



Research Article

Socioeconomic factors affecting female labor force participation: A Case study of Lahore district

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ABSTRACT

Labor-force participation analysis is important for developing employment and human resource development policies. Females represent approximately fifty percent of the entire population of Pakistan and play a vital role in the country. This paper aims to quantify the numerous factors affecting female labor force participation in Lahore district. The study is based on cross-sectional data gathered through questionnaires. The technique of logit regression on 450 observations is used to estimate the factors affecting female labor force participation. The empirical results show that educational attainment levels, marital status have a positive and significant effect on female labor force whereas female lives in joint family system and urban region less likely to participate in labor force market. Household head participation in economic activities decrease the female labor force participation. Paper also shows that in Lahore weak women empowerment exist. If female alone decides about her job, her participation in labor market decreases.

Keywords: *Female Labor Force Participation; Labor Force Participation; Women Empowerment; Lahore*

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1. INTRODUCTION

Labor force participation (LFP) is the term used to describe engaging in profitable activities to earn money and satisfy particular social requirements. The establishment of employment and human resource development plans is therefore aided by LFP research. 50% Global population is made up of women, who might also make up half of the workforce. But globally, female's proportion in the workforce is much lower than men's, standing at roughly 27% less in 2019 (Gomis et al., 2020). Also, we learn that although adult women make up 55% of the global labor market, there is an inequity of over 40% and an income gap of over 50% on average. There are several plausible explanations for this, but we believe cultural barriers are the most relevant. We are all aware that women are the backbone of society and play a critical role in running all facets of daily life. Society cannot function effectively without their participation. However, in a significant percentage of the world, women are prohibited from fully participating in the job market due to certain pressures, such as traditions and conventions. These restrictions are progressively being lifted, which aids in accelerating the empowerment of women. FLFP makes major contribution to socioeconomic growth since it gives families a 2nd financial support and



reduces scarcity. The low performance of women's labor force participation in Pakistan, which places 151 out of 153 countries on gender parity in the World Economic Forum, is the main cause of this (LFP). Except for political empowerment, which ranks the country significantly better at 93rd, the subcategory of this index reveals below-average performance in every category. Even when compared to other South Asian nations, Pakistan's low record in reducing the gender gap offers a dismal portrait of enduring ancient problems. This not just makes Pakistan an intriguing situation study in and of itself, also draws important comparisons with other nations dealing with the same issue. There are several variables that encourage women to enter the workforce. These variables are accessibility to jobs, women's education, and personal talents are among these elements that influence the individual level, while economic, social, and demographic factors have an impact at the overall level.

The study is organized as follows. Section 2 explains the female labor force participation in Pakistan. Literature Review has been explained in Section 3. The theoretical framework and methodology are explained in Section 4. Section 5 consists of the results. Section 6 illustrates the Discussion and lastly, section 7 presents Concluding Remarks and Policy Implications.

1. FEMALE LABOR FORCE PARTICIPATION IN PAKISTAN

According to Pakistan's Economic Survey 2020, LFP raised from around 51% in 1999-2000 to 52.7% in 2020, while labor force to population ratio increased from 46.8% in 1999-2000 to 57.3% in 2019–20. Throughout that time, Pakistan's female labor force participation rate averaged 18.32 %, in 1990 all the way down to 11.23% to a high of 23.94% (in 2015). 20.73 percent from 2021 is the most current statistic. Pakistani female force participation rate statistics from 1990 to 2021 shown below as Fig. 1:

