

UNIVERSITI TEKNOLOGI MARA

**FACTORS INFLUENCING WOMEN'S DECISION TO
PARTICIPATE IN THE LABOR FORCE**

NUR AMALIA BINTI YUSOF	(2016317637)
NUR FARAHIN BINTI ABU BAKAR	(2016718135)
NUR HAZWANI BINTI SAID	(2016317373)

Final Year Project Submitted in Partial Fulfillment of the Requirements
for the Degree of
BACHELOR OF SCIENCE (HONS.) STATISTICS

FACULTY OF COMPUTER AND MATHEMATICAL SCIENCES

JULY 2019

ABSTRACT

Similar to men, women also play an important role in the mainstream of the country's social and economic development. This can be measured through an increase participation of women in the labor market. Women's active participation as aforesaid employment will further help to bolster the growth momentum of stronger economic sectors. Therefore, it is important to identify why some women join the labor force while some prefer to be out of the labor force as well as what are the factors affecting women's decision to join the labor force. The purpose of this study is to identify which factors most influencing the decision of the women to participate in the labor force and to describe the women employment pattern by sectors. This study uses primary data of the group of women that is either participate or not participate in the labor force in Negeri Sembilan. To estimate the parameters involved, this study uses Logistic Regression Model with Omnibus Test, Hosmer and Lemeshow Test, Predictive Efficiency Model and Wald statistic method to estimate the parameters involved. The findings of this study shows that number of children, perception on gender role and household income have a significant positive relationship while marital status, education and age have a significant negative relationship with women's decision to participate in the labor force. The results of the study will help the government and policy makers in developing appropriate strategies to help increase women's participation in the labor force, especially among tertiary educated women.

ACKNOWLEDGEMENT

IN THE NAME OF ALLAH, THE MOST GRACIOUS, THE MOST MERCIFUL

Firstly, we are grateful to Allah S.W.T for giving us the strength to complete this research successfully. Without Him, we are unable to think critically and providing ideas to achieve the objectives of this project. Besides that, we would like to express our gratitude towards Mrs. Normadiah Binti Mohd Razali as our supervisor for this group in doing the final year project. Even though she is busy with her work, she is willing to spend her time to share, contribute her knowledge and guide us until the end of the project. We also would like to thank to the Faculty of Computer and Mathematics Sciences for providing facilities such as statistical software that are very useful in the analysis part for our study. Not to forget, thank you to the Department of Statistics Malaysia for give cooperation and providing the data that is needed in this study. Lastly, special credit to our lecturers that have taught us all the statistical theories and methods that have been used in this project, to our families and friends that keep supporting us until this research is completed.

**NUR AMALIA BINTI YUSOF
NUR FARAHIN BINTI ABU BAKAR
NUR HAZWANI BINTI SAID**

TABLE OF CONTENTS

TOPIC	PAGE
ABSTRACT	i
ACKNOWLEDGEMENT	ii
TABLE OF CONTENTS	iii
LIST OF TABLES	v
LIST OF FIGURES	vi
LIST OF APPENDICES	vii
CHAPTER 1: INTRODUCTION	
1.1 Background of Study	1
1.2 Problem Statement	3
1.3 Research Questions	4
1.4 Research Objectives	4
1.5 Scope and Limitation of Study	4
1.6 Significance of Study	5
CHAPTER 2: LITERATURE REVIEW	
2.1 Introduction	6
2.2 Factors Influencing Women's Decision To Participate In Labor Force	
2.2.1 Education	6
2.2.2 Marital Status	7
2.2.3 Age	8
2.2.4 Number of Children	8
2.2.5 Household Income	9
2.2.6 Perception on Gender Role	10
CHAPTER 3: METHODOLOGY	
3.1 Introduction	11
3.2 Research Design	11
3.3 Population and Sample	12
3.4 Sampling Method	12
3.5 Research Instrument	13
3.6 Data Collection Methods	14
3.7 Theoretical Framework	15
3.8 Method of Analysis	17

CHAPTER 4:	RESULTS AND ANALYSIS	
4.1	Introduction	22
4.2	Reliability of the Research Instrument	22
4.3	Women Employment by Sectors	23
4.4	Demographic Characteristic of the Respondents	23
4.5	Significant Predictors for Women Decision's to Participate in Labor Force	26
CHAPTER 5:	CONCLUSION AND RECOMMENDATIONS	
5.1	Conclusion	30
5.2	Recommendations	32
REFERENCES		33
APPENDICES		37