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YÜZÜNCÜ YIL UNIVERSITY
FACULTY OF MANAGEMENT AND ECONOMICS
DEPARTMENT OF ECONOMICS

**DETERMINANTS OF WOMEN PARTICIPATION TO LABOR MARKET IN
ERBIL CITY A PROBIT MODEL (2016)**



MASTER THESIS

PREPARED BY
FIRST SUPERVISOR
SECOND SUPERVISOR

: DALVEEN RAQEEB SEDEEQ
: Assist.prof.M.Akif ARVAS
: Dr. Zaki Hussein Qader

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T.C.
YÜZÜNCÜ YIL ÜNİVERSİTESİ
İKTİSADİ VE İDARİ BİLİMLER FAKÜLTESİ

**ERBİL ŞEHİRDE KADINLARIN İŞGÜP PİYASAYA KATILIMININ
BELİRLENMESİ PROBIT MODELİ (2016)**

Yüksek Lisans Tezi

DALVEEN RAQEEB SEDEEQ

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TEZ KABUL VE ONAY SAYFASI

ÖZET
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SEDEEQ, DALVEEN RAQEEB
Yüksek Lisans Tezi, İKTİSADİ VE İDARİ BİLİMLER FAKÜLTESİ
Tez Danışmanı: Doç. Dr. M. Akif ARVAS
İkinci Danışmanı: Dr. Zaki Hussein Qader
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Bu tez çalışmasında, araştırmacı kadın katılımcıların belirleyicilerinin işgücü piyasasına etkisini değerlendirmeye çalıştı. Bu çalışmanın temel amacı, Erbil'de kadın işçilerden katılımı belirleyen faktörleri belirlemektir. Bunu yapmak için, Araştırmacı hem birincil hem de ikincil veri toplama yöntemlerini kullanmıştır. O zaman, bu veriler araştırma araçları yardımıyla analiz edilir. Birçok faktör kadın emek piyasasını etkilediği belirtilmelidir. Bu araştırmayı yapmak için, Anket verilerinin toplanması ile birincil veriler. Daha sonra, bu veriler, olasılık modeli olarak adlandırılan gelişmiş bir ekonometrik araç yardımıyla analiz edilir. Bu, kadın bireyin şehir içindeki katılımını belirlemek için yapılır Erkeklerle karşılaştırıldığında Erbil'in Daha sonra elde edilen veriler, amaçlar doğrultusunda incelenmiş ve nihai sonuçlar tespit edilmiştir.

ABSTRACT
DETERMINANTS OF WOMEN PARTICIPATION TO LABOR MARKET IN
ERBIL CITY A PROBIT MODEL (2016)

SEDEEQ, DALVEEN RAQEEB
M.Sc. Thesis, Department of FACULTY OF MANAGEMENT AND ECONOMICS
DEPARTMENT OF ECONOMICS
Supervisor: Assist.prof.M.Akif Arvas
2nd Supervisor: Dr. Zaki Hussein Qader
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In this dissertation, the researcher tried to evaluate the impact of determinants of women participants in labor market. Identifying the factors that determine female workers participation in Erbil is the key basis of this study. To do that, the researcher used both primary and secondary methods of data collection. Then that data is analyzed with the help of research tools. It should be mentioned that, many factors affect women labor market. For doing this research, there collected primary data by using questionnaire data collection. Then, that data is analyzed with the help of an advanced econometric tool which is called probity model. This is done in order to determine the participation of female individual within the city of Erbil as compared to men. Then the obtained data is investigated with the objectives and the final results are determined.

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Table of Contents

	Pages
ÖZET	i
ABSTRACT	ii
AKNOWLEDGEMENT	iii
LIST OF FIGURES:	vi
LIST OF TABELS	v
SYMBOL AND ABBREVIATIONS	vi
CHAPTER 1	1
INTRODUCTION	1
1.1.PROBLEM STATEMENT	6
1.2. SIGNIFICANCE OF THE RESEARCH	7
1.3. THE AIM OF RESEARCH	7
1.4. RESEARCH QUESTIONS.....	8
1.5. RESEARH HYPOTHESIS	8
1.6. DISSERTATION STRUCTURE.....	8
CHAPTER 2	10
2. REVIEW OF LITERATURE	10
1.2. INTRODUCTION:	10
1.3. DETERMINANTS OF FEMALE LAOUR FORCE PARTICIPATION.....	10
2.3. INTEGRATION AND EXPLOITATION OF WOMEN’S PARTICPATION	11
2.4. CULTURE AND CLASS FACTORS IN WOMEN’S EMPLOYMENT	13
2.5. INDUSTRIALIZATION AND FEMALE PROLETARIANIZATION	13
2.6. CHARACTERISTICS OF THE FEMALE LABOUR FORCE	14
2.7.A CROSS COUNTRY COMPARISON OF FEMALE LABOUR FORCE	15
2.8. IMPACT OF FEMALE INVOLVEMENT ON THE ENTIRE LABOUR MARKET	16

2.9 DETERMINANTS OF FEMALE LABOUR FORCE PARTICIPATION IN ZIMBABWE: 1980 TO 2012	17
2.10. THE DETERMINANTS OF FEMALE LABOUR SUPPLY IN BELARU ..	18
2.11. WOMEN’S PARTICIPATION IN THE LABOUR FORCE OF THE ERBIL CITY	19
2.14. WOMENS LABOUR FORCE OF THE ERBIL CITY	20
CHAPTER 3.....	23
3. METHODOLOGY	23
3.1. DATA COLLECTION	23
3.2. RESEARCH TOOLS	23
3.3. QUESTIONNAIRE DESIGN.....	24
3.4. SAMPLE SIZE	24
3.5. SAMPLING TECHNIQUE	24
3.6. ECONOMETRIC MODEL.....	25
CHPTER 4.....	26
4. PROBIT MODEL.....	26
4.1. EMPIRICAL RESULTS	28
4.2. MARGINAL EFFECT AND THE COFFICIENT OF VARIABLES.....	33
CHAPTER 5	36
5. CONCLUSION.....	36
5.1. RECOMMENDATION	36
5.2. LIMITATION OF THE STUDY	37
5.3. FUTURE SCOPE OF THE STUDY	37
CHAPTER 6	Error! Bookmark not defined.
6. REFERENCE	38

LIST OF FIGURES

Figures	Pages
Figure 1.2. Current female labour force participation.....	16
Figure 2.2. Percentage of participation in the workforce among those who are 15+ years old and based	22
Figure 3.2. Percentage of participation in the labor force based on gender in Erbil governorate – 2nd half of 2015.....	22



LIST OF TABELS

Tables	Pages
Table 5.1. Descriptive statistics.....	29
Table 5.2. Frequency of dependent variable.....	30
Table 5.3. Frequency for education level.....	31
Table 5.4. Frequency for education level and number of workers.....	31
Table 5.5. Probit model.....	32
Table 5.6. Average marginal effect.....	34

SYMBOL AND ABBREVIATIONS

Some abbreviations used in this study are presented below, along with descriptions.

Abbreviations	Clarification
FLFP	Female Labor Force participation
E U	European Union
LDV	Limited Dependent Variable
OBS	Observations
OECD	Organization for Economic Cooperation and Development
KRG	Kurdistan Region Government
GNP	Gross National Product
GDP	Gross Domestic Product





CHAPTER 1 INTRODUCTION

Labor constrain support rate is a measurement of the extent of nation's working age populace which connects with effectively in work showcase, either by working or looking for a job.

As a whole, working, looking or unemployed, this marker flags the relative size of the contribution of employment access to take part in creation of products and enterprises (ILO Key Indicators of the Labor Market).

What is "Unemployment" Unemployment is a wonder that happens when a man who is effectively hunting down business can't look for some kind of employment. Unemployment is frequently utilized as a measure of the soundness of the economy. The most as often as possible measure of unemployment is the unemployment rate, which is the quantity of unemployed individuals separated by the quantity of individuals in the work drive (Anonymous , n.da).

Individuals are considered parts of the work compel on the off chance that they are occupied with exercises that are incorporated into the System of National Accounts or available and searching for work in these exercises. People are named not being in the work drive in the event that they are going to an instructive organization, occupied with family unit obligations, resigned, or sick or impaired (and other reasons). (Anonymous, 2014n.db).

Labour Force The aggregate populace of working-age individuals who are ready and ready to work, and who subsequently have authoritatively "entered" the work showcase. The work drive incorporates people who are utilized, and the individuals who are "effectively" looking for business. The work drive is likewise alluded to as work supply. ((Anonymous, 2008c).

