

WOMEN'S PARTICIPATION IN WORKFORCE: A COMPARATIVE STUDY OF TEACHERS AND BANK EMPLOYEES.

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Abstract

Women are the majority significant resource in the growth of the country as it that comprise of half of the world's population is not fully harness as a human resource. Any society cannot develop so much if its 50 % population which is women not participates in the work market. The work force contribution rate is a decide of the amount of a country's working age inhabitants that engage actively in the work market, either by working or by looking for work. Today, the state has established women's empowerment, and women as active agent participate in their own development. Most of the country now recognizes the need for gender justice and equality. Women can alter the natural world of control rather than control change the nature of women. The Female Labor Force contribution rate for India remains abysmally low at around 27 % when the male labor force contribution rate is 79.9%. The astonishing part is that FLFP was 33.9 % in 2005 and has declined ever since. Clearly, the economic development in India has not permeate to women, at least when you use FLFP as an alternate for women's economic development. What is more astounding is that the FLFP for a country with likewise large population – China– is 64% and for the USA, a democracy like India, is 56.3% (World Bank, 2017). This study highlights different studies, and dissimilar factor which force the contribution of the women in the labor force such as demographic factor like age, caste, education, marriage. The main objective of the paper is to discuss Education as a significant factor to contribute in the contribution also what are varieties of trends which affect contribution in labor force, reason for the declining contribution of the women in the labor force.

Keywords: Women, human resource, work force contribution rate, gender justice, demographic factor

INTRODUCTION

Earlier women have wider task to participate as house makers. They play vigorous place in their home activities as wives and mothers answerable for the enlargement of their children and home maker in accuse of the process of their home. But with the add to in educational facilities they have slowly in progress captivating employment outside the home. They take twice load of job and household work. Majority of the women are operational in industries and social association like schools, Banks, Colleges, hospitals. Due to original economic, dynamic and political situation their role are altering and in receipt of a better place and fairness. Their come up to towards employment, marital status and maternal status have a consequence on their rational health also. After Independence with the rapid add to in industrialization and urbanization on the one hand and the boost up in poverty and unemployment on the other, women's lifestyle are experience key vary. The constitution of Independent India affirmed that there be made-up to be no bias near the employment of women; this also wrought main option for employment. Married women are coming out of the four walls of their house to seek helpful employment. As married women hold a job it add to the load of blame, physical labor, financial responsibility and make feeling of fault for divided loyalty flank by labor place and house that reduce the time for her. Job approval for operational women's huge significance to the family unit society and employer. It help the obvious alter in the move in the way of of operational women and the owner to regulate its rule for ensuing output and get better job approval. The amount of job endorsement in the middle of women in an significant mark of their work market thoughtful for it may point to the amount to which they have complete a victorious somewhere to live to the world of work. The subject is mainly important in the case of women in their thirties and forties as the children of those in this age group are more often than not of school age and moribund home responsibilities let considerable re-entry into the labor force. Workforce may be inhibited by particular labor market evils that often tackle such women. Contradictory responsibilities at residence and at work, readjustment evils occasioned by long absence from the workforce or sex-bias by employers. A clearer understanding

of the forces that shape the job satisfaction of these women promise a better insight into the process of labor market accommodation among women particularly as they re-enter the work-force. Women can change the nature of power rather than power change the nature of women. Women try to devote most of their time for maintaining their living standard with the help of earnings through employment in urban areas. India today has lower levels of women's workforce participation than many countries in Sub-Saharan Africa, Middle East. India ranks 127th on the global gender gap Index. Over the last decade, women's contribution in the work force has seen a remarkable decline. Latest government statistics put forward that women's labor force contribution rate fell from 29.4% in 2004-15 to 22.5% in 2011-12. Women's Labor Force contribution Varies across Countries in Australia, women's labor force contribution rate stood at 61.1% in 2019 in Canada over half (61.3%) of women participate in the work force in 2018. The major aim of the paper is to know the vast appraisal of literature connected to women contribution in labor force and in teaching and banking sectors.