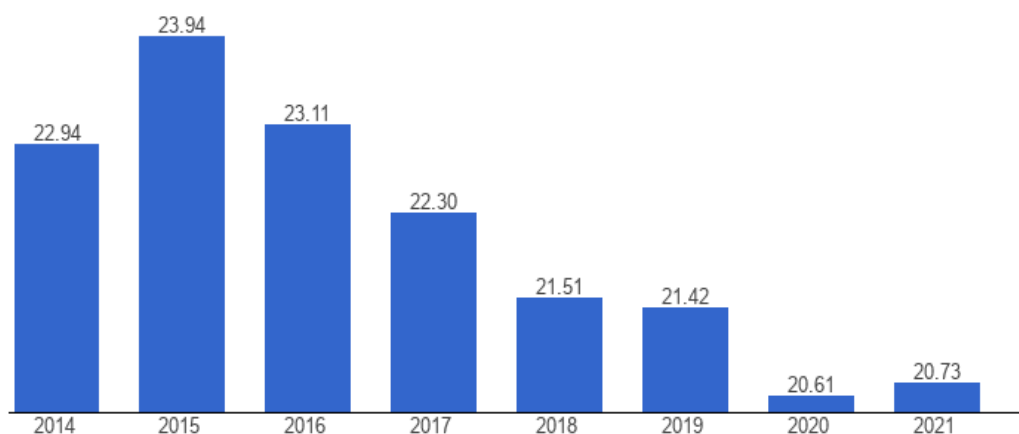


Fig. 1. Pakistani female labor force participation rate statistics from 1990 to 2021

Source: (World bank 2021)

However, Pakistan shares many cultural and socioeconomic norms with other poor nations, which usually disadvantage women. Women put in more hours at work than men do, yet the majority of their employment is caregiving and household management.

Discrimination against women, societal and national norms, place of work, and household duties all have an impact on female's participation rate. Financial pressures like poverty or taking care of a large family can push women into the job (Kazi et al., 1988), but other factors like skill, expertise, and knowledge, women are encouraged to work. (Killingsworth & Heckman, 1986; Mincer & Polachek, 1974). According to research from Sudan, FLFP had a negative relationship with the husband's income, household assets, and infants, and positively related to education and individual wages (Maglad, 1998). Additional variables that might affect Family size (combined or nuclear), parent or spouse schooling, career prospects, and place of employment are all included in FLFP (Faridi et al., 2011).

2.1. SOCIO-ECONOMIC FACTORS AFFECTING FEMALE LABOR FORCE PARTICIPATION IN PAKISTAN

Low FLFP in Pakistan is caused by the social and economic issues. The impact of women's education, income disparity, social norms, and mobility on the kind of job women do and their chances of participating in Pakistani society are discussed in this section.

2.1.1. Social Norms

Men are expected to provide for the household in Pakistan, hence the thought of women working outside the home is stigmatized. If men's wives are employed for financial benefit, it is considered dishonorable and goes against the "honor" of males (Field & Vyborny, 2022). But how much depends on where you live and how much money your family makes. Extreme poverty prevents a man's paycheck from providing adequate food for the entire family, thus women must labor to increase the household income. However, when household income rises, the scenario changes. Occupational segregation is also influenced by the stigma associated with women who work. Jobs that require a lot of exposure to unrelated guys in public are viewed as less reputable. This gender segregation may also be caused by factors unrelated to gender, such as disparities in educational attainment, regional restrictions, etc. The incidence of occupational segregation in Pakistan was examined in 2013 research titled "Occupational Gender Segregation and Its Determinants, an Analysis of Pakistan Labor Force" (Irfan et. al., 2013).

2.1.2. Economic Factors

Wage discrimination is another factor for decreased FLFP. In Pakistan, female's wages are low relative to males, the wage gap lasted for spans (Sabir & Aftab, 2007). The gender pay gap varies between nations, according to the ILO's Global Wage Report 2018-19. There are several explanations behind Pakistan's gender wage discrepancy. The discrepancy is due to several factors, including variations in education level, capability, etc. It's interesting to note that professional discrimination is a significant element emphasizing the predominance of gender polarization in some industries.

2.1.3. Location

One of the key elements limiting women's LFP in Pakistan is mobility. Qualitative data about the impact of caste and clan on education in Pakistan is presented by Jacoby and Mansuri (2011). They discovered that low-caste parents were hesitant to send their girls to

school if the school was situated outside of their caste limit for security reasons. Additionally, this has significant ramifications. First, their future LFP would be impacted by the direct influence on their schooling. Second, when women travel outside of their houses to work, they would encounter challenges comparable to the first. Women's mobility is an issue for several reasons, including safety concerns and the fact that it goes against societal standards that perpetuate the idea of women as housewives. Traveling for work is against societal standards since it might increase the amount of exposure that women encounter. They typically rely on male family members to transport them to work, which further reduces their likelihood of participating (Field & Vyborny, 2022). According to (Azid et al. 2010), whereas owning other household durables is related to lower FLFP, owning a personal automobile is positively associated with higher FLFP. This might suggest a U-shaped association between GDP and Female Labor Force Participation in addition to its implied positive impact on the LFP. A closer examination of survey explorations reveals that money has an impact on women's mobility, as illustrated in Fig. 2.

