FACTORS AFFECTING THE EMPLOYMENT OF WOMEN: WITH SPECIAL REFERENCE TO AMPARA DISTRICT

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ABSTRACT

People who are employed and actively looking for work but are unable to find it are defined as unemployment. Since the 1960s, a common issue in Sri Lanka has been the lower employment of women in the labour force according to the Central Bank Report. The employment rate of women was 52.6% in the world, 25.2% in South Asia, and 32.8% in Sri Lanka. In 2021, the highest unemployment rate in Sri Lanka was reported in Trincomalee district (17.7%). Most of the surveys have investigated women's unemployment in Sri Lanka. The main objective of this research is to identify the factors affecting the employment of women in Ampara district. Multi-stage cluster sampling method was used to select a sample of 288 women from the Ampara district, which had the second-lowest employment rate in 2021. Primary data for the study were gathered through online structured questionnaires and face-to-face interviews. To achieve the main objective, binary logistic regression was employed with 25 independent variables using a quantitative approach. It was revealed that age positively affects the employment of women, while the number of income earners and family income negatively affect the employment of women. Finally, it was suggested that above mentioned significant variables can strongly impact the employment of women, so it's recommended that create new employment opportunities for women and provide training for unskilled workers. The findings of this research are very useful for policymakers to determine possible actions to increase employment.

Keywords: Binary Logistic Regression, Employment of women, Ampara district, Sri Lanka

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1.INTRODUCTION

Employment is a relationship between two parties: employees and employers (HR Help Board, 2022). Unemployment refers to people who are employed and actively looking for work but are unable to find it (Corporate Finance Institute, 2022). An economically active population means all persons who are employed or unemployed. Labor force participation is defined as all people who supply labor to produce goods and services during a specified period, or the sum of the employed and unemployed population (Department of Census and Statistics, 2021).

According to the Department of Census and Statistics, it can be recognized that the economic inactivity of women is a long-standing situation. As of 2018, women's participation is the lowest in South Asia, at 78.1 percent in Pakistan. Looking at Sri Lanka, women's contribution to the economy is 34.3 percent (International Labour Organization, 2018). According to the non-activity of women by district in Sri Lanka, 82.3 percent of Trincomalee, 77.6 percent of Ampara, and 76.4 percent of Kilinochchi have the highest non-activity of women. It appears that, especially in the eastern and Northern provinces, the highest level of female inactivity is observed. 53 percent of the working-age population is female, and 47 percent is male. But in terms of labor force participation among this working-age population, male participation is 71 percent and female participation is 31.8 percent. Overall, male participation rates are more than double those of females. Sri Lanka was designated a middle-income country in 2010. However, the contribution of women to the labor force is still very low. Compared to other countries in the world, Sri Lanka is a country where the contribution of women to the labor force is higher than in other Asian countries. For example, the female labor force participation rate in East Asian countries is as high as 60.2 percent. From that point of view, this is a major problem facing Sri Lanka at present.

The employment rate of women was 52.6 percent in the world, 25.2 percent in South Asia, and 32.8percent in Sri Lanka (World Bank, 2022). The labor force participation rate in Sri Lanka is 71 percent for men and 31.8 percent for women. Also, the unemployment rate is 3.7 percent for men and 7.9 percent for women (Department of Census and Statistics, 2021). In 2021, the percentage of the highest unemployment rate in Sri Lanka was reported in the Trincomalee district (17.7). Also, the second highest unemployment rate in Sri Lanka is reported in Ampara district (22.4) according to the Department of Census and Statistics (2022).

The government of Sri Lanka spends a lot of money annually on the social, economic, and health status of women. Especially for education, the government spends a lot of money, and women have the highest participation in the education sector in Sri Lanka. But even among highly educated women, labor participation and political participation are very low. Also, to improve the health of women, maternal health programs and health clinics are being implemented across the country. Sri Lanka also has excellent facilities for social security and employment opportunities. Even when such a situation exists, the decrease in the contribution of women to Sri Lanka's labor force is a big problem.

In Sri Lanka, this issue is more important because there is a large gap between women and men in labor force participation, as well as a gap between women and men in higher education. Education is the method for building the human capital of a country. Human capital can be called one of the factors that determine the future of the economy. Accordingly, the quantity, quality, and utilization of human capital are important to the economy. In Sri Lanka, the government bears the necessary expenses for education. In that sense, education opportunities are provided in primary, secondary, and tertiary. In this pattern of education, women are educated at the same level as men. Female literacy is over 92 percent, which is very close to male literacy [94.3 percent] (Department of Census and Statistics,

2022). The percentage of women entering primary and secondary education exceeds the percentage of men entering those levels of education. Also, women perform better than men in exams. The percentage of women who access tertiary education, which is university education, is higher than the percentage of men. Through these trends, it is clear that women have achieved a high level of education.