REVIEW OF LITERATURE

1. STUDIES BASED ON EDUCATION AS A FACTOR.

Mammen and paxsun (2000) study that how women's work contribution rate changes with economic growth of country. He also found that women's education is the most important factor of female workforce involvement rate. He further discuss that women's health status improve with development of mortality rate and education level. In a similar study, Edward .B (2014) he examined in the study that Health survey 2006 to examine the association between female education and Women's work force contribution and fertility rates for Uganda. He examine further in his study about results predictable from hypothesis show that female education in exacting at the secondary and post-secondary school levels, abridged female fertility and increase the likelihood of females being busy in the work force. He also finds in his studies that dropping total fertility is predictable to play an significant role in achieve both the National development goals contained in the National development plan, and the Millennium Development goals. Also, Faridi and Rashid (2014) they attempts to make a decision the factor that have an effect on educated women's choice to contribute in the labor force. They finds in their study that based on a field survey conduct in the district of Multan finds that there is a number of factors have a constructive and efficient impact on women's choice to work. In the same line of thought, Mishra and Gupta (2011) they discussed in their study found that women education empowers the family and drives the economic growth of a nation. Also they examined in their study those development policies in women education like education and reservations. They also explored in their study that most recent National reports, in 2011, 45.9 percent of all enrolled undergraduates were women and 40.5 percent of all enrolled PHD scholars were women. They also showed in their studies that 61.25 percent among urban females with graduate degrees or higher were attending to domestic duties. They also explain in their study that the role of Social status and resident neighborhood as issue of women work force contribution. They further explain in their study that high social status which is calculated using social consumption as a proxy pushes women in salaried professions out of labor force and pulls women at waged labor levels into the labor force. Another study by, Totouom et al.(2018) they examine in their study that if education can be an effectual tool in achieve gender equality in labor force contribution in Cameroon. They used multinomial and binary logit models for their study. The findings shed light on the negative impact of being a woman on the probability of getting a job. They also show that education and the interaction term between gender and education has a positive and statistically impact on the probability of working in the public and the formal private sectors. In a similar study, Geeta and Unni (2001) they examined in their study that education accountable for difference labor market outcomes of women and men in urban India. They further analyzed from the study that women do undergo high levels of wage bias in the Indian urban labor market and also with education there will be a number of decrease in bias of wages. The findings demonstrate that the women's with low level of education get lower wages and vice-versa. They finally discover that for together men and women proceeds to education rise with education level. Also in one more study, Das and Visaria (2011) they examine in their study and show important and positive proceeds to education in the work market among women in the India. They show that female work force contribution is low and declining. They further discuss in their study that marriages in India are mostly characterized by economic regularity which also have its positive impacts on returns. Their regression analysis shows that return to education exact in terms of per-capita household consumption in the marital home is significant and positive. In same line of thought, Kapsos et al.(2016) discuss that in India female labor force contribution and education followed U-shaped pattern, with the lowly contribution rates experience by women with secondary schooling.

2. STUDIES BASED ON SOCIO-ECONOMIC FACTORS.

Naqvi and Shahnaz (2002) have analyzed the effect of a variety of demographic, socio-economic factor on women's contribution in work market. They regress through probit and multinomial logit model to approximation the parameters. Their findings point to that female marital status, primary education, no of children and female headed households are inversely linked with female contribution in labor force. In alike study, Miah and Mizan (1992) they examine in their study of association between women's labor force contribution and fertility. They find that women's contemporary and traditional occupation as well as higher and secondary education lowers their fertility rates considerably. Independent variables such as age, religion, practice of family preparation and husband occupation have optimistic effect on fertility. Also, Sahoo and Mohanty (1978) to study the inter-district difference in female labor force contribution in Orissa on the basis of data from 1971 census. They helpful the relationship coefficient of female contribution rate with a diversity of variables such as Male population, people from planned caste/tribes, education.