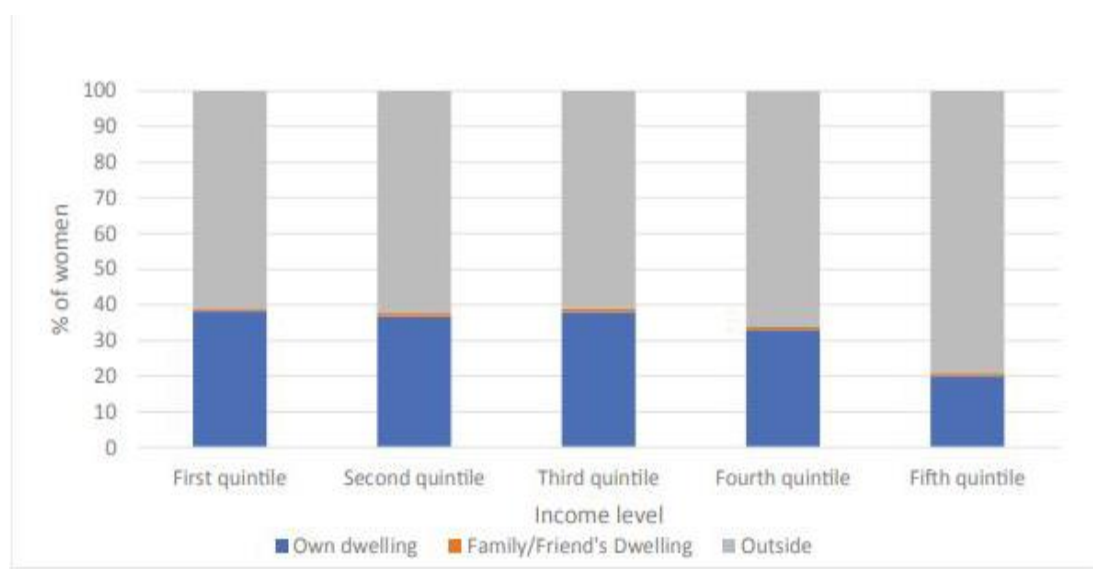


Fig. 2. Location of work of women in Pakistan

Source: (Determinants of female labor force participation in South Asia 2021)

The distribution of work locations across income quintiles reveals that women from wealthier families are often more mobile, as seen by the high percentage of them who work outside of their households, as opposed to inferior females, on average labor inside residences.

2.1.4. Education

The destiny of our state will and must much rely on the kind of education we provide to our youngsters; Jinnah wrote in statement in conference shortly after country gained independence in 1947. According to a panel that placed a strong emphasis on women's education in 1959, "there can never be an educated household or an educated community until a mother is educated". In addition to internal issues, many sociological discussions focus on external influences, such as patriarchal systems, sex, class, and socialization, which might influence a woman's choices on her choice of subjects. Thus, the distinction among

"feminine" as well as "masculine" topics develops a person's self also significant influence on yet to come professional decisions that are mostly focused on gender. Because of this, fields like industrial, science, food production, and technology are dominated by men, while fields like arts, education, health, and welfare are led by women (World Bank, 2012). According to survey done all over Pakistan, among the many other challenges women encounter, they must change the subjects they choose to manage work and family. Examining the financing and expenditure made in this area can be one way to quantify this. For instance, Pakistan spends just 2.9% of its GDP on the education sector, which is much less than both the average of 3.8% and its average income group of 4.5%. (World Bank, 2020). According to world bank 2020 in Fig.3 Illustrated below show total government spending on education (as a percentage of GDP):