Women who are educated in the Sri Lankan education pattern study which is secondary and tertiary education, devote their youth to it. Even though women are highly educated, very few of them contribute to the workforce. During this age period, they are eligible for reproductive function. Accordingly, with the title of mother, they have the responsibility of the children. Such sociological factors have caused women to drop out of the labor force. In addition to these sociological factors, social and cultural factors have also led to women not participating in the labor force. What happens is that there is unutilized human capital in the country.

Economically speaking, economic growth in the country is reduced due to the underutilization of women's labor, and economic efficiency is also reduced due to the underutilization of resources. According to the World Bank, which forecasts this situation, the Sri Lankan economy's growth rate may fall to 4.2 percent by 2023. As a result of this problem, as well as unsustainable debt and a severe balance of payments crisis, are hurting growth and poverty (World Bank, 2022). Everyone is facing an important economic problem as a country. Accordingly, the non-participation of women in the labor force is a major problem. An important aspect of this problem can be shown to be the non-participation of qualified women in the labor force through education.

71% of working-age males participate in the labor force, while only 31.8 percent of working-age females participate in the labor force (Department of Census and Statistics, 2021). According to these data, it is clear that the contribution of women to the labor force is very low. An important aspect of this is the low labor force participation of educated women. Even

though women are highly educated, very few of them participate in the labor force. This situation is more or less common in various districts of Sri Lanka. The issue of low participation by women in the labor force should be investigated.

With the economic crisis, a low level of employment has become one of the critical issues in Sri Lanka. So, the main objective of this research is to identify the factors affecting the employment of women in the Ampara district. Apart from studying the demographic, employment, and social factors affecting the employment of women in Ampara district make appropriate recommendations based on the findings of the study.

The importance of studying the reasons why educated women are less likely to contribute to the economy can be analyzed from several angles. Sri Lanka's government allocates 1.7% of public expenditure for education as social service expenditure. It is an expenditure in the present to build future human capital. However, given that most women are not included in the labor market after receiving education under this public expenditure, a problematic situation arises regarding the utilization of the expenditure. This study is important to make the necessary decisions to streamline the utilization of public expenditures. A country's wealth of resources is important to its economic growth. Although women are educated at a high level in the Sri Lankan economy, that labor resource is not added back to the economy as the labor force. This study is very important as it is an important factor in determining economic growth. The non-participation of most women in the labor force has become an important issue nationally. Therefore, through the study of this issue of national importance, the wealth of knowledge will increase. It is easy to find solutions to the problem. For this reason, it is important to increase the opportunities for women to contribute to the economy.

2. LITERATURE REVIEW

Women have contributed the most to the population of Sri Lanka (Department of Census

and Statistics, 2022). But the contribution of women in the labor force and politics can be seen as a clear decrease compared to that of men. Also, women are the most economically inactive (Department of Census and Statistics, 2021). This situation can be seen in the entire Asia region as well as around the world (International Labour Organization, 2018). This situation is a serious obstacle to the world's development process. This affects especially the developing countries (Asia Research Institute, 2012). The government of Sri Lanka spends a lot of money annually on the social, economic, and health of women. Especially for education, the government spends a lot of money, and women have the highest participation in the education sector in Sri Lanka. However, the labor participation, as well as political participation of even highly educated women, is very low. Also, to improve the health of women, maternal health programs and "Suvanari" clinics are being implemented across the country. Sri Lanka also has excellent facilities for social security and employment opportunities. Even when such a situation exists, it is a big problem that the contribution of women in Sri Lanka's labor force is low (Central Bank of Sri Lanka, 2018).

Demand and supply factors influence educated women's labor force participation. Education has a positive effect on female participation, especially in developing countries. Education changes individual attitudes. Education coupled with modern technology increases women's labor force participation and raises their wage levels (International Labour Organization, 2018). From 1987-1997 in India, there was a complete decline in female labor participation and a partial decline in female labor participation from 1998-2009. It was revealed that married women and men living in remote areas have the lowest level of education. Accordingly, the tendency of married women to have a higher education level has a significant impact on women's labor contribution in India (Afridi, Dinkelman, & Mahajan, 2018).

