

FEMALE LABOUR FORCE PARTICIPATION IN THE EU COUNTRIES



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Female participation in employment has increased compared to the previous years. Since the year 1886, the women's participation in the labor force has grown by approximately fifty percent. Moreover, across the globe, women are now being considered and recognized as the essential resource that would assist in spurring the economic growth. It is, therefore, important to analyze the driving factors behind the massive labor participation, the outcome as well as why most companies now prefer employing female workers. The growing demands for labor saw women join the workforce in the early years. The result of this was massive economic growth as well as the quality workforce. This study will analyze female labor force participation by examining different literature studies related to the topic. The paper also examines the various determinants of the female labor force participation across the world. The research study will utilize various data acquired from different European nations. For instance, we will compare female worker involvement in countries in Scandinavian nations and why they are higher compared to the V4 nations. In this study, it will be significant to give an overview of female labor force participation per country and comparing distinct nations. Furthermore, the study will also examine labor force between the female and the male and why numerous organizations nowadays prefer female managers and leaders compared to their male counterparts. The female labor force has increased over the years due to multiple reasons. The results from the studies, therefore, suggest that female labor force participation has increased and is still increasing over time.

Keywords: women's participation in the labour force, female worker, female managers, female leaders, Scandinavian countries

Introduction

Economic empowerment of the women across the globe has acted as one of the remarkable revolutions ever witnessed in the past fifty years. It is considered outstanding due to the extent of change that women who were once dependent on men have taken to control their economic fates. The feminist movements during the year 1960s saw women start entering the labor workforce in huge numbers across the globe (Bowen and Finegan, 2015). Furthermore, statistics show that the women had higher labor participations during the World War II to help support their families as well as keeping the economy on track. Numerous reasons, therefore, exist why women have massively joined the labor force. Moreover,

numerous literatures has shown development in the economy with female participation in the labor force (Moghadam, 2015). Different companies have also recorded growth and development with the inclusion of women in their labor force over the years. With that, it is certain that female labor force participation is the best. Furthermore Thévenon (2013). States that some of the reasons why female labor force participation is the best are because there is an increased purchasing, business results improvement, increase in the DGP and the increase in the number of businesses.

Female Labour Force

The continent has seen a growing demand in the female labor force. Furthermore, when strength in the workplace mattered more, the male workforce had inherent benefits. Now that there is a triumph in the brain power the female, as well as male, are evenly matched. Furthermore, the feminization in the workforce is nowadays being driven by a relentless increase in various sectors like service industry as well as a corresponding decline in other areas such as manufacturing. Others have even employed and promoted the female workers into various posts like CEO and managers.

According to Durand (2015), the labor force participation rates of females have increased compared to that of their male counterparts. Companies that have huge numbers of women's representation in their board members have being shown to attain high financial performance unlike those with the lowest representation. Research has shown that diversity in the workforce if it is well managed usually produces better results. Various smart companies have appreciated diversification of their workforce and usually give female workers the chance to lead to a more innovative, independence as well as appropriate governance and help increase the performance of the company. Moreover, other firms have also reported higher financial performance with high female representation a board of directors in various important measures like return on equity, return on the invested capital as well as return on the sales. Furthermore, the economy has also urged that increasing the number of female in the workforce usually boost the nations GDP by approximately twenty-one percent. It is also certain that female entrepreneurs are increasing globally despite in lower revenue generating businesses.

Female consumers are on the increase, and they control about eighty-five percent of all the purchase decisions. According to various literatures, this is responsible for a total of seven trillion in expenditure (Moghadam, 2015). Furthermore, about seventy-eight percent of the female workforces consider purchases more carefully. Therefore, a females wallet is influential than, unlike the male. Therefore, the female labor workforce is likely to entice the large female market into purchasing products. All these increase the sales of the company. With female joining the labor market, it is certain that consumption will increase rapidly. This is because the female workers have the knowledge of attracting other consumers into purchasing products.

The female workforce is also better because it makes the female workers tend to improve business results. Results have shown that inclusion of women in business and firms tends to generate higher equity returns, as well as stock valuations, are also higher. Therefore, it is evident that female labor participation is better. Furthermore, based on most opinions by the women in the workforce, the most basic reason why women opt into joining labor force it helps in fulfilling their financial obligations. Their commitment to doing work is most makes female labor participation the best. Therefore the working world also provides the women with the opportunity to help them grow and realize their potentials.

Results have shown that most of the workers under the female bosses are usually satisfied and motivated with their work. The above results show that the female managers surpass their male counterparts in cultivating their worker's potentials as well as helping them in defining brighter futures for them. This, however, does not mean that the female bosses are likely to promote their employees or associates, but it signifies that women appear apter than men tin finding the stimulating task to help challenge their employees into performing better (Yang, Barnett, Jiang, Yu, Xian, Ying and Zheng, 2016).

Using a largely female workforce also helps in growth and development. The female workers are mostly inclined to provide appropriate feedback that helps their employees to achieve their goals for development and company objectives. The male employees who work with females counterparts have shown confidence on how the female conduct their work and carry themselves around about achieving the company objectives and goals (Gonzales, Jain-Chandra, Kochhar and Newiak, 2015). Female laborers also provide feedbacks to their colleagues who help in motivating the other employees and help them feel valued. This is the secret to development and growth. Furthermore, the female bosses are also likely to build appropriate relationships with their employees to boost their productivity. All these confirm that female labor workforce is better and productive as well.

Other reports have confirmed that female laborers are better communicators and usually produce to their maximum. In various communication industries as well as entertainment, the women have flourished as compared to their male counterparts. This is because they have the zeal and drive to associate and relate with all the clients as well as consumers (Moghadam, 2015). In short, they understand the importance of socializing when it comes to business performance and success. This leads to the advances in growth, and it should be owed to women. Another perfect reason is that women tend to get things done. In the workforce, when the men do not find anything interesting they tend to ignore the work.

Even though the female labor force representation has increased globally, they are still undermined when it comes to posts and promotions in most organizations. For instance, women still get numerous promotions compared to their male counterparts. Most women are undermined because of their education and capabilities (Smith, 2014). However, this should not be the case in this generation. This is because bas-ed on the analysis; women tend to outperform the male workers by a larger percentage when it comes to productions and sales. They should, therefore, be given opportunities to lead and as well as get promotions in various posts like CEO or rather managers (Lechman and Kaur, 2015). Further, Cipollone,

Patacchini and Vallanti, (2014), notes that women workers are reliable and confident regarding work. This confirms that they have higher possibilities of being productive in their work compared to their male counterparts. Various data from different scholars have also upheld the productivity of women workers and their reliability in various companies (Moghadam, 2015). Right now, women are venturing into different fields like medicine, engineering as well as education which was mostly occupied by men. Most importantly is that such fields have thrived more with the female workers joining the industry.

Conclusions

In summary, it is clear that women have gone through numerous different difficulties to enter the labor workforce. Furthermore, once in the labor workforce, they tend to face it hard to get the posts they desire and deserve. Therefore, it makes it hard for them to perform to their maximum. Despite this, they still have outperformed their male counterparts regarding performance and productivity. This has made various companies opting into recruiting female laborers in various posts alike CEO. Furthermore, with good empowerment and support, the woman can perform best in the labor workforce (Kapsos, Silbermann and Bourmpoula, 2014). With that, it is evident that female labor workforce participation is the best. Therefore, female participating in labor force should be given the opportunity to perform as well as be considered during promotions within the labor industry.

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