

HOW WAGES AFFECT THE BEHAVIORAL TENDENCY OF FEMALE LABOR FORCE PARTICIPATION

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Abstract. *Economic activities can't be separated from consumption, people need to consume, therefore the circle of economic activities including production, consumption, and distribution will continue. In order to consume, one must have the ability to provide payment for their need, this includes food and other daily needs. Nowadays with the ever-changing number of resources and substitute item, the price of certain item keeps on increasing, everyday spent for daily need is getting higher by days, this condition is assumed to be the effect of increasing price, making the amount becoming less and less. This condition affected the behavior of household member, which in some household, the member depends on income only, the shift in modern society, allowing female to partake in economic activities, specifically working in various sector and specialization. This paper serves the purpose to explore about how wages could affect the behavioral tendency of female labor force participation, which require them to manage multiple task such as housework, and the job they currently occupy. The result of this paper implies that, in term of decision to work, this paper found two form motivation, which is by self-interest to fulfil personal needs due to insufficient wage for secondary needs, other were simply to fill in the lack of family living cost that they currently need every month.*

Keywords: *Female Labor, Household, Behavioral Tendency, Wages, Consumption*

1. INTRODUCTION

Labor force known to be one of the engine and driver in economic activity, labor force is those that involved in production process, in term of working, labor force can be working in any position, as long as the human resources meet the requirement that the company needed. in order to achieve economic welfare, individual must work to fulfil their daily need, including food, clothes, and shelter. Nowadays, daily needs expand, primary needs, secondary needs, and even needs for luxury items, human consumption behaviors have increased, but one cannot achieve high consumption without it balance by the high income, therefore one must work in order to fulfil these needs. When it comes to income, it has wide range of diversity, individual doesn't have all the same income, therefore the consumption is also different This condition will lead to initiative to find alternative to fulfill their consumption level, some of the alternative by most household is to participate in production process or work. Reflected from empirical research female labor force are often cause by early divorce or death of the husband, this condition trigger the initiative for female to participate in working, even though there is a lot of other factors, these were one of the unavoidable one's, according to empirical evidence, there is four key factor determining the female labor participation which is (1) changes in real wage, which this include the growth of wage and the ongoing reduction of wage gender gap; (2) changes in tax transfer policy; (3) change is preference parameters, which could be affected by the first and second factors; and (4) changes in population composition

(Hérault & Kalb, 2022). In some countries, female labor force participation is aligned with the state goals, which then they provide supportive factors such as education access and job opportunity to increase the number of female labor force participation.

Female often doesn't participate in work activities due to the housework, cooking, laundry, and looking after the child, however, according to empirical evidence, female labor participation assume to be one of the best way to develop and advance, due to the fact that increasing economic prospect for female, will reduce the unemployment rate of that regions, according to this empirical research, there are several factors that tend to determine dynamic amount of female labor force participation, which include, the presence of parent and parent in-law, marriage status, education, age, and the number of child in care, due to the factors are mostly internal and personal aspect, its important for female to choose suitable job that would accommodate their family life during the work hours (Salleh & Mansor, 2022). The increasing number of female labor can only made possible by the level of autonomy and mobility, in order for them to engage in labor market, it is explain that other than gender inequality issues, there is also some major component of development that can be achieve by the participation of female labor, which include improved access to health care, reduced poverty and increasing amount of political and social participation of female, meanwhile there are some bad effect like declining fertility rates, which is still in debate due to the overpopulated area that become of the global warming factors (Costagliola, 2021).

In term of working, empirical evidence explains that, working female generally tend to be a highly educated person with a fewer number of children, or childfree, it then become a debate whether or not female employment affect the birth of their child or the process of growth of that child, in this studies, it also explain that under specific condition, namely household financial discretion, in low-income household, female labor participation are often high due to insufficient income, female tend to find second job or source of income, while in high-income household, female tend to be inactive economically and have low productivity level in economic activities. Factors such as age, marital status, number of children, and monthly income, bring us back to wage perception, which due to insufficient wage to fulfil the family need, female tend work a second job (Lari et al., 2022). In the matte of wages, explaining this involve many considerations, insufficient wage for household financial needs, have larger dimension of measurement, in some condition, the determination of wage could be originated from the level of education, and experience. Going from this, it is known that female are often married at the early age, making some doesn't have the opportunity to participate longer in education process. Other factors that may affect wages, is the company size, the comparison between private and public sector companies and disparities explain the disparity in income (Grabowski & Korczak, 2020). Ongoing problem in society align with wages, is the wage gender gap, due to the perception of female happens to be weaker than men, this problem also prevent female from exhibiting their full potential, considering that they will receive lower amount of wage than men (Javed et al., 2022). Other than this, due to the targeted income fulfilment to accommodate for the insufficient household financial, most female have their standard or reservation wage, which in most cases are not align with the company offered wage, causing labor supply decision decline. As female also have desire for self-satisfaction, the reservation wage is assumed to both fulfil household financial insufficient and self-need for female labor (Sousounis & Lanot, 2022).