Support Rate: The extent of working-age people who choose to "partake" in the work drive, by either being utilized or effectively looking for work. The exact meaning of what constitutes "effectively looking for work" shifts starting with one nation then onto the next, and this can influence estimations of the work constrain and unemployment.

Monetary writing demonstrates noteworthy consideration towards the pretended by ladies work compel in the financial improvement of countries. The basic changes of economies from agribusiness to mechanical and administrations area

decrease the ladies work drive investment if there should arise an occurrence of creating countries. The exercises of ladies work constrain increments in the later phase of monetary improvement because of increment in instruction and elements of financial action. The cooperation of ladies work compel is attractive for both value and effectiveness reasons. To the extent the value highlight delineate that the ladies' cooperation in the work advertise at last enhances financial circumstance, increment the relative monetary proficiency when all is said in done enlarged by upgrading the change capability of the nation. (Heckman et.,1980; Standing et.,1981, Bauer et ,al., 1987).

The cooperation of ladies and the combination into the work showcase in the monetary and social improvement handle has turned into the major pivotal enthusiasm for the global reviews. This has likewise turned into the urgent subject in the exploration of the United Nations and the unified particular associations which have the enthusiasm for the field of ladies. (Goldin et, 2008).

It is additionally seen as the International Women's Year the year of 1975. Then, the accentuation has been given on the importance in various financial exercises. The enormous deluge of Kurdistan Region's ladies into the work advertise and the guaranteeing commitment of these ladies to the locale's financial development are two essential advancements in the period of twenty-first century. Then again, (Gunatilaka et,2013) expressed that there has been the significant contention with respect to the work of ladies in the creating nations, for example, the Kurdistan and Iraq locale. , O'Neill (2011) That KRG ladies scarcely partake in the work compel? Also, why is the representation in the private division low?

With an end goal to better comprehend this marvel, There led meets and held examinations with common society associations, agents from the private part and government authorities. There discovered two sorts of requirements confronting ladies: to start with, laws and directions; and, second, social standards. Unknown (economy Jan 5, 2016 ... KRG)

This has happened because of the conviction that the ladies' work is completely restricted in light of the conventional obligations towards the family. Then again, O'Neill (2011) referred to that others see the necessity to act as the ladies assume the vital part during the time spent financial improvement. In such manner, the ebb and flow look into has highlighted the truth of work as the essential calculate the work market of the city of Erbil. The present postulation has highlighted the

advancement with regards to the basic changes which has constrained the ladies for searching for to the requests of the market in the division of work (Oppenheimer et, 2009). For any nation, the extent of various populace gathers in the work constrain straightforwardly influence furthermore mirror the whole rate of the aggregate monetary development, the part of the ladies in the general public and the general financial conditions of such gatherings.

Work Force and Employment Girls' low levels of training negatively affect the present and future support of ladies in Iraq's work constrain. The nation over, just 14% of all ladies are either r working or effectively looking for work, and of those more than one in five is unemployed 6. Besides, ladies' work constrain status seems to have decayed as of late since 2008 the quantity of ladies dynamic in the work compel has diminished while the unemployment rate has expanded .7 Conditions have all the earmarks of being hardest for young ladies. Just a tenth of ladies matured 15-29 are working or effectively looking for work, of which over a third are unemployed. Shockingly maybe, access to work is most troublesome for young ladies with more elevated amounts of training: the unemployment rate for young ladies trips to 41% for those with a recognition or progressively and as high as 68% for those with a four year college education.

The troubles confronted by youthful instructed ladies might be attached to the constrained open doors for ladies in the work advertise. By far most of utilized ladies (94%) are in the general population division. (Taamouti and Ziroili2010);

As for agriculture, women take divergent roles including unpaid household works, farms, and entrepreneurship. Simultaneously, women face harder situations when it comes to getting a job because of workforce conditions or literally cultural attitudes. On the contrary, one would barely disagree with the statement that in order to gain a global development of agriculture, a full and sufficient employment of available female workforce needs to be achieved. This matter acquires maximum significance for developing countries such as Armenia, where human resources are not only restricted but also lean to minimize due to them leaving for other. (Anonymous, 2012d)

Practically, in all developed and developing economies, the per capita growth income has been conducted by two prime systematic changes in the economy: the allocation of government spending in Gross Domestic Product (GDP) which has expanded quickly with the ascent of womens' commitment in the workforce. The

share of aggregate government use in GDP expanded 10 percent in OECD in the most recent a quarter century; continuation of a long pattern in development of government in the twentieth century, Tanzi and Schuknecht (2000) report.

A specimen of industrialized nations demonstrates an expansion when all is said in done government consumption from 13 percent of GDP in 1913 to 46 percent in 1996. In the meantime, female workforce commitment in the OECD has ascended from 28 to 41 percent, while male labor investment remained unflinching at 57 percent.² Goldin (1995) reports that female work drive support in the United States extended from 3.1 to around 50 percent of the work workforce 1900 and 1980. The report demonstrates the advance of female work constrain engagement and the share of government consumptions in GDP in the United States in the course of the most recent Century. ³ This paper proposes that the adjustments in female work drive cooperation and government size are not quite recently incidental in time, they are causally related. As ladies take the choice to work outside the home, they request more administrations particularly the ones gave by the legislature, for example, instruction and human services, which, thus, diminish the cost of home and family exercises that are overwhelmingly performed by ladies. In the end it minimizes the home exercises weight and makes it less demanding for ladies to work.

Unemployment: Individuals who might want to be utilized, and are effectively looking for work, however can't discover an occupation, are considered "formally" unemployed. People who are not working, but rather not effectively searching for work, are thought to be outside of the work constrain, and thus don't consider "formally" unemployed. **Unemployment Rate:** The quantity of unemployed individuals measured as an extent of the work compel. **Business:** Employment is a particular type of work, in which the laborer plays out their work for another person as a byproduct of a cash wage or pay. Business can likewise be considered as work request.

Business Rate: This measures the share of working age grown-ups are really utilized in a paying position. The work rate can be a superior marker of the quality of work markets than the unemployment rate (since the unemployment rate relies on upon regardless of whether a nonworking individual is thought to be "in" the work compel. (Unknown, 2008)

Since the advancement of work financial matters, female work drive interest (FLFP) has been low in all nations. As indicated by ILO (2009), ladies encounter

endless weaknesses in access to work markets and more often than not don't have an indistinguishable independence to work from men do. ILO additionally reported that around 66% of utilized ladies in creating nations work either as contributing family laborers or as possess record specialists. Such sort of work is described by poor pay, low-status, absence of wellbeing and security, absence of representation and long working hours henceforth it is named powerless business. Grouping of females in helpless work brings about financial effectiveness misfortunes and destitution. reported that these misfortunes are inside the scope of 3% and 10% of gross national result of any given nation. (Psacharopoulos and Tzannatos (1989).

It might be valuable to begin by reviewing some fundamental theories connecting expanding female work constrain support with declining fruitfulness and considering the way of ladies' business basic these speculations. Drawing from the experience of created industrialized nations, ladies' business is probably going to prompt to supported decreases in ripeness when:

(a) Women's work is enabling or "status upgrading", so they have control over pay and assets and a more noteworthy say in family basic leadership, incorporating into richness choices.

(b) The contention between ladies' gainful and conceptive parts essentially raises the open door cost of having youngsters.

(c) Childcare courses of action are not effortlessly accessible and the time power and nature of childcare fancied truly compel ladies' monetary exercises

(d) The intrusion impacts (of a time of work constrain withdrawal to hold up under and raise youthful youngsters) include substantial expenses.

(e) The profits and fulfillments ladies get from investment in monetary exercises are generously higher than the profits and fulfillments of having extra youngsters.

(f) Women's work and pay winning limit upgrades their monetary or money related freedom and lessens the needy youngsters as a type of security for maturity or against antagonistic monetary conditions. (Anonymous, n.de)

The way of ladies' business or the sorts of occupations and working conditions for ladies that are probably going to engage ladies, intensify part contradiction, improve their status and basic leadership inside their families, increment their monetary or money related freedom, compel home life or parenthood or give elective returns and fulfillments to having youngsters can be recognized as. Wage work far

from the home – especially in non-familial ventures. Productive and profitable employments in the formal as opposed to in the casual economy. Regular, all day employments that are perpetual and secure; Regular or settled working hours. Quality occupations with clear vocation prospects that require and create responsibility and offer alternative interests and accomplishments to home life or parenthood. Jobs that are dynamic as opposed to static and offer open doors for work related or topographical versatility. Non-separation in the work market and work showcases that are not unequivocally sex isolated. Jobs that permit ladies to compose and increment their representation and voice at the working environment, group and society. Jobs that furnish specialists with government managed savings, for example, benefits plans; and jobs that don't open up open doors for the utilization of tyke work. (Anonymous, n.df).

