enrolment rates diminish gender imbalance in education (Chaudhry & Rehman, 2019) The study's major goal was to look

into the effect of education on women's labor force participation. Statistics on different educational levels closed comparative educational positions, and other education-related characteristics were obtained by a field survey. The district of Bahawalpur, a Punjab district that is impoverished, has been chosen as the study area (Faridi, n.d.). The sample includes one hundred and sixty-four females. The investigation is divided into two stages. First, the initial statistical analysis has been provided. Second, using the Logistic Regression model, an econometric analysis is performed. According to the initial data, there is a favorable relationship between education and women's labor force participation. In the Logit Regression equation, the coefficients of all levels of education excluding primary education up to the intermediate tier are substantial. The importance of parents' education is marginalized, however, the educational status of the partner has a favorable and considerable effect on women's labor force participation. As a result, the study indicates that educated women are more effective at finding work, increasing productivity, and growing their businesses (Faridi, n.d.)

Socio-economic barriers to female labor participation

The socio-economic barriers to female labor participation are multifaceted and complex, hindering women's ability to fully engage in the workforce (George et al., 2020). Unemployment is at the top agenda of the UNDP's priority list since it is a significant concern for females, as it restricts their financial opportunities and economic freedom. equity (Women's Economic Empowerment, 2017). About one out of every two adult women participates in the labor force, compared to three out of every four men (World Bank, 2020) Males are more appreciative of a patriarchal society where women have few rights under this system. Economic advancement entails the increase of capital as well as a reduction in fecundity (Fernandez, 2019). Their results highlighted the fact that lower-skilled married women residing in rural regions have restricted employment opportunities some researchers have suggested that low FLFP in MENA is due to Islamic culture, Islam also supports the practice of female seclusion, or purdah, which is one of the reasons why the employment rate for women is so low (Jayachandran, 2020). They suggest that women's labor supply costs are higher than men's because of

gender segregation of labor in the home (Majbouri, 2016).

Female labor force participation in Pakistan

Women's engagement in Pakistan is limited, though, due to a lack of talent, education, and training, as well as socio-cultural restrictions. Furthermore, Pakistan exacerbates disparities, with women disproportionately burdened with unpaid care work, limiting their workforce participation. This leads to low economic participation and increased dependency, resulting in higher poverty incidence in females. The World Bank's Global Findex Database reveals that women are significantly less financially disadvantaged than men, with only 13% of women having their bank accounts, compared to 28 percent of men. (Irfan, 2024) A study found that female empowerment in Pakistan and Punjab is limited, with only 14.5% and 19.6% of women in the labor force, respectively. Issues include weak authorization for females to work outside the home, disinclination to work, lack of suitable jobs, and home chores. Women's social value is determined by patriarchal values ingrained in local traditions and culture, which must be taken into consideration when determining employed and unemployed women present (Junaid., et al 2021). Pakistan's rural areas, observe that several cultural concerns, such as the Islamic society's adherence to purdah, prevent women from actively participating in the labor sector. Incomparable research was conducted in Pakistan. The reasons for this gender bias are rooted in political, legal, economic, and cultural elements that negatively impact females' standing and restrict their career choices. It is proposed that a holistic reform strategy be implemented in the nation by the government, backed by the media, and embraced by the general public (Sarwar&Abbasi, 2013).

Methodology

Research design

Despite a focus on female students in Sukkur City, the study used a descriptive survey design to give a thorough picture of prospective women in the labor market that allowed for generalizations. Using a quantitative methodology, the study collects and examines numerical data to investigate correlations between different factors influencing female labor force participation. (Bell, 2005). Explains quantitative research. Regarding a qualitative approach, a greater number of participants' data were

gathered via questionnaires. As a quantitative tool, the survey aligns well with the goals of the study by offering a cause-and-effect perspective on the identified constraints. The researcher takes into account variables like time restrictions and recognizes the effectiveness and precision of the quantitative paradigm in addressing the particular study aims and constraints.

Sampling techniques.

The study, which focuses on two universities in Sukkur city that are accredited by the Higher Education Commission (HEC), used a targeted sample technique. Furthermore, Sukkur City district colleges were included in the study. For the quantitative analysis, a sample size of 252 female students—152 from colleges and 100 from universities—was carefully selected to allow for significant generalizations about the wider society. This method makes the most of the study's ability to generate insightful information about all the challenges faced by female students hoping to enter the job in Sukkur city.

