



IMPACT OF MARITAL STATUS ON WOMEN LABOUR FORCE PARTICIPATION: A STUDY BASED ON HEMMATHAGAMA

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Abstract

Women's labour force participation is one of the important determinants of economic growth. In this view, marital status has an important role in women's labour force participation. This study aims to analyze the impact of marital status on women's labour force participation in the Hemmathagama area. Sub objectives of this research are to identify the relationship between marital status and women's labour force participation, to identify the factors influencing the women's labour force participation decision according to Their Marital Status and to find out the issues and challenges faced by women employees in the Hemmathagama Area. Accordingly, primary data were collected by distributing questionnaires among women employees in the Hemmathagama area and 130 questionnaires were collected for this study. Secondary data were collected through reports of the Mawanella divisional secretariat, public articles and web pages. The data was analysed by descriptive and multinomial logistic regression methods using SPSS software. According to the analysis, marital status is impact on women labour force participation, meanwhile the married category of marital status is an important factor impact on women's labour force participation. According to the correlation test, there is a strong relationship between marital status and women's labour force participation. However, this study found that women employees are facing many challenges like childcare, housekeeping, family responsibilities etc. This study suggested that women employees need family support to manage these problems. The government should ensure the provision of subsidized childcare facilities in the research area.

Keywords: SPSS, Marital status, Correlation test

1. Introduction

Marital status describes the civil status of a person based on marriage. There are several types of marital status. Those are single, married, widowed, divorced etc., (Glossary,



2019). Marital status has effects on economic variables such as population growth rate, supply of labour, wage rate, migration etc. (Keeley, 1979). According to the previous articles, marital status has severely impact on labour force participation. Mainly more impact on women's labour force compared to the men (Matsoso, 2015).

The Labour force is simply defined as people who can do work. It includes that employed people and unemployed people who are looking for jobs (Amadeo, 2020). Labour force participation is defined as the number of active workforce in the economy (Hayes, 2021). Labour force participation is an important factor in economic growth. Labour force participation is determined by some factors that wage rate, the background of the family, gender, age, education and marital status etc. Most of the women did not like to do the job according to their marital status. According to previous studies, especially married women are the least likely to do the job. They think that they could not manage their work-life balance by doing jobs. Lowering women's labour force participation is one of the major problems to achieve economic growth in a country.

According to the World Bank report, there are 3.386 billion, labour force participation in the world and 38.83% is only female labour force participation (World Bank, 2021). In terms of Sri Lanka being a developing country, there is a low level of female labour force participation. There is 31% of female labour force participation whereas the men's labour force participation rate is 74% in 2021 (World Bank, 2021).

This study is based Hemmathagama area, which is situated in the Kegalle district. There are 15 GN divisions in Hemmathagama. According to the Mawanella DS division reports, 5616 people are participating in the labour force both formally and informally around the Hemmathagama area. Of the total employees, 76.3% (4290) are males and 23.7% (1325) are female employees. Of the total population of women, 20.5% participate in the labour force (Mawanella DS division annual report, 2019). There are most women employees are doing informal work. So, all these data show that the lower rates of women labour force participation at the same time very low level in the Hemmathagama area.

Female labour force participation and marital status are interconnected. Marital status is one of the major determinants of labour force participation decision of women (Matsoso, 2015). If a country wants to be a developed country, women's labour force participation



is very important. In terms of Sri Lanka, being a developing country there is needed to increase women's labour force participation to achieve development. Most married women considered housekeeping only. Some people are participating in the workforce before marriage and after the marriage, they stop working. Lowering the women's labour force participation is one of the major problems to achieve economic growth (Hosney, 2015).

This study will be based on Hemmathagama. In the Hemmathagama area, there is also women's labour force participation is very low at 29.2% of the total labour force participation and 23.4% of the total population of woman (Mawanella DS division annual report, 2019). So there is a need to increase women's labour force participation. In terms marital status is one of the determinants for women's labour force participation, this study examines the impact of marital status on women's labour force participation in Hemmathagama and suggestions and recommendations for the impacts will be reviewed.

The main objective of this study is to analyse the impacts of marital status on labour force participation in the Hemmathagama area. Sub objectives are identify the relationship between marital status and women's labour force participation, identify the factors influencing the women's labour force participation decision according To Their Marital Status and to find out the issues and challenges faced by women employees in the research area.

2. Data Collection & Methodology

2.1 Data Collection

Data for this research were collected through primary data collection and secondary data collection methods. Primary data was collected by distributing questionnaires among working women in the research area using a random sampling method. The Questionnaires include quantitative data and qualitative data. There are 37 well-structured questions included under 7 variables. The sampling size for the study was selected by solvin's formula. According to that, 307 questionnaires were distributed among the population and only 130 responses were received from them.

Secondary data for the study were collected from published and unpublished sources. Statically reports were gathered at the Mawanella divisional secretariat, journals, reports



of government, and non-government organizations, articles and various related websites were used in this study.

