



Determinants of Female Labor Force Participation in District Mardan, Khyber Pakhtunkhwa, Pakistan

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ABSTRACT

The main aims of the study to examine determinant of female labor force participation (FLFP) in Mardan Division. The data was gathered through questionnaire from 377 working females. This study found that the majority of working female live in rural area and married and have master or BS (16-year education) degree or above and earn 21,000 to 30,000 (PKR) per month to fulfillment of her basic necessities. This study also found that the majority of females families have other occupations then agriculture and business related, lives in their own houses (mostly 10 Marla), and does not have agriculture land but have nonagricultural land. Similarly, the majority of female respondent have up to 2 children, and going to school. Furthermore, the electricity, water, telephone/mobile, car for personal use, and refrigerator are available in the majority of respondents home. The majority of female respondents' household expenditure fulfills through household head income, but the female workers income has significantly contributed in the family expenditure. However, the majority of female are working because their husbands are unemployed. Similarly, the majority of agree with that the women are working for higher standard living, social welfare of people, giving her children better life, to become a role model to society, better old age, her identity, to build stronger social connections, good social status, and utilizing knowledge, while, disagree with that the woman are working for fashion. Therefore, this study concluded the demographic, financial and social factors are the main determinants of female labor force participation in District Mardan. This study recommended that government gives more employment opportunities for female and makes policy regarding the FLFP.



Introduction

The global gender gap in labor force participation reduced by seven percentage points to 20 percentage points in 2018, due to increased FLFP and stable male labour force. In 2018, just 60% of 15-64 year-old women were in the labor force, compared to 80 percent of men. FLFP was below 30% in 21 nations, including India, Pakistan, and Egypt (Shankar & Joe, 2021). Any country's labor force is its economic backbone. A capable and skilled workplace can pave the road for the country's prosperity (Siddiqi *et al.*, 2015). Women have been contributing to economic and social efforts since the dawn of time, albeit to a lesser extent owing to social-economic restraints such as limited job and development options for women, cultural, and societal hurdles, discriminatory environments, low incomes and so on (Sarwar & Abbasi, 2013). Economic growth is linked to female labor force participation, according to current theorists (Lechman & Kaur, 2015). Since women account for about of the world's population, and battle to enhance their participation in a country's entire work force, based on the premise that human resource advancement is incomplete without women's involvement (Sarwar & Abbasi, 2013). Recently the global situation has become quite gloomy and visible, necessitating considerable improvement. Gender equality in all socio-economic dimensions of society was regarded an issue of highest importance (Sen & Nagendra, 2021). According to an IMF staff assessment, women in most countries do not have the same opportunities to participate in economic activities as men. Despite the fact that the gender gap in labor force participation has shrunk dramatically over the previous three decades, average *FLFP* remains significantly lower than male rates. In the name of the IMF Gender-responsive fiscal policies can increase female labor-force participation while also providing significant macroeconomic and distributional advantages. Rather than assessing and rating trade-offs among the numerous variables, the research focuses on the underlying channels via which policies impact *FLFP*, economic growth, income inequality, and poverty (Kinoshita & Guo, 2015).

In Pakistan, 46 percent of the labor force has one year of schooling or less, which is low in South Asia. Accelerated economic advancement and growth demand improvements in work procedures enabled by increased technology, which is impossible to do without highly trained workers. To face global challenges, Pakistan must accelerate its pace of education and focus on producing highly trained personnel through a variety of short and long-term training programs. Young people make up a large proportion of the population, necessitating particular training programs and career prospects. Women are not seen as engaged in the job force since they are responsible for household management. Women's literacy rates are likewise significantly lower than men's. Furthermore, the female work force is unskilled, their wages are poor, and they confront a number of additional societal hurdles in the job market (Hussain *et al.*, 2016).