Exploring further into wages, according to empirical study, one of the most significant ways to improve labor force participation, these methods are align with the efficiency wage theory, further, its also explain that in fact in Tanzania, higher wage affect

worker efficiency and productivity, by raising wages, the long-term effect toward company will be higher labor productivity, reduce labor turnover, attract skilled and educated workers, and increasing the loyalty among workers toward the company (Sarwar et al., 2021). Further, talking about labor supply, in some countries, labor supply was affected by educational attainment, those who work in STEM sector, especially female, tend to produce higher than man in the common sector, however in some companies, wages are often paid by hours, for housewife, it is said that they will take as much hour possible depending on their household financial condition (Carroll, 2021). Related to this, among household, living cost is a main focus, which household living will determine the tendency for household member especially housewife to engage in working to fulfil their daily needs (Kawaguchi & Mori, 2021).

2. LITERATURE REVIEW

2.1 Female Labor Force Participation

Labor force participation is the number of people in the working age group (usually 15–64 years old) who are either working or actively looking for work. It shows how many people are working and is often used as a sign of how well the economy is doing. Participation in the labor force can be affected by many things, such as changes in the population, the economy, and social norms. The International Labour Organization (ILO) says that the labor force participation rate is the percentage of people aged 15 and older who are economically active. This includes all people who work to make goods and services during a certain time period. Labor force participation is an important indicator for policymakers and economists because it can show how likely economic growth is and how many workers are available. It can also be used to identify groups that may be underrepresented in the labor market, such as female or certain ethnic or racial groups, and to develop policies to address these disparities, meanwhile female participation labor indicate female who are economically active. Either employed or unemployed but actively seeking work, relative to the total female population of working age (Asogwa et al., 2022).

Female labor participation is the number of women who are either working or actively looking for work, according to another empirical study. It shows how many women are working. According to a report from the U.S. Bureau of Labor Statistics, women with less than a BA make up a disproportionate share of people who are not working. In February 2020, 27% of women with less than a BA were working, but in August 2021, 42% of women with less than a BA were not working. It's also said that mothers were less likely to work than women without children, with a gap of 1.3 percentage points between mothers and women without children before and after the pandemic. However, this gap decreases to 0.1 percentage point when controlling for differences in job and industry classifications between mothers of school-age children and female without children it's also highlighted the impact of the pandemic on female labor participation, with females in particular having a relatively hard time regaining the employment that they lost at the beginning of the recession (Horrigan et al., 2022).

2.2 Wages and Female Labor Force Participation

Wages refer to the compensation paid to employees in exchange for their labor or services. This compensation can be in the form of hourly pay, salary, or commission. Wages can also include benefits such as health insurance, retirement plans, and paid time off. The level of wages can be influenced by factors such as the supply and demand for labor, the skills and experience of the employee, and government regulations such as minimum wage laws. There is a interconnection between wages and female labor participation which is illustrated that with higher wages can provide an incentive for female to enter or remain in the labor force, as they can earn more income and potentially improve their economic status. Additionally, higher wages can help to offset the costs of

childcare and other family responsibilities, making it more feasible for female to work outside the home. Research has shown that policies aimed at increasing wages, such as minimum wage laws, can have a positive impact on female labor force participation rates (Ahn & Hamilton, 2022).

Wages refer to any payment acquired by a worker in appreciation of any length of departure now no longer availed with the aid of using him. The concept of wages continues to adapt as a part of a machine of all of the blended rewards that employers provide to employees. Wages are the remuneration paid via way of means of the business enterprise for the provider of an employee who's engaged via way of means of the hour, days, week or fortnight. Wages are bills to hourly-rated manufacturing and upkeep employees. In any organization, salaries and wages represent a full-size part of the price of operation of the business. In term of female labor participation. Higher wages can incentivize female to enter the labor force and can also encourage them to work longer hours or seek higher-paying jobs. Other than that, it's also explained that higher wages for female can increase their labor force participation, reduce gender wage gaps, and promote gender equality in the labor market. Generally speaking, by increasing female's wages can lead to higher female labor force participation rates, particularly in low-income countries. Therefore, policies that aim to increase wages for female can have a positive impact on female labor force participation and gender equality in the labor market (Thapar et al., 2022).