2.2 Methodology

Data were analyzed by SPSS software and it made charts, tables, and graphs. This study conducted through descriptive and regression analysis method. Correlation test was used to analyze the relationship between marital status and women's labour force participation. Multinomial logistic regression analysis was used to identify the factors influencing the women's Labour force participation and Descriptive analysis was used to find out the challenges faced by women labours. Multinomial Logistic regression analysis was carried out using dependent and independent variables. In the Oder to these, the marital status of women employees is considered a dependent variable in this model and factors which are a close relation between women labour force participation were considered as independent variables of the regression model such as age, income level, support of family, and dependents.

The regression model will derive as:

$$MS = \beta_0 + \beta_1 A + \beta_2 IL + \beta_3 D + \beta_4 SF + + U_i$$

Where,

MS= marital status

A=age

I=income level

D=dependents

U=error term

3. Literature Review

Related to this research topic, there are many empirical studies related to marital status and women's Labour force participation. In this way, the review of this research is carried out with the topic of the impact of marital status on women's labour force participation.



We will look at the studies done globally and nationally regarding the impact of marital status on women's Labour force participation.

Rensburg et al. (2019) have analysed an understanding of the link between the marriage institution and employment. The data used for this article were acquired from the National Income Dynamics Survey (NIDS 2016). National Income Dynamic Survey is a nationally representative individual and household survey that collects data from approximately 22 000 individuals and 73 000 households. Logistic regressions were used. This research found that women are least likely to be employed when they are married whereas men are most likely to be employed when they are married.

Matsoso (2015) has analysed and estimated the effect of marital status on labour market participation decisions, the likelihood of finding employment and the level of earnings in Lesotho. This paper-collected information based on the composition, size and characteristics of the labour hold. Both regression and descriptive analysis were used to examine this research. Through this study, he found that marital status plays an important role in explaining differences in labour market outcomes between individuals and that being monogamously married is advantageous, especially for men. In this research, he did not examine the challenges of the women's labour force.

Ali Khan & Khan (2009) have conducted this paper to analyse the factors that influence the decision of married women (in the age group of 16-60 years) to participate in labour force activities. In this article primary data exclusively collected for the study and the cluster sample technique have been used. The probit model was used for observation. Through this research, they found that poverty pushes married women into labour force participation. This study focuses on determinants of married women's labour force participation.

Aytac (1985) investigated that aims to examine the effect of woman's labour force participation on marital instability using multi-Stage probability sampling and data collected primary data through interviews with 5000 women. This study indicates that increasing economic opportunities for women have contributed to the rising divorce rate. This research focuses on women's labour force participation and marital instability.

Padmanadhan & Magesh (2016) carried out this study to focus on whether there is a significant difference between marital status and the performance of employees in the IT industry. The Random sampling technique was used and samples of 500 employees were



taken for the study. Data was collected by distributing the questionnaires. ANOVA tables were used for statistical analysis. This research concluded that unmarried employees can perform well than married employees for their commitment to their family and other circumstances are considerably less when compared to married employees. This research considers only the IT industry employees.

Hewitt et al. (2002) carried out this research to investigate the impact of marriage on men's and women's earnings. The sample comprised 2231 respondents between the ages of 18 and 54 randomly selected. The data were collected using computer-assisted telephone interviewing. The robust regression model, least squares model, and bootstrapped quantitative regressions were used to analyse the data. In this study, they found the relationship between earnings and marriage premium for men, but little or no association between marriages. This study focused on earnings.

Tanda (1994) was done a study to explain the nature of the interdependences between participation and procreation decisions and to look for, through empirical evidence, an explanation for woman's labour force participation and fertility dynamics over the last 20 years using secondary data. The estimation is done with the least square method. According to this study, the results show that indicators of marital stability for the woman are time allocation between work, leisure and procreation.

Sinovac et al. (2001) have conducted this study to examine whether economic and care obligations to family and kin salience influence retirement decisions and whether such influences differ by race, gender and marital status. Data collected from the first 2 waves of the National Survey of families and households were used. The sample consisted of individuals who were employed at baseline and aged 55-75 at follow-up. Cox proportional hazard regressions were used for the analyses. This study concluded the importance of family obligations and relationships in retirement decisions and demonstrates considerable diversity in these processes. Models of retirement should pay greater attention to the interdependence of work and family spheres and the diversity of retirement processes among various population groups.