The influence of education to enter the job market, on the other hand, is clearly distinct. Because of two factors, there is a positive relationship between education and female participation in economic activity. One, because education is regarded as a long-term investment, girls must work and participate in market activities in order to recoup their educational fees. Two, if education is viewed as a consuming activity, females will be persuaded to participate in market activities due to higher educational returns and a larger opportunity cost of not working. In theory, the substitution and income effect has a direct impact on female working hours. First, when women's earning potential rises with their degree of education, their working hours rise as well, which is a beneficial consequence. Second, as women's income rises, a portion of it can be spent on leisure activities, implying less work. In other words, the net effect of education is determined by the most important components (Faridi *et al.*, 2009; Shah *et al.*, 2021). In a cross-country study, Psacharopoulos and Tzannatos (1991) discovered a favorable link between education and *FLFP*. According to a studies conducted in Turkey, education has a large and favorable impact on *FLFP*, with the effect being

stronger at higher levels of education (Tansel, 1994, 1998). The impact of education on *FLFP*, according to some academics, is dependent on economic development. Women's qualities, such as being married and having small children, have an impact on their ability to work. Returns to education include two types of findings in Pakistani studies. First, education returns in Pakistan are lower than in other developing countries, and second, earnings rise with educational attainment. In view of the findings, the goal of this research is to show that an individual's personal attributes have a favorable or negative impact on female labor supply decisions (Faridi *et al.*, 2009; Shah *et al.*, 2021).

Pakistan is undergoing a cultural shift, with the number of productive young people increasing. The fact that both female and male economic groups contribute to market activities is the secret behind the country's growth. According to various previous and recent studies, women's participation in the labor market increased in the early stages due to economic development as unpaid family workers in the agriculture sector, and with the passage of time, as education improves, their participation in the industrial sector increases, and as women's education improves, their participation rate in the labor market increases. As a result, education not only leads to improved earnings, but also to more prospects for women in the work market. As a result, there is still a strong link between economic development and female labor force participation (Sathar *et al.*, 2013). Furthermore, Women in Pakistan are treated unfairly from the moment they are born. The birth of a girl is always received with disappointment, if not outright hostility, and the mother is frequently blamed. As a result, compared to male children, girls receive fewer food, education chances, and health care (Population Census, 1991). If she acquires the talents, they will benefit not just her own family but also her in-laws. It has been stated that women who receive vocational training will only be able to obtain vocational jobs, due to a lack of financial resources in the school sector (Rizvi, 1980). According to Amnesty International, the number of girls enrolled in school is lower than what is required. The dropout-rate is high because girls prefer to be forced to stay at home and do housework or look after younger children. According to a women's advocacy group (Hirway & Mahadevia, 1996).

Due to the fact that the sixth labor policy, labor market, among other things, *FLFP* market is still disappointing and not up to par (Lechman & Kaur, 2015). The majority of women work in unorganized industries. The majority of women are employed in sectors with low productivity, income stability, and job security. Pakistan has a far higher female population rate. Women make up 49.1% of the total population, but only 21.6 percent of the labor force. Professionals 7.22 percent, clerks 0.13 percent, skilled agriculture and fishery 60.8 percent, and assemblers 0.11 percent, and unskilled occupations 16.76 percent, according to the participation rate as a %age of the population of 1.7 percent. The official sector employs 1.52% of all women, whereas the informal sector employs 3.99 percent of all women. Women make 5.67 percent of their income in the informal sector, where they are paid hourly, daily, monthly, or per piece (Sadaquat, 2011). Furthermore, Pakistan has a 51 percent female population, however female labor participation was too low in the 1990s and progressively increased until it reached 22 percent in 2017. Although it is increasing, it is not at the objective or required level, which is bad for Pakistan's economy. Women's involvement rates have been increasing all around the world, therefore Pakistan is not an outlier. However, the increased quantitative involvement of women in market output has not resulted in qualitative improvements in their lives or in equal opportunity treatment of men and women at home and in the workplace. The role of women in a country's economic development is becoming increasingly important in the evolving global economic landscape. This will be a key concern in the twenty-first century, because a society's welfare cannot be improved unless special efforts are made to improve women's socioeconomic condition (Amir *et al.*, 2018). Moreover,

Religious extremists' behavior constrained women's status in society, affecting women's standing in Pakistan (Mumtaz & Shaheed, 1987).