1.1. PROBLEM STATEMENT

The present degree of women's participation in the labor force is increasing tremendously throughout the world. This trend has offered the set of opportunities and challenges to the women along with the respective national economies. Since the past fifty years, there have been crucial changes are going on in what women do. The standard of living of women has also been enhanced steadily from the 1970's to 2000s as cited by (Parkman, 2009). On the other hand, the female labor force participation rate is comparatively low in Erbil by EU (European Union) and OECD standards. It has become a crucial challenge in the labor market regarding the issue of women's participation. The decision makers and planners are required to face this issue due to the enhancing growth rate in women who are seeking work in one hand and also the limited opportunities from other hand because of many restrictions. These restrictions have occurred in front of the labor market participation. Depending upon this, it depicts not only the optimum use of the human resources which can contribute to the creation of a product, but also it would become the more complicated issue if there are any restrictions. Considering the opinion of Rahman and Islam (2013), in case of the Kurdistan societies, the women in the urban areas have already had different significant gains in the employment, education and the social participation. On the other hand, there has been very little change in the rural areas.

1.2. SIGNIFICANCE OF THE RESEARCH

The key importance of this study has been actually embodied in the subject of this study. The thesis has analyzed very crucial issue which is the women's involvement extend in the workforce. Hence, current thesis can be considered as an academic guide for the researchers and for those people who are highly interested in women's issue. Furthermore, the study also solves the social, developmental and economic important issues.

The social issues connected directly with womens affairs, moreover if they are in the labor force, because they will have the ability of earning their own income ,and subsequently trust of themselves. Throughout solving many problems such as lifting financial burden on the shoulders of their family members , and helping them in many aspects of life .

Shedding some light on the role of women working in the labour force in country's economic development, There can notice that they are having a significant role in earning income as an influential part in the GDP, as well as in the GNP of most countries all over the world.

1.3. THE AIM OF RESEARCH

The crucial objective of this study is to identify the characteristics of women who are seeking work compared with women who are working in different public and private properties. Furthermore, the current thesis has also aimed to evaluate the knowledge of the functional characteristics of working women as well as verifying various reasons as to why woman prefer to work in the public sector over the private sector. In addition, to diagnose women's motivation to go out for work is another significant aim of the present research. Adding to this, the thesis has also target to determine the encouragements and the encouragement factors for woman for accessing the labor market. Finally the study has attempted to present few proposals which would contribute to ease the restrictions on women's engagement in the workforce.

1.4. RESEARCH QUESTIONS

The questions of the research are as the followings:

- What are the factors which often lead woman's preference for working at the public sector over the private sector?
- What does determine characteristics and motivation of women to go out for work?
- How several encouragement and encouragement factors are influencing for women who are accessing the labour market in Erbil city?
- What are few proposals which can contribute to the ease of restrictions on women's enrollment in the workforce?

1.5. RESEARH HYPOTHESIS

From the researcher's point of view, the issue of this research is all about the female low rate participation in workforce and the reasons which might be one of the below mentioned:

H₁: There are increasing opportunities for women in Kurdistan region, particularly for women in Erbil city

H₀: There cannot be the increased rate of female workforce participation in Kurdistan region, particularly Erbil city.

1.6. DISSERTATION STRUCTURE

Dissertation is divided into five separate chapters. The first chapter presents the dissertation objective, problem statement, significance of the research, and research questions. In the second chapter, it illustrates literature review. It also explains several past theories and propositions of various authors and scholars regarding the extent of the participation of women in the workforce. The third chapter focuses on different research methods, which have been chosen and implemented by the researcher to investigate different research operations. There have been two data collection methods considered by the researcher. The first method is review of studies on the subject, which depicts the secondary data analysis and the second is using the sample study. The fourth chapter explains both the data analysis and sample study. In fifth

chapter, depending on the outcomes of the data analysis; conclusion has been drawn. Few strategic initiatives have also been suggested which would contribute to ease the restrictions on women's participation in the workforce.



CHAPTER 2 REVIEW OF LITERATURE

1.2. INTRODUCTION:

Researcher has identified the current issue of the research and thus based on that the research's objectives and questions are made. In this chapter, the researcher has tried to achieve the objectives and has tried to answer the research questions by means of reviewing the literature available on women participation in workforce in general and Erbil city in particular. As a part of the review of literature, the development process of women participation as well as all determinants that impact women participation in workforce is analyzed in this section. The main aim is to evaluate past and current literature in order to gain an overall knowledge regarding the current research topic.

The purpose of this study is to recognize the range of development that happened to this subject and the range of woman's participation in economy development and receiving their economic and social rights. In addition to understanding the wider dimension of woman's participation in the labor market and its determinants and to induce the results researchers have achieved for the purpose of our study's benefit and interpret the result it reaches. For achieving the aforementioned objectives, these studies, conducted in different areas and over various periods of time, seemed necessary:

1.3. DETERMINANTS OF FEMALE LAOUR FORCE PARTICIPATION

According to the fundamental static work supply display, when wage rate increments, there is a decline in recreation. The principle reason is the ascent of chance cost which in the long run builds work supply. In this unique situation, the suspicion is that recreation as a typical decent where increment in the pay of the family unit of a man in the long run expands the chance of relaxation and along these lines diminishes work supply (Deshpande al. 2015). This in the long run diminishes work supply definitely and drastically when unmerited pay in a family increments. To the extent the topic of ladies support in the work constrain, in locales where a family has more than 1 male individual to procure for the family unit, ladies cooperation moderately diminishes.

Then again, the U-bend demonstrate demonstrates that alongside the advancement of an economy, cooperation of ladies increments. That is to say, support of ladies in the workforce first reductions and after that increments as the economy of a district makes strides. The U-bend has additionally taken the reality of social disgrace, economy and pay impacts as to the manufacturing plant work of ladies. In the main period of advancement, there is an ascent of training levels though a move from farming to fabricate is seen. Be that as it may, the advancement of instruction is much higher for men than ladies. It first changes working opportunities for men whereas changes more women is seen in a relatively slow manner It first changes working opportunities for men whereas changes more women is seen in a relatively slow manner. Popescu (2016) commented that investment of ladies further diminished because of the social shame that is about the unacceptability of ladies to work in an industrial facility. The case is more terrible in the event of wedded ladies. McKenzie and Muller (2015) discovered that in the later stages, open doors for ladies likewise ascends alongside the ascent in instruction opportunity. With the development of administration part, prerequisites for ladies work likewise increment. At the last period of the U-bend display, socially adequate fills in and higher wages for ladies expands their shot of support in the work compel. Notwithstanding, Majlesi (2016) contended that this model is only a suspicion. In commonplace social setting, this model may not be satisfactory.

In this manner, one might say that taking after evacuating the social boundary and in addition increment in training for ladies may have the capacity to enhance their support in the work constrain. It can likewise be contended that abatement in recreation open doors and also diminish in financial state of a family is proportionate for ladies support in the work compel. Be that as it may, it can vary in light of social and nation examination and in addition the social disgrace took after.

2.3. INTEGRATION AND EXPLOITATION OF WOMEN'S PARTICPATION

Mix and abuse of ladies that are partaken in the workforce is normal and is contended by numerous researchers from America, Africa and Asia. As indicated by Fortin (2015), despite the fact that ladies are taken into various improvement ventures, they are abused by associations. The fundamental reason is that ladies are considered by associations as expandable work compel that can be misused to the most

noteworthy degree where there is nobody that can remain against it. Aside from that, Tsaniet al. (2015) discovered that in a free enterprise society, the improvement procedure has diminished the financial condition and status of ladies in the general public and in this way has made a minimized. Notwithstanding, Koopmans (2016) contended that regardless of the possibility that it is consistent with the way that urbanization and free enterprise is connected with unequal dissemination of riches and additionally abuse of poor people, ladies' investment in the work compel, particularly those that are influenced by sex and culture can be progressed. The unequal dispersion of work and wage in light of sex and sexual orientation can be tested and made strides. In such setting, unique bolster structures can be incorporated for working moms while same wage strategy can be actualized. Facilitate, in couple of specific cases, wage work for ladies can be powerful in giving them independence of their own circumstance and also can be useful in restoring them from abuse in the free enterprise world.