4. The result and discussion

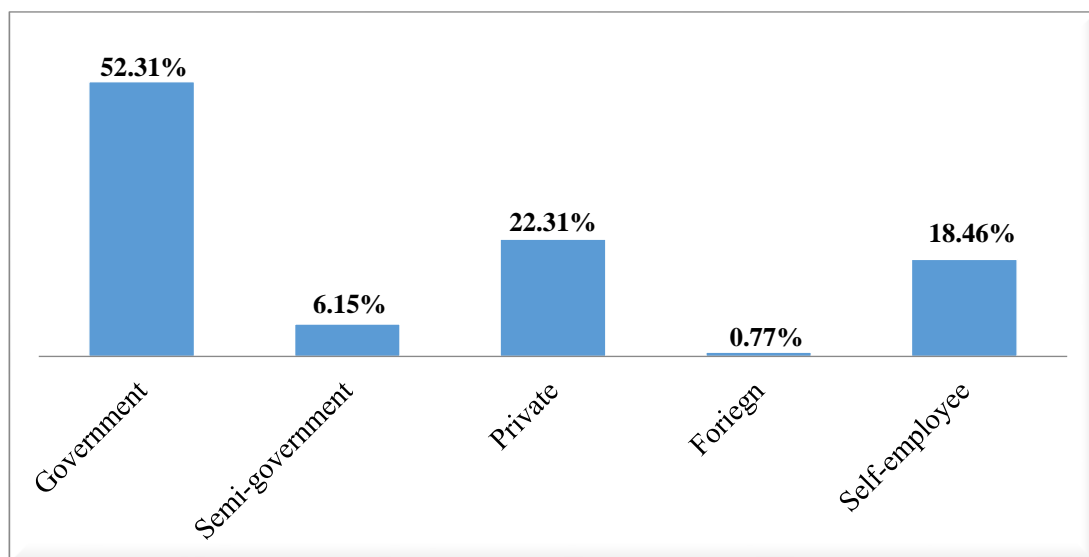
4.1 Types of women employees

Figure No: 1 shows about types of women employees in the research area. There are several types of women employees engaged in work. Government, semi-government,



private, foreign and self-employment are the main types of women employees in the research area. According to that, Most of the women employees engaged in government employment at 52.31 per cent and foreign employees are lower level at 0.77 per cent in this research area respectively. Private women employees are 22.31 per cent, self-employees are 18.46 per cent and 6.15 per cent of women employees are engaged in semi-government in the research area.

Figure No: 1 Types of Women Employees in the Research Area



Source: Questionnaire survey, 2022

4.2 Age Composition of the Women Employees

After analyzing the general age of the female employees from above Figure No: 2 it has been categorized based on four age groups. According to the results, the age composition of the female employees shows that 31 percent of women employees were under the 31-40 Age groups. 30 percent of women employees were in the 21-30 Age Group. Under the 41-50 age group 23.85 per cent of women, employees were engaged. A very lower rate of women employees was engaged under the 51-60 Age Group at 13.85 per cent. It indicates that most of the women employees were under the 21-30 and 31-40 Age groups in the research area.

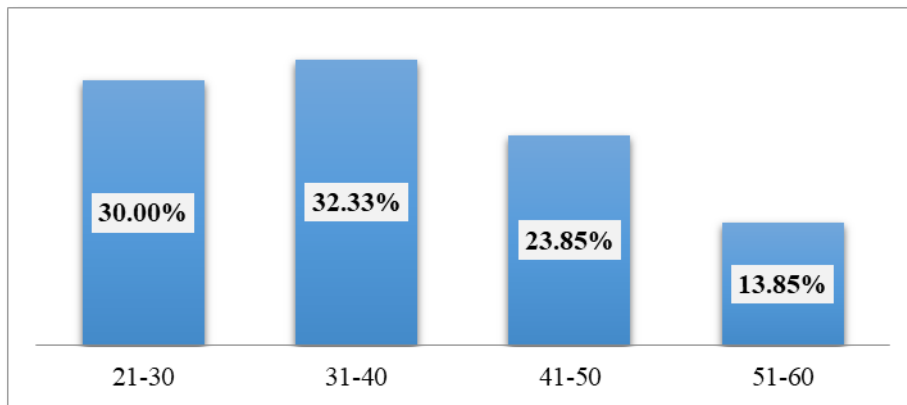


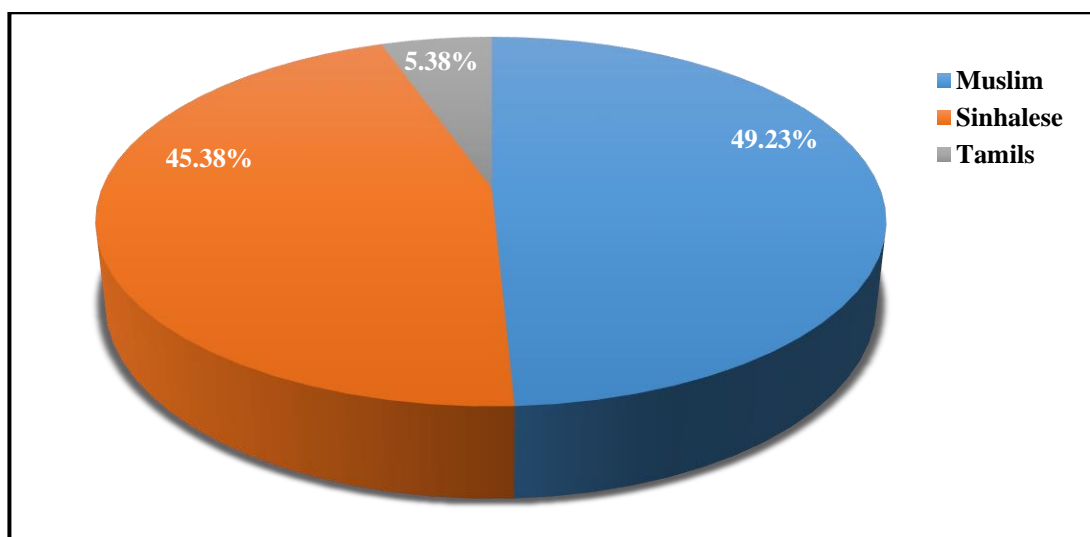
Figure No: 2 Age Composition of the Women Employees

