



ANALYSIS OF SOCIO-ECONOMIC DETERMINANTS OF WOMEN PARTICIPATION IN THE LABOUR FORCE IN GOMBE STATE, NIGERIA

¹ Nasiru Inuwa *, ² Adamu Abba, ³ Rasheed Abdulganiy, & ⁴ Haruna Usman Modibbo

¹ & ⁴ Department of Economics, Faculty of Arts and Social Sciences, Gombe State University, Gombe – Nigeria

² Department of Sociology, Faculty of Arts and Social Sciences, Gombe State University, Gombe – Nigeria

³ Department of Religious Studies, Faculty of Arts and Social Sciences, Gombe State University, Gombe – Nigeria

*Corresponding authors' email: ninuwagsu@gmail.com

Journal Info:

ISSN (e): 3026-8028

(p): 3027-0928

Vol: 01

Issue: 02

December 2024

Pages: 153 – 164

ABSTRACT

This study examined the socio-economic determinants of women's labour force participation in Gombe State, Nigeria, with specific attention to the role of religion and patriarchy. The data have been generated from a cross-sectional survey using a multi-stage sampling technique. The study deployed probit regression analysis and found that educational attainment, work experience, family size, and monthly income significantly stimulate the likelihood of women's labour force participation. However, the study revealed a negative but insignificant relationship between religion and patriarchy in women's labour force participation in Gombe State. The study, therefore, suggests that efforts should be made to enlighten women to boost their labour force participation. This can be easily achieved through constant review of the underlying boundaries of our social norms in line with the United Nations transformative vision of Sustainable Development Goals (SDGs) into reality and reducing the level of income inequality among different members of the society in Nigeria.

Keywords:

Socio-economic,

Determinant, Women

Participation, Labour Force

1.0 Introduction

The participation of women in the labour force is considered an indispensable factor in closing the gender gap, as encapsulated in the Sustainable Development Goals (SDGs) by the year 2030 (United Nations, 2018). This is why researchers and policymakers alike are now paying significant attention to women's labour force participation in most developing countries (Iheonu et al., 2020). Unfortunately, the labour force participation for both men and women aged 15 and above has continued to decline globally. Specifically, it stands at 61.8 percent in 2018, lowered by 1.5 percentage points over the previous decade, but the point worth noting is that the decline in women's participation rate lags behind that of men, leading to a slight narrowing of the gender gap (International Labour Organization, 2018).

However, one of the major reasons identified to have contributed is shouldering a higher share of unpaid domestic works, which usually limit their opportunity to engage in paid work (International Monetary Fund, 2019).

In Nigeria, women's labour force participation dropped to 52.9 percent in December 2019 compared with 53.1 percent in the previous year. It is usually updated annually, with an average rate of 59.9 percent. The data reached an all-time high of 61.2 percent in December 1990 and a record low of 52.9 percent in December 2019 (CEIC, 2020). Specifically, the National Bureau of Statistics Labour Survey of the third quarter of 2018 revealed that Nigeria had a labour force of 90.47 million nationwide, among

which Lagos, Rivers, Oyo, Kano and Akwa-Ibom alone accounted for 26.23 percent of the total labour force. However, Gombe state had the lowest labour force population in Nigeria, recorded at 995,947, accounting for just 1.1 percent of the total labour force (National Bureau of Statistics, 2020). Similarly, the women labour force participation rate is lower than that of their male counterparts in Gombe State, as reported by Fapohunda (2017).

Although, it is widely acknowledged that women's contribution from the local to the global economies worth trillions of dollars. Unfortunately, their presence in the low-paid and vulnerable jobs continues to rise, in addition to shouldering the bulk of unpaid domestic work (UN Women, 2016). Available evidence revealed that women earn 63 percent less than their men counterparts, but they spend three times as many hours on unpaid labour (IMF, 2019). Therefore, it is crucial to increase our understanding of the likely factors that promote or hinder women's labour force participation in developing countries.