The Getting to Work 2017 report confirms that marriage is a factor in reducing women's participation in the labor market. Marriage reduced women's chances of obtaining paid employment by a whopping 26 percent but increased it by 2.5 percent for men (Jennifer, George, & Anne, 2017). Marital status and the concept of family are very important in Turkey. Because of this, the labor force participation of married women is lower than that of unmarried women. In Latin American countries, there is an inverse relationship between marriage and labor force participation. The labor force participation rate of married women in China decreased from 73.5 percent to 66.8 percent during the period 1997-2002 (Basu & Basu, 1991). Women in Turkey are highly educated, but they have limitations due to the wide delegation of family tasks. In 2009, 62.3 percent of women were not economically active. Women are not economically active due to marriage, pregnancy, motherhood, breastfeeding, and childcare (Kavas & Hosgor, 2010). Women have to make decisions related to sexual and reproductive health in addition to working, especially in developing countries. In addition to household chores, taking care of children, and taking them to school, they also work. About 35% of women in the world experience domestic violence. In this context, women are not able to be economically active on a full-time basis (World Development Report, 2012).

The Getting to Work 2017 report shows that overall, Sri Lanka's labor market remains unchanged due to low participation of women, high unemployment, and gender-based wage disparities. The report shows that women are not acquiring the proper skills demanded by the job market (Jennifer, George, & Anne, 2017). Almost all show a human capital mismatch because each year it has become more difficult for women to obtain high-skill and high-paying jobs at all levels of education. A perusal of the report's data makes it clear that the wage gap is narrowing over time, but women under the age of 30, especially those starting their careers, have struggled with unemployment (World Bank, 2017).

This is especially true in male-headed households. Bangladesh is a country with a strong religious and cultural foundation. Women's economic activity depends on the attitude of the householder. Also, the female

labor force participation in the family is determined by the number of male earners in the family (World of Work report, 2014). When the husband is employed, the woman is given the responsibility of doing the housework and taking care of the children. In the traditional Arab family, Arab women do not go out of the house to work. Women do not have complete freedom in Islam. This situation also affects the women's lack of economic activity (UNDP Annual Report, 2009).

With the migration of women to marriage, they have to quit their jobs (Najab & Munas, 2014). Unemployment and low wages prevailing in the domestic market push female workers to look for better employment abroad (Sultana & Fatima, 2017).

The article (Chen et al., 2014) investigated the variables affecting female workers' participation in the labor force in China's rural and urban areas. The author used the National Survey database to examine married women's employment in 2006. Empirical evidence was estimated using Probit regression. In this explanatory study, 20 families from both urban and rural areas were questioned using a questionnaire with a 5-point Likert scale. The reliability and validity of the questionnaire were determined using Cronbach's alpha and face validity, respectively. This study demonstrated that neither individual factors nor age have a discernible relationship to women's hard work in China's rural or urban areas. But both rural and urban women found that education was important. On the other hand, family factors like childcare and the husband's employment have a big impact on how much economic activity urban women participate in. However, there is little evidence of a connection between family size and the labor participation of women in cities. The study concludes that characteristics related to the person (age, education) and family (husband work, childcare, and family size) played a greater impact in influencing the participation of women in the labor force in China.

The contribution of rural women to the household budget was examined in Bano, Faridi, & Bashir (2012) paper. In District Layyah, primary data were gathered through field research. Data analysis employed both the OLS approach and a field survey. The study concluded that monthly wage rate, education level, and poverty have a major impact on rural women, but monthly income, expenses, the number of people living in the household, and the number of children hurt women's contribution to the family budget. According to empirical studies, women's contribution to the family budget can be increased by making scholarships, loans that are easy to obtain, financial incentives, and monthly wage increases available.

Faridi (2011) The article concentrated on rural women's efforts to support their families. The study's primary goal was to investigate the variables that affect women's financial contributions to families. The major data source on which this study was based for estimation was the ordinary least squares method. two-hundred women in the Multan district have been surveyed on the ground to gather data for this purpose. Multiple regression and the OLS approach have both been utilized for data analysis. This study concluded that while an increase in the number of children, barriers to educational access, and long work hours for the spouse decrease the female contribution, working age, hourly wage, poverty status, women serving as the head of the household, and permission to work outside the home are strongly associated with women's contribution to the household budget. According to the study, if family size is reduced, the population is managed, there are more health facilities available, women are allowed to work and study outside the home, and they are eligible for social security and old age benefits, then women may contribute more to the household income.