Source: Questionnaire survey, 2022

4.3 Ethnicity of Women Employees

According to the questionnaire survey, there are 3 types of ethnic people living in the research area such as Sinhala, Muslim and Tamil. According to Figure No: 3, 49.23 per cent of women employees Muslims and 45.38 per cent of women employees were Sinhalese and the Tamil are 5.38 per cent. Muslims were a high rate of women employees in the research area and a very lower rate of women employees engaged in Tamils. However, Sinhala people are also close to the Muslim women employees in the research area.

Figure No: 3 Ethnicity of Women Employees



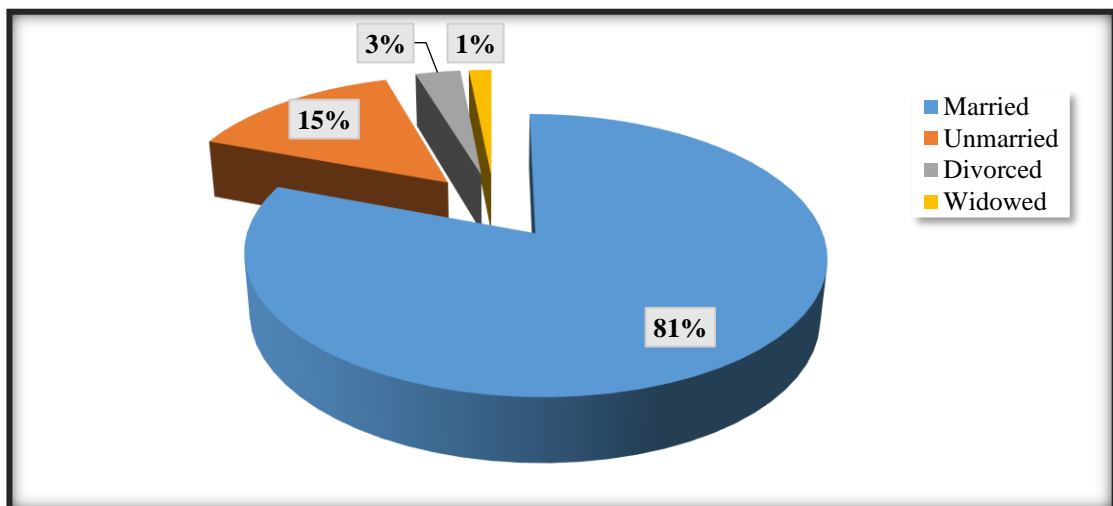
Source: Questionnaire survey, 2022



4.4 Marital Status of Women Employees

Figure No: 4 explains the marital status of the women employees. The marital status of women employees has been classified into four categories such as unmarried, married, widowed, and divorced. According to the analysis of the questionnaire, 14.62 per cent of women, employees are unmarried whereas 80.77 per cents are married. 1.54 per cent, of women, employees are widowed and 3.08 per cent are divorced in the research area. The majority of the women employees are married women. They support their family through engagement on the job. 14.62 % of females full fill their day-to-day needs individually. Engaging in a job is most helpful to that female who is living without their spouses. According to the respondents of the questionnaire, most females are engaged in a job for earning income in the research area.