Tools of Research

A well-structured closed-ended questionnaire was created to gather information from the respondents. These kinds of questions are multiple-choice in design. The survey was divided into two sections: five points and demographic questions in the first section. Strongly agree, agree, disagree, and disagree strongly were the four categories on a Likert scale. Respondents are given total flexibility to respond to the questions by the researcher. The responders themselves fill out the questionnaire in whatever way fits them.

Data analysis procedure

This study's data analysis process used a methodical approach, following the framework outlined by Gay et al. (2006). To extract significant insights, participant responses were carefully analyzed and patterns were closely explored. Frequencies and percentages were used as descriptive statistics to provide a thorough summary of the data. (McMillan & Schumacher, 2001). Through the SPSS program, statistical tests including the Cronbach Alpha test, cross-tabulation, and chi-square were used to carefully test hypotheses and evaluate correlations within the data. To improve visual clarity, the results were methodically arranged and presented using

tables and bar graphs. The purpose of this analytical procedure was to gather important data about the challenges that women in Sukkur City experience

while trying to enter the workforce. This data will serve as a strong basis for addressing the study's research goals.

RESULTS:

Table 1 Demographic information Categories

Categories		Frequency	Percent	Valid Percent	Cumulative Percent
Age	18–21	175	68.8	68.8	68.8
	22– 25	54	21.6	21.6	90.4
	26 – 29	21	8	8	98.4
	30 – 33	2	1.6	1.6	100
	Total	252	100	100	
Marital Status	Single	215	85.6	85.6	85.6
	Married	26	10.3	10.3	96
	Engaged	11	4	4	
	Total	252	100	100	100
Qualification	Bachelors	178	70.4	70.4	70.4
	Masters	74	28.8	28.8	99.2
	Total	252	100	100	
Father’s Qualification	Uneducated	44	17.6	17.6	17.6
	Primary	25	9.6	9.6	27.2
	Matriculation	37	14.4	14.4	41.6
	Intermediate	26	10.4	10.4	52
	Bachelors	54	21.6	21.6	73.6
	Masters	57	22.4	22.4	96
	MPhil	4	1.6	1.6	97.6
	Doctorate	5	2.4	2.4	
	Total	252	100	100	100
Mother’s Qualification	Uneducated	89	35.2	35.2	35.2
	Primary	41	16	16	51.2
	Matriculation	42	16.8	16.8	68
	Intermediate	18	7.2	7.2	75.2
	Bachelors	42	16.8	16.8	92
	Masters	19	7.2	7.2	99.2
	MPhil	1	0.8	0.8	
Total	252	100	100	100	
Will your family allow you to work after your degree?	Yes	162	64.8	64.8	64.8
	No	41	16	16	80.8
	May be	32	12.8	12.8	93.6
	Don’t Know	17	6.4	6.4	
	Total	252	100	100	100

The chi-square and cross-tabulation were used to identify the variable settings and identify whether the

observed findings differed from the predicted outcomes to investigate the hypothesis.

Hypotheses testing

H1: Lack of family support impacts women's labor force participation

Cross Tabulation

Women mobility		Strongly agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Gender Egalitarianism	Strongly agree	40	14	6	4	0	64
	Agree	98	36	10	1	0	145
	Neutral	5	11	6	5	0	27
	Disagree	1	3	5	2	2	13
	Strongly Disagree	0	2	1	0	0	3
Total		144	66	28	12	2	252

Chi-Square Test

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	32.715 ^a	16	0.000
Likelihood Ratio	26.737	16	0.000
Linear-by-Linear Association	11.138	1	0.001
N of Valid Cases	252		
a. 16 cells (64.0%) have an expected count of less than 5. The minimum expected count is .05.			

the cross-tabulation of women's mobility and gender egalitarianism. The cross-tabulation shows that 145 respondents agreed and the Chi-square test shows that the coefficient P-value is 0.000 which means that

both variables have a positive and significant relationship. Hence Hypothesis 1 proves that lack of family support impacts women's labor force participation.