According to Awan, Faridi, & Abbas (2015) at the national and worldwide level, the role of women in the formal and informal labor markets become increasingly important. For the past three decades, it has dominated the agendas of both national and international institutions. It is a herculean endeavor to examine how women's financial assistance

(contribution) to the household budget is positively and significantly impacted by their education, profession, working hours, authorization to engage in an outside (home) job, dependents, and household poverty status in the USA. Based on primary data collected from 224 women in 8 urban councils in the Dera Ghazi Khan District, this study was conducted. The survey method of data collection was used, and the ordinary least squares approach was used for estimation. The number of infants (0–5 years old), household participation rate (female and male), husband's employment position, and husband's educational background all hurt the contribution of the women. Therefore, it is advised that the government concentrate on women's education, technical training, and assistance by providing them with assets to improve their contribution.

Losindilo, Mussa, & Akarro (2010) say that the role of women in social, political, and economic activities in Tanzania's mainland region is the subject of this study. Analysis indicates that a variety of criteria, including education level, type of residence, marital status, religion, place of residence, and age groups, all have different implications for their low participation. The association between "participation" as the dependent variable and the aforementioned elements is established via cross-tabulation. Utilizing the survey approach, quantitative data from 10329 individuals in 7 geographic zones (regions) of Tanzania was gathered. The relative relevance of the various components was ascertained using multiple logistic regressions. The findings show that place of residence, age group, and region of residency are significant factors, although education and religion are not.

Zaheer & Qaiser (2016) have investigated the variables that have an impact on women's participation in Pakistan's labor field. To determine if these variables have a major or insignificant impact on the percentage of women who participate in the workforce, macro-level data, including the female population, the female unemployment rate, the country's GDP growth rate, the female fertility rate, and the mortality rate, are used. The information was collected between 1990 and 2013. The World Development Indicator is the primary data source. The regression is done using the ordinary least squares testing method. The results of the regression show that female mortality and unemployment rates have a negative and substantial impact on female labor force participation, whereas the female population has a positive and significant impact. Other variables, including the nation's GDP growth rate and fertility rate, have a negative, although low, effect on the participation of women in Pakistan's workforce.

Khan and Khan (2009) analyzed the number of women fighting to make a living for their families. The study concentrated on how socioeconomic variables affected women's contributions to the home budget in an informal urban context. The dependent variable (women's contribution to the household budget) was measured using the household expenditure approach (ratio of women's monthly spending to total monthly expenditures). Women were highly encouraged to join by their husbands' lack of educational status, unemployment, and poverty. Due to these factors, women are helping to support their families budgets through their informal jobs. However, the presence of adult males reduced the contribution of women to the household budget. To obtain estimates, the OLS method was applied to 937 observations using a main data source. In contrast, there is a nonlinear link between a woman's age and her contribution to household income. The study's findings demonstrated that elements such as family size, education, asset ownership, head-of-family status, and family size had a positive effect on the household budget.

Bbaale's (2022) main objectives of the investigation were to identify characteristics that affect women's participation in economic activities, considering positive as well as negative factors. Age, education level, access to land, capital, and health facilities were all positive factors that encouraged women to engage in economic activity, while illiteracy, a lack of capital, and husbands who refused to let their wives work were negative factors that prevented women from doing so. Data was

obtained from 83 respondents in the Mukono Town Council region using a mixed approach that included interviews, questionnaires, and focus group discussions. The acquired data was analyzed using frequency analysis, the chi-square test, and multivariate analysis. Women still fall behind in their involvement in economic activities, despite government efforts to promote women's independence and gender equality. Age, education, and access to land were found to have a beneficial impact on women's participation in economic activities. This was primarily because older women had greater obligations than younger ones. Second, educated women had more knowledge and skills than illiterate women did, allowing them to engage in economic activity. Finally, having access to land enhanced output and was used as security for loans. Even though having access to capital was one of the key variables, women's participation in economic activities was negatively impacted by this because they were afraid of taking out loans due to the high-interest rates and potential misuse by their husbands. To enable women to obtain the required skills to fully participate in economic activities and to empower the female child who has dropped out of school to continue her education, the government should place more emphasis on facilitating women's education.