The female education is the most vital element influencing female economic involvement decisions. Female educational attainment has a favorable impact not only on economic results such as income, employment earnings, and productivity (Becker, 2009). As compared to neighboring countries and other South Asian countries, Pakistan's FLFP rate is just 14 percent of the overall labor force. In India and Bhutan, it is 32%, in Bangladesh it is 42%, in Nepal it is 41%, and in Sri Lanka it is 37% (Naqvi *et al.*, 2002). The labor market is heavily divided and discriminatory toward women. FLFP in Pakistan's four provinces is lowest in Khyber Pakhtunkhwa, with only 36.3 percent, compared to 42.75 percent in Sindh, 43.6 percent in Baluchistan, and 48.5 percent in Punjab. Pakistan has a 32.3 percent total labour force and a 15.8 percent FLFP rate. FLFPR is 9.90 in Khyber Pakhtunkhwa (KP). FLFP in KP is low (9.9%) compared to Pakistan (15.8%), which can be attributed to a variety of reasons such as social, economic, political, religious, cultural, demographic, and institutional factors. KP has a male-dominated society with traditional values and conventions. Working women's lives are difficult in such a setting, even if they are fulfilling their responsibilities (Tanaka & Muzones, 2016).

The study's research area is District Mardan, Khyber Pakhtunkhwa (KP), Pakistan. The Mardan division is one of Khyber Pakhtunkhwa seven divisions. Mardan is the province's smallest division in terms of land, but it is also the province's 2nd largest city. There are five Tehsil of District Mardan, named Takhtbhai, Katlang, Rustam, Lund khwar and Mardan. Tehsil Mardan outperforms the other four tehsils in terms of facilities such as education, health, and clean drinking water. The people of District Mardan are generally wealthy. The majority of individuals are government employees, or members of the salaried class. The business activities are well structured. Shops, minor enterprises relating to construction, sugar and tobacco manufacturing, and so on are examples of businesses. Mardan population is 388,416 About 2010000 of the total population is living in rural areas while remaining 1800000 population are living in rural areas. Mardan is part of a burgeoning industrial hub that includes textile and edible oil mills, as well as one of South Asia's largest sugar mills. Near Rashakai, an economic zone is being built as part of the multibillion-dollar China-Pakistan Economic Corridor (CPEC).

Females make up half of Pakistan's population, although they only represent one-fourth of the country's total labor force. In other words, they may believe that Pakistan's huge human resources are underutilized, contributing neither to the country's economic success nor to their own economic status (Sarwar & Abbasi, 2013). Female's favorable involvement is limited by their lack of skills, education, training, and socio-cultural norms, and as a result, their productive potential is significantly lower, unexplored, and underutilized (Lechman & Kaur, 2015). Females make up roughly half of the population, yet they have the lowest regular involvement in formal education (Pakistan, 2017-18).

The majority of females getting education throughout all fields, but they are unable to do job because of many reasons, including pregnancy as well as other family problems, transportation issues, social and cultural restrictions that limit female labor force participation. As a result, our human resources is underutilized, and our GDP declines. Female participation in each field is required to increase output growth and living standards. There many studies conducted to investigate the determinants of female labor force participation like Hussain *et al.* (2016) and Faridi *et al.* (2009) in the case of Pakistan, Female labor force participation plays an important role in economic development of the country. Females make up half of Pakistan's population, although they only represent one-fourth of the country's total labor force. This research will help

the Pakistani government to establish policies that will encourage females to do job and play an important role in the economic development of the country. Females will benefit from this research as well, as it will help them to improve their level of living. Therefore, the main aims of the study to examine the determinants of female labour force participation in District Mardan, Khyber Pakhtunkhwa (KP), Pakistan.

Theoretical Literature

Liberal feminism theory, Marxist feminism theory, radical feminism theory, and social feminism theory all have roots in the study of the determinants of female labor force involvement in paid jobs. These perspectives regard women's involvement to the labor force as undeniable. Self-interest and freedom of choice are the most significant features of human beings (Priyadharshini *et al.*, 2021). According to Foreman *et al.*, (1984), the presence of women in the labor field is always a symbol of enjoyment and relaxation for males. Furthermore, according to Behrman and Zhang (1995) women's productive contribution to the labor force equates to their participation in economic development.