A handful of studies have been conducted in Nigeria on the determinants of women's labour force participation (Lawanson, 2008; Omotoso & Obembe, 2016; Fadoyomi & Oluranti, 2017; Sadiq et al., 2017; Obiyan et al., 2017; Nwokoye et al., 2018). However, most of the factors responsible for the decision on whether to participate in the labour market or not, identified in the previous studies, include education, family structure, age, marital status, husband's income, fertility, household structure, and geographical location, etc. However, there is limited work that examines the effect of religion and patriarchy in Gombe State. Against this backdrop, this study intends to fill in the gap in the literature by examining the effect of religion and patriarchy on women's labour force participation in Gombe State, Nigeria.

2.0 Literature review

2.1 Conceptual issues

According to the International Labour Organization (2015), the labour force participation rate is defined as the proportion of the population ages 15 and older that is economically active: all people who supply labour for the production of goods and services during a specified period. It is also viewed by Stella et al. (2017) as the proportion of people eligible to participate in the labour force who are participating in it by working or looking for work.

Meanwhile, women labour force participation is defined by Hosney (2015) to simply refer to women's decision to be part of the economically active population: employed or unemployed population as compared to being part of the economically inactive population of the economy- either not working or seeking work. Thus, the working definition of this study for women's labour force participation corroborated with that of Anyanwu, Adesanya, Adededeji, and Adesanya (2021), which defined women's labour force participation as the percentage of the female population that has worked in the reference period or is willing to work.

2.2 Empirical Review

A considerable number of empirical studies have been conducted both locally and internationally, focusing on factors that influence the decisions of women to either participate or not in the labour market. For instance, Cho and Cho (2015), Bulut (2016), Khanic (2019) and Nwokoye et al. (2017) consider education as a primary factor stimulating women's participation in the activities of labour market, while social norm has been examined by Chen and Ge (2018) and Gunduz and Smits (2008) as the determinants of labour market participation. However, other scholars such as Chan et al. (2014), Omotoso and Obembe (2016), and Fadoyomi and Oluranti (2014) restricted

their determinants of labour for participation to households or family structure.

Mulugeta (2021) studied the determinants of women's labour force participation in Ethiopia, taking Debre Birhan town from North Shewa zone as a case study. The deployed logit regression model on 291 respondents found that access to credit and educational level have positive and statistically related with the likelihood of participating in the activities of labour market. Similarly, the outcome confirmed the likelihood of women participation in retarding household poverty. Kiani (2021) focuses on urban areas of Pakistan to unravel the determinants of women's labour force participation with the aid of ordinary least squares and the Tobit regression model and discovered that educational affiliation and household expenditures have a positive but insignificant relationship with women's labour force participation. However, household income retard women labour force participation.

Abdurahman and Jemal (2021) focus on Boke Tiko town via the cross-sectional framework to unravel the factors stimulating the women's labour force participation. The authors deployed a logistic regression analysis and demonstrated that marital status, number of children, educational attainment and monthly income stimulate the likelihood of women participating in the labour force. Also, Lari et al. (2022) used a logistics regression model to study the determinants of women labour force participation in Qatar through the used of national telephonic survey 660 respondents and documented that age of the respondents, their marital status, educational attainment and monthly income increased their likelihood of labour force participation in Qatar.

Boruah and Das (2022) studied the determinants of women's labour force participation in Assam via the application of the probit regression model for 2004-2011 and documented that land possession

increased the likelihood of women's participation in the labour market. However, married women and educational attainment below the graduate level impede the possibility of women labour force participation. Another study by Kutlu (2022) tested the factors stimulating the participation of women in the labour market in Turkey with the aid of the logistic regression model and documented that the age of the women and their educational attainment increase and decrease the likelihood of their labour force participation, respectively. However, the study found that the larger the household size, the less likely it is to participate in the activities in the labour market.