In the scenario of Pakistan, Naqvi and Shahnaz (2002) identified the elements influencing women's participation in economic activities. Cross-sectional data from the Pakistan Integrated Household Survey (1998–1999) served as the study's data foundation. The multinomial logit model and the normal probability model were the two estimation techniques used in the study. The association between women's participation and other social, economic, and demographic variables was estimated using the probit regression model. The effects of social, economic, and demographic variables on women's decision-making regarding their own paid employment were captured using the multinomial logit model. The empirical results showed a significant connection between women's economic engagement and factors such as age, marital status, education, number of male family members, children ages 0–5, and the head of household's employment status. Like this, the results implied a strong correlation between factors like family size, family financial situation, residential area, education, and marital status and women's decision-making overpaying employment.

Siriwardhane & Silva (2015) were of the opinion to accomplish the goal, the study analyzes both primary and secondary data. Data analysis employs both descriptive statistics and quantitative methods. According to the findings of this study, female education and labor force participation in Sri Lanka are inconsistent with the human capital theory. Females in Sri Lanka have reached a great degree of education over the last few decades. In Sri Lanka, their performance in primary, intermediate, and postsecondary education is greater. This has resulted in a narrowing of the gender gap in literacy rates, educational access, and general education performance. On the other hand, the stagnation and slow diminishing trend in female labor force participation demonstrate that female education has not encouraged them to participate in the labor market. Other factors that affect female labor force participation in Sri Lanka include females' limited educational and labor market options, labor market structure, including structural rigidities and wage discrimination, the multiple roles of females in the Sri Lankan context, and the availability of childcare facilities.

The 2008 Nigerian Demographic and Health Survey (NDHS), a nationally representative survey of 34,070 households in the nation, proved that male-headed households are more likely to be poor than female-headed households. The author estimated odd ratios by using binary logistic analysis for our multivariate analysis. There are considerable gender differences in household poverty, age, education, place of residence, and six regions (geographical locations) in Nigeria. The study suggests that, while female-headed families should not be overlooked, the focus of poverty reduction programs should be more on male-headed households to reach out to more of the

poor in Nigeria (Oginni, Ahonsi, & Ukwuije, 2013).

In identifying the research gap for this study, many studies have been conducted internationally on the strength of women's contribution to employment based on their competitive lifestyle, and it can be seen that the situation is less favourable in Sri Lanka. The reduction of contributions to employment is not a popular concept in Sri Lanka, but with the severe impact of the economic recession on Sri Lanka, the situation has completely changed. Various studies have been conducted regarding the decline in employment and the factors affecting it, but no research has been done on the change in employment of people due to the high inflation caused by the current economic recession in Sri Lanka.

3. MATERIALS AND METHODS

The highest economic inactivity in Sri Lanka is reported in Trincomalee district. Also, Ampara and Trincomalee districts both belong to the Eastern province, and they are the two highest economically inactive areas, so Ampara district was selected as the study area for the convenience of the study. In this study, women of Ampara district have been considered as the population. The total population is counted as 380,021 women, according to the Department of Census and Statistics for 2021. Namely, a sample of 288 women has been chosen as the sample size of the study from the total population of women in the Ampara district. The sample was drawn using a multi-stage cluster sampling method. Therefore, in this study randomization was done by using the random number table method. Likewise, when it comes to the study first, females over 20 years of age in the Ampara district were divided based on the 20 Divisional Secretariat Divisions. In the first stage of clustering, two DS divisions, named Dehiattakandiya and Padiyathalawa, were selected randomly. In the next stage of clustering, randomly selected ten Grama Niladhari divisions related to Dehiattakandiya and Padiyathalawa divisional secretariats were included in the study. Those GN Division names were Ihlagama, Sandamadulla, Wawmedagama,

Lihiniyagama, Nawa Medagama, Moradeniya, Padiyathalawa, Kirawana, Kehelulla and Galode. Then, under the last stage, several people from each selected domain were selected in proportion to their total.

Both primary and secondary data sources were used for the current study. The primary data was collected through a structured questionnaire survey and an online survey method. Furthermore, in this study, attempts were made to obtain factual and accurate information by meeting each respondent in person to collect data. Here, 5-point Likert scales were used in several questions. The questionnaire was pilot-tested on a small group of Ihalagama and Galode women in Ampara before the mass survey. Government-issued statistical data, Website statistics, Journal information, and Research articles were used to collect secondary data. Here, the reports of the Department of Census and Statistics, Labor Force Survey reports, other international reports, and other research published in Sri Lanka and other countries were used as secondary data related to the analysis of women's employment.