Figure No: 4 Marital Statuses of Women Employees



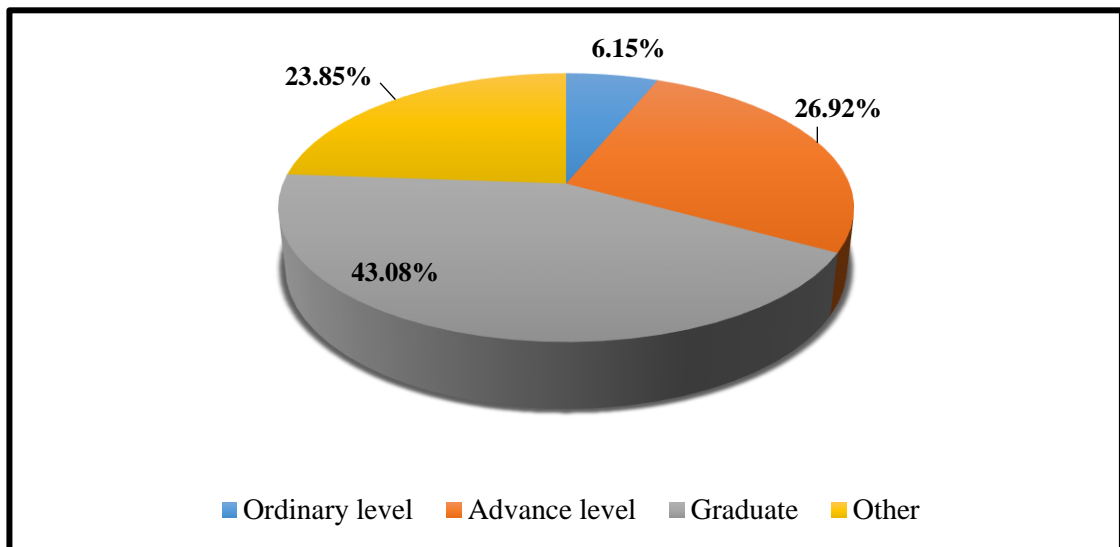
Source: Questionnaire survey, 2022

4.5 Education Level of the Women Employees

Figure No: 5 explains the education level of the women employees in the research area. According to the questionnaire survey, education level is categorized into four types of such as ordinary level, advanced level, graduate and other courses. According to the analysis, 43.03% of women employees are graduates, 26.92 % of women employees studied until an advanced level, 6.15% of women employees studied at an ordinary level and 23.85% of women employees studied other studies. Most of the women employees studied At least until the advanced level. This analysis explains that education level is important for Labor force participation in the research area.



Figure No: 5 Education Levels of the Women Employees

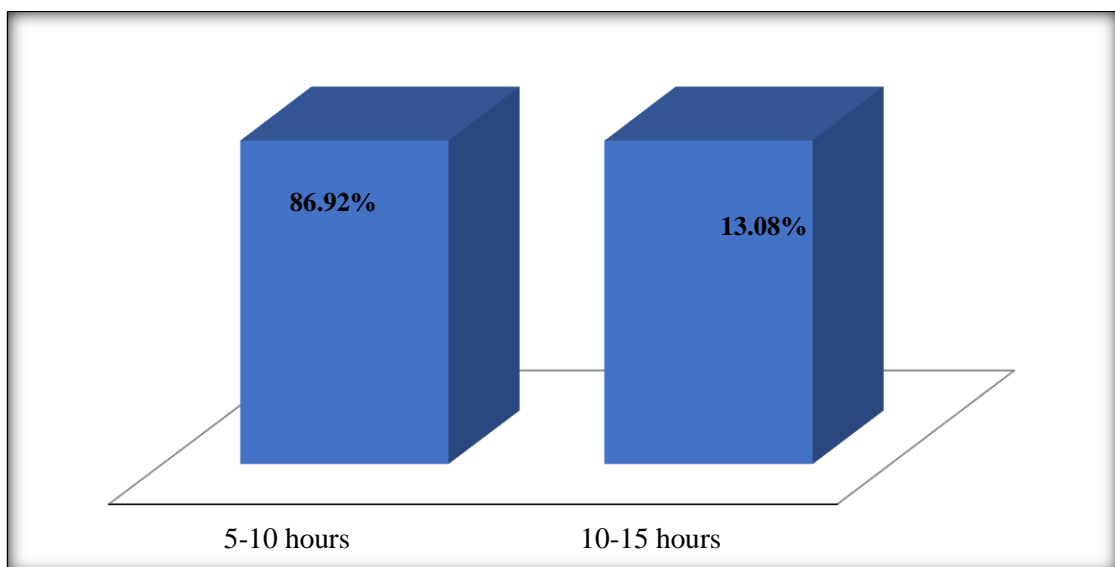


Source: Questionnaire survey, 2021

4.6 Spending Hours of Women Employees for the Work

This analysis explains how much time women employees spend on their work per day. The range of hours is divided into two categories for this analysis such as 5-10 hours, and 10-15 hours. According to Figure No: 6, 86.92 per cent of women employees spend between 5-10 hours doing their work. 13.08 per cent of women employees spend between 10-15 hours doing their work. So the results show that most women employees are spending their time for work between 5-10 hours.