According to the Gibbs and Martin (1964) social integration theory, female labor force participation causes stress for both wife's and husbands, and as a result of role conflict and overload, should lead to an increase in suicide. According to the role accumulation/expansion theory, the benefit of FLFP such as high salaries, balance the costs and hence female labor force participation should reduce suicide. Focusing on the neoclassical theory of time allocation, a number of studies in various countries have attempted to investigate the determinants of women's labor supply. Malik *et al.*, (1994) example, investigated the factors that determine the availability of female labor in rural Pakistan While factors influencing the value of market activities (education, income) were not important in women's labor supply decisions (Mincer, 1962) "Work-Leisure choice theory," (Mincer, 1962) and (Becker, 2009) "Household production theory," (Schultz, 1961) and (Becker, 2009) "Human Capital Theory" are examples.

Ehrenberg and Smith (2016) offered an alternative household theory, which is the first model to assume that home and market output are identical. Work is therefore defined in terms of both domestic and commercial output. And the alternatives are limited to working or playing. Model two assumes that part of the time spent at home is spent on domestic production chores such as cooking, cleaning, and childcare rather than solely for recreation. Work is defined differently based on whether it is associated with domestic production or commercial output. The third model defined labor as a choice between three options: family work, market work, and leisure.

Empirical Literature

Abraham *et al.*, (2017) empirically examine the FLFP and their employment choice between the public and private sectors. Logit regression approaches were used in this study. They concluded that FLFP has decreased slightly since 2005, although education remain a key determinant of influencing the FLFP. Varol (2017) empirically explored the major factors of FLFP in Turkey. They discovered that having a high level of education, a high level of income, and being the main income earner in the household all have a beneficial impact on female's inclusion in the labor force in Turkey. Using binary logit model for estimation. They collected data from World Value Survey of 2007. They concluded that the married life and the growing number of children have also had a negative effect on female's participation in labor force.

Andlib and Khan (2018) identified FLFP determinants in Khushab district, Pakistan. Using stratified random sampling it is cross sectional analysis. The data were analyzed using both

bivariate and multivariate techniques. The probit model is used to research the effect of different determinants on FLFP. The study concluded that low schooling, marriage, and number of children negatively impact the FLFP. And, higher education rates and low household income positively affect FLFP. Awan and Sadia (2018) empirically analyzes the FLFP. Secondary data collected through the economic survey of Pakistan, period of 2005-2015. They found that FLFP has positive impact on national income. The result shows that FLFP is still increasing and unemployment and fertility rate is decreasing.

Bader *et al.*, (2018) used cross sectional data and longitudinal research design. They find that females face higher workplace gender harassment than male. They concluded that gender harassment had a strong primary effect on residents irritation and work performance. Abdou and Shalaby (2019) explore the wage discrimination between men and women, as well as the influence of increased FLFP on output growth and it's driving reasons, a comparative analysis of Egypt and Germany. They concluded that the increase in FLFP boosts economic growth. Fatima and Khan (2019) investigated globalization and FLFP. They examine the influence of globalization, especially trade openness of industries on female work force, using a data from 21 developing and rising economies from 1995 to 2013. They concluded that strong trade ties with developed countries can boost FLFP in developing countries with a larger pool of educated female workers.

Jaze and Kaur (2019) empirically examined the recent decline in FLFP in India. Period of the study is 1990 to 2017. Using the a regression model to investigate the effects of various factors on FLFP. The gross domestic product (GDP) is used as an indicator of economic development. Educational background, rate of unemployment, and number of children are among the other FLFP factors used in the model. Social, cultural, and family structure were also revealed to be important factors. They concluded that fall in female labor force participation in India due to economic progress, particularly agriculture technology and urbanization. Andlib and Khan (2019) looks into the issue of out of work females in Pakistan, which could be one of the reasons for Pakistan having the lowest FLFP rate among the South Asian countries. They examine numerous socioeconomic and demographic characteristic that influence educated women's decision to stay out of the labor force using data from the PSLM household survey (2013-2014). Female who have their job decisions made husband are more likely to be unemployed. They concluded that education have constructive and meaningful effect on FLFP.