The most crucial part of the study was to analyze the collected data accurately and communicate a meaningful outcome. The collected data was analyzed through the Statistical Package of Social Sciences (SPSS) to determine the influential factors for women's employment. The Binary Logistic Regression model was used as the data analysis technique to analyze the collected data. In addition to this, correlation analysis, the chi-squared test, and the one-way ANOVA test were used in data analysis. The conceptual framework of this research can be presented in figure1.

The 25 independent variables were used in this study and out of them, 17 explanatory variables were categorical explanatory variables with two or more categories and the remaining 12 explanatory variables were continuous explanatory variables. The dependent variable was dichotomous, "Employed" and "Not employed" and the Binary Logistic Regression Model was used as the analysis method.
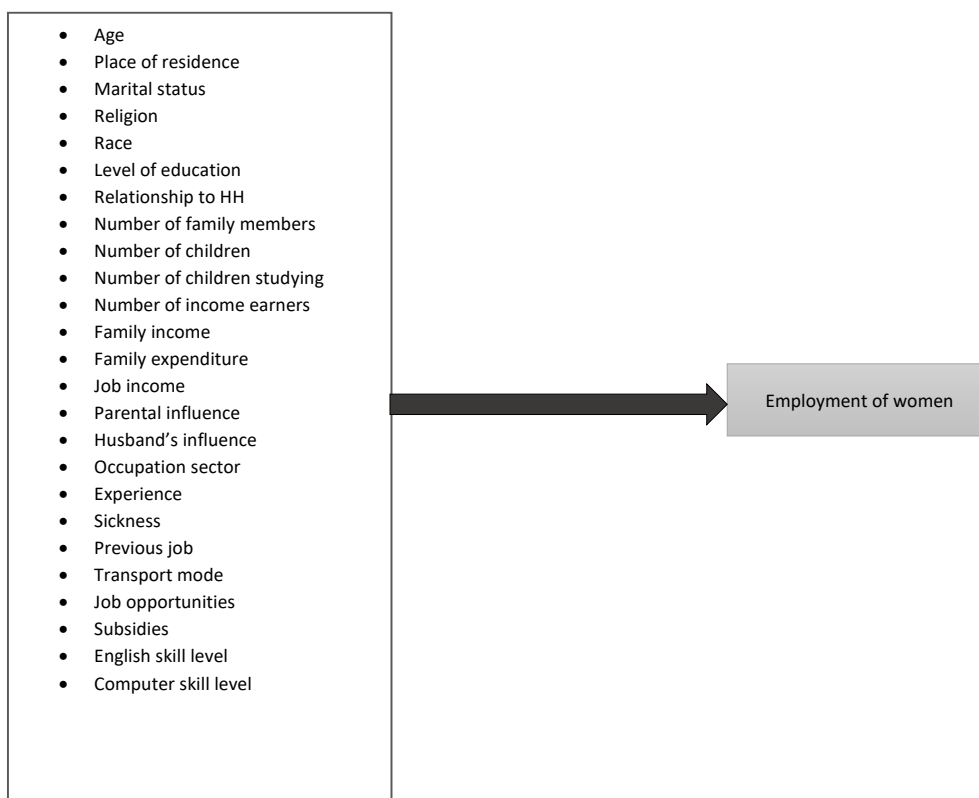
- Age
- Place of residence
- Marital status
- Religion
- Race
- Level of education
- Relationship to HH
- Number of family members
- Number of children
- Number of children studying
- Number of income earners
- Family income
- Family expenditure
- Job income
- Parental influence
- Husband's influence
- Occupation sector
- Experience
- Sickness
- Previous job
- Transport mode
- Job opportunities
- Subsidies
- English skill level
- Computer skill level

Employment of women

Figure 1: Conceptualization
Source: Sample survey, 2023

4. RESULTS AND DISCUSSION

The descriptive statistics of this research are indicated in Table 1.