3. STUDIES BASED ON THE PARTICIPATION OF WOMEN IN THE WORKFORCE AND THEIR CONTRIBUTION TOWARDS THE ECONOMY.

Pande et al.(2016) they analyzed from their study that in spite of being Indian women wish to join work force in higher percentage but they are cover behind in sufficient skills, furthermore social norms preventive their mobility. Women who work apart from agriculture are usually linked in informal sector and home-based profession. Also in the same line of contemplation, Srivastava and Srivastava (2010) they paying attention on their study that great scale surveys show that women's contribution in rural areas is quite raising and women's are mainly employed as self employed or employed as casual labour in agriculture. They face discrimination regarding job accessibility, and they get mostly low-paying jobs. They more analyzed in the study that higher work contribution should be given improved outcome when accompany by higher education. For women in the work force education is the greater part important factor of improved quality non-agriculture work. They finally finds that women's freedom is measured in terms of direct over land mobility and willingness to join self-help groups force them to move into non-agricultural jobs. In the similar line of thought, Sen and Sen (1985) they examine in their paper about the two main hypothesis (i) contribution in the usually defined labor force.(ii)Domestic work plus behavior such as fuel collection, animal care etc. They finally said that relations structure variables such as overall household size, dependency ratio or the existence of nuclear versus joint family are not the significant variable affect women's labor force contribution As well, Banerjee and Raju (2009) they analyzed from the study about altering of dissimilar labor opportunity of migrant women and the dissimilar opportunity obtainable to them. One more study done by, Cooke (2010) in their study examine the pattern of women's employ in four Asian economies China, India, Japan and South-Korea. He additional illuminate the a diversity of individuality of political regimes, institutional preparations and societal values are manifest in the employ system and human source of each nation Also various social, cultural, institutional factor have an effect on women's work contribution. He concludes that women's employ from side to side the contrast of four major Asian country which remains under explore. In like way, Dua (2018) in her study analyze that country's economic development depends on female work contribution rate as women hold at least 50% of the inhabitants of the country. The rising women's participation has increases their increase rate and development in the country.

A supplementary study was done by; Manel and Perera (2017) in their study establish that labor force contribution in the informal sector for the completion of a variety of opportunity and a variety of document programs in the state. They give details additional that the casual sector has happen to a main division of most employment of female workers in non-agricultural sector in urban population in Colombo district. Also they discover the variety of socio-economic and demographic factor affecting contribution of women in casual sector of the urban settlement communities in Colombo district. The major data was collected from cross-sectional sample survey, from urban areas in Colombo municipal council area and the sample were collected from 222 females using random sampling technique. For additional analysis and to complete the objective of both descriptive and logistic regression methods were applied for the data analysis. They find that low level of education is one of the significant determinants of women's contribution in work market. They conclude in the previous about the most women of the urban community have face ecological factor and poverty, lack of consciousness and support to the education and other skills, lack of capital and amenities to start an own business. One additional study done by, Godara and Varsha (2017) analyzed in their study that women have main most important role in work force contribution rate in agriculture sector. They also mention that women's contribution has been very high in all types of farm activities. Women's work contribution is more but their contribution in choice creation related to farm behavior was very low. Also if more women are lively contribution in choice creation is necessary for fast agricultural growth in rural areas of the nation. But many social and economic factors influence the contribution of women in work market. For collect data a sample of 300 farm women from two blocks of Jind were selected from side to side Random sampling method. Multiple regression