Al Faizah *et al.*, (2020) investigated that how women reproductive health and empowerment affect the FLFP in ASEAN countries. They using panel data structure from 9 (nine) ASEAN countries was conducted between 2010 and 2017. They concluded that countries with strong level of reproductive health and empowerment also have high FLFP rate. Tanaka *et al.*, (2020) investigate the influence of female education levels on not only female labor force participation but also gain from married and household welfare in rural Bangladesh to determine the overall benefit of schooling investment in female. Using a fuzzy regression techniques for estimation. They find that female's education has a considerable positive effect on cleanliness and children health. They concluded that female education improves female's roles and well-being through marriage and household responsibilities rather than their labor force activities.

Balasubramanian and Kuppusamy (2020) look at how FLFP affects women's decision. The research is based on data from 107 nations. The impact of female labor force participation (FLFP) on the financial inclusion characteristics is explained using OLS. The study also uses helpful factors regression to compensate for explanatory variables difficulties. They concluded that the FLFP has a significant impact on all of the study's financial inclusion factors. Cheema *et al.*, (2021) investigate the factors that influence female's participation in labor force in Pakistan. They

uses Pakistan PSLM from 2013-2014 for this purpose. Using logit model due to the binary character of the dependent variable. The findings of their study show that FLFP has a favorable link with the female's age. In contrast, it has a U-shaped relationship with female's education. They concluded that household size have a harmful influence on FLFP.

According to the literature review provided by different scholar FLFP and its impact on economic development is contentious issue. FLFP has positive and beneficial effect on the country development. According to various recent studies, rising education and the social structure of women in society are intertwined with economic growth of countries female labor force participation. (Heckman, 1978; Rodgers & Standing, 1981) and (Bauer & Shin, 1987). According to some theoretical and empirical findings in the literature FLFP has a strong link to the economy of the country (Tansel, 2002); (Fatima & Sultana, 2009). In Pakistan, the female labor force is expanding despite various challenges in their path, such as Jalal-ud-Din and Khan (2008) claimed that Pakistan is culturally bounded country where females are restricted in homes due to purdah system and are only responsible for child rearing, sexual harassment, job discrimination, and other factors that enable females from working outside the home.

Despite these obstacles, the female labor force is growing, which has a favorable impact on Pakistan economic development (Sohail, 2014). Previously female in Pakistan relied on men, but empowered women, educated women have access to work possibilities, they not only serve their homes but also play a significant part in the country's economy, rising GDP, and resulting in long term economic success. Furthermore, along with all these difficulties the female still play a significant role in the development of the country. There are many studies available as mentioned in the above literature like Sultana *et al.*, (1994) conducted in Pakistan, Khan and Khan (2009) in Pakistan, Mujahid (2014) in Pakistan, Sajid *et al.*, (2011) in District Gujrat, Pakistan, Shaheen *et al.*, (2015) in district Sahiwal, Pakistan, Tanaka *et al.* (2020) in rural Bangladesh etc., but no study is available in District Mardan. The prior studies results are not applicable for Mardan district people because the taste, culture and financial position is different from others districts of Pakistan. Therefore, this study is conducted to investigate the determinants of female labour force participation (FLFP) in district Mardan, Khyber Pakhtunkhwa, Pakistan. This study is significantly contribute in the existing literature. This study identifies the main factors of female labour force in District Mardan. This study helps the female of district Mardan to participate in the labor force to contribute in the economic development of Pakistan.

Research Method

This research is qualitative research in nature. The study relied on primary data gathered by questionnaire in District Mardan, Khyber Pakhtunkhwa, Pakistan. This study employed a scientific technique of observation to acquire non-numerical data, as well as a numerical analysis of data obtained via questionnaires. Questionnaires include a variety of questions about demographic, financial, and social aspects that influence female labor force participation. The study's population consisted of all working females from all sectors and localities in the district of Mardan. The information was gathered using a self-created questionnaire from several sectors in the district of Mardan. The study employed random sampling to obtain data from 377 working females from various sectors and localities of the district Mardan. This study employed random sampling, and the sample size was estimated using the sample approach using the online Raosoft sample size calculator, because the sample calculated through this software is correct and reliable. This study also reconfirms the sample size through Krejcie and Morgan (1970) sample table as well. The descriptive statistics and exploratory analysis were employed in this study to analyze the factors of FLFP in the district of Mardan, Khyber Pakhtunkhwa, Pakistan.