Guetto (2015) commented that improvement does not mean a line procedure as there are varieties in the advancement of foundation, political, social and practical condition. Be that as it may, even in such condition, scope for the advancement of ladies and their cooperation in the workforce has not been acknowledged rather they have turned into a question of abuse in efficient administration of the complex industrialist society. The circumstance is more regrettable in territories where there is little degree for improvement in foundation, political, social and temperate circumstance. This is the situation of a considerable lot of the districts of Middle East where not specific concentration is given to the association of ladies in the workforce. There are absence of standards and controls in regards to ladies' rights to be taken an interest and increase comparative wage like of men.

Notwithstanding, investigates like Bhalla and Kaur (2011) discovered that social and societal components assumed vital part in such setting for deciding ladies interest in the work compel. In couple of groups, going out and working outside home is viewed as a decrease of the status of ladies. Promote, if there should arise an occurrence of rustic regions, despite the fact that ladies are gainful and effectively take part in the work constrain, particularly in conventional art work, they are not perceived for their work. Then again, while ladies that live in the urban communities are less beneficial than itinerant or rustic ladies however plan to get perceived for their work.

Subsequently, one might say that in the advanced age, the fundamental determinant of ladies interest in the workforce lies in the acknowledgment of the general public with respect to work. In an industrialist society, misuse of ladies is still a matter of level headed discussion as ladies' rights are satisfied, neither by associations nor by the general public. Along these lines, one might say that for enhancing the rate for ladies to take an interest in the workforce, it may be important to concentrate on the social and ideological components of the general public.

2.4. CULTURE AND CLASS FACTORS IN WOMEN'S EMPLOYMENT

Lechner and Wiehler (2011) discovered that class and social variables are most vital determinants of ladies business. While in western nations, ladies inclusion in the work drive is more than half, in the event of Arab nations, the work constrain constitute by ladies is just 15%. This is because of the social component. While in western culture, ladies are given the rights to work outside home, in the Arab nations, ladies are not given with the privilege to work outside home. Among every one of the ladies, the regular workers ladies in the Arab nations does not appear to be include with paid work. Van Rooijet al. (2011) in this setting discovered that in couple of social settings, the qualities like humility and family respect works and hence, ladies cooperation in the workforce is considered as a social shame. Paid work is not saw as a part of ladies in such settings. Euwals al. (2011) accompanied the proof that because of social inclinations, ladies in Arab world does not appear to take up the employments like deals specialists which requires unpredictable contact with the outside world. This is a social boundary postured by social and social standards on ladies. Thusly, one might say that keeping in mind the end goal to enhance ladies support in labor constrain, these social obstructions should be changed over into social determinants which grants ladies to be a piece of workforce and to contribute in the practical advancement of the family and the general public.

2.5. INDUSTRIALIZATION AND FEMALE PROLETARIANIZATION

Industrialisation and female proletarianization is proportionate to each other. Industrialisation has given the occupants of a place to have a job of their decision. Industrialisation can build work in a locale. In the western nations, industrialisation

has helped in the advancement of women's liberation ideas whose fundamental necessity is equity in the work environment and additionally at home. In the 21st century, despite the fact that industrialisation has advanced around the Arab nations in the Middle East district, it has not possessed the capacity to change the social perspective of the general population here. In the Middle Eastern locale, manufacturing plant work is not viewed as an appropriate work for ladies. This may be expected to the social and societal estimations of the general population in a social setting. Be that as it may, this is consistent with the reality of Middle East. Maurer-Fazio et al. (2011) contended with this reality and expressed that because of oil investigation in the Middle Eastern nations, the kind of industrialisation accomplished in other creating nations of Asia is not accomplished in this area. In this way, because of lower level of industrialisation, there is constrained degree for ladies to take part in the generation of products. It has decreased the extent of female proletarianization in this locale. In such setting, from a financial perspective, one might say that, ladies interest in the workforce can be expanded if there are higher odds of being utilized. Be that as it may, truly in nations like Iran, ladies support in the work compel is very high as they are locked in effectively underway of artworks (Barone and Mocetti, 2011). In this way, one might say that either the neighborhood government or the state government, it is important to engage ladies to partake in the work compel breaking the customary social and societal standards.

2.6. CHARACTERISTICS OF THE FEMALE LABOUR FORCE

Ilkcaracan (2012) distinguished that predetermined number of working age ladies partake in the work constrain and among this restricted work drive, the majority of them means to go for employments out in the open segment as opposed to private area. The fundamental reason as distinguished by De Moor and Van Zanden (2010) is that open part work does not hamper the social convictions in couple of social settings like as in the Arab nations. Promote, as ladies cooperation in the workforce is connected with a social shame, manufacturing plant work is not allowed.

Spierings (2010) discovered that since globalization is connecting the world, the import and fare of items has expanded. This expansion in import and fare has prompt to the expansion in ladies support in the work compel whether it is in the

generation of specialties at unattractive environment or either in production line. To the extent the 21st century is concerned, the nature of work has changed from production line point of view to a more corporate setting because of the upgrade of innovation. Less of the work is finished by human as machines have supplanted them. In such setting, instructive capability has turned out to be a standout amongst the most essential determinants in ladies support in the work constrain.

Since, 1990, there has been a consistent development in ladies support. Amid the principal decade of the 21st century, in about all nations, the cooperation of ladies began to decrease once more. The 2008 prudent retreat is among one of the primary reasons that acknowledged ladies that working in an industrialized and entrepreneur society is not going to acquire any monetary dependability them. Coen-Pirani et al. (2010) remarked in this specific situation, work capacities of a locale exceedingly impact cooperation of ladies in the work compel. In one hand, ladies are bound by social and societal subjugation while then again, they are the casualties of family qualities and duties. Along these lines, in the 21st century, the present association of ladies in the work compel is around half everywhere throughout the world while it is low if there should arise an occurrence of Middle Eastern and Arab Countries.

2.7.A CROSS COUNTRY COMPARISON OF FEMALE LABOUR FORCE

There are more than 200 countries in the world. However, few of the countries have gained the acknowledgement of first world whereas few second and few third world, the undeveloped ones. However, even after this huge growth in economic condition, societal and political ideology, there is a lack of women's participation in the workforce all around the globe. The following shows the actual condition:

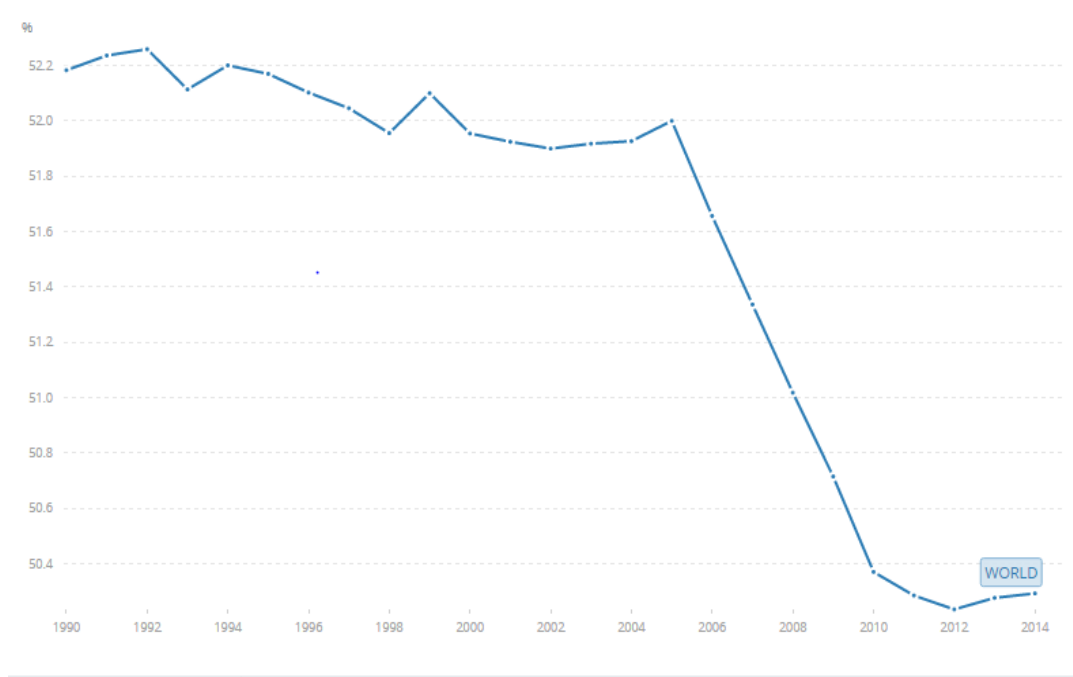


Figure 1.1. Current female labour force participation (Source: Worldbank.org, 2016)

Whereas women above 15+ were 52.2% in 1990, it has reduced drastically throughout these 24 years. As per the latest report as well as seen from the above figure, women participation in the labour force has reduced to 50.3 in the world (Worldbank.org, 2016). The more drastic changes are seen in the Middle East region where women participation has reduced by 50% in the last 25 years. According to Popescu (2016), the main reason for such drastic change is the limited societal development in the region which tends to influence the overall women employment in the countries in the Middle Eastern region.