Figure No: 6 Spending Hours of Women Employees for the Work



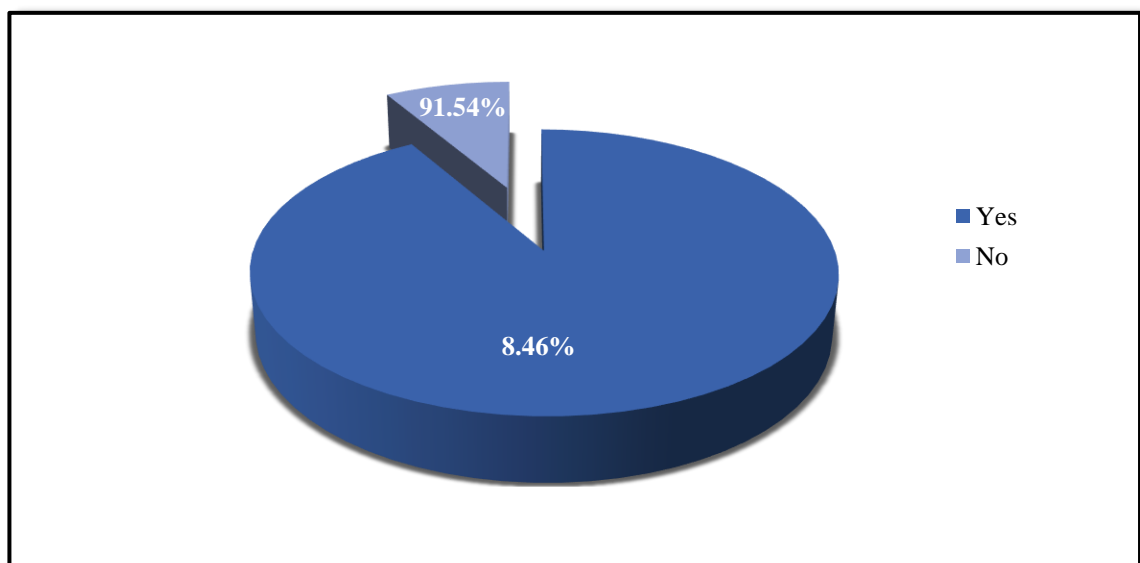
Source: Questionnaire survey, 2022



4.7 Satisfaction of Women Employees

According to Figure No: 7, 70.77 percent of women employees are satisfied with their work. Because it helps them to increase their standard of living, help to full fill their daily expenses and they are feeling proud about doing their job because of respectful life. 29.23% of women employees are e s unsatisfied with their work Because of having small children, family burdens, negative thoughts by society etc. However, this study found that most women employees are feeling satisfied with the work in the research area.

Figure No: 7 Satisfactions of Women Employees



Source: Questionnaire survey, 2022

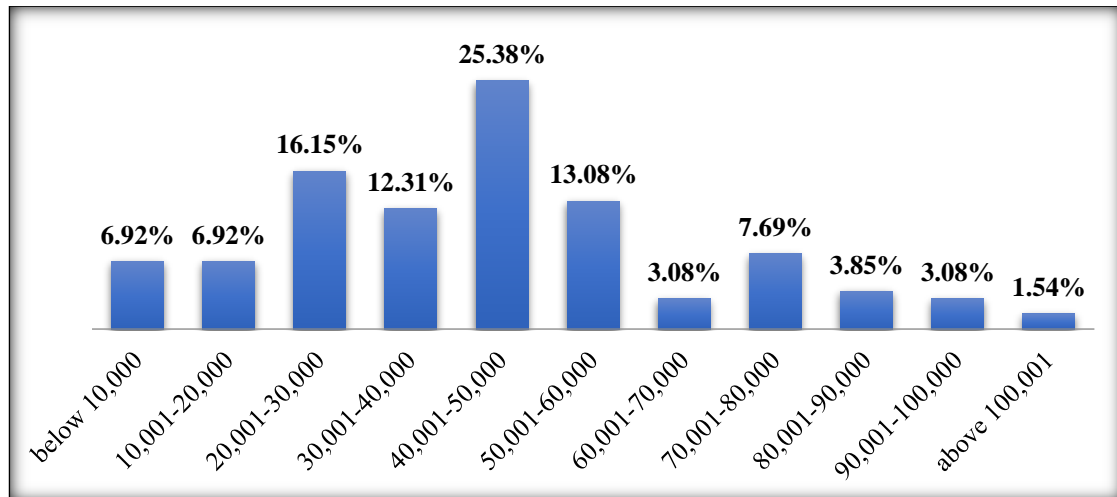
4.8 Income Level of the Women Employees

Figure No: 8 indicates the Income Levels of the Women Employees in the research area. According to the responses to the questionnaire income level is categorized into 11 ranges, there are below 10,000, 10,001-20,000, 20,001-30,000, 30,001-40,000, 40,001-50,000, 50,001-60,000, 60,001-70,000, 70,001-80,000, 80,001-90,000, 90,001-100,000, above 100,001. According to the analysis of the questionnaire, 25.38 % of women employees earn between 40,001-50,000 Income levels. 16.15% of women employees earn between 20,001-30,000. 13.08% of women employees earn between 50,001-60,000. 12.31% of women employees earn between 30,001-40,000. 7.69% of women employees earn between 70,001-80,000. 6.92% of women employees earn between 10,001-20,000. Another 6.92% of women employees earn below 10,000. 3.85% of women employees earn between 80,001-90,000. 3.08% of women employees earn between 60,001-70,000.



Another 3.08% of women employees earn between 90,001-100,000. 1.54% of women employees earn above 100,000.