models have been used to examine the factor affect women contribution in agricultural sector. They finished those key variables like age, education, income, and farm-size and no of male workers in the family played a statistically significant position in choice-making. In alike study, Pandey and Kumari (2012) in their study find that women are playing a significant role in economic development. They mention that women's contribution in industries, services and in agricultural activities & their contribution towards the Gross Domestic Product play a major role in the economy. But the women lag behind in getting better job opportunities. In their study they use data from different rounds of NSS. Their analysis depicts that women workforce and work force contribution has reduced in new existence and the gap between female and male work contribution ratio has better in India. They additional analyze from the study that in developed southern states of India because of educated society and freedom of women in choice-making women's input in regular jobs is high compare to northern states of India. Also they exposed that women's contribution is higher in urban areas then in rural areas. One more study was done by, Kispotta et al.(2016) analyzed from their study that agriculture is the major job of the people as 70% of people are reliant on agriculture and allied behavior in rural areas in India. While in India, female work contribution has been altering over time in universal and rural female work force contribution rate has enlarged in exacting. They discuss that the consequences from National sample survey 68th round ,that labor force contribution ratio for females in rural sector was 24.8 in 2011-12 while that for male it was 54.3, in urban areas it was 14.7 for females and 54.6 for males. Finally, finished that in Chhattisgarh total female personnel are raising as compare to the total male personnel representative boost in women labor force contribution rate in agricultural behavior as compare to male members. In same line of consideration, Sackey (2005) he studies that to add in the work marketplace or not to take part appear to be an matter of continued existence for women in the Ghanian market. He also mentions in his study that similar to the rising trend in female work force contribution rates; there has been a propensity towards a decline in fertility. He used data from the Ghana livelihood principles survey with demographically augment in order to estimate female labor force contribution and fertility models. He find in his study that female schooling matter in both urban and rural locality together primary and post-primary education level put forth important optimistic crash on women's labor market contribution and have an reverse result on fertility. He further mention in his study that rising education level is the key in mechanism for enhancing female human capital and productive employ with optimistic impact on insight of perfect family size and fertility preferences. Similarly, Tansel (2002) examine in his study that female work force contribution rate has U shaped association with the procedure of economic development. He finds time series proof on female labor force contribution rates in turkey female labor force contribution and also find a variety of determinants that affect female work force contribution. He used time series data to demonstrate the declining female work force contribution. The outcome shows the U-shaped of economic development. He analyzed that unemployment has negative result on women's work force contribution rate also the impact of education has optimistic result. Also in same line of thought, Olsen and Mehta (2006) they discussed that labor force contribution of female in India respond to economic, social, cultural and demographic mechanism. Men's official labor force contribution stood at 85% and women's at 35%.The data reveals a U curve of female employ by education levels. They also discuss in their study that women in the Muslim civilizing grouping do more additional-domestic work than women in other cultural groups. Another study was done by, Swati Dutta (2011) discuss in his studies that the impact and natural world of female not paid labor in the background of rural household in India. The author in his study finds the relationship flank by land ownership and the quantity of domestic duties perform by females, familiar by relations size in rural not fully formed household. The study use data of 2011-12 and find in their study of connection flank by landownership and house duty do by females. She also finds in their study that experimental penalty suggests that there is a better likelihood of more women workers receiving concerned in voluntary work as the landownership size of the family increase. She additional finds in their study that the percentage of rural women busy in home duties is 34% and the bulk of them desire to work also in a usual or part time foundation as well as be able to be present at to domestic duties. A further study was done by, Srivastava and Srivastava (2010) shows that rural women's employment has full-grown from the last decades and women's are working as casual labor in agriculture. They also demonstrate that women face a variety of types of prejudice from side to side low paying jobs. In same line of consideration, Moore (2017) they set up in their study that by a countrywide envoy family survey, we will take into deliberation five evocative facts about female work force contribution in India that help recognize constraint to higher contribution. Firstly there is important insist for jobs by women at present not in the work force. Secondly, eager female non-workers complexity matching to jobs. Thirdly, obtaining vocational training is corrected with a higher likelihood of working among women. Fourthly, women are more likely to be working in sectors where the gender wage gap and unexplained wage gap is higher. Finally, female friendly policies including quotas are related with higher female participation in some sectors. In similar line of thought, Mehrotra .S (2015) he finds in his study that factors responsible for low female labor force participation rate in India. These are increased attendance in education, declining child labor higher household income levels, structural shift away from agricultural employment increased mechanization of agriculture were some of the factors during female employment trends. He also founds that the others factors that are structural in nature that explain the low women's participation in economic behavior,