2.3 Relevant Empirical Studies

Based on empirical research, the hourly wage for both men and women has gone up over time, while the number of women working has gone up and the number of men working has gone down. But the link between wages and women working is complicated and can be affected by things like trade integration, the wage gap between men and women, and the way different industries work together. In one case, female labor supply goes up as the wage gap between men and women closes, but it doesn't matter how much real wages go up because proportional increases in men's and women's wages have opposite effects on income and substitution. While other research suggests that as trade grows in areas where women work a lot, the wage gap between men and women may actually get bigger, which could make women less likely to work. This is because the sector with a lot of women also needs a lot of money, and trade integration in an economy with a lot of money makes the sector with a lot of women grow while the sector with a lot of men shrinks. So, male workers move from the sector that is shrinking to the one that is growing. This changes the ratio of capital to labor in the sector that is mostly made up of women. Because of how well capital and women's work go together, the marginal productivity of women goes down more than that of men. So, the pay gap between men and women gets bigger, and fewer women work. It is thought that when a capital-poor economy trades with a capital-rich economy, the wage gap between men and women in the capital-rich economy gets bigger. Under the equilibrium factor reallocation theory, this means that trade integration will eventually lead to fewer women working in a capital-rich economy as a whole. However, it is important to note that the impact of trade on female labor participation can vary depending on the specific context and factors at play (Sauré & Zoabi, 2014). Overall, the relationship between wages and female labor participation is complex and can be influenced by various factors such as trade integration, gender wage gap, and sectoral complementarity.

Another perspective connecting wages and female labor participation explain that changes in the wage structure, such as the skill premium, gender wage gap, and returns to labor market experience, have been found to be important factors in explaining the increase in female's work. It shown that an increase in the skill premium, which is the

difference in wages between high-skilled and low-skilled workers, can lead to an increase in female LFP. This is because female with higher levels of education and skills are more likely to enter the labor force when the returns to their education and skills are higher. Similarly, a decrease in the gender wage gap, which is the difference in wages between men and female, can also lead to an increase in female LFP. This is because female are more likely to enter the labor force when they can earn wages that are closer to those of men. Finally, an increase in the returns to labor market experience for female has also been found to increase their LFP. This is because female are more likely to enter and remain in the labor force when they can earn higher wages as they gain more experience. Overall, changes in the wage structure have played a significant role in the increase in female LFP over the past few decades. However, it is important to note that other factors, such as changes in family structure and the increased probability of divorce, have also contributed to this trend (Fernández & Wong, 2014).

While there this empirical evidence explains the connection between wages and female labor participation, there is also several other factor that could be the driving factor of female labor participation, in some countries, female's labor force participation is driven by economic necessity due to poverty and the need to support their households. Additionally, female may also desire independence and autonomy, as well as the opportunity to gain skills and knowledge. In some cases, female may participate in the labor force to support multiple households through their remittances, and also to gain a measure of decision-making power in their households. Policies and programs that promote gender equality and female's empowerment may also encourage female labor force participation. However, the importance of wages can affect labor participation in any way, which explained that wages can affect female labor participation in various ways. For example, low wages may discourage female from participating in the labor force, while higher wages may encourage them to seek employment. Additionally, the gender wage gap, where female is paid less than men for the same work, may also affect female labor participation. Evidence from Bangladesh which consider female operators from No. 1 to No. 4 are regarded as unskilled and have low basic monthly wages, which may discourage them from participating in the labor force. In some cases, despite low wages, most female operators share multiple households' reproduction costs through their remittances. However, their parents' and husbands' households cannot survive without their remittances, which may create economic pressure for them to participate in the labor force. The gender wage gap may also affect female labor participation. In many countries, female is paid less than men for the same work, which may discourage them from seeking employment or limit their opportunities for career advancement (Nagata, 2020).