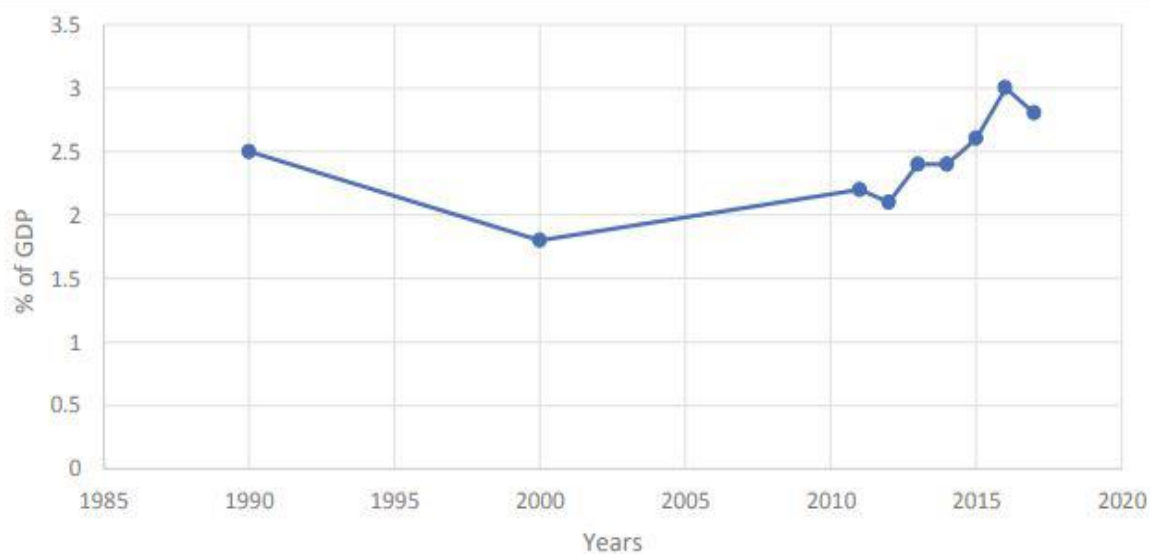


Fig. 3. Total government spending on education (as a percentage of GDP), 1985 2020

Source: (World bank 2020)

The ability of Pakistan to educate the rapidly expanding young population, particularly girls, is important. Failure to do so will unintentionally undermine Pakistan's already fragile society and constitute a "crisis in the making," as the Washington Post described. This necessitates higher education spending as well as a shift in society's perception of women.

2. LITERATURE REVIEW

Safdar (2022), investigates that women are prevented from working by various variables, including education, reproductive issues, number of infants they have, household responsibilities, social status, and cultural and religious beliefs. The authors find, economy of a developing nation like Pakistan might suffer from underutilizing its human resources. Advanced levels of education may rise FLFP also provide women more influence, according to the literature. When both sectors are included, the empirical results of this study show a negative relationship among FLFP and education in Pakistan.

Cheema (2021), estimates the variables influencing Pakistani women's employment participation. The author uses data from the PSLM Survey for the years 2013–2014. The

findings show that FLFP and female age have a favorable connection. In comparison to women whose households are headed by managers or executives, those whose household leaders are professionals, skilled in agriculture, forestry, and fisheries, as well as in more basic jobs like laborer, hawker, and mason, have a greater probability of finding employment. The female labor force participation is negatively correlated with household size. Wages are a pull factor, but poverty and the proportion of women are pull factors. Additionally, effects of overseas remittances on the FLFP are positive.

Ali et. al. (2020), examine the data from the PDHS 2017–18, explored moderating effects of spouses' educational as well as occupational status on employment rate for women. According to the authors, female labor force participation increases as a woman ages. According to the results, educated female those are the head of the household, possess land or a home have at least five children are more likely to be in employment. Contrarily, females who are married to educated and working spouses are less likely to enter the labor force than women from rich quantities. The study indicates a positive moderating effect of the husband's and the wife's education on female labor force participation and a negative moderating effect of the husband's and the wife's job on female labor force participation. Female labor force participation is enhanced by the husband's work and education.

Farooq and Faridi (2016), investigate socioeconomic and demographic variables influencing married women's employment in Southern Punjab. Age, education, choosing to work, the distance to work, and family circumstances are all determined to be motivating factors for married women to engage in economic activity, while square age, distance to the nearest healthcare facility, residence, and husband's employment are determined to be disincentives.

Hafeez and Ahmad (2002), examines several socioeconomic and demographic aspects that affect educated married females' decisions about participating in work force. The field survey that was done in the Mandi Bahaudin district served as the study's foundation. According to the study, the education level of females is a significant factor for female labor force. However, it is strongly and negatively connected to monthly family income and financial assets. Age, household size, and family structure, among other demographic factors, have direct relation with female labor force participation.

Based on the previous research this study aims to understand how socioeconomic factors affecting female labor force participation in Lahore district. Household head's participation in economic activities, family type, female education marital status, decision to work and household locality are used as independent variables to make the results more interesting.