the voluntary non-economic work burden, the lack of measurement flanked by home duties and contributing family work, poor skill training, lack of support for entrepreneurs, work-related separation and casualness of work and challenge at the place of work. One more study was done by, Das et al. (2016) they analyze from 20 years data from Indonesia's work force survey to study trends in female work force contribution They finds in their study that younger women in urban areas have enlarged their work force contribution in new years from side to side wage employment while younger women in rural areas have condensed their work force contribution and by opt out of informal unpaid employment. They additional finds in their study that wage jobs are more attractive than other types of work and many women exit wage work due to family and child constraint. In the equal line of thought, Beatrice (2017) he found in his study that Malaysia experience fast monetary growth and an increased standard of living between 1970 and 2010. He also set up that female educational achievement has also augmented considerably and the fertility rate is decline He further states that goal of the Malaysian country to add to rate of female labor contribution from 57% by the year 2020. Similarly, Atieno (2010) he discuss in his paper that consequence of the global economic crisis on the part of females in the Kenyan work market. He studies that the majority women are busy in the non-formal sector of unpaid family work, relaxed sector and agriculture. He additional highlighted in his study that education is important in moving women from the non-formal sectors of the labor market; the gender variable is still significant in restricting women's contact to improved paying sectors. He further finds that women are burly in the non-formal sector of the work market and the gender variable is still significant in restricting women's right to use to better paying sectors. He additional finds that women are intense in the non-formal sectors of the labor market and women are more likely to be in the non-paying occupations like unpaid family work compared to the income earning occupations like informal sector self employment. Also an additional study was done by, Ashapura Baruah (2016) she examine in her paper concerning the employment of women in rural Punjab for the period 1993-94 to 2011-12. She has used NSS round 2009-10 data, National classification of occupation 1968, NCO 2004 and examines contribution rates and examine work-related pattern among rural women in the context of enlargement and structural change in the Punjab economy. She additional find in her study that structural change has neither better labor market contribution nor quality of employment in the middle of rural women during the last two decades. And also finds that the caste attribute additional intensify such descending trend creation SC women inferior off in terms of work-related outcome.

4. STUDIES BASED ON DECREASING PARTICIPATION OF WOMEN IN WORKFORCE.

Sarkar and Klasen et al.(2017) analyzed employment transition of women working in India. They studied the puzzling issue of low labor force participation despite of strong growth; decline in fertility rate and with rise in female education. They studied further using national panel data set that women are less participating in labor force and there drop rate is increasing at alarming rate. Also they found that with increase in income of the other member of the family women's more chances increase from exit from labor market. Lastly, they reveal about the caste and religion and various cultural and economic factors explain the declining workforce participation of women in India. They also mention various individual and household level factors of women's employment transitions. Another study was done by, Naidu (2016) explained in their studies that declining female labor force participation in India alongside high economic growth is puzzling. She also states that increasing educational enrolment and higher household incomes have been offered as hypotheses to explain the decline in women's participation in work force. Similarly, Lahoti and Swaminathan (2013) examined in their study that India has experienced steady economic growth and declines in women's labor force participation rate. They explore the relationship stuck between growth and women's labor force contribution from 1983-94 to 2011-12. They analyzed from the study that at the state level there is no regular U-shaped association flanked by level of domestic product and Women's work force contribution. Another study was done by, Eswaran et al.(2013) in their study finds that ratio of women's marketplace labor to men's declines as we go up the caste hierarchy. They also analyze that this ratio fall as family wealth rises and decline is steeper for the higher castes. In similar study, Mathew.S.S (2015) he deliberate that India's female employ and labor force contribution have been declining since the mid 2000s. He also deliberate that the period between 2004-12 saw from its conservative pattern of high work force contribution and shift towards the low rates of female contribution experiential by all India point by family income level, age-group, level of education and work-related group. He additional find that individuals dipping from work force are youthful, educated women qualified for expert occupation, suggestive of a opposition effect exacerbate by broaden gender pay differential in top occupation. An additional study was done by, Mehrotra et al.(2017) they considered in their study that new fall in female work force contribution and its Socio-economic factor crash in India. To explore both micro-macro level factor which decide female work force contribution rate. They also discuss concerning the sub-sectors with developed and service sector that might make jobs for the original female job aspirants and those older women displace from agriculture in new years. They by together macro-level and family unit survey (NSS) data they find out that in the procedure of structural

transformation has pushed a large no of females out of agriculture. Similarly, Neff et al.(2012) they deliberate between 2004-05 and 2009-10 there was a pointed fall in female labor force contribution in rural India. They discover in their study that more women in rural areas are now pursue higher education and are not obtainable for work and there home income are increasing speedily enough that there is a propensity for women to take out from the work force to focus the domestic duties. They extra deliberate that employ opportunity for women are diminishing and also societal and cultural factor may be interact with these three factors and amplify their effects. Similarly, Dasgupta and Verick (2016) analyzed from their study that in India there were four key factor which were accountable for declining in female labor force contribution rate all through new years; (i) rising enrolment in secondary schooling (ii) add to in household income which pull women out of the agricultural labor (iii) mis dimension of women's contribution in the work force and (iv) the lack of employ opportunity for women in the non-farm sector. Indian women with a graduate education have a 30% higher possibility of being in usual salaried work in rural areas, and 20% advanced probability in the case of urban areas in difference to illiterate women. A further study done by Vanneman et.al (2018) analyzed from their study that theory of human capital suggest that with extra education women get better skills and their earning boost resultant in higher labor force contribution. They more find that India's women's education has a U-shaped relationship with labor force contribution and also turn down at reasonable level of education may be due to an income result and women's with added education marry into richer families that allow them to take out from work force.