3. RESEARCH METHODS

This form of this is qualitative method, with the purpose to explore the effect of wage and how it can influence female labor force participation tendency to participate in working, this paper takes empirical research and studies as main material to achieve the purpose of this paper, using deductive reasoning, this paper will identify the important aspect that are relevant toward the topic of this paper, which is wage and female labor force, also the important aspect that connected to these two main subject, which is the factor that influence wage, the factor that influence female labor participation. Finally these empirical evidence forming this information will then compare and interpreted to provide suitable result that align with the purpose of this paper, this paper will also highlight the possible improvement in term of female labor force participation by explaining the importance of female labor force participation in term of economic activities, and how it affect economic in general, this information can be used as a refence in possible future strategic and policy formulation in the context of female

labor force.

4. RESULTS AND DISCUSSION

Female mainly have the role of mother, which female in stable life, should stay at home, bring education for her child in the early-age, and manage the need of her husband in every aspect, however, its also a paradigm that female should have equal right as male especially in term of working, in several sectors, male are more dominant than man, especially when the job requires strength. But in our modern society, female is often participating in same work as male, due to several factors. In term of requirement, most workplace consider someone viewing from their education, experience and skills, most job doesn't really require high profile for their future worker. However, in term of female labor they have to consider the existence of their child as a part of consideration when choosing a job. One of the empirical studies states that preschool availability which can provide childcare service, increase female labor participation. Which for some individual childcare responsibility is what constrain their ability to participate in workplace. The female labor participation can't be neglected due to the factors that cause it, such as low education, economic development, financial abilities, and cultural attitude on female. This indicates that female labor participation often has the purpose to support family needs, therefore in this term, wage become one of the important aspects, it stated that higher wages increase the likelihood of work participation for both eligible and ineligible mothers. However, this also become a consideration for few individuals, due to the effect of wages on female labor force participation may be smaller than the effect of childcare responsibilities (Halim et al., 2019).

4.1. Factors Influencing Female Labor Force Participation

Despite its logical reason to whether or not accepting female labor participation as the society usual norm, there are several advantages of female labor participation which is first, it can contribute to economic growth and development by increasing the size of the labor force and improving productivity. Second, it can help to reduce poverty and inequality by providing female with greater economic opportunities and resources. Third, it can promote gender equality and female's empowerment by challenging traditional gender roles and norms. And finally, it can have positive effects on children's health and education outcomes, as working mothers may have greater resources to invest in their children's well-being. However, there is also a drawback in term of female labor participation, which can be explain in form of limitation of low levels of female education, socio-cultural restrictions on female employment outside of the home, and the incompatibility of wage work with childcare, especially for married female with children. This often leads to female employment terminating after marriage or the birth of a child and may be reinforced by social stigma and formal restrictions against female industrial workers or formal employment outside of the home of married female.

Female labor force participation driven by diversity of factors, which in one of empirical evidence explain that several factors that contribute to female labor force participation are. First, more education for women has helped reduce birth rates and made it easier for more women to join the workforce. Second, as societies develop and the structure of the economy shifts toward industrial production and a formal sector-based economy forms, women's economic activity rises again in the later stages of development. Third, the rates of women working seem to be strongly counter cyclical. They go up a lot when the economy is bad but go down when things are better. Fourth, things like easier access to home technologies that save time and energy, more support for care facilities, and the rise of a white-collar service sector are creating new, attractive jobs for women that are not stigmatized. Finally, regional differences exist in female's labor market attachment, with some countries such as Brazil, South Africa, and Vietnam having a stronger labor market attachment that is less dependent on the family situation,

while in other countries such as India, labor market attachment is rather low (Klasen, 2019).

In terms of labor force participation in general, labor force participation is driven by various factors such as economic growth, education, social norms, and cultural values. Factors such as education and training, availability of job opportunities, and social and cultural factors are also important determinants of labor force participation. Another finding stated that labor force participation rates are influenced by demographic factors such as age and gender. It also highlighted the role of government policies and institutions in promoting labor force participation. Overall, labor force participation is a complex phenomenon that is influenced by a range of economic, social, and cultural factors. Meanwhile in term of female labor force participation, the different in driving factor, which is Factors influencing female labor force participation including (1) Education: Female with higher levels of education are more likely to participate in the labor force; (2) Cultural norms and values: Societal expectations and cultural norms can influence female's decisions to participate in the labor force; (3) Family responsibilities: Female with young children or elderly family members may face challenges in balancing work and family responsibilities, which can impact their decision to participate in the labor force (Haque et al., 2019).