2.8. IMPACT OF FEMALE INVOLVEMENT ON THE ENTIRE LABOUR MARKET

As indicated by Contreras and Plaza (2010), female inclusion in the work showcase has both positive and negative effect on the work advertise. Coen-Pirani et al. (2010) trusted that contribution and support of ladies in the work constrain brings unemployment among men. The primary reason is that as ladies come into the work compel, associations can discourage the wages which comes about into diminished wage for the workers. Spierings al. (2010) is of the view that the idea that ladies

association prompts to lower wages isn't right as when ladies take an interest in the workforce, there is an expanded interest for guys to be taken an interest in the workforce in high amount. Further, because of the human rights battles and laws, the conventional intuition with respect to low wages for ladies has likewise changed. Associations are presently expected to give a similar wage to male and female workers'. In this specific situation, it can't be said that ladies interest prompts to lower compensation. Nonetheless, running with the assessment of Koopmans (2016), when ladies include in the workforce, they fortify the economy of their family and in addition the financial state of the whole society. Along these lines, from an efficient point of view, one might say that ladies investment in the workforce has a decent prudent and societal effect. Tsaniet al. (2015) commented that interest of ladies in the work showcase helps in paying for childcare in a more moderate way. In the event that both men and ladies in a family work, it gets to be distinctly productive for the family to maintain the family bitterly.

2.9 DETERMINANTS OF FEMALE LABOUR FORCE PARTICIPATION IN ZIMBABWE: 1980 TO 2012

GIFT MUPUNGA (MAY 2013 the point of the review is to recognize determinants of women workforce compel support (FLFP) in Zimbabwe in view of time arrangement investigation of information from 1980 to 2012. The review likewise tries to look at if training and financial improvement increment FLFP. Distinguishing the determinants of FLFP would help with data vital for quickening the accomplishment of Millennium Development Goal. As propounded by Sackey (2005), accomplishment of MDG3 would help in lightening neediness and in enhancing development potential in the nation. The review built up that the main considerations that decide FLFP in Zimbabwe are genuine wages offered in the non-rural divisions that are commanded by men, total national output per capita, female training and the male unemployment rate. We set up that high monetary execution, larger amounts of instruction for females and high male unemployment rate all raise female work constrain investment in Zimbabwe.

In actuality the review set up that high wages in male overwhelmed areas decrease female interest. The primary purpose behind the negative impact of male

wages is that the greater part of working age females in Zimbabwe are hitched. Hitched ladies regularly consider their spouses' pay as a feature of their non-work wage (Miner, 1962). The outcomes call attention to that richness, wellbeing, male work drive cooperation and ostensible market compensation don't essentially influence female work compel investment in Zimbabwe. The review suggests that Government ought to organize female instruction and financial improvement in its formative endeavors with a specific end goal to accomplish more elevated amounts of cooperation of females in paid work.

2.10. THE DETERMINANTS OF FEMALE LABOUR SUPPLY IN BELARU

Francesco Pastore Alina Verashchagina (April 2008) Unlike in many other move nations, where the sex pay crevice has stayed stable while female business rates have diminished, on account of Belarus ladies' action rate has been for all intents and purposes unaltered regardless of an expansion in the sexual orientation pay hole. In the paragraph explores why this is the situation by taking a gander at the determinants of women work compel cooperation in 1996 and 2001 (Data from the Belarusian Household Survey). The selectivity rectified wage condition is assessed to register a normal wage offer to womens. The last is incorporated, in the second step, as a relapse or in the auxiliary women work supply condition, evaluated via probit. A few measures for the care of youngsters and elderly

Individuals, intermediaries for the open door cost of working, influence Women investment, however don't create test determination components. The assessed flexibility of female interest to wages is low, at around 0.45 in 1996 and 0.41 in 2001. In addition the information permits distinguishing destitution trap systems, though ladies in low-pay families have much lower than normal investment rates. In the meantime the versatility of female work supply as for the claim wage has all the earmarks of being much higher for the low-paid groups of ladies.

2.11. WOMEN'S PARTICIPATION IN THE LABOUR FORCE OF THE ERBIL CITY

The above segment has broken down ladies support by and large ground. In any case, if there should be an occurrence of Erbil city, the determinants of female cooperation in the work compel are subsequently lost. The fundamental reason is that contrasted with male members in the work constrain in the Erbil city which is 60%, female members is just 12%. It demonstrates that in the Erbil City, ladies are not given the need to get took an interest in the workforce. This is a noteworthy downside for ladies strengthening in the Erbil City. According to the most recent figures, the aggregate populace of the city is expanding by 4.9% every year with a normal individual from 6 when contrasted with others. Additionally, it is likewise discovered that in this city, the unemployment rate for female has gone up by around 55% while the unemployment rate for male is just around 12% (Anonymous, 2016 an) It demonstrates the genuine state of the city if there should be an occurrence of having the determinants of ladies work and cooperation in the work compel. (Fortin et., 2015) distinguished that the principle wellspring of ladies interest in the work compel is either the efficient condition or the accessibility of instruction. On the off chance that ladies can get enough instruction, they have a tendency to partake in the workforce while in the event that they confront temperate breakdown, they likewise have a tendency to take an interest in the work compel. Aside from that, the components related with culture additionally effect on ladies' support in the work constrain. From the above insights with respect to ladies and men inclusion in the work compel in the Erbil city, one might say that the city does not have the fundamental source and determinants for enhancing ladies cooperation in the work drive.

2.12. Women Workers in India: Why So Few Among So Many?

Paul Cashin March 2015 This research looks at the determinants of female work drive investment in India, against the scenery of India having one of the least support rates for ladies among companion nations. Utilizing broad Indian family unit

overview information, we display the work drive interest selections of ladies, contingent on statistic qualities and instruction, as well as taking a gander at the impact of state-level work advertise adaptability and other state approaches. Our primary finding is that various approach activities can support female monetary interest in the conditions of India, including expanded work showcase adaptability, interest in framework, and improved social spending. Benchmark. The benchmark relapses demonstrate the effect of individual and family qualities on the likelihood of being in the work constrain, for both ladies (initial three segments) and men (last three segments). The evaluated coefficients are obviously. Anticipated compensation have a critical and beneficial outcome on the likelihood of being in the work compel for urban females. Hitched ladies are more averse to be in the work drive, while wedded men are more inclined to be in the work drive. The coefficient of - 0.452 on the fake variable for wedded ladies demonstrates that wedded ladies are 8 rate focuses more improbable than men to be in the work compel (making an interpretation of the log it coefficients into minimal impacts). Both ladies and men with youthful kids are more averse to be in the work constrain. Uneducated people of both genders are less prone to be in the work constrain, and the likelihood of being in the work compel increments with larger amounts of training for both genders. Steady with the adapted truths, females in family units with higher per capita spending, which is an intermediary for their pay, are more averse to be in the work compel. Be that as it may, this negative impact is non-direct and diminishes as wage increments, as appeared by the positive coefficient on the square of the log of family unit spending. This nonlinear relationship amongst pay and cooperation seems, by all accounts, to be driven by urban females. Joined with the coefficient on anticipated wages, this recommends the substitution impact is moderately more critical for urban females than provincial ones. Take note of that male work compel investment is not fundamentally identified with family unit spending. Finally, the coefficient on $\log(\text{SDP per capita})$ shows that work constrain investment is higher in more created states.