Result and Discussion

Demographic Factors

Table 1 shows the respondent resident of area that there are 130 respondents out of 377, means 34.5 percent live in rural area and 247 out of 377 means 65.5 percent in urban area. Therefore, the majority of respondents live in rural area. Furthermore, table 2 shows the respondent resident of area that the majority of household head is male and district Mardan is male dominant society.

Table 1: Respondent's Residence

	Frequency	Percent	Cumulative Percent
Rural	130	34.5	34.5
Urban	247	65.5	100.0
Total	377	100.0	

Table 2: Household head

	Frequency	Percent	Cumulative Percent
Female	52	13.8	13.8
Male	325	86.2	100.0
Total	377	100.0	

Table 3 shows the working status of the female living that there are 6 out of 377 (1.6%) respondents not willing to work while the rest of respondent are participated in the labor force whether they are working or looking for work. Furthermore, table 4 shows the female employment status like government, private, semi government and own business. There are 142 out of 377 (37.7 %) working in the government organizations, 105 out of 377 (27.9 %) working in the private organizations, 21 out of 377 (5.6 %) working in the sami-government organizations, while 109 out of 377 (28.9 %) run their own business. Moreover, table 5 indicates that the majority of female working as teacher in the different private and government schools in district Mardan.

Table 3: Respondent's Working Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Not working	6	1.6	1.6	1.6
Working or looking for working	371	98.4	98.4	100.0
Total	377	100.0	100.0	

Table 4: Employment status, if working

	Frequency	Percent	Valid Percent	Cumulative Percent
Government	142	37.7	37.7	37.7
Private	105	27.9	27.9	65.5
Semi government	21	5.6	5.6	71.1
Business	109	28.9	28.9	100.0
Total	377	100.0	100.0	

Table 5: Job Status, if working

	Frequency	Percent	Valid Percent	Cumulative Percent
Teaching	202	53.6	53.6	53.6
Administrative	44	11.7	11.7	65.3
Supporting staff	131	34.7	34.7	100.0
Total	377	100.0	100.0	

Table 6 shows that the majority of working female ages are between 26 years to 30 years. Furthermore, table 7 indicates that the majority of female workers are married in district Mardan. FLFP is greater among married women, according to the survey. As a result, married women have a favorable impact on FLFP. Females contribute to the family's financial burden by working as a casual worker, participating in instructional activities, and embroidering and stitching clothes. Females work on farms in rural areas as part of a joint family setup.

Table 6: Respondent's Age (in year)

	Frequency	Percent	Valid Percent	Cumulative Percent
below 25	112	29.7	29.7	29.7
26-30	122	32.4	32.4	62.1
31-35	32	8.5	8.5	70.6
36-40	32	8.5	8.5	79.0
41-45	24	6.4	6.4	85.4
46-50	13	3.4	3.4	88.9
51 and above	42	11.1	11.1	100.0
Total	377	100.0	100.0	

Table 7: Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Married	207	54.9	54.9	54.9
Unmarried	170	45.1	45.1	100.0
Total	377	100.0	100.0	

Table 8 present the status of formal education of the respondent, that the majority of the female respondents have master or BS (16-year education) degree or above in district Mardan. FLFP in the labor market rises as their educational level rises as they obtain higher education. Females with a higher level of education are more likely to participate in the labor market than females with an intermediate level of education. Moreover, table 9 shows that the majority of female demand for salary at least 71000 (PKR) per month in district Mardan. Furthermore, table 10 shows that the majority of females received salaries between 21,000 to 30,000 (PKR).

Table 8: Qualification of the Respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Illiterate	6	1.6	1.6	1.6
Primary	11	2.9	2.9	4.5
Metric	24	6.4	6.4	10.9
Intermediate	55	14.6	14.6	25.5
Bachelor	90	23.9	23.9	49.3
Master Or BS (16- year education)	137	36.3	36.3	85.7

MS/M.Phil and above	54	14.3	14.3	100.0
Total	377	100.0	100.0	

Table 9: Minimum Salary per Month Demand by Respondent

	Frequency	Percent	Valid Percent	Cumulative Percent
below 20,000	8	2.1	2.1	2.1
21,000-30,000	43	11.4	11.4	13.5
31,000-40,000	45	11.9	11.9	25.5
41,000-50,000	82	21.8	21.8	47.2
51,000-60,000	56	14.9	14.9	62.1
61,000-70,000	28	7.4	7.4	69.5
71,000 and above	115	30.5	30.5	100.0
Total	377	100.0	100.0	