3. METHODOLOGY

4.1. DATA

The research conducted is primary research using cross sectional data which will be quantitative in nature. The sample in study is female who participate in labor force. All females are participating in labor force market in district Lahore. This is primary research; therefore, questionnaires were used as the primary data collection tool. The study gathered

primary data through stratified random sampling from both rural and urban areas of Lahore district. This sampling technique involves dividing the population into smaller groups or strata to ensure a representative sample. Lahore district, which comprises 9 towns and 271 Union councils, was selected for the survey. Since the primary focus is to investigate socio economic factor affecting FLFP in Lahore district. It is divided into a total of nine zones or town namely Gulberg, Ravi, Aziz Bhatti, Shalimar, Wagha, Data Gunj Buksh, Samnabad, Iqbal, Nishter, and Cantonment- an independent municipality. To ensure a comprehensive representation, the district was subdivided into zones according to its geography and population distribution. Each zone was further divided into rural and urban areas. Since there is female employment in both rural and urban regions, only a small number of clusters in each location were chosen for the study. The following groups have been created from the study's sample: The urban clusters consist of Kot Begum, Bhaghatpur, Barki, Harbanspura, Shadman, Model town, Muslim town, Johar town, Green town while rural clusters Palmandi, Faiz Bagh, Muslimabad, Tajpura, Mozang, Kot Lakhpat, Gulshan e Iqbal, Awam Town and Haloke. Fifty questionnaires from each zone has been conducted (twenty-five from each cluster) from randomly chosen households. Equal weight has been given to all zones of Lahore.

4.2. THEORETICAL FRAMEWORK

The theoretical framework or proposed model is presented in Fig.4 below:

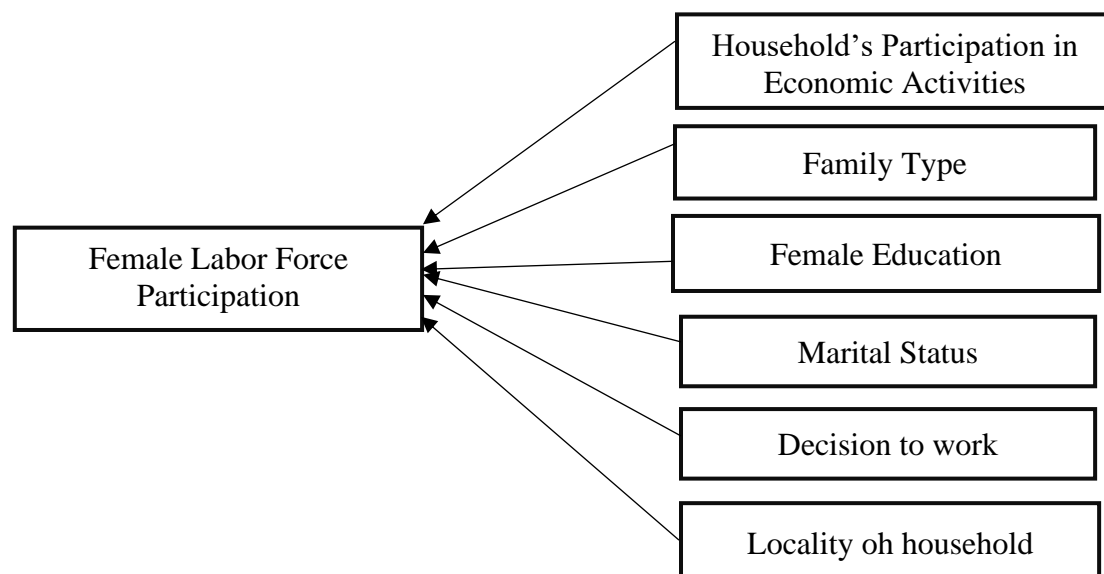


Fig. 4. Theoretical Framework

As described in Fig. 4, the first independent variable is household head's Participation in Economic Activities the female labor force participation is inversely correlated with household's Participation in Economic Activities. When their household head is employed, women are less likely to engage in economic activity. Faridi et al. (2009), study explain that in Pakistani society, it's possible that this is the case because even if the husband is employed and taking care of all financial responsibilities, the woman is still kept occupied at home with non-market responsibilities like cleaning, cooking, laundry, and parenting and educating her children.