Figure No: 8 Income Levels of the Women Employees



Source: Questionnaire survey, 2022

4.9 Impact of Marital Status on Women Labour Force Participation

The main objective of this study is the impact of marital status on women's labour force participation. According to the questionnaire, survey marital status plays an important role in the labour force participation decision because the results of the analysis show that the majority of the women 80.77% of women employees are married in the study area because daily expenses increase after the marriage and they need to engage on work. Most of the women said that they engaged in works to earn more income. Meanwhile, this study found that not all-marital status is important in the participation of women's labour force participation decision; only being married is an important factor in women's labour force participation.

4.10 Correlation analysis (identify the relationship between marital status and women's labour force participation)

Correlation analysis was done to identify marital status and women's labour force participation. In this analysis, satisfaction of women employees is considered as women's labour force participation decision. According to Table No: 1, Pearson's correlation coefficient satisfaction of women employees was moderately and significantly correlated with marital status. The significant value of satisfaction of women employees and marital



status is 0.003, which is less than 0.01. So it concluded that there is a relationship between marital status and women labour force participation.

Table No: 1 Correlation Analyses

		<i>Correlations</i>	
		marital status	women labour force participation
marital status	Pearson Correlation	1	.262
	Sig. (2-tailed)		0.003*
	N	130	130
women labour force participation	Pearson Correlation	.262	1
	Sig. (2-tailed)	0.003*	
	N	130	130

Source: Estimated by the researcher, 2022

* Significant at 1% confidence interval

** Significant at 5% confidence interval

*** Significant at 10% confidence interval

ns No significant.

4.11 Multinomial Logistic Regression (Identify the Factors Influencing the Women Labour Force Participation According To Their Marital Status)

4.11.1 Introduction

Multinomial logistic regression is use to predict to nominal dependent variable given one or more independent variables It is sometimes considered an extension of binomial logistic regression to allow for a dependent variable with more than two categories. As with other types of regression, multinomial regression can how nominal and or continues independent variableS and can interact between independent variable to predict the dependent variable. Multinomial Logistic Regression is also known as multiclass logistic regression, softmax regression, polychromous logistic regression, multinomial logit, maximum entropy (MaxEnt) classifier and conditional maximum entropy model.



4.11.2 Variables

Dependent variables and independent variables were used in the regression for the analysis marital status of women employees was considered as a dependent variable in this study and age, income level, support of family members, and dependents of women employees were considered as the independent variables of this study.

4.11.3. Results of the Analysis

Table No: 2 Model Fitting Information

<i>Model</i>	<i>Model Fitting Criteria</i>	<i>Likelihood Ratio Tests</i>	
		Chi-Square	Sig.
	-2 Log Likelihood		
Intercept Only	122.210		
Final	50.578	71.632**	.007

Source: Estimated by the researcher, 2022

Table No: 1 indicates Model Fitting Information. The model fitness was assessed using the chi-square Statistic. The chi-square value was 71.632 and the p-value was less than 0.05. The value is 0.007. This proves that there is a significant relationship between the dependent variable and independent variables in the final model.

H0- There is a relationship between marital status and women's labor force participation

H1- There is no relationship between marital status and women's labor force participation

Significant value shows that there is a relationship between marital status and women's labor force participation. So, H0 was accepted and H1 was rejected

Table No: 3 Goodness-Of-Fit

	<i>Chi-Square</i>	<i>df</i>	<i>Sig.</i>
Pearson	52.302	114	1.000



Deviance	32.400	114	1.000
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Source: Estimated by the researcher, 2022

Table No: 2 explains how the model fits the data. The Goodness-of-Fit table provides two measures that can be used to assess how well the model fits the data, as shown above. The first row presents the chi-square statistic. A statistically significant result is $p < 0.05$ indicates that the model does not fit the data well. If the p -value > 0.05 model fits the data well. You can see from the table above that the p -value is 1.000 and, therefore, not statistically significant. Based on this measure, the model fits the data well. The second statistic is the "Deviance" it is also 1.000 and in the same way, we consider that that model fits the data well if the test shows no significance.

Table no : 4-pseudo r-square

<i>Cox and Snell</i>	<i>.434</i>
<i>Nagelkerke</i>	<i>.608</i>

Source: Estimated by the researcher, 2022

Table No: 3 show the Pseudo R-square value that explained two or more independent variables and how much they are showing the variations from the dependent variable. The Pseudo R-square value will be between 0-1. 0 means no variations all at you shown and 1 mean perfect variations. In this analysis, the value is 0.434, 0.608 and 0.455, which is not much variation, but there is variation. It finds that these variables are not able to discriminate women's labor force participation according to their marital status. We need to add more variables.

Table No: 4 shows which of independent variables are statistically significant. We can see the income level it was not statistically significant because $p=0.711$. On the other hand, the age grouped, support of family and dependents variable was statistically significant because $p=0.004$ for "for age grouped ", $p=0.004$ for "dependents" and $p=0.033$ for, "support of family". There is not usually any interest in the model intercept.