Table 10 : Respondent Current Salary per Month

	Frequency	Percent	Valid Percent	Cumulative Percent
Below 20,000	54	14.3	14.3	14.3
21,000-30,000	131	34.7	34.7	49.1
31,000-40,000	80	21.2	21.2	70.3
41,000-50,000	36	9.5	9.5	79.8
51,000-60,000	32	8.5	8.5	88.3
61,000-70,000	8	2.1	2.1	90.5
71,000 and above	36	9.5	9.5	100.0
Total	377	100.0	100.0	

Table 11 shows that there are 89 out of 377 (23.6%) female work to fulfill her basic necessities, 80 out of 377 (21.2%) female work to fulfill her extra expenses, 71 out of 377 (18.8%) female work to fulfill for her children education, 56 out of 377 (14.9%) female work for saving, 81 out of 377 (21.5%) female work considered as hobby. Therefore, the majority of female work for the fulfillment of her basic necessities. Furthermore, table 12 shows that most of the female's family's occupation is other different occupation then agriculture and business related. Moreover, majority of females lives in their own houses as shown in table 13 and the house size of the respondent is 10 Marla houses as shown in table 14.

Table 11 : Respondent Job Motive

	Frequency	Percent	Valid Percent	Cumulative Percent
For Necessities	89	23.6	23.6	23.6
For extra expenses	80	21.2	21.2	44.8
For children education	71	18.8	18.8	63.7
For saving	56	14.9	14.9	78.5
By own interest/hobby	81	21.5	21.5	100.0
Total	377	100.0	100.0	

Table 12: Family Occupation

	Frequency	Percent	Valid Percent	Cumulative Percent
Agriculture related	99	26.3	26.3	26.3
Business related	84	22.3	22.3	48.5
Others	194	51.5	51.5	100.0
Total	377	100.0	100.0	

Table 13 : Residence Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Own	315	83.6	83.6	83.6
Rented	44	11.7	11.7	95.2
Other	18	4.8	4.8	100.0
Total	377	100.0	100.0	

Table 14: House size

	Frequency	Percent	Valid Percent	Cumulative Percent
5 Marla	68	18.0	18.0	18.0
10 Marla	141	37.4	37.4	55.4
20 Marla	140	37.1	37.1	92.6
30 Marla and above	28	7.4	7.4	100.0
Total	377	100.0	100.0	

Table 15 describes that the majority of respondents does not have agriculture land while having nonagricultural land.

Table 15: Are you having any agricultural land and nonagricultural land or Plot

	Frequency	Percent	Valid Percent	Cumulative Percent
Agricultural Land				
No	207	54.9	54.9	54.9
Yes	170	45.1	45.1	100.0
Total	377	100.0	100.0	
Nonagricultural Land				
No	164	43.5	43.5	43.5
Yes	213	56.5	56.5	100.0
Total	377	100.0	100.0	

No. Of Children per Female

Table 16 shows that the majority of female respondent have up to 2 children, furthermore, the majority of female respondent up to 2 children is going to school.

Table 16: No. of children per female

	Frequency	Percent	Valid Percent	Cumulative Percent
Total Children				
Below 2	274	72.7	73.3	73.3
3-5	94	24.9	25.1	98.4
5-7	3	0.8	0.8	99.2
7 and	3	0.8	0.8	100.0

	above			
	Total	374	99.2	100.0
Missing	System	3	0.8	
Total		377	100.0	
School going Children				
	below 2	308	81.7	81.7
	3-5	63	16.7	16.7
	5-7	6	1.6	1.6
	Total	377	100.0	100.0

Socio-economic and Financial Factors

Table 17: Socio-economic Conditions and Factors

Statement	No (%age)	Yes (%age)
Electricity is available at home	131 (34.7%)	246 (65.3%)
Water is Easily Available	131 (34.7%)	246 (65.3%)
Telephone landline/mobile are available at home	132 (35%)	245 (65%)
Car is available at home for personal use	168 (44.6%)	209(55.4%)
A refrigerator is available at home	131 (34.7%)	246 (65.3%)
Your household expenditure fulfills through household head	187 (49.6%)	190 (50.4%)
Your income is significantly contributed to expenditure	140 (37.1%)	237 (62.9%)
Your received sufficient amount from home to fulfill your basic needs	170 (45.1%)	207 (54.9%)
The women are working because their husbands are unemployed	153 (40.6%)	224 (59.4%)

