

## **DETERMINANTS OF FEMALE LABOUR FORCE PARTICIPATION IN SRI LANKA**

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### **Abstract**

**Purpose:** Sri Lanka has a disproportionate workforce relative to the population, women make up a large percentage of the population but it is a very small percentage of the total labor force. The purpose of the present study is to analyse determinants for labor force participation including educational level, marital status, access to other incomes, and sectorial location.

**Methodology:** The current study used an explanatory research strategy with a primary emphasis on evaluating hypotheses developed based on empirical research findings. The data is only collected once, quantified, and statistically analyzed in the current study, which is cross-sectional. In this study, the sample represent selected unemployed female in Sri Lanka. Accordingly, the sample size is 387 women based on Mogen's table. The convenient sampling method was applied to select the sample as the population of the present study has widely spread all around the country. The researchers administered the questionnaires as the procedure to collect data from the relevant respondents to obtain the necessary and reliable information.

**Findings:** The findings of the present study revealed that female labor force participation in Sri Lanka is influenced by the level of educational qualifications, marital status, and the availability of different sources of income. Further, it was found that the sector location is not influenced by the female labor force participation in the Sri Lankan context. Accordingly, it is vital to achieve more educational qualifications as well as the required employability skills by the females in Sri Lanka to fulfill the demands of the local and international labour market. Because education is one of the strong determinants of female labor force participation in developing countries.

**Research limitations:** The present study has analyzed only the external factors affecting labor force participation in Sri Lanka. Accordingly, future researchers are suggested to analyse the internal/psychological, cultural, religious, and social factors affecting female labour force participation in Sri Lanka as Sri Lankan culture is having a variety of social, cultural, political, and religious beliefs, norms, and practices regarding females.

**Implications:** The findings of the study reveal implications to the macro economical policy makers, responsible authorities, state and non-state industrial sectors, the labor force, and for entire society in improving the female labor force participation in Sri Lanka.

**Keywords:** Female labour force participation, labour force, Sri Lanka