Mukherjee and Agarwal (2023) examined the determinants of women's labour force participation in urban areas in India via the application of logistics regression analysis and discovered that age and professional degree-holding women stimulate their likelihood of participating in labour market activities. However, marital status, number of children, and number of family members impede the likelihood of women's labour force participation. In another study in Tanzania, Sunday et al. (2024) deployed probability-based regression and two-stage least squares to unravel the influence of fertility on women's labour force participation. The study found that the higher the fertility of women, the less likely they are to participate in the activities of the labour market in Tanzania.

Finally, a few scholars, such as Dildar (2015), Nasseem and Adnan (2018), and Goksel (2013), examined the effect of patriarchy, religion, and conservatism as the determinants of labour market participation, respectively. Therefore, the study's novelty relies on the fact that most previous studies conducted in Nigeria did not consider the roles of patriarchy and religion in stimulating women's participation in labour market activities,

2.3 Theoretical Framework

The theories that serve as a working framework for the study are the Mincer (1962) Work-Leisure Choice Theory, the Mincer and Becker (1965) Household Production Theory, and Schultz and Becker's Human Capital Theory. These theories posited that the decision of women on whether to participate or not in the labour market depends on both economic and sociological factors.

3.0 Methodology

This study employed survey design because of its ability to describe and explain the characteristics of a large population. This comprises all women within the productive age in the last twelve (12) months. These women are residing in households located in Gombe State. The study applied a multi-stage sampling technique. Firstly, the study stratified Gombe State into three (3) strata based on the Senatorial District. Secondly, the total sample of 400 respondents was obtained from the three Local Government

Areas, one from each of the stratum. It is important to note that the total population of women aged 15 and above is 1,018,639, sourced from the National Population Commission (NPC) (2020), and the sample size was determined using the Taro and Yamane (1967) sampling technique.

The primary data have been generated from the respondents through questionnaires. After applying the multi-stage sampling technique, the researchers, through the research assistants, distributed the structured questionnaires to the respondents, waited and collected the instruments from the respondents.

Given the objectives and the research questions, the dependent variable is that women's labour force participation is not directly observable. Therefore, a limited dependent variable model is used in the form of a Probit model to achieve the main objectives of the study. The model has been estimated following the work of Dildar (2015) as follows.

$$wlf p_i = \lambda_0 + \lambda_1 age_i + \lambda_2 nuc_i + \lambda_3 mst_i + \lambda_4 wep_i + \lambda_5 fas_i + \lambda_6 led_i + \lambda_7 mni_i + \lambda_8 patr_i + \lambda_9 reli_i + \mu_i \quad (1)$$

Where;

wlf p = women labour force participation

age = age of the respondent

nuc = number of children under five

mst = marital status

wep = work experience

fas = family size

led = level of education

mni = monthly income

patr = patriarchy

reli = religion

and μ_i is the error term. The description of the variables is presented in Table 1 below.

Table 1. Variables description

Variable	Description	Measurement
Dependent variable		
Women's labour force participation	Stands for women participating or not participating in the labour market	1= if woman is working or currently searching for a job 0=otherwise
Independent variables		
Age	Age of the respondent	15-20 to 61 and above
Number of children under five	None, one, two, and three and above	Ordinal scale
Marital status	Never married, engaged to be married, married, separated/divorced and widowed.	Ordinal scale
Work experience	Stands for apprenticeship in private company, public sector, non-profit organization, work in farm, family business, private company, public sector, volunteer, and others	Ordinal scale
Family size	1-4, 5-9, 10 and above	Ordinal scale
Level of education	No formal education, primary school, secondary school, NCE/ND, University, postgraduate studies, others	Ordinal scale
Monthly income	Measured by the Naira of monthly income	Ordinal scale
Patriarchy***	1. Men should also do housework like cooking, washing, ironing, and cleaning 2. A married woman should work outside the home if she wants to 3. A woman may go anywhere she wants without her husband's permission 4. The important decisions in the family should be made only by men of the family 5. A woman shouldn't argue with her husband even if she disagrees with him 6. Men are wiser 7. It is better to educate a son than a daughter	0=Agree 0.5=Don't know/ depends 1=Disagree
Religion	Islam, Christianity, African traditional religion	Ordinal scale
	Are you aware of the permissibility of women's work in your religion?	Nominal scale