2.14. WOMENS LABOUR FORCE OF THE ERBIL CITY

One of the crucial topics in labor force is unemployment. One thing to notice is to differentiate between the rates of unemployed people and the rate of unemployment, because these two concepts are different from each other and they

cannot be grouped together. The frequency of unemployment among females is higher than the one of males and these rates vary between the city and rural inhabitants. Among those who are 15+ years old in Kurdistan Region, the general unemployment rate is 6%, but regarding the specific governorates the rate are as follows: Erbil 4%. If we consider the rates on the level of Kurdistan Region based on gender, the unemployment rate among those who are 15+ years old and female the rate is 12.6%. As far as education criterion is concerned, the highest unemployment rate among the females who are 15+ years old includes the illiterate, those who can hardly read and write or those whose highest education is primary school which is 16.3%. If we classify the unemployed population based on their certificates and distribution to the governorates, the highest rate is among those who have high school and lower degrees in both Erbil and Sulaimaniyah governorates. Rate of work force participation Kurdistan region. During in June, 2015, the total rate of labor force participants was 38.98% which has decreased if compared to the rates in 2014; 39.18%. However, the decline in the rates is less when considering the age groups in which the differences and their impact are better shown. The decline is only noticeable among the 15-24 age group, but in the other age groups there is an increase of the rate and the highest increase rate is 2% among the 55-64 age group. During in June, year 2015, the unemployment rate in Kurdistan Region was 13.53% which has increased if compared to the rates in 2014; 7.13%. It can be stated that the rate has increased by 90%.. Participation women labor force in Erbil city. As a result of the survey in the second half of the year 2015, it is indicated that the rate of participation in labor force was 39% which means 1,382,258 employees. The rate of participation in labor force based on gender in the second half of the year 2015 was 64,21% among the males and 14.78% among the females. In other words, the total number of male employees was 1,114,854 persons and the number of female employees was 267,431 persons who were economically active. As fore (Figure 2)

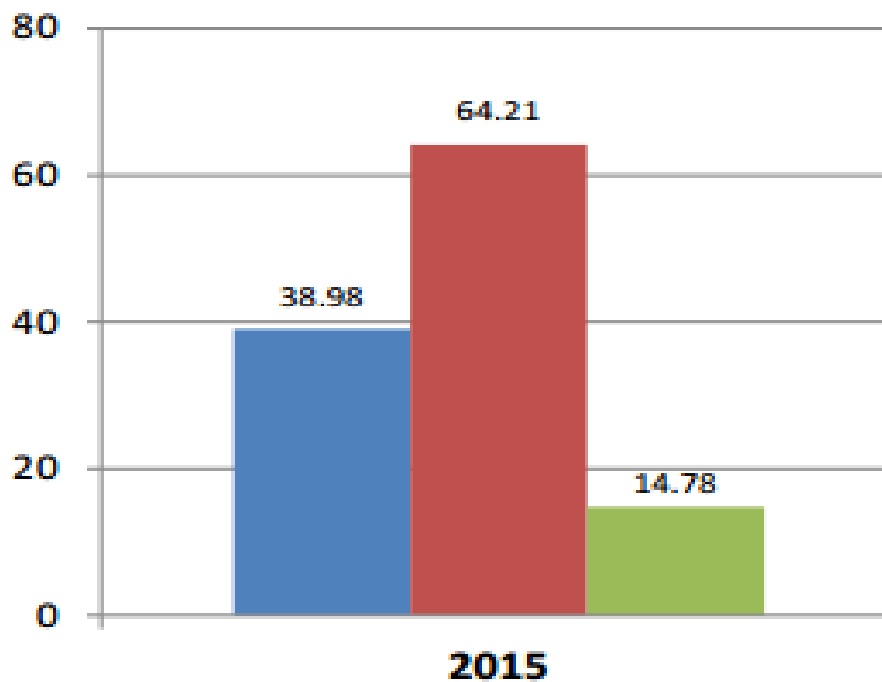


Figure 2.2. percentage of participation in the labor force among those who are 15+ years old and based on gender – 2nd half of 2015. As for (Figure 3) During the second half of 2015 in general the participation rate among the 15+ years old in Erbil governorate was 40.0% (518,810) persons. If we consider gender regarding this indicator, it is obvious that the rate is 67.7% (420,669) among males in Erbil governorate and 14.56 % (98,141) as shown in the following. (Anonymous, 2015 g).

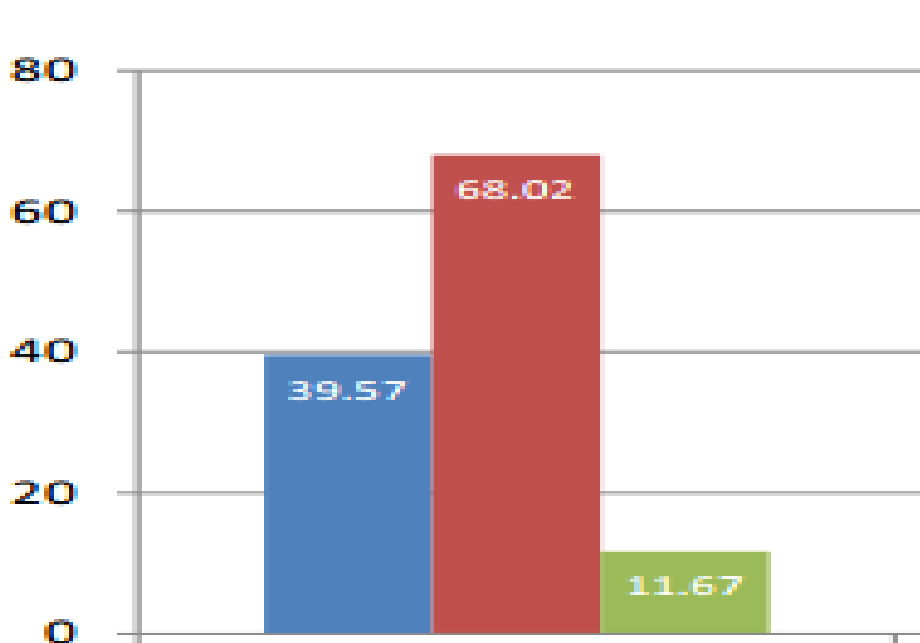


Figure 2.3. percentage of participation in the labor force based on gender in Erbil governorate – 2nd half of 2011.

CHAPTER 3 METHODOLOGY

3.1. DATA COLLECTION

It is one of the important parts in the research and largely depends on the research method that has been selected. Data itself can be of two different types namely primary and secondary data. In simplest form any data collected first-hand can be called primary data. This implies that any data used by the researcher from any secondary source can be termed as secondary data. So data collected from internet, books, scholarly articles, government publications or any other sources can be called secondary data (Proctor, 2005).

In this particular research, the researcher has used both these forms of data to investigate the topic. The use of secondary data is clearly visible in the first and second chapters of the dissertation. Background of the study and the literature review section has been developed by using secondary data. Use of secondary research data is extremely common in academic field as these data has passed rigorous tests of validity and reliability. Also, this research will use primary data that has been collected specifically for the purpose of this study.

3.2. RESEARCH TOOLS

Research tools are used to collect the data once the researcher has already settled on the research method. Since the researcher has planned to conduct a sample survey technique, it will be appropriate to use a questionnaire to collect the data and analysed through STATA. There are both advantages and disadvantages of using a questionnaire. On the positive side, it reveals a great deal of information's with in a relatively short period of time and is also a pocket friendly way to gather information. On the negative side, questionnaires do not help in collecting in-depth information about the participants offer biased answers undermining the quality of the results (McDaniel and Gates, 199

3.3. QUESTIONNAIRE DESIGN

For this research, a questionnaire with questions has been prepared. The questions in the beginning are simpler and seek information about the general lifestyle of the women are more specific and has been designed to obtain information about the factors that motivate these women to participate in the workforce .This is a pressing issue and requires special mention for which they have been included will help in unearthing social pressures that are presently daunting women to participate in the labor market.

3.4. SAMPLE SIZE

As per the ideas of the McBurney and White (2009) sample size plays a key role for the success of the research project. If the sampel size is determined accurately then it would prove effective for the researcher to complete in the specified time frame. Moreover, it is also mentioned that sample size below 35 might create discrepancies and issues, in the completion stage. Apart from this, very high number of respondents might prove problematic for the researcher to attain the responses as it is quite time consuming. There the number of respondents needs to be limited in number so that it may not be difficult. Considering it, the researcher selected 400 women in the labour market.

3.5. SAMPLING TECHNIQUE

There are mainly two groups of sample techniques such as probability and non-probability sample. Unlike, non-probability sample, probability sampling is used in this research. In order to select the respondents, probability sampling methods are used. Due to this, each of the respondents is offered equal option for selection. No distinction or biasness is presented at the time of selection.