Table No: 5 Likelihood Ratio Tests

<i>Effect</i>	<i>Likelihood Ratio Tests</i>		
	Chi-Square	df	Sig.
Intercept	.000	0	.
Age group	24.507	9	.004**
Income Level	25.285	30	.711
support of family dependents	13.107	3	.004**
	8.741	3	.033*

Source: Estimated by the researcher, 2022

4.12 Issues and Challenges Faced by Women Employees

Table No: 6 Issues and Challenges Faced by Women Employees

Unsatisfied	12%
Couldn't balance family life and work life properly.	23%
Feeling tired or stress	37%
Suffering from some health issues	32%
Not enough time for family	34%

Table No: 2 indicate the Issues and Challenges Faced by Women Employees. One of the sub-objectives of this study is to identify the problems and challenges faced by women employees in the research area. According to the questionnaire responses, 37% of women employees said that they are facing some problems while they are doing their job. 80.77% of women employees are married in the research area. Most married women are facing problems in this research area. Because married women have more responsibilities such as children, housekeeping etc. 12% of women employees said that they are unsatisfied



with their work life. Not get help from their family, difficulties with childcare, stress, workload, not enough time for spending with their family, difficulties with travel, lots of responsibilities and negative thoughts by society are the reasons said by women employees for unsatisfied with their job.

23% of women employees said that they could not balance their family life and work life properly. They are facing barriers to managing both because of the family burden, work overload, tiredness etc. 37% of women employees are feeling tired or stressed about their work in the research area. As well as 32% of women employees are suffering from some health issues such as headache, varicose, pressure, visual impairment, back pain, leg pain, body weakness, eye problems, HB low, diabetes, asthma, gastric etc.

5. Conclusion

The research is about the impact of marital status on women's labour force participation: Based in the hemmathagama area. Data was collected from primary and secondary data sources. The primary data were collected by questionnaire. Secondary data were collected through the report of the divisional secretariat of Mawanella. Meanwhile, related books, articles and websites were gathered. The main objective of this research is to examine the impact of marital status on women's labour force participation. According to that, all objectives were accomplished in this research. This research was conducted through descriptive and regression analysis to achieve the objectives. Data were analysed by SPSS software and it is explained by graphs, charts and tables.

It is significantly noted that women involved in employment make their likelihood. It has been known as a family-based income earning process. There are 1,325 women employees are working in the formal and informal sectors in the Hemmathagama area. The main objective of this study is the impact of marital status on women's labour force participation. According to the questionnaire, survey marital status plays an important role in the labour force participation decision because the results of the analysis show that the majority of the women 80.77% of women employees are married in the study area because their daily expenses increase after the marriage and they need to engage on work. Most of the women said that they engaged in work to earn more income. Meanwhile, this study found that not all-marital status is important in the participation of women's labour force participation decision; only being married is the important factor in women's labour force participation.



One of the sub-objects of this study is to identify the relationship between marital status and women's labour force participation. To achieve this objective, Pearson correlation analysis was used. In this case, the satisfaction of women employees is considered a labour force participation decision. Results of this analysis show that labour force participation and marital status are significantly correlated at 1-percentage confidence intervals at 2- tailed test. The significant value is 0.003. So, according to this, we can conclude that there is a strong relationship between marital status and women's labour force participation in the research area.

Multinomial logistic regression analysis was done to achieve the objective that identifying the factors influencing women's labour force participation according to their marital status. Results of the analysis show that income level is not significant to the women employees in this research area. Meanwhile, age, support of family, and dependents are important factors influencing the women's labour force participation in the research area.

Another sub-objective of this research is to find out the issues and challenges faced by women employees according to their marital status. This objective was achieved through descriptive analysis. According to the questionnaire survey analysis, 37% of women employees said that they are facing challenges while they are doing their jobs. Meanwhile, most of them are married women because married women have children, and more family responsibilities; they need to do housekeeping too. 23% of women employees said that they could not manage their family and work-life balance at the same time 32% of women employees said that they are suffering from health issues and stress in the research area.

6. Recommendations

Women in involved in employment are the breadbasket of society who exerts themselves to the most develop self-confidence and position on their own. Female is getting self-dependency in finance through working. Their power to give a self-option in the family decisions and the family members also gives importance to the option. Moreover, there is no discrimination between Males and females in the work. It gives equality in their mind.



One of the main challenges faced by employees in this research area is they could not manage their work-life balance in the research area. Family support is one of the important factors in women's labour force participation decisions. Their family should be supporting the women who are working. Meanwhile, the support of a spouse is very important to married women employees. Without their support, they could not do job. So, every husband understands the importance of women employees and he must give support to their spouse.

Childcare and housekeeping are also important challenges for women employees in the research area. This also can discriminate by the support of family as well as most of the women employees feel stressed in their work-life so women employees should consider this. When they feel stressed, they can take rest or take other measures to decrease their stress like spending time with children, reading books and looking at motivational speeches etc.

Government and non-government organizations should follow some standards that only sort out problems faced by women employees and can increase the number of women employees in the research area. These are some suggestions for the government for policymaking.

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