*** The variable patriarchy was constructed using Principal Component Analysis
Data collected from the survey have been analyzed using both descriptive and inferential statistics in the form of simple percentages and a probit regression model with the aid of STATA14

4.0 Empirical Results

The data generated from the survey displayed that the responses of the four hundred (400) respondents have been collected. The individual and household characteristics of the respondents are presented in Table 2. The age indicator revealed that 150 respondents were within the 21-30 years of age, constituting 37.5 percent of the entire sample size. However, only 7 respondents were found to be aged 61 and above, representing 1.8 percent. In terms of the religion of the respondents, the majority of sampled respondents belongs to the Islamic religion with 283 stands for 70.8 percent, followed by the Christian religion with 114 representing 28.5 percent of the total sample size. However, it is worth noting that 3 or 1.8 percent practiced African Traditional religion in the study area. As for the permissibility of religion for women to work outside, the majority of the respondents 395 constituting 98.75 percent, declared the impermissibility for women to work outside.

As for the marital status of the respondents, 261 respondents, standing for 65.3 percent of the total sample size, were married, and 50, representing 12.5 percent of the respondents, never married. Also, those engaged to be married, separated, and widowed stood at 30, 26 and 33, representing 7.5, 6.5, and 8.3 percent, respectively. The majority of the family size of the respondents are 1-4, representing 57.5 percent of the total sample size, followed by 5-9 members consisting of 29.8 percent of the total respondents. It is important to state that only 12.8 percent of the respondents have more than 10 members in their family. Finally, concerning the educational background of the respondents, 38.5 percent possessed secondary school education, while 12.3 percent do not have access to formal education, and 26.3 percent

of the sampled respondents had either a National Certificate on Education or a National Diploma. The respondents that attended University or even possessed postgraduate degrees were 12.3 and 2.8 percent of the entire respondents, respectively.

Table 2. Demographic characteristics of the respondents

Demographic characteristics	Frequency	Percentage
Age		
15-20	62	15.5
21-30	150	37.5
31-40	105	26.3
41-50	46	11.5
51-60	30	7.5
61 and above	7	1.8
Religion		
Religion of the respondents		
Islam	283	70.8
Christianity	114	28.5
African traditional religion	3	0.8
Permissibility of religion for women to work outside		
Yes	05	1.25
No	395	98.75
Marital status		
Never married	50	12.5
Engaged to be married	30	7.5
Married	261	65.3
Separated/divorced	26	6.5
Widowed	33	8.3
Under-five children		
None	171	42.8
One	103	25.8
Two	57	14.2
	69	17.3

Three and above		
Family size		
1-4	230	57.5
5-9	119	29.8
10 and above	51	12.8
Educational status		
No formal education	49	12.3
Primary school	27	6.8
Secondary school	154	38.5
NCE/ND	105	26.3
University	49	12.3
Postgraduate studies	11	2.8
Others	5	1.3

Source: Authors' computation

Before the computation of the probit results, the variable patriarchy has been constructed using principal component analysis (PCA) and the result is not reported but will be made available upon request. To check for the robustness of our results, the logit regression was also conducted, and results are reported along the probit regression analysis in Table 3.

Table 3. Regression results

Variable	Probit	Logit
Age	-.0064922 (.071)	-.0414891 (.122)
Number of Children	-.0349356 (.068)	-.0873313 (.117)
Marital status	-.0168063 (.050)	-.0129146 (.078)
Work experience	.0831937** (0.034)	.1476836** (.059)
Family size	.2727312** (.196)	.513624*** (.199)
Level of education	.2882773*** (.060)	.502478*** (.107)
Monthly Income	.3591267*** (.055)	.6096956*** (.096)
Patriarchy	-.0588026 (.050)	-.0987099 (.085)
Religion	-.8966127 (.723)	-1.472275 (1.210)
Constant	-2.090477**	-3.649974***

	(.818)	(.1.343)
Pseudo R ²	0.2069	0.2086
Observations	398	398

Note: Authors' computation, ***and** denotes level of significance at 1% and 5%, respectively.

