The Factors Affecting to Female Labor Force Participation: Case Study of Sri Lanka.

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Abstract

Female labor force participation (FLFP) is a key indicator of gender equality and economic development. Sri Lanka has made significant progress in gender equality, with high female literacy rates and educational attainment levels. However, FLFP in Sri Lanka remains low, at around 30-35% for the past two decades. This is significantly lower than the global average of 49.6%. The low FLFP in Sri Lanka is a significant economic and social challenge. It limits women's economic opportunities and potential and deprives the economy of a valuable labor pool. Therefore, the main objective of this study is to identify the factors affecting FLFP in Sri Lanka. This study will also examine the impact of these factors on FLFP and provide recommendations for increasing FLFP in Sri Lanka. This study is significant because it will provide valuable insights into the factors that are preventing women from participating in the labor market in Sri Lanka. This information can be used to develop policies and programs to increase FLFP and promote gender equality in Sri Lanka. Looking at the methodology, this research is a mixed method of mixing qualitative and quantitative data and content analysis carried out using secondary data. The key finding of this study is the main factors affecting FLFP in Sri Lanka. According to sociocultural norms and attitudes, lack of affordable and accessible childcare, discrimination in the workplace, and limited job opportunities in female-dominated sectors are the significant findings. This research concludes that the low FLFP in Sri Lanka is a complex issue influenced

by various factors. To increase FLFP, it is essential to address all of these factors, including sociocultural norms and attitudes, the lack of affordable and accessible childcare, discrimination in the workplace, and limited job opportunities in female-dominated sectors.

Keywords: *Woman, Labor Participation*