5. Studies based on Trends of labor force participation.

Arvind kumar (2017) explains the trends and pattern of women's employment in agricultural division in India. He used data from 1993-1994 to 2011-12 from national sample survey. He estimate from both usual principal and subsidiary rank and analyze from their study about the uneven of people from agriculture to non -agriculture division in both rural and urban areas. Also he mention about the female's share is raising more in secondary and tertiary sector. He also share about structural alter in the market which lead to turn down in agriculture division of male and female contribution. Lastly the author discloses about that female employ has exposed a continued decline in all sectors than their male counterpart. One more study was done by, Aditi et al.(2013) examined from their study that women in India are over-represented in sure occupation and about 26% women were busy in elementary occupation, 19% women were linked with craft and connected trade works and 11% women were operational in sales and service along with technicians. They additional said that only 7% women workers were inside administrative, executive and managerial occupations. There is an obvious division of women in sector that are characterized by low wages, long hours and relaxed working actions. Even inside the sector where women manage they hardly ever hold higher managerial posts and input position. Likewise, Mansor et al.(2012) they discuss in their study that there is an increasing trend in macro data of the labor force contribution rate of elderly aged 55-64 years. They also demonstrate in their study that adds to of household's expenditure from rising living costs and insufficient old-age income. Their study updates the trend using micro-level data for 1989, 1999, 2009, and 2012 evaluate the style in the work force of the elderly over time & to decide the socio-demographic issue influences a trend. They extra inspect in their study that four rounds of data of Malaysian household's Income establish that age, marital status, gender are statistically important in influence elderly decision to carry on work in old age. An additional study done by, Rahman et al (2013) they make known from the study that there exist a U-shaped association among economic growth and women's contribution in the work marketplace but the study from Bangladesh does not grip up this argument. In fact in Bangladesh there has been a boost in female labor force contribution with the monetary growth since the 1990s.They also tinted in their study that Bangladesh has witness a large boost in female contribution in concentrated export-oriented industry in urban areas. The study also finds that the speedy growth of micro-finance in rural areas has hold up women's take up in poultry and livestock sector. They also demonstrate in their study that the market of Bangladesh as a full and women's employ in urban areas appear to be too dependent on a single industry as other sector are rising are either too small or are not employ women in great numbers in their industries. Also, Narayan (2016) in their study seek to here an on the whole picture of women's work in Haryana and difference the women's employ in rural and urban areas. The author analysis the trends and patterns of female employment in rural and urban areas in Haryana. He examine the gender gap in utilize in both at state level and district levels. He also analysis the kind and superiority of work done by female and build alike study of female employment with captivating unlike factors like wages, education level, nature of employment. He additional found that women's contribution is lower compare with national average. Women's regular daily employment in factories in 2010 was 4.78 percent which is lower than 15.76 percent for all India level. He further find that gender gap in wages /salaries for openly in work women workers from the period 1999-2000 to 2009-10 was Rs 231.90 which is 31.7% lower than their men counterpart. He found that in Haryana state the contribute to of rural women in labor force is higher than in urban areas. But he also find that their place in rural areas is much lower then those working in urban areas.

He mentions additional that most of them are working in low-paying undeveloped works. In like study, Maimuddin (2011) examined throughout his study the rate of work contribution of women in Indian states base on census data of 2001. He analyzed from study that work force contribution of women was 25.6 in India and they constitute at least 48.27% of the total population. Also author mention that the educational condition of women has better from the past- decades but their input in work force is unmoving declining. The hypothesis of the study is based on rising women's input in labor force and with educational growth. He more mentions that correlation matrix stuck between work-related composition and educational development demonstrates main association. And the author comes out with consequence that education is one of the reasons of increasing female labor force participation They finished that women with having explanation education are attach in farming sector. In alike study, Klasen (2017) look at the trends in women's labor force contribution which has been establish to be fairly dissimilar and confusing, rising strongly in Latin America, while improvement were exposed in Middle East and in South Asian country of the world. Similarly, Sharma et.al(2015) analyzed from the study that the their study tries to make known an in general picture of female employ in India ,type of employment, wage differential, labor role, employ potentially. They extra discover that women on disadvantaged part make appropriate advice for civilizing the employ potentialities of women in India.