3.6. ECONOMETRIC MODEL

In this research, a simple but effective application the multiple regression models to a binary dependent variable, have been used. A binary dependent variable is a part of a limited dependent variable (LDV), which is generally define as a dependent variable that range of its values is limited; this kind of variable holds only two main values, which are zero and one. It is worth mentioning that, majority of variables in economics are restricted, this is because of the fact that, they should be positive value (Wooldridge2015, p.575). For instance, in this research, the average monthly family income and average monthly family expenditure should be greater than zero.



CHAPTER 4 PROBIT MODEL

In statistic, a probit model is a group of regression where the dependent variable can only takes two values, for example single or married. The word is a portmanteau, coming from probability + unit (Anonymous, 27 November 2016h)

. The motivation behind the model is to assess the likelihood that a perception with specific attributes will fall into a particular one of the classes; additionally, if evaluated probabilities more prominent than 1/2 are dealt with as ordering a perception into an anticipated class, the probit model is a kind of paired grouping model¹⁶. A probit model is a prominent particular for an ordinal. (Mysterious, 27 November 2016)or a parallel reaction display. Accordingly it treats an indistinguishable arrangement of issues from does strategic relapse utilizing comparable methods. The probit display, which utilizes a probit interface capacity, is regularly assessed utilizing the standard most extreme probability technique, such an estimation being known as a probit relapse. Probit models were presented by (Chester Bliss in 1934) a quick technique for figuring most extreme probability gauges for them was proposed by (Ronald Fisher as an informative supplement to Bliss' work in 1935)

In this research, the probit model have been used, the model of female work compel cooperation is utilized as take after the respondent either works ($Y = 1$) or does not work ($Y = 0$) at this moment of doing the research. It is believed that some factors making a real impact on work ,for example, age, conjugal status, number of kids in the family, instruction level, do the respondents live with parent or not, number of utilized individuals in the family, number of kids in the family, the statue of their house, average monthly household income and average monthly household expenditure. Collected in a vector \mathbf{x} , so that

$$P(y \mid \mathbf{x}) = P(y \mid x_1, x_2, \dots, x_k),$$

$$\text{Prob}(Y = 1 \mid \mathbf{x}) = F(\mathbf{x}, \boldsymbol{\beta})$$

$$\text{Prob}(Y = 0 \mid \mathbf{x}) = 1 - F(\mathbf{x}, \boldsymbol{\beta}).$$

$$y_i = \begin{cases} 1, & \text{if works} \\ 0, & \text{otherwise} \end{cases}$$

The parameters β reveals the effect of changes in x on the probability. For event, among the factors that may interest us is the minor effect of typical month to month family pay on the probability of female work constrain. The issue now is to make an appropriate model for the right-hand side of the condition. One option is to keep up the immediate backslide,

$$F(\mathbf{x}, \beta) = \mathbf{x}'\beta$$

Because $E[y | \mathbf{x}] = 0[1 - F(\mathbf{x}, \beta)] + 1[F(\mathbf{x}, \beta)] = F(\mathbf{x}, \beta)$, we build the regression model,

$$\begin{aligned} y &= E[y | \mathbf{x}] + y - E[y | \mathbf{x}] \\ &= \mathbf{x}'\beta + \varepsilon. \end{aligned}$$

The **linear probability model** has some weaknesses. A slight difficulty rises on the grounds that ε is heteroscedastic in a way that relies on upon β . In view of the way that

$\mathbf{x}'\beta + \varepsilon$ should be equal 0 or 1, ε equals either $-\mathbf{x}'\beta$ or $1 - \mathbf{x}'\beta$ with probabilities $1 - F$ and F .

Hence, it can clearly be shown

$$\text{Var} [\varepsilon | \mathbf{x}] = \mathbf{x}'\beta(1 - \mathbf{x}'\beta)$$

Be that as it may, this lone takes care of the estimation issue, not the hypothetical one. A more genuine defect is that without some specially appointed tinkering with the aggravations, we can't be guaranteed that the expectations from this model will really look like probabilities. We can't compel $(\mathbf{x}\beta)'$ to the 0–1 interim. Such a model produces both hogwash probabilities and negative fluctuations. As a result of these causes, the direct likelihood model is turning out to be less utilized Greene (2012). For a given relapse or vector, we should anticipate

Lim

$$\mathbf{x}'\beta \rightarrow +\infty \text{ Prob}(Y = 1 | \mathbf{x}) = 1$$

Lim

$$\lim_{\mathbf{x}'\boldsymbol{\beta} \rightarrow -\infty} \text{Prob}(Y = 1 | \mathbf{x}) = 0.$$

In standard, any reasonable, persistent likelihood dissemination all around characterized Over the genuine line will suffice. The ordinary circulation has been utilized as a part of a ton of study investigations

The **probit** model distribution

$$\text{Prob}(Y = 1 | \mathbf{x}) = \int_{-\infty}^{\mathbf{x}'\boldsymbol{\beta}} \phi(t) dt = \Phi \mathbf{x}'\boldsymbol{\beta}$$

$\phi(t)$ is generally a notation for representing the standard ordinary conveyance work. The normal likelihood is limited between 0 and 1

4.1. EMPIRICAL RESULTS

As it is mentioned, we want to find out the factors that affect female employment whether the respondent works or not, the dependent variable is binary (0 or 1) which means works or not.

Y_i : a sham variable demonstrating whether the respondent works or not

Then again the autonomous factors are:

X1: age

X2: Marital status

X3: Level of education

X4: average monthly family income

X5: average monthly family expenditure

X6: living with parent or not

X7: relatives

X8: Number of kids in the family unit

X9: own house or rent

It is worth mentioning that, when we start the research, we had a large number of independent variables but we could not run the regression easily, there were many problems. For instance, multicollinearity due to a big degree of freedom. Hence, we left with the most important factors.

Table 4.1. descriptive statistics.

Variable	Obs	Mean	Std. Dev.	Min	Max
Y	400	.455	.4985945	0	1
X1	400	2.27	1.090906	1	5
X2	400	1.4975	.6716558	1	4
X3	400	3.0425	1.226562	1	5
X4	400	451.375	211.5105	100	950
X5	400	1.495	.9338926	0	11
X6	400	.1625	.4080564	0	4
X7	400	5.585	2.296947	1	13
X8	400	1.835	.6432803	1	5
X9	400	.185	.3887839	0	1

Mean: gives information about the center of the collected data is located. to find out mean we should add all the numbers in this set together, then divide by total numbers of this set .For instance, the proportion of respondents who currently work is (0.455), we have 2.27 for age, mean that the age of the majority people is around (25-35) years. The average monthly salary that the respondents get is 451,000 IQ, the average family members for the respondent are around 5.5, the average number of children in the family is 1.8.

Max: gives information about the highest value in the set

Min: gives information about the lowest value in the set

Obs: shows the number of observations

The Standard deviation: shows us how the collected data is close to the mean, the closer value represents the smaller standard deviation.

68% of sums concentrated 1 SD of the mean.

95% of all sums fall concentrated 2 SD of the mean.

99.7% of all aggregates fall concentrated 3 SD of the mean

$$P(\mu - \sigma < X < \mu + \sigma) = 0.683$$

$$P(\mu - 2\sigma < X < \mu + 2\sigma) = 0.954$$

$$P(\mu - 3\sigma < X < \mu + 3\sigma) = 0.997$$

For example, for the age group 68% of the respondent fall between 15 to 44 years old. For the average monthly salary around 70% percent of the respondent fall within 250,000 to 500,000 IQ.

Table 4.2. Frequency of dependent variable.

Y	Freq.	Percent	Cum.
0	218	54.50	54.50
1	182	45.50	100.00
Total	400	100.00	

This table gives information about the binary dependent variable, 218 of the respondents out of 400, currently do not work, which is 54.5 percent. On the other hand 184 respondents out of 400 currently do not work which is 45.5 percent. The main reason behind using probit model ,arise from this point when we took a sample from people who work and those who do not work.

Table 4.3. Frequency for education level

X3	Freq.	Percent	Cum.
1	79	19.75	19.75
2	40	10.00	29.75
3	81	20.25	50.00
4	185	46.25	96.25
5	15	3.75	100.00
Total	400	100.00	

This table shows the percentage of each group of education, it is worth mentioning that around 20% percent of the respondent do not have any kind of education, while 10% of them have got primary school degree, more than 20% of the respondents have high school degree, the highest number of the respondents have got university degree which is around 46%, and the lowest percentage of the respondent got post-graduate degree which is only 15 women.