Another perspective on the factors influencing female labor force participation, which illustrated that one of the most significant factors is cultural norms and values regarding gender roles and female's work. Studies have shown that societies with more traditional gender roles tend to have lower rates of female labor force participation, while those with more egalitarian attitudes towards gender roles tend to have higher rates of female labor force participation. Educational opportunities and attainment are also important factors, as female with higher levels of education are more likely to participate in the labor force. Economic conditions and labor market opportunities also play a role, as female are more likely to participate in the labor force when there are more job opportunities and better working conditions. Policies and laws related to gender equality and work-family balance can also influence female labor force participation, as they can provide support for female who want to work and balance their work and family responsibilities. Other factors that may influence female labor force participation include access to childcare and eldercare, social support networks, and individual preferences and aspirations. For example, female may be more likely to participate in the labor force if they have access to affordable and high-quality childcare, as this can help them balance their work and family responsibilities. Social support networks, such as family and friends who can provide assistance with childcare and other household tasks, can also make it easier for female to participate in the labor force. Finally, individual preferences and aspirations can also play a role, as some female may choose not to participate in the labor force due to personal or family reasons, while others may prioritize their careers and choose to work full-time. Overall, the factors influencing female labor force participation are complex and multifaceted, and can vary depending on cultural, economic, and social contexts. Understanding these factors is important for policymakers and employers who want to promote gender equality and support female's participation in the labor force (Thijs et al., 2019).

Female labor participation is an important factor in economic development and growth. It can lead to increased productivity, higher household income, and reduced poverty, it shown that increasing female labor force participation can have positive effects on economic growth and development. For example, a study by the International Monetary Fund (IMF) found that increasing female labor force participation can lead to higher economic growth rates. World Bank also found that increasing female labor force participation can lead to reduced poverty and increased household income. Furthermore, increasing female labor force participation can also have positive social effects. It can lead to greater gender equality and empowerment, as well as improved health and education outcomes for female and their families. In summary, female labor

participation is an important factor in economic and social development. It can lead to increased productivity, higher household income, reduced poverty, and greater gender equality and empowerment (Erten & Metzger, 2019).

4.2. The Influence of Wage on Female Labor Participation Tendency

The importance of fulfilling one's everyday needs depends on their financial ability, this ability doesn't come natural, but it's something someone must obtain, which is determined by many factors, such as type of jobs, work hours, position in workplace, and many other factors, the term for this is known as wage, which is an important aspect in the various jobs, which wages are given to labor as exchange or form of payment for their work. Labor wage also refers to the amount of money paid to an employee for their work or services rendered. It is the compensation received by an individual for their time and effort in performing a job or task. The labor wage can be determined by various factors such as the type of job, level of skill required, experience, and education of the employee, as well as the supply and demand for labor in the market. The labor wage can also be influenced by government policies such as minimum wage laws and collective bargaining agreements between employers and labor unions (Ngoa & Song, 2021).

The importance of wage explains in many empirical studies, as wage can influence the behavior of labor, it explains that wages are a key element in the social contract between workers and employers and are a fundamental means of ensuring that workers receive a fair share of the benefits of economic growth. Adequate wages can also contribute to reducing poverty and inequality, as well as promoting economic growth and development. Wage is an important factor in labor participation and can have significant impacts on the quality of jobs, standard of living, and economic growth. The importance of wage can cause significant impact toward the worker, which in some cases explains that the loss of employment opportunities in the public sector has not been made up by a commensurate increase in the private sector resulting in either an increase in unemployment or a reduction in participation. Probabilities of private wage employment for educated female are either increasing slightly, stagnant, or even declining in recent years, suggesting that private wage employment is a limited option for married female. This highlights the importance of creating more job opportunities, particularly in the private sector, to increase labor force participation and reduce unemployment. Furthermore, the level of wages can also affect the quality of jobs and the standard of living of workers (Assaad et al., 2020).

These two perspectives mark the importance of wage, which can affect many aspects in terms of labor participation, but many factors can also affect wage, which also indirectly affect the labor force participation, especially female labor force, there are several factors that can influence labor wage including the skills and experience of the worker, the demand for their services, the prevailing market rates, and the level of education and training. Other factors may include the type of industry or sector, the location of the job, and the bargaining power of the worker or their union, factors such as minimum wage laws, immigration, and technological change can also have an impact on labor wages (Rey et al., 2021). Another empirical research explains diversity of factors that could influence labor wage such as supply and demand for labor, productivity, education and skills, and government policies such as minimum wage laws and labor regulations, factors such as gender, race, and ethnicity can also play a role in determining wage differentials. Overall, labor wage is influenced by a complex interplay of economic, social, and political factors, and understanding these factors is important for policymakers and researchers seeking to promote fair and equitable labor markets (Boehnke & Gay, 2020).