Table 1: Descriptive statistics

Variable	Category	Percentage
Race	Sinhala	66.32
	Muslim	31.60
	Tamil	1.04
	Malay	1.04
Living Sector	Rural	39.93
	Semi-Urban	38.54
	Urban	21.53
Women's Employability	Employability	60.42
	Unemployability	39.58
Level of Education	Less than Grade 11	14.58
	Passed G.C.E. O/L	14.93
	Passed G.C.E. A/L	29.51
	Graduate	38.19
	Post graduate degree/diploma	2.78
Marital Status	Married	35.42
	Unmarried	54.51
	Divorced	5.90
	Widowed	4.17

Source: Sample survey, 2023

Most of the Sinhala women (66.32 percent) living in rural areas (39.93 percent) have contributed to this study. From the point of view of education, the number of graduate women in that area was high (38.19 percent). Many unmarried women (54.51percent) were also represented. In this study, the employment of women was considered as doing a job or not doing a job these days.
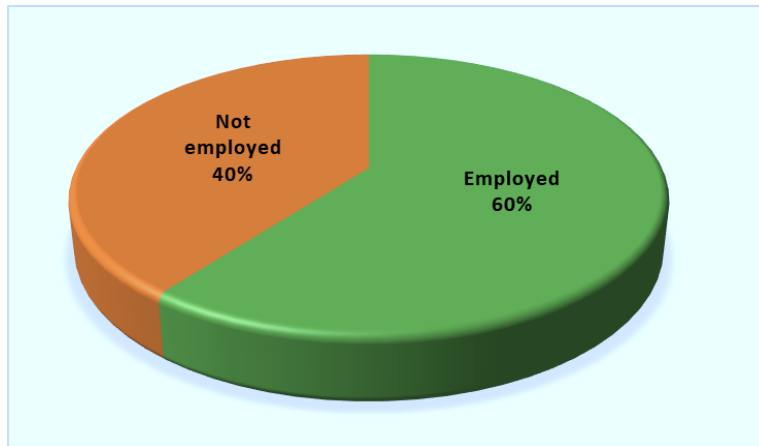

Figure 2: Employment distribution

Source: Sample Survey, 2023

Employed women among the selected respondents were recorded as 60 percent. And out of the total respondents, 40 percent were not employed women. Therefore, most respondents were employed women. Otherwise, this can be explained as, on average, two in three women are not employed. To have 60 percent of women employed, numerous factors may have been affected.

Among the 288 female respondents, when taken as percentages, 91 percent were between 20 and 39 years of age, and 7.29 percent were between 40 and 59 years of age. The respondents were spread roughly differently within each age category. Employed and not employed compositions of age groups are in Table 2.

Table 2: Employment composition of age

Age Group	Employment %	
	Yes	No
20-39 years	58.14	41.86
40-59 years	85.71	14.29
60-79 years	66.67	33.33

Source: Sample Survey, 2023

In this study, the age group of 40-59 years shows a high representation of working women.
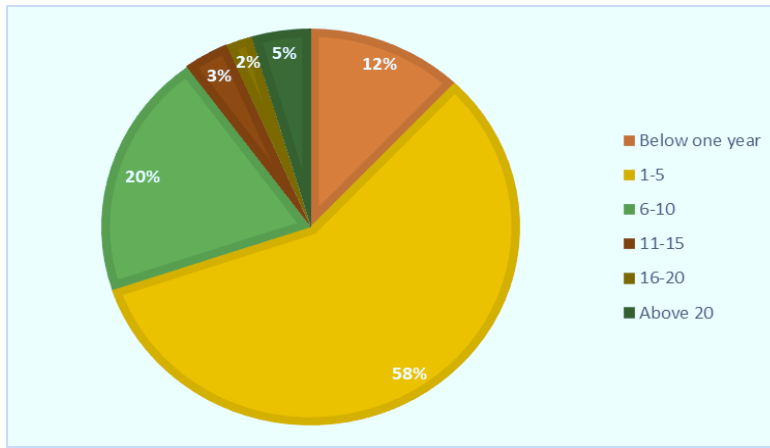
Figure 3: Duration of work experience

Source: Sample Survey, 2023

According to several domains in this sample in Figure 3, the majority of women are employed within 1 to 5 years. It accounts for nearly 58 percent of all women. According to these data, a small percentage of women are employed within 16-20 years. It is close to 2 percent.

Table 3: Job income

Job Income	Percentage
Below 50,000	73.53
50,001-100,000	22.05
101,000-150,000	2.21
Above 150,000	2.21

Source: Sample Survey, 2023

According to Table 3, the highest percentage are women in jobs earning less than 50,000 rupees. And the number of people earning more than one lakh rupees shows a very low percentage. It seems to be a special factor affecting the reduction of women going to work in Sri Lanka.