Family Type is another factor which affects female labor force participation decision. It gives inverse relation with female labor force participation. With low income and large family size, it is implied that women are mandated to work. However, as the size of the household rises to a certain level, women are more proactive about taking on domestic tasks like cooking, cleaning, and caring for other family members. Female are less dependent in joint family system (Ejaz, 2007).

Female Education is very important factor in increasing the female labor force participation. The expected relationship between education and Female labor force participation is positive. Clearly, higher levels of education enhance females' job opportunities outside the home and their capacity to generate an income. According to Becker (2009), as a result of the anticipated benefits in the future, the human capital theory views involvement in education as an investment in human capital. Therefore, it can be claimed that as education levels rise, people in society become more productive, talented, and informed.

Marital Status This variable is categorized as married and unmarried. Married females have more likely to participate in the labor market. The married women are more likely to participate in economic activities to meet the financial needs and necessity of life (Faridi et. al., 2009).

Decision to work is a very important factor for female labor force in the South Asian countries like Pakistan. It has negative and significant effect on female labor force participation. According to Kokab and Umbreen (2017), females who are not permitted to work are more dependent on their male counterparts as in Pakistan male dominant society exists this is the reason females are highly qualified, but their participation is quite low. Females are not dependent in decision making.

Locality of household has a significant impact on how many women participate in the work force and other economic activities. Both urban and rural locations are included in this variable. Women who live in rural areas are more likely to engage in economic activity.

4.3. MODEL

$$FFLP = \beta_0 + \beta_1 HHEMP + \beta_2 FAMTYP + \beta_3 FEDU + \beta_4 MARTS + \beta_5 D_DECHS + \beta_6 LOC$$

Where

Y= FFLP= Female Labor Force Participation (1=Female participate in labor force market, otherwise 0.)

X1= HHEMP= Household head's Participation in Economic Activities (1= Household head's Participation in Economic Activities, otherwise 0.)

X2=FAMTYP= Family Type (= 1 if a female live in a joint family, 0 otherwise.)

X3=FEDU=Female Education (Total Education years of Female)

X4=MARTS= Marital Status (=1 if respondent is married and 0 otherwise)

X5= D_DECHS =Decision about respondent's job (=1 if female herself decides, 0 otherwise.)

X6=LOC=Locality of Household (1=urban area, 0 otherwise)

ε is the error term

β_0 is the constant $\beta_1, \beta_2, \beta_3, \beta_4, \beta_5, \beta_6$ are slope coefficients of the independent variables.

4. EMPIRICAL RESULTS

This section evaluates the impact of socioeconomic factors on female labor force in Lahore district. For the consistent estimation we apply logit model.

Table 1. Binary Logistic Regression

Dependent Variable: Female labor force participation				
Independent variable	Co-efficient	Z-value	P-value	Odd Ratio
Household head's Participation in Economic Activities	-.5367053	-2.290	0.022	0.584
Family Type	-.5658657	-2.510	0.012	0.567
Female Education	.091986	3.960	0.000	1.096
Marital Status	.8509369	4.060	0.000	2.341
Decision to work	-.7374312	-2.940	0.003	0.478
Locality of household	-.5983622	-2.000	0.045	0.558
Constant	.4477007	2.010	0.236	1.564
Number of observations	450			
Log likelihood	-272.34034			
LR chi2 (5)	50.51			
Prob > chi2	0.000			
Pseudo R2	0.097			

The above table 1 shows that Household Head's Participation in Economic Activities: The slope coefficient shows that negative relation exists between female labor force participation and household's participation in economic activities. The odd ratios show that females whose household head participated in economic activities 41.6 percent less likely to participated in female labor force compared females whose household head not participated in economic activities.

The slope coefficient shows that negative relation exists between female labor force participation and family type. The odd ratios show that females who are from joint family 43.3 percent less likely to participated in female labor force compared to females from nuclear family.

The slope coefficient shows that positive relation exists between female labor force participation and female education. The odd ratios show that female with higher level of education are 109.6 percent more likely to participated in labor force market compared to low level of education.

The slope coefficient shows that positive relation exists between female labor force participation and marital status. The odd ratios show that married female is 234.1 percent more likely to participated in labor force market compared unmarried female.

The slope coefficient shows that negative relation exists between female labor force participation and decision to work. The odd ratios show that female who decide alone is 52.2 percent less likely to participated in labor force market compared to other.

The slope coefficient shows that negative relation exists between female labor force participation and locality of household. The odd ratios show that female from urban area is 44.2 percent less likely to participated in labor force market compared to rural area.