Table 4.4. Frequency for education level and number of workers

Y	1	2	3	4	5	Total
0	65	32	63	58	0	218
1	14	8	18	127	15	182
Total	79	40	81	185	15	400

This table shows the proportion of each education level wither they work or not. It can easily be seen that 65 respondents who have not attended school out of 79 have not work, 32 respondents who only got high school degree out of 40 have not work , on the other hand all those respondents who have got post- graduate degree, are currently working, from this table we can easily understand that education is the most important factor for getting job in Erbil.

Table 4.5. Probit model

Probit y x1 x2 x3 x4 x5 x6 x7 x8 x9

Iteration 0: log likelihood = -275.63668

Cycle 1: log probability = - 188.9801

Cycle 2: log probability = - 188.64762

Cycle 3: log probability = - 188.6475

Cycle 4: log probability = - 188.6475

Probit relapse Number of obs = 400

LR chi2 (9) = 173.98

Prob> chi2 = 0.0000

Log probability = - 188.6475 Pseudo R2 = 0.3156

Y	Coef.	Std. Err.	Z	P> z	[95% Conf. Interval]
X1	.2856211	.0808562	3.53	0.000	.1271458 .4440964
X2	-.0077287	.1204091	-0.06	0.949	.2437262 .2282688
X3	.6747337	.0729345	9.25	0.000	.5317847 .8176828
X4	.0017608	.0003839	4.59	0.000	.0010084 .0025131
X5	.1859283	.0803338	2.31	0.021	.0284769 .3433796
X6	-.0524457	.1763919	-0.30	0.766	-.3981676 .2932761
X7	-.1356651	.0366656	-3.70	0.000	-.2075285 -.0638018
X8	-.1172458	.1218527	-0.96	0.336	-.3560727 .121581
X9	.1611297	.1916913	0.84	0.401	-.2145783 .5368377
_cons	-2.972566	.5211171	-5.70	0.000	-3.993937 -1.951196

From the above results, many things can be seen; the first thing on the top is iteration log which represents how rapidly the probit model converged.

Something else should be commented on is that we have not lost any observation, number of observations is 400 , means that none of the observations is missed.

As it is clear, p-esteem demonstrates the likelihood that the invalid theory is valid. A p-esteem with $P < 0.0005$ implies that the model as an aggregate is measurably critical with the probability proportion $\chi^2 (173.98)_{10}$

The value **Pseudo R²** may indicate a attack of the model, while no basic elucidation like for the R² of the direct relapse model is conceivable.

Interpretation for **Prob> chi2** = 0.0000: The theory that all coefficients are equivalent to zero and this can be rejected at the 1 % significance level

Using the standard significant level, the null hypothesis must be rejected when P-esteem is under 0.05.

Dialog:

As can be seen parameters have gotten by maximizing the log likelihood function. Hence, estimated coefficients do not calculate and express the impact of the autonomous factors on the needy variable.

4.2. MARGINAL EFFECT AND THE COFFICIENT OF VARIABLES

The negligible impact of one free factor is the consequence of one unit change of this variable on the likelihood $P(Y = 1|X = x)$, while the various autonomous factors stay steady.

$$\frac{\partial P(Y_i = 1|X_i = x_i)}{\partial x_i} = \phi(\hat{x}\beta)\beta$$

Hence, an individual marginal effect exists for each individual of the sample. In this study we focus on only the average marginal effect It merits specifying that the average marginal impact depends on the kinds of dependent variables are they continuous such as X4, or they are dummy variables such as X6.

***.180983 (0.000) If the level of education increases by one unit the probability for being a worker goes up by 18%, and it is statistically significance.

X4: average monthly family income:

***.0004723 (0.000) If the average monthly income increases by infinitesimal amount the probability of getting job goes up by 0.04%, it is statistically significance.

X5: average monthly family expenditure:

***.0498713 (0.018) Is similar to X5, with an increase of 5%

X6: living with parent or not:

-.0140675 (0.766) On the off chance that the fake variable changes from 0 to 1 , the probability for dependent variable goes down by 1.4% but it is not statistically significance.

X7: family members:

***-.0363893 (0.000) If family members increases by one unit, the probability of being a worker goes down by 3.6%, and statistically significance.

X8: Number of children in the household:

-.0314487 (0.334) Is almost similar to X7, but statistically insignificance.

X9: own house or rent:

.0432196 (0.400) If the dummy variable X9 changes from 0 to 1 , the probability of being a worker increases by 4.3% , but statistically insignificance.

* $p < .05$; ** $p < .01$; *** $p < .001$

CHAPTER 5 CONCLUSION

In this research, it has been aimed to know, what are the factors that influence women to join the labour market, especially, in Erbil and Iraq. By using an advanced econometric technique which is called probit model.

It has been found out that in the targeted areas, determinants of female participants to labour market are many, but some factors have priority over the others. The most important factor for getting job is education, women with a higher level of education can easily get job in the market compare to the lower level of educations, shortly, If the level of education increases by one unit For example, from high school to university degree, the probability for getting a job in the market goes up by 18%, and it is statistically significance, the other important factors are age and the average monthly expenditure.

Then again, having youngsters in the family has a negative impact on female workers; this is due to the fact that in this area, taking care of children is the duty of females. While, some other factors have no effect on female workers such as marital status, living with parent and having their own home, the last two are dummy variables. Hence, many factors can affect female workforce, and this result is in line with the research hypotheses. As the main aim is to know main differences that reside among working women and jobless women, the researcher has surveyed both the working women and women who are jobless. This objective is achieved by the researcher in the recommendation part. As the researcher has been able to find out most of the major factors that influence the women to participate in the workforce, it can be said that this objective is fully achieved. Last but not least, this research can help female workers to understand the labour market and what are the most important factors for getting a job in this competitive market.

5.1. RECOMMENDATION

It has been found out that if women in Iraq gets proper educational support, it will enhance the chances of them for getting jobs. However, the basic educational knowledge they need is higher secondary and with the increase in the education it will

be more beneficial to them. In addition to it, the government should also take care to reserve the seats for the women in special cases. Apart from this, women should be given equal chances as their counterparts in major areas of employment. In addition to it, the government should also try to erase off the orthodoxy that the community holds. Women should also be going to protests on their own to change the views of the older ones in the society.

5.2. LIMITATION OF THE STUDY

The research aim is to find out the factors that create the differences between women getting jobs and those women who do not get jobs. In order to find out the factors the researcher has conducted both the secondary research and the primary research. In the secondary research, the researcher has not been able to gather proper information therefore, it has been a limitation. Apart from this the biasness of the surveyed is another constraint. Although it has been tried to erase off the risk, the attempt may not be fully successful. In addition to it, the cost and time constraint have always been there. Therefore, these also made the research a little less than the hundred per cent.

5.3. FUTURE SCOPE OF THE STUDY

This research deals with the factors that influence women to join the labour market in Middle East countries. Therefore, the researcher has found out the position of the women in these areas. Their educational backgrounds, age, income, expenditure, marital status and number of employees in the family analysed. Therefore, in future, this research will be helpful by giving information in these matters. Therefore, this information will also be helpful for future studies. Moreover, the facts that are currently preventing women in the middle-east countries from joining the labour market will also be a research matter in the future when the circumstances will change.

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CURRICULUM VITAE

Dalveen Raqeeb SEDEEQ was born in 1984 in Erbil, Iraq. She completed her primary and secondary education in Erbil, Iraq. In the beginning, she studied in Medical Institute, of nursing department after that she studied in Salahaddin University, the college of Administration and Economics, Department of Economy in 2008, she graduated in 2012. She started in Turkey to study M.Sc. at Yüzüncü Yıl University economic Department in 2015. She can speak Arabic, English, and Kurdish. Chat Conversation End.



Appendix:**Questionnaire format:**

This questionnaire format is designed for that woman who's their age is between 15 to 64 years.

Dear sister:

This form in your hands this ready to science mean on (determinants of women labor force participants to labor market in Erbil city).The answer to this question it must be true because that's benefit of science and society.

1. Marital status : Married Single
2. Age Group:

 Under 20 20-29 30-39 40-49 50+
3. Number of the children in the household:
 - a. None
 - b. Children between 0 and 5:
 - c. Children between 6 and 9:
 - d. Children over 10
4. The statue of your flat/house own property rent
5. Do you live with your parent? Yes No
6. Literacy Status:

 None Primary/Secondary High School Undergraduate Graduate
7. The number of employed person in the household:
8. Average Monthly Household Expenditure: (in National Currency)
9. Average Monthly Household Income: (in National Currency)

Thank you for your cooperation