In recent studies, female labor is illustrated to have a strong relation with wage, which illustrates that higher wages increase the likelihood of female's participation in the labor force, apart from this, working condition and workplace also affected female labor

participation which can be understood, since female have a lot consideration, due to the responsibility of childcare and limited working time, but the positive relationship with wage, indicate that wage are likely will influence female labor force tendency to participation in working (Koyuncu & Okşak, 2021). The main things that affect a woman's decision to work are the wage she can earn in the paid labor market and the reservation wage. The level and quality of a person's human capital, especially their education, is a big part of what their market wage is. Another important thing that affects the market wage is the amount of time spent in the labor market, especially with the same employer. This is called "firm-specific human capital." The market wages of women also depend on how much demand there is for their work. The reservation wage can be thought of as the value of a woman's time at home or the wage at which she is willing to go to work. This amount changes in the opposite direction of the husband's income and in the same way as the number of market-based alternatives to household production and household technology. The number of children also affects the reservation wage, and the number of children depends on how easy it is to get birth control and how much it costs. Other things that affect the reservation wage are larger social norms and a family's preference for home-made goods over those from the market. Finally, female's labor force participation is affected by government labor market, tax, transfer, and family policies, as well as by employer policies (Winkler, 2022).

Female may be less likely to participate in the labor force if they perceive that the wages, they will earn are not sufficient to justify the costs of working, such as childcare expenses and transportation costs. In addition, female may be discouraged from seeking employment if they believe that they will face discrimination in the labor market and be paid less than men for the same work. Addressing the gender pay gap is one important measure that can help to increase female labor force participation. Female may face other barriers to employment, such as lack of access to education and training, limited job opportunities in certain sectors, and social norms that discourage female from working outside the home. In addition to addressing the gender pay gap, other interventions that can help to increase female labor force participation include supply-side interventions, such as providing female with education and training opportunities, and demand-side interventions, such as reducing discriminatory barriers to employment and increasing the number of quality jobs for female. These interventions can help to increase the financial incentives for female to work and reduce the barriers that prevent them from entering and remaining in the labor force. Overall, while the gender pay gap can be a significant barrier to female labor force participation, it is important to address this issue in the context of broader efforts to promote gender equality and improve female's employment outcomes (Halim et al., 2023).

This reflected that female have the desire to fulfil their interest, while also in the same time provide the need for their families, which in this context can be translated as daily needs such as food, clothes, and other expense including the whole family needs, while in term of female self-interest, it can be translate as the need to buy item that they wants, such as gadget, bag, clothes, cosmetics, and other secondary items that serve as satisfaction fulfilment.

CONCLUSION

This paper reviews the empirical research that has examined the correlation between women's wages and their participation in the labor force. Higher pay has been shown to encourage more women to join the labor force. Female labor force participation is strongly influenced by societal norms and economic considerations such as the reservation pay and childcare duties. Economic growth, lower unemployment rates, and increased opportunities for healthcare and political engagement are just a few of the benefits attributed to women's inclusion in the work sector. Therefore, authorities must take into account these variables and provide enabling measures, such

as access to education and employment opportunities, to boost the number of women in the labor market. The presence of parents and in-laws, marital status, education, age, and the need to care for children are all crucial personal and internal elements that might have an impact on a woman's decision to join the workforce. Therefore, it is crucial for working women to find careers that allow them to balance work and family responsibilities. In conclusion, there are many factors that affect the complexity of the connection between wages and women's labor force participation. However, boosting women's engagement in the workforce is essential for societal advancements like better healthcare and more people having a voice in government. To encourage more women to join the workforce, officials should take into account the aforementioned issues and take appropriate steps in their support.

Future studies could benefit from focusing on how cultural views and societal norms affect women's labor force participation and earnings. Policy and program initiatives, such as childcare subsidies and flexible work arrangements, have been developed to encourage more women to join the labor sector. Increased female labor force participation has the potential to have positive long-term consequences on economic growth and social development, and this is an area that could benefit from further study in the future. Finally, future study on women in the workforce should take into account the interaction of gender with other factors such as race, ethnicity, and socioeconomic status.

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