5. DISCUSSION

Household head's participation in economic activities has negative and significant impact on female labor force market participation. The statistical value of Household head's participation in economic activities shows that female whose household head participation in economic activities is 41.6 percent less likely to participated in labor force market compared no household head participation in economic activities. The findings are similar to Sultana et. al. (1994), who explain that Women spend less time working in the market when male wages rise. The woman's job is affected by the Household head's career in another way; for example, if the household head is transferred or hired somewhere other than the wife's place of employment, the wife will have to give up her position. The results are similar to (Faridi et. al., 2009) who examine the coefficient of the variable household participation in economic activities is similarly negative and statistically significant. Female employees who have working spouses are less likely to participate in the labor market. In Pakistani society, if the husband works and meets all the economic responsibilities, the woman stays at home and does non-market chores like cooking, washing clothing, cleaning, and raising and teaching her children.

The family system has a negative and significant impact on female labor participation. This indicates that female from joint family are less actively participate in female labor force market than female from nuclear family. The statistical value of family system shows that female who are from joint family 43.3 percent less likely to participated in labor force market compared to female from nuclear family. The results are consistent to McGrattan and Rogerson (2004), who examine that family type is another key socioeconomic cause that contributes to low or no female engagement in paid economic activity. The finding is similar to Azid et al. (2010), which explain that family structure is a major factor influencing women's work decisions The family system coefficient is positive and extremely significant. The nuclear family arrangement influences a female's decision to enter the work market positively. The results also corresponding to (Ejaz, 2007) who explain it is assumed that women are obliged to work due to low money and big family size. Yet, as the home size reaches a certain threshold, females become busier in domestic duties such as food preparation, laundry, and caring for other family members. These findings are similar to Shahnaz and Naqvi (2002), according to their finding women from smaller homes are more likely to leave the house to work. This discusses how other household members affect a mother's ability to work.

In present study, we have observed a positive trend between female labor force market participation at different levels of education. The statistical value of female education indicates that female with higher levels of education are 109.6% more likely to participated in labor force market compared to low level of education. The most significant aspect affecting female's decisions about economic participation is their educational background. As a result of the predicted benefits in the future, the human capital theory portrays

participation in education as an investment in human capital (Becker, 2009). We determined that the female level of education is a highly significant and essential aspect of making labor force market participation decisions.

The results are in accordance with (Faridi et. al., 2009) who argued that when education levels grow, people become more productive, talented, and educated. Female educational attainment has had a direct influence on economic outcomes such as income, occupational pay, and productivity. The results are also consistent with Hafeez and Ahmad (2002), who examine Female labor force market participation rises uniformly with education level. As a result, there is significant proof suggesting that women with greater levels of education are more likely to work. The higher a woman's educational level, the higher her opportunity cost for creating non-market output and the greater her likelihood of engaging in income-generating activities outside the house. The current study's outcomes correspond with those of Tansel (2002), Shaheen et al. (2011). They highlighted that higher level of education improves the opportunity for women compete in the labor market. The economic justification for this positive relationship between higher education and FLFP is that the expected market returns increase with education level. This promotes women to work more in the labor market rather than focusing solely on family duties.

The marital status of female has positive and significant impact on the female labor force market participation. This shows that married females participate more in labor force market than single women. The statistical value of marital status shows that married female is 234.1 percent more likely to participated in labor force market compared unmarried female. The findings are correlated to Faridi et al. (2015), who explain that the decision of a woman to engage in market activities is positively and significantly influenced by her marital status. Females who are married have more obligations to complete and prefer to share the financial load, whereas single women are uninterested in learning activities. The results are consistent with (Faridi et. al., 2009) who examine the positive significant effects of marital status on female labor force market participation suggest that females are more inclined to enter the labor force market in order to share the financial burden of the family and to help their counterparts in fulfilling fundamental economic life necessities. Faridi and Rashid (2014), present similar study.

Decision to work has a negative and significant impact on female labor force market participation. This indicates that male taking decision about female participation in jobs. Females are dependent on male decision for participation in labor force market. The statistical value of decision to work shows that female who decide alone is 52.2 percent less likely to participated in labor force market compared to other. The results are similar to Kokab and Umbreen (2017), who examine that in Pakistan, male-dominated society exist, therefore women have no ability to make decisions about their own life. Consequently, females rely on men to make decisions, which is one of the primary causes for their low and non-participation in labor force market activities, because men prefer that their wives stay at home and do housework. The finding also correlates with Riaz and Nadeem (2019), explains that the negative indicator indicates a lack of female empowerment in decision-making. The fundamental reason for this is that our culture is dominated by men, and most choices are made by the head of the home or other male members.