6. STUDIES BASED ON SOCIO-ECONOMIC FACTORS.

Zaheer and Qaiser (2016) deliberate the different factors that have an effect on the women's labor force contribution in Pakistan. Different factor like population of female ,the unemployment of female, the increase of the GDP of the state ,the fertility rate of female and mortality rate are used to show whether these variables have a important crash on female labor force contribution rate or not. In similar study, Aly and Quisi (1996) studied the socio-economic factor that have and crash on Kuwati women's workforce contribution choice. The choice of contribution in the work market was regressed by a non-linear most probability function method for cumulative logistic probability function. One more study was done by, Adeyem (2016) analyzed in his study the impact of religion on female work force sharing in Nigeria by trends. The study shows the women's labor contribution in Nigeria increased from 39.3% in 1990 to 48% in 2011. In the same line of thought, Mehta and olsen (2006) they studied in their study that labor force contribution in India respond to economic, social, cultural and demographic mechanisms. They establish that men's labor force contribution stood at 85% and women's at 35%.They also discuss in their study that women's contribution had fallen since 1989 and had U curve association between female employ and education levels also shows that women's home and farming work can from time to time arguably be classified as self-employment. They additional study that women in the Muslim cultural group do more additional home work and are in lively in work force contribution. Another study was done by, Paul (2016) he examined in his study that home aggression is familiar as a solemn infringement of women's essential rights and he also suggest that predictable economic models of home violence tell that higher labor force involvement by women leads to a reduce in home aggression. He used a sample of 69,704 married women aged 15-49 years from round 3 of the National family Health Survey (NFHS) data (2005-06) for our analysis. He show a pertinent picture of constructive connection between women's labor force contribution and physical as well as poignant abuse by husbands and also explain in his study that employed women are thus more bare to friendly partner violence. He also listening carefully in his study that there was not much proof that home violence resulted from a superior control of household resources by operational women. Another study done by, MD Evans et al.(1993) they examine in their study that the effects of Socio-economic development on women's labor force contribution during the change from agriculture to industry. They discover difference in women's labor force contribution in Brazil by education, marital status, age and urban or rural residence. They use logistic regression and explain that the worldwide level of women's labor force contribution does not alter with the point of development. They additional paying attention on that very educated women are more in labor force then the less educated women this disparity is considerably better than in post-Industrial society. They discuss that single women are extra possible to be in work force than married women and Age level has a poles separately curvilinear relationship to labor force contribution and old are a great deal less to add in the work market and rural women somewhat more possible to be in work force at all the levels of expansion. Also, Mafeez and Ahmad (2002) they examine in their study that a variety of socio-economic and demographic factors which power the choice of educated married women about participate in the labor market. They find that based on the field survey conduct in the district of Mandi Bahaudin. They working logit and probit models in order to empirically be familiar with the result of education level of husband and wife, women age, household structure, size household income and asset ownership and rural/urban residence on women's labor force contribution. They additional find that the female's education level is tough and optimistic determinant of FLFP. Whereas they also found that male labor force participation that monthly household income, numbers of workers in household income, number of workers in the household other than husband and wife and monetary assets are considerably and inversely related to it. In same line of thought,