Table 17 presents the socio economic and financial condition of the respondent which shows that the water, electricity, landline/ mobile, car for personal use, and refrigerator are available in the majority of respondent's home. Furthermore, the majority household expenditure fulfills through household head income and her income has significantly contributed to the family expenditure. Moreover, the majority of respondents argue that they received sufficient amount from home to fulfill their basic needs and they are working because their husbands are unemployed.

Social Factors

Table 18 shows the views of the female respondents those social factors which encourage the female to work. Therefore, the majority of strongly agree with that the women are working for higher standard living, the women are working for giving her children better life, the woman are working for better old age, the woman are working to build stronger social connections and the woman are working for utilizing knowledge.

Table 18: Social Factors affect the Female Labor Force Participation

S.No	Statement	SDA	DA	N	A	SA
1.	The women are working to fashion.	18.3%	28.4%	23.3%	25.7%	4.2%
2.	The women are working for higher standard living.	0%	5.3%	19.6%	33.2%	41.9%
3.	The women are working for social welfare of people.	2.4%	6.6%	18.8%	60.5%	11.7%
4.	The women are working for giving her	1.6%	2.7%	5.6%	13.5%	76.7%

	children better life.					
5.	The women are working to become a role model to society.	2.7%	13.5%	22.5%	38.2%	23.1%
6.	The women are working for better old age.	4.0%	7.2%	9.0%	21.5%	58.4%
7.	The women are working for her identity.	2.4%	15.1%	27.6%	36.3%	18.6%
8.	The women are working to build stronger social connections.	6.6%	12.7%	33.4%	34.7%	12.5%
9.	The women are working for good social status.	4.0%	15.6%	34.5%	30.8%	15.1%
10.	The women are working for utilize knowledge.	.8%	4.0%	3.2%	54.6%	37.4%

Note: Use SDA for strongly disagree, DA for disagree, N for neutral, A for agree, and SA for strongly agree.

Conclusion

The main aims of the study to examine determinant of female labor force participation (FLFP) in Mardan Division. The data was gathered through questionnaire from 377 working females. This study found that the majority of working female live in rural area, household head is male and husband, female are married, working or search for Job, working in the government organization and teacher. Similarly, the majority of female argues that there is no difference between the male and female salary, working female ages are between 26 years to 30 years and have master or BS (16-year education) degree or above. This study also found that the majority of females family's occupation is other different occupation then agriculture and business related, lives in their own houses (mostly 10 Marla) and does not have agriculture land but have nonagricultural land. Similarly, the majority of female respondent have up to 2 children and going to school. Furthermore, the electricity, water, telephone/mobile, car for personal use, and refrigerator available in the majority of respondent's home. The majority of female respondent's household income and consumption expenditure is between 40,001 to 60,000 (PKR) per month, household expenditure fulfill through household head income, but the female workers income has significantly contributed to the family expenditure, while they received sufficient amount from home to fulfill their basic needs. However, the majority of female working because their husbands are unemployed. Similarly, the majority of agree with that the women are working for higher standard living, social welfare of people, giving her children better life, to become a role model to society, better old age, her identity, to build stronger social connections, good social status, and utilizing knowledge, while, disagree with that the woman are working for fashion. Therefore, this study concluded that demographic, financial and social factors are significantly contributed to influence the female to participate in the labour force. This study also concluded that demographic, financial and social factors have significantly contributed to *FLFP*. In sum up, the demographic, financial and social factors are the main determinants of *FLFP* in District Mardan.

Recommendations

- This study recommended that the government give proper education to female in increase the *FLFP*.
- Education at any level may change the norms that restrict women for mobility and work, thus literacy rate should be improved to raise female labor force.
- This study recommended that the Pakistani government to establish policies that will encourage females to do job and play an important role in the economic development of the country.

- The government gives more employment opportunities for female.
- The government makes policy regarding the female labor force participation.

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