4.1 DATA ANALYSIS

The collected data was analyzed through the Statistical Package of Social Sciences (SPSS) to determine the influential factors for women's employment. The Binary Logistic Regression model was used as the data analysis technique to analyze the collected data. By building a suitable regression model for the gathered data, the study's stated goal was accomplished.

Before fitting the binary logistic regression model, it is essential to identify whether there is any association between explanatory variables and the dependent variable. All the variables that were selected for the model should have an association with the dependent variable. The Chi-square test was used to check the relationship between categorical explanatory variables and the dependent variable, while the one-way ANOVA test was used to identify the relationship between continuous explanatory variables and the dependent variable. Accordingly, out of the 25 independent variables, 22 were used for the model-fitting procedure. After that, the next step was to check for multicollinearity among the explanatory variables. Multicollinearity was checked between the independent variables selected for the model fitting in the previous step. To accomplish this purpose, the Chi-square test, One-way ANOVA, and Pearson correlation analysis were used. Among twenty-two

variables, the variables "job opportunities", "place of residence", "level of education", "relationship to head of the household", "transport mode", "experience status", "experience time", "sickness status", "English skill level", and "computer skill level" were highly correlated with other independent variables. Therefore, those variables were omitted from the model fitting process, and the other twelve independent variables were used for further analysis.

At last, using the G^2 value, the three-variable binary logistic regression model without interaction terms was identified as the best-fitted model.

Table 4: Final binary logistic regression model

	B	S.E.	Wald	df	Sig.	Exp(B)
Number of income earners	-0.426	0.134	10.121	1	0.001	0.653
Family income (50,000-100,000)	-3.460	1.059	10.681	1	0.001	0.031
Family income (100,000-150,000)	-2.976	1.052	7.994	1	0.005	0.051
Age	0.049	0.021	5.675	1	0.017	1.050
Constant	3.161	1.324	5.704	1	0.017	23.598

Source: Sample Survey, 2023

All interpretations in Table 4 are based on probability values. If the number of income earners is increased by one person, then the employment of women decreases by 39.5 percent when all other factors are kept constant. Women with an income of less than 50,000 rupees were considered as the reference group. The employment of women whose family income is between 50,000 and 100,000 rupees decreases by 3 percent compared to the respondents who have family income below 50,000 rupees. The employment of women whose family income is between 100,000 and 150,000 rupees decreases by 4.85 percent compared to the respondents who have family income below 50,000 rupees. If age is increased by one year, then the employment of women increases by 51.22 percent when all other factors are kept constant.

After fitting the best binary logistic regression model, it is important to check the goodness of fit of the best-fitted model. The Hosmer-Lemeshow test has been used to check the adequacy of the model. The significant value of the Hosmer and Lemeshow Test was represented 0.437 which is greater than 0.05. That means the final model is adequately fitted.

As in the findings of Bbaale (2022), Faridi (2011), and Awan et al (2015), the age variable was significant but according to the findings of Chen et al (2004), it was an insignificant variable. Also, the place of residence was insignificant according to the findings here, but it was significant according to the findings of Awan et al (2015) But in both findings' religion was insignificant. Although education level was significant according to the findings of Bbaale (2022), Chen et al (2004), and Bano (2011), it

was insignificant according to the findings of Awan et al (2015) and this study.

5. CONCLUSIONS

It was revealed that the variable Number of income earners in the family has a negative effect on the women's employment. According to the variable family income, it was concluded that this has a negative effect on the women's employment. This negative effect only affects the two categories of income between 50,000-100,000 rupees and 100,000-150,000 rupees. According to the Binary Logistic Regression model, a positive relationship between the women's age to employment has been demonstrated. This means that there is a significant effect of age on female employment in the Ampara district. The number of income earners is one of the most powerful influential variables in the unemployment of women. Therefore, it can be recommended to provide the necessary advice and awareness to motivate women to take up employment opportunities to increase their income.

Since family income was a significant factor in increasing unemployment, the following suggestions can be made to improve employment. Counselling is key to encouraging women to move towards higher income strategies through employment. Also, they should be advised to be a useful person for the country and not be limited to work at home. Provision should be made for the development of women's education level, knowledge, and skills by establishing vocational training institutes in nearby areas. The need for effective and successful correct family management should be pointed out through the preparation of programs that develop knowledge related to family management.

Women's unemployment in this district can be reduced not only through education but also through external activities such as sports and dance and by providing loans to start self-employment. The findings of this research are very useful for policymakers to determine possible actions to increase employment.

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