H2: Gender roles influence women's participation in the labor force

Cross Tabulation

		Decision making					Total
		Strongly agree	Agree	Neutral	Disagree	Strongly Disagree	
Cultural norms	Strongly agree	7	7	5	0	0	19
	Agree	131	27	12	2	1	173
	Neutral	3	16	3	3	2	27
	Disagree	4	12	7	3	0	26
	Strongly Disagree	1	2	3	0	1	7
Total		146	64	30	8	4	252

Chi-Square Test

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	22.752 ^a	16	0.001
Likelihood Ratio	22.91	16	0.001
Linear-by-Linear Association	3.479	1	0.002
N of Valid Cases	252		
a. 17 cells (68.0%) have an expected count of less than 5. The minimum expected count is .22.			

the cross-tabulation of cultural norms and decision-making. The cross-tabulation shows that 173 respondents agreed and the Chi-square test shows that the coefficient P-value is 0.001 which means that

both variables have a positive and significant relationship. Hence Hypothesis 2 proves that Gender roles influence women's participation in the labor force.

H3: The dominance of men in decision-making correlates with women's lower participation

Cross Tabulation

		Gender Egalitarianism					Total
		Strongly agree	Agree	Neutral	Disagree	Strongly Disagree	
Decision making	Strongly agree	6	22	7	9	2	46
	Agree	20	129	9	8	3	169
	Neutral	4	9	6	5	2	26
	Disagree	2	3	1	1	2	9
	Strongly Disagree	0	2	0	0	0	2
Total		32	165	23	23	9	252

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.825 ^a	16	0.005
Likelihood Ratio	11.571	16	0.003
Linear-by-Linear Association	0.121	1	0.002
N of Valid Cases	252		
a. 16 cells (64.0%) have an expected count of less than 5. The minimum expected count is .14.			

cross-tabulation of decision-making and gender egalitarianism. The cross-tabulation shows that 169 respondents agreed and the Chi-square test shows that, the coefficient P-value is 0.005 which means

that both variables have a positive and significant relationship. Hence Hypothesis 3 proved that the dominance of men in decision-making correlates with women's lower participation.

H4: Lack of information about the job market affects women’s labor force participation

Cross Tabulation

		Gender Egalitarianism					Total
		Strongly agree	Agree	Neutral	Disagree	Strongly Disagree	
Cultural Norms	Strongly agree	3	14	10	3	1	31
	Agree	30	125	9	10	0	175
	Neutral	8	9	5	2	0	24
	Disagree	4	7	5	5	1	22
	Strongly Disagree	0	0	0	1	0	0
Total		45	155	29	21	2	225

Chi-Square Test

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	22.918 ^a	16	0.000
Likelihood Ratio	21.375	16	0.005
Linear-by-Linear Association	0	1	0.002
N of Valid Cases	252		
a. 14 cells (56.0%) have an expected count of less than 5. The minimum expected count is .02.			

the cross-tabulation of cultural norms and gender egalitarianism. The cross-tabulation shows that 175 respondents agreed and the Chi-square test shows that the coefficient P-value is 0.000 which means that both variables have a positive and significant relationship. Hence, Hypothesis 4 proves that Lack of information about the job market affects women’s labor force participation.

Discussion

The study reveals constraints on women's labor force participation, including cultural values and gender discrimination. Gender egalitarianism is a significant factor, causing job disparity. Decision-making, women's mobility, gender egalitarianism, and marriage perspectives are interlinked. Because of this gendered division of labor, women may find it challenging to balance their responsibilities to their families and professional lives, which leads to lower participation rates in the labor force (Blau & Kahn,

2017). Pakistani households continue to uphold patriarchal traditions, with males maintaining conservative views on gender roles. These cultural norms, deeply ingrained in society, hinder women's employment opportunities. Women's roles are considered inferior within families, and traditional family structures link men to "breadwinners," reducing their participation (Gazdar, 2013). The Impact of COVID-19 on Gender Equality" looks at how the pandemic affected women differently, emphasizing the disproportionate burden that was placed on them in terms of unpaid caregiving, job losses in sectors with a high proportion of women employees, and difficulties balancing responsibilities at work and home (Alon, et al 2020). The Islamic concept of Pardah restricts women's ability to work and participate in public areas, which limits their job options. This puts restrictions on women's ability to pursue occupations in Pakistan. Islamic precepts, local traditions, and societal pressures all have an