The results of both probit and logit regressions are presented in Table 3. However, the study focuses on the result of probit, and hence, the interpretation is based on it. The outcome showed that the age, marital status, and number of children of the respondent is negatively related with the women labour force participation in Gombe State. This suggests that the older the women, the less likely they are to participate in the labour market. This finding is in line with the outcome of Chen et al. (2014) for not only rural but also urban areas of China. Similarly, the higher the number of under five children of the women and marital status, the less likely they are to participate in labour market activities. These outcomes are supported by the studies of Omotoso and Obembe (2016) for Nigeria and Mehrotra and Parida (2017) for India, respectively.

The coefficient of women's work experience is found to be positive and significantly related with women's labour force participation. This suggests that the higher the experience of the women, the more likely they are to participate in the labour market. The outcome also displayed that family size is positive and significantly related to women's labour force participation. This suggests that the larger the size of the family, the more likelihood of participating in labour market activities. This is not prefetched since the family has many members earning income in exchange for their labour services; more members are likely going to participate in the labour market. This outcome is consistent with the study of Sunday et al. (2024) for Tanzania.

The level of education is found to be positive and statistically significant determinant of women's labour force participation. This implies that the higher the level of education

of the women, the more likely they are to participate in the labour market. This outcome corroborates with the findings of Chen et al. (2014) for China, Bulut (2016) for Arab women in the United States, Lari et al. (2022) for Qatari women in the labour force and Mahmud and Foziya (2022) for Boke Tiko town.

The monthly income of the women is positive and significantly related to women's labour force participation. This suggests that the more income the women have, the more likely their participation in the labour market activities in Gombe State. This outcome is in line with the study of Nnoromele (2017) that unravelled the positive and significant relation of monthly income with women's labour force participation across 40 countries. The finding of the study is further supported by the study by Mulugeta (2021) and Mahmud and Foziya (2022) for Debre Birhan town in the North Shewa zone of Ethiopia and Boke Tiko Town, respectively.

The result of patriarchy showed a negative but statistically insignificant relationship with women's labour force participation. This suggests that the more the patriarchy practices, the less likely it is for women to participate in the labour market in Gombe State. This finding supports the study of Dildar (2015) that the more patriarchal the norms, the less likelihood for women to participate in the activities of the labour market in rural areas of Turkey. Similarly, the coefficient of religion displayed a negative relationship with women's labour force participation, which suggests that the more women engage in religious activities, the less likely it is for them to supply their labour services to the labour market. This finding corroborated with the findings of Nagac and Nuhu (2016), who revealed that religion has a negative and insignificant relationship with women's labour force participation in Nigeria.

5.0 Conclusion and Recommendations

This study examined the socio-economic determinants of women's labour force participation in Gombe State. To achieve the study's objective, the data generated from the survey were analyzed by both descriptive and inferential statistics in the form of simple percentages and probit regression analysis, though logit regression has been deployed as a robustness check. The findings revealed that family size, level of education, monthly income, and work experience positively stimulate the likelihood of women's participation in the labour market in Gombe State. However, the study documented that patriarchal norms and religion impede the likelihood of women's labour force participation in Gombe State. The study, therefore, recommended that there should be a gender-based policy framework capable of stimulating women's participation in labour market activities since their contribution to the growth and development of any nation is indispensable. Also, the study recommends stakeholder engagement by including religious leaders to sensitize women and increase their participation in labour market activities since it has been established that most women believe that their religion discourages them from working outside their homes. Finally, since the study unraveled that patriarchy impedes the likelihood of women's labour force participation, the study suggests that efforts should be made to enlighten women to boost their labour force participation. This can be easily achieved through constant review of the underlying boundaries of our social norms in line with the United Nation transformative vision of Sustainable Development Goals (SDGs) into reality and reducing the level of income inequality among different members of the society in Nigeria.