Locality of Household has a negative and significant impact on female labor force market participation. The statistical value of locality of household shows that female from urban area is 44.2 percent less likely to participated in labor force market compared to rural area. The results are similar to Faridi and Rashid (2014), who analyzed that the effect of location on female labor force market is negative and significant at the 5% level. Rural women are more likely to participate in the labor force market than urban women since rural incomes are often lower than urban ones. The findings are correlates to (Faridi et. al., 2009) who explain that female labor force participation is also influenced by where she lives. The location coefficient (urban area) is both negative and significant. Women are less likely to participate in the labor market in urban regions than they are in rural ones. The chance of involvement falls by 24.9 percentage points due to an increase in female labor in urban areas. By comparison to family income in urban regions, the significant finding shows that the family income in rural areas is comparably low. The employment rate of women is rising as a result of low family income. The results are also consistent to Azid et al. (2010), who examine that Rural women are more likely than urban women to engage in economic activity. The outcome supports the country's labor force participation rates. Women participate at a rate of 10.0% in cities and 16.8% in rural regions for refined activity (participation). Yet, the outcome defies the common belief that urban women have a higher literacy rate than rural women and are economically more engaged in factories, offices, and other organizations in the formal sector. The main causes may be the poor financial foundation, greater family sizes in rural homes, and the overall atmosphere to work on farms.

6. CONCLUSION AND POLICY RECOMMENDATION

The purpose of this study is to determine if various socioeconomic factors can affect female labor force participation decisions in Lahore district. To investigate the effect among several socioeconomic factors on female labor force participation, we implemented a logit model. In this study we take six independent variables i.e. Family type, female education, Household head's participation in economic activities, marital status, location and decision to work. All of the variables included in this study had a significant effect on female labor force participation. This study found that the minimal need for female labor market participation is Matric level education; the basic level of education is insufficient to enter the labor market. As rising levels of higher education, female labor market participation rises. In terms of economic outcomes like income, employment performance, and productivity, female educational achievement has a significant affect. Women are less likely to participate in the labor market in urban regions than they are in rural ones. The outcome defies the common belief that urban women have a higher literacy rate than rural women and are economically more engaged in factories, offices, and other organizations in the formal sector. The main causes may be the poor financial foundation, greater family sizes in rural homes, and the overall atmosphere to work on farms. Married women are more likely to join the workforce in order to assist their counterparts meet basic financial needs and to share the financial burden of the family. The decision of women to join the labor force and their choice of employment are greatly influenced by their family type. As

more persons in joint families participate in the labor force, the ladies in these types of households are more likely to stay at home and take care of domestic duties than they are to participate in economic activities. Decision to work has a negative and significant impact on female labor force market participation. This indicates that male taking decision about female participation in jobs. Females are dependent on male decision for participation in labor force market. A lack of female empowerment in decision-making is shown by the negative sign. The main reason for this is that males dominate our culture, and most decisions are made by the head of the household or other male members. Even a quick examination of the factors that discourage women from entering the labor force, we see that patriarchal interactions predominate.

The government should start rural development initiatives aimed at increasing work prospects for educated rural women. most of the population lives in rural regions with poor or nonexistent educational infrastructure. Many are hesitant to send their female children to study in remote locations. Hence, having access to additional educational opportunities close to home would help to boost labor force participation. Training programs for skill development would enable illiterate or less educated women into the job force. Governmental and non-governmental institutions should conduct seminars, conferences, and lectures as well as plan and implement specific programs focused on gender equality. Religious scholars can play an important role in invoking golden examples of Islamic history in their preaching in line with Islamic ideas in which women and men have equal rights to health, education, and politics.

Author Contributions:

Authors' contributions to the various parts of the paper are as follows.

Conceptualization, Zubda and Areeba; Methodology, Areeba and Anum; Software, Areeba and Anum; Validation, Zubda; Formal Analysis, Areeba and Zubda; Data collection, Areeba; Data Editing, Farhat; writing—original draft preparation, Zubda and Areeba; review and editing, Zubda.

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