impact on this restriction, which makes it difficult to overcome gender stereotypes in society. Furthermore, women's participation in public areas is further hindered by cultural elements and family systems (Khan & Khan, 2021). Several factors can affect women's social roles, one of which is female education. The impact of educational progress on gender relations can vary greatly depending on the cultural context. In addition, low enrollment rates of women and girls, particularly in rural areas, can be attributed to insufficient educational resources, inadequate (female) teachers, and a lack of basic hygienic facilities in schools. Women in Pakistan are primarily at the bottom of the educational system as compared to their male equivalents, especially in rural and suburban areas. It has long been believed that men are the family's primary earners and that women should stay at home (Abalkhail et al., 2015). In addition to being a major hindrance to social and economic growth, the continuation of educational inequality is a serious violation of women's and girls' rights. The role of the woman as a childbearing entity is emphasized each time females are denied an education or are taken out of the educational system. Cultural and societal beliefs, norms, and behaviors restrict women's access to educational opportunities. In Pakistan, men hold strong and authoritarian power over women when it comes to making decisions, especially in marriage and family planning. However, these beliefs and practices are shifting in Pakistani culture as a result of growing awareness and increased levels of knowledge. Male partners typically treat their spouses as they see fit due to the "myth" of male dominance that is embedded in both male and female cognitive systems.

Women's mobility is one of the constraints to their career choices that is often ignored. Through a survey, the respondents were thoroughly questioned regarding both public and private transportation options they had chosen. The information showed that their family's resistance to letting them work is a significant issue, as is their concern about sexual harassment and insecurity. This behavior has a variety of underlying causes. Travel preferences, mode of transportation, and intended destinations are significantly impacted by the gender mobility gaps that women in developing countries experience, for example, because of their limited access to mobility resources and different sociocultural mobility restrictions. For the majority of them, especially low-income groups, the capability to afford individual

and household transportation expenses is also a worry. Due to their restricted access to economic resources and reliance on family members for everyday transportation, women are most impacted by these circumstances. Second, escort, veiling, and permission limit the mobility of women. Women's mobility must accompany males in Pakistani society because women are viewed as symbols of honor for female family members. Furthermore, the issue of women fearing sexual harassment on public transit is becoming more generally acknowledged, not just in developing nations like Pakistan but also in developing nations. It's well known that women behave differently in public spaces out of fear of crime, which arises mainly from their fear of being sexually attacked, which harassment just makes worse. Women tend to restrict public use due to sexualized harassment, particularly after dark, contributing to lower employment rates, especially in public transit. Women's sense of security and dread of being taken advantage of impact the mode and timing of their travel decisions. Women are afraid and fear becoming victims of crime when traveling by bus since they don't trust other individuals. To avoid harassment when traveling, women usually restrict their use of public transit to certain times of the day or only when they are with a brother, spouse, or friend. The research supports this since almost 77% of respondents expressed fear when using public transit alone at night. Furthermore, the way that travelers chose to travel was influenced by their perceptions of safety—both when they were on the bus and when they were standing at the bus stop. Therefore, it is imperative to guarantee that women experience a sense of security both within the vehicle and throughout their wait at the bus stop.

Conclusion

Gender equality, women's rights, and women's interests are crucial components of a peaceful society. When examining gender discrimination in the labor market, the majority of current research concentrates on the effects of economic, institutional, and regulatory issues, but typically pays little attention to the roles of personal preferences or societal attitudes. As economic psychology matures, scholars start to worry about the impact of cultural assumptions. This research analyzed how the idea of gender roles affected women's labor market outcomes from the viewpoint of cultural economics, and it looked at the contribution of social movements

to the development of this idea. In Pakistan, societal conventions and customs have created a situation where men and women are segregated into different family roles, with the woman taking up the majority of the duties. In Pakistani society, which is dominated by men, culture, and traditions give men the authority and right to decide everything regarding women, regardless of whether the man is the woman's father, uncle, brother, or spouse. According to the findings of research using hypothesis testing, male family members almost exclusively make decisions regarding choices and selections of jobs and marriages. Women do not have the authority to make decisions that are directly related to their concerns. We live in a world with significant gender inequities when it comes to education. In Pakistan, women's formal workforce involvement does not correspond to their level of education. The current study demonstrates how a complex web of interrelated factors negatively affects women's participation in the labor force. Both positively and significantly, educated parents are associated with higher rates of female labor force participation. It suggests that as children get older, they will be able to make their own decisions. The study's key finding is that husbands' education levels have a favorable, significant impact on their wives' employment. Therefore, it is proposed that educating both boys and females will enable growth targets to be met.

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