Aurig and Scott (2012) they deliberate in their study that Socio-economic variables decide fertility performance and women's labor force partaking. They old multivariate linear regression to examine the Socio-economic determinants of fertility and a binary logistic regression in arrange to examine the result of Socio-economic variables on women's labor force contribution. They examine more that regression study are based on experiential data from the demographic and Health survey in 1993,1998,2003,2008 in the Philippines. They extra focused in the study that secondary and higher education achievement of females and males is major issue of turn down in fertility. At previous they also discover that in the middle of Philippines women with at least four children, the probability of labor contribution decline. In similar study, Mueller.C and Schupp J.(2015) they focused in their major factor influence female labor force contribution in Egypt and Germany. They also attempt to shed light on understanding if and how demographic factor the Egyptian FLFP in evaluation with the German FLFP. They working incomplete dependent variable technique, probit models utilize to decide which factor pressure FLFP in both countries. They used cross-sectional analysis is conduct from side to side the use of 2012 Egyptian labor market panel study in teamwork with Egypt's central Agency for public mobilization and statistics and the 2012 German socio-economic panel. They more give details that certainly higher educational achievement increases the Egyptian females predict probability of participate in the labor market. They additional study that there are a number of factor have an effect on FLFP in together country a number of of which has optimistic power as years of schooling and age while others have depressing impact as being as married women, living in urban areas and number of children. Lastly, they mention that years of schooling has a higher minor impact on Egyptian FLFP and age being married and no of children have a higher minor consequence on German FLFP. Similarly, Faridi et al (2009) they explain in their study that female from approximately more than half of the total population in Pakistan takes part in a very important role in the country. They focused on that present study explain a variety of feature accountable for factor which have an effect on the women work contribution. They give explanation additional educational attainment levels turn out to be important determinant. They said that female labor force contribution adds to with rising levels of education. The answer tells that female education is essential for improved employ opportunities. An additional study done by, Motkuri et al. (2016) he deliberate the association between Income and female labor force contribution rate is important and U-shaped. He additional show in his study that FLFP is negatively linked with female wage rate, percentage of cultivator's households, proportion of child population below 15 years of age fully linked with sex ratio and amount of SC/ST population in the region. He extra painted that gloomy relationship with female wage rate which is wins from side to side in industrial regions might be due to high possibility cost with respect to women's contribution in industrial labor force contribution in developed regions. Similarly, Ramadan et al.(2018) they argue from the study that with female labor force contribution and its determinants in the Egyptian society using the Egypt labor market board study. He studies the individual, household and community determinants of the Egyptians woman's choice to enter the labor market. They additional try to find the reply of the query whether these determinants have an effect on her choice to be working in the public sector or not once she entered the labor force. They then show in their consequences that factor affecting women's labor force contribution choice are not the same and may not participate the same role for their result regarding her employ status once they go into the work market.

7. STUDIES BASED ON WOMEN'S PARTICIPATION IN THE BANKING SECTOR.

Ramya and Raghurama (2013) they argue in their study that nationalization of the Indian banking sector in 1969 serve up as the initial main step to decrease gender prejudice next to women in banking and insurance sector and has provide chance for women empowerment. They demonstrate in their study that technology has play a significant role in this alters. Women's rising literacy, growing economic demands and desire to gain economic and social independence are approaching women folk to take up profitable profession in Banks. They additional find that strange increase of Banks has shaped enormous employment chance for the educated women of our nation. A further study was done by Alawi-Al .AI (2016) he discuss her, in his study that the reason of this study is to discover the present position and the challenges of Bahraini women in the financial and banking sector, he showed in his work that this sector is in permanent expansion and wants to devote in human resources correctly to pull towards you talents. The study presents how unusual factor affect the mainstreaming of women progressive to the top-level management. He also establishes in his study that both qualitative and quantitative method in data collection was used. The study finds that 8% of women reach the Board of Directors and 45% of Bahraini women among the Bahraini workforce attain the position of CEO. He also find in his study that the most important factor affect Bahraini women in the place of work were the require for women in headship positions.

8. STUDIES BASED ON WOMEN'S PARTICIPATION IN THE TEACHING SECTOR.

Bacolod .P.M (2007) he analyze in his study that using Roy model of Self-selection highlights how professional differences in the returns to skill determine teacher quality. The study also finds the implication of rising professional opportunity for women is affecting the decline in teaching quality. Another study was done by, Sankar et al.(2008) examine the relationship between student learning outcome and the accessibility of women teachers in Indian classroom. They also demonstrate from their learn that male and female teachers be different in classroom running practice and how to increase student's learning ability. In the same line of thought, Corcoran et al.(2002) they find that teaching has become a female profession and employment opportunity for talented women's outside the teaching part has decline

CONCLUSION

The contribution of the women in the labor force has exaggerated by a variety of factor such as education, age, caste, marital status, their social economic status, income of the family, income of the spouse, Family wealth, no of children etc.

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