Acknowledgement

This study has been funded by the Institutional Based Research Grant of the

Tertiary Educational Trust Fund (TETFund) Nigeria.

REFERENCES

- Anyanwu, S.O., Adesanya, M., Adediji, A.M., & Adesanya, A.E. (2021). Female labour force participation and economic growth nexus: Evidence from Nigerian economy. MPRA Paper No. 106933, <https://mpra.ub.uni-muenchen.de/106933/>.
- Boruah, C., & Das, D. (2022). Female labour force participation rates in Assam: Trends, composition and determinants. *Indian Journal of Human Development*, 16(1), 139-157. <https://doi.org/10.1177/09737030221074557>.
- Bulut, E. (2016). The labor force participation of Arab women in the United States. *Women's Studies International Forum*, 55, 10-17. <http://dx.doi.org/10.1016/j.wsif.2015.11.006>.
- CEIC, (2020) Nigeria labour force participation rate. <https://www.ceicdata.com/en/indicator/nigeria/labour-force-participation-rate>.
- Chen, X. & Ge, S. (2018). Social norms and female labor force participation in urban China. *Journal of Comparative Economics*, 46, 966-987. <https://doi.org/10.1016/j.jce.2018.02.002>.
- Chen, J., Sha X., Murtaza, G. & Zhao, Z. (2014). Factors that influence female labor force supply in China. *Economic Modelling*, 37, 485-491. <http://dx.doi.org/10.1016/j.econmod.2013.11.043>.
- Cho, D. & Cho, J. (2015). Over-heated education and lower labor market participation of Korean females in other OECD countries. *Women's Studies International Forum*, 48, 1-8. <http://dx.doi.org/10.1016/j.wsif.2014.10.016>.
- Dildar, Y. (2015). "Patriarchal norms, religion, and female labor supply: Evidence from Turkey." *World Development*, 76, 40-61.
- Fadoyomi, T.O., & Oluranti, O.I. (2014). "Determinants of labour force participation in Nigeria: The influence of household structure." *Journal of Economics and Development Studies*, 2(2), 169-190.
- Fapohunda, T.M. (2017). "Gender and labour force participation in Nigeria." *Journal of Economics and Business Research*, XXIII(2), 175-192.
- Goksel, I. (2013). Female labor force participation in Turkey: The role of conservatism. *Women's Studies International Forum* 41, 45-54. <http://dx.doi.org/10.1016/j.wsif.2013.04.006>.
- Gündüz-Hoşgör, A. & Jeroen Smits, J. (2008). Variation in labor market participation of married women in Turkey. *Women's Studies International Forum*, 31, 104-117. <http://doi:10.1016/j.wsif.2008.03.003>.
- Hosney, S.H.M.H. (2017) Factors influencing female labor force participation in Egypt and Germany: A Comparative Study. A thesis submitted in partial fulfillment of the requirements for the degree of Master of Science in Management Faculty of Postgraduate Studies and Scientific Research, German University in Cairo.
- Iheonu, C.O., Nwodo, O.S., Anaduaka, U., & Ekpo, U. (2020). Inequality and female labour force participation in West Africa. *European Journal of Government and Economics* 9(3), 252-264.
- International Labour Organization (2018). World employment and social outlook:

- Trends for Women 2018 – Global snapshot. International Labour Office – Geneva.
- International Monetary Fund (2019) Women and growth. eLibrary.imf.org/Brazil_excerpt.
- Kiani, A.Q. (2009). Determinants of female labor force participation. *ASEAN Marketing Journal*, 1(2), 117-124. <https://scholarhub.ui.ac.id/amj/vol1/iss2/5>.
- Krejcie, R.V. & Morgan, D.W. (1970) Determining sample size for research activities. *Educational and Psychological Measurement*, 30, 607-610.
- Kutlu, Ş. Ş. (2022). Determinants of female labor force participation in the TR22 sub-region. *Journal of Management and Economics Research*, 20(4), 415-427. <http://dx.doi.org/10.11611/yead.1219926>.
- Lari, N., Awadalla, A., Al-Ansari, M., & Elmaghraby, E. (2022). Determinants of female labor force participation: implications for policy in Qatar. *Cogent Social Sciences*, 8(1), 2130223. <https://doi.org/10.1080/23311886.2022.2130223>.
- Lawanson, O.I. (2008) “Female labour force participation in Nigeria: Determinants and trends”, Oxford Business and Economic Conference Program, Oxford, United Kingdom.
- Mahmud, A., & Foziya, J. (2022). Determinants of women labor force participation: In Case of Boke Tiko Town. *European Journal of Economics*, 2(1), 39-50. <https://doi.org/10.33422/eje.v2i1.69>
- Mincer, J. (1962) “Labour force participation of married women”, in H.G Lewis ed. *Aspects of Labour Economics*, National Bureau of Economic research, Princeton N.J Princeton University Press.
- Mukherjee, P. & Agarwal, M. (2023) Factors influencing female workforce participation in urban India: A case study. *International Journal of Indian Economic Light (IJEL)*, 11(2), 1-7. <https://doi.org/10.36713/epra0212>.
- Mulugeta, G. (2021). The role and determinants of women labor force participation for household poverty reduction in Debre Birhan town, North Shewa zone, Ethiopia, *Cogent Economics & Finance*, 9(1), 5-18. <https://doi.org/10.1080/23322039.2021.1892927>.
- Nagac, K. & Nuhu, H.S (2016) The role of education in female labour force participation in Nigeria. *IOSR Journal of Economics and Finance (IOSR-JEF)*, 7(1), 56-62. <https://doi.org/10.9790/5933-07135662>.
- Naseem, J. & Adnan, W. (2019) Being a second generation Muslim woman in the French labour market Understanding the dynamics of (visibility of) religion and gender in labour market access, outcomes and experiences. *Research in Social Stratification and Mobility* 61, 79-93. <https://doi.org/10.1016/j.rssm.2019.02.003>.
- National Bureau of Statistics (2020). “Nigerian Living Standard Survey-2018/2019.” Survey report by Nigerian National Bureau of Statistics (in collaboration with the World Bank).
- Nnoromele, C. H. (2017). The Effects of Religion and Patriarchal Norms on Female Labor Force Participation. *Duke University Durham*.
- Nwokoye, E., Dimnwobi, S.K., & Ibe, E.J. (2017). Socio-economic determinants of labour force participation rate in an era

of gender mainstreaming in Nigeria: responses from Afikpo North, Nigeria. *Dynamic Research Journals - Journal of Economics and Finance*, 2(9), 31-38.

Obiyan, M.O., Adeniyi, F.F., Olufemi, M.A., & Funmilola, F.O. (2017). Fertility, labour force participation and poverty among married women in Nigeria. *African Population Studies*, 31(1), 3409-3420. <http://doi.org/10.11564/31-1-999>.

Omotosho, K.O. & Obembe, O. B. (2016). Does household technology influence female labour force participation in Nigeria? *Technology in Society*, 45, 78e82 <http://dx.doi.org/10.1016/j.techsoc.2016.02.005>.

Sadiq, A.A., Abdulhamid, A., Muhammad, K., & Gambo, S.A. (2017). Logistic regression of factors associated to household labour participation: Maigatari L.G.A Jigawa State Nigeria, 2016. *International Journal of Applied Science and Mathematical Theory*, 3(3), 41-47.

Sunday, A.L., Lihawa, R.M., & Mkuna, E. (2024). The effect of fertility on female labour force participation in Tanzania. *PLoS ONE* 19(1): e0292122. <https://doi.org/10.1371/journal.pone.0292122>.

United Nations. (2018). Leave no one behind: A call to action for gender equality and women's economic empowerment (UN secretary general's high-level panel on women's economic empowerment). Retrieved from <https://www.empowerwomen.org/-/media/files/un%20w>

