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DEMOGRAPHIC AND SOCIO-ECONOMIC DETERMINANTS OF WOMEN EMPLOYMENT IN BANGLADESH

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ABSTRACT

The purpose of the present study is to examine the major factors related to the participation of women in the economic activities of Bangladesh, using the data of the nationally representative provided by the Bangladesh Demographic and Health Survey (BDHS) 2017/18. The survey interviewed a total of 20127 women aged 15-49 on social, economic, and demographic factors. The study used women's occupations as the dependent variable to understand the patterns and dynamics of women's participation in economic activities in Bangladesh. The result shows that 49.6% of women didn't associate with any work, 7.9% of women worked as a professional, technical or managerial specialist, and 42.5% of women worked as non-professional, such as: in agriculture, and domestic-related work. Two policy implications emerged from the study: 1) The economic activity of women in Bangladesh is still low, most of them earn their livelihood utilizing non-professional works; 2) Women who are relatively from poorer families, not very well educated, located in the rural area are largely seen in economic activities in Bangladesh. Finally, the study indicates an idea about important determinants of women's employment, as poor women with little formal education remain economically active. The study recommends that women must be provided with new skills and knowledge to expand their ability and the education of women must be given the highest priority, which is the fundamental problem.

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1. Introduction. Empowerment is an active multi-dimensional process that enables women to fully realize their identity and strength in all walks of life. Power is not a commodity to be transacted nor can it be given away. Power has to be acquired and once acquired it needs to be exercised, sustained, and preserved (Islam, 2014)). Half of the world's population is women, if only half of the world's population eliminates social, familial, economic discrimination, just being a woman can increase the risk of beatings, attacks, and other problems. Women's empowerment and rights have been documented in many ways, but discrimination and gender inequality continue around the world (Menon, 2015). It has a very serious dependence on geological status, social status, educational status, and age. Political, social, and economic equality for women is essential for achieving all the Millennium Development Goals. All over the world, many women live in fear of violence. There is a big difference between the actual scenario at the policy level and the policy-making against violence.

According to World Trade Organization (2013), the employment of women is primarily to strengthen the social, economic, cultural, and political position of women in society, traditionally backward, neglected women. Numerous studies show that women are more likely than men to spend a

large portion of their household income on the welfare and education of their children. When women can make money, accumulate assets, and improve their economic security, they provide industrial support and promote economic growth by creating new jobs and redistributing the pool of skills and human resources available in a country. It is increasingly recognized that women in business are the new drivers of sustainable development and emerging stars of the economy in developing countries. Although more women are opening businesses around the world, they still run fewer businesses than men and run businesses in less profitable sectors that grow slowly and are more likely to fail in the end.

UNDP (1990) first introduced the concept of the Human Development Index (HDI). It initially developed as a comprehensive indicator of a country's socio-economic progress, but it was an indicator of average outcomes in human development for men and women. This is why the gender dimension has been emphasized to focus on human development and the inequality women have been facing since 1995(Nayak & Mahanta, 2011). The report states that human overall growth is not possible without the empowerment of women. Empowerment is a multifaceted concept that includes four key components: First, inner strength: it allows women to express their aspirations and strategies for change. Second, allow women to develop the skills they need and access the resources they need to achieve their goals. Third, power allows women to analyze and articulate their collective interests and to organize for them. Fourth, power transcends fundamental inequalities in power and resources that limit women's aspirations and ability to achieve them (J. Khan, 2020).

According to the BBS (2008), the female workforce went from 5.4 million in 1995-1996 to 12.1 million in 2005-2006, while the male workforce went from 30.6 million to 37 in the same period: 3 million people of the total workforce, 80.8% of women are engaged in domestic work. Regarding the participation of women at different age levels, in the age group 40 to 49 years, female participation in the labor force reached a maximum of 35.1 percent. However, it was quite shocking to find that in 2002-03, 38.2 percent of working women were between the ages of 15 and 19 (H. Khan & Kabir, 2014).

Gender Gap Statistics of Bangladesh (2018) for the population aged 15 years and over by sex and locality revealed that the national level men's labor force had increased from 42.5 million in 2013 to 43.5 million in 2016-17 while the women labor force increased from 18.2 million to 20.0 million in the same period. In the urban areas, the male labor force jumped from 12.0 million in 2013 to 12.9 million in 2016-17. On the other hand, the percentage of the women labor force remains almost the same during this period. However, in rural areas, the volume of the men's labor force had increased from 30.5 million in 2013 to 30.7 million in 2016-17. While for women it was respectively 13.1 million in 2013 and 15.0 million in 2016-17.

According to the World Economic Forum (2018) and Gender Gap Statistics of Bangladesh (2018), the number of working women increased from 18.6 million in 2016-17 to 16.2 million in 2010. According to the Global Gender Gap Report, Bangladesh ranks 47th out of 144 countries in 2017, while India, Sri Lanka, Nepal, Bhutan, and Pakistan rank 108, 109, 111, 124, and 143 respectively (World Economic Forum, 2018). Simply put, empowering women means developing society by creating a social system in which they can make decisions for their personal development and the evolution of society as a whole. Empowerment achieves the process of women's greater control and participation in decision-making, which ultimately helps them achieve equal footing with men in various fields - social, cultural, economic, political, and civil.

Literature Review. Dijkstra & Hanmer (2000), in a critical review of both measures, identified their strengths and weaknesses and proposed a new scale called the Standardized Gender-Equality Index (EMIS) that encompasses all possible aspects of gender equality. Tries and avoids the theoretical and methodological aspects. He further stressed that EMIS could serve as the first estimate of such a global index. Geske Dijkstra (2002)argued that UNDP needed to take the lead in constructing new indicators to measure gender equality or developing revised GDI and GEM. He made detailed recommendations for both possibilities, based on a brief review of the alternatives presented in the literature. Geske Dijkstra (2006) believed that women's economic empowerment is key to gender equality and the well-being of the nation. This not only enhances women's decision-making ability but also reduces corruption, armed conflict, and violence against women.

Panda & Agarwal (2005) investigated the effects of women's empowerment on contraceptive use and how women's empowerment affects contraceptive use. A total of 840 eligible women in four stages were interviewed from two different socio-cultural and religiously different regions (Cumilla and Sylhet Sadar Upazilas) according to a two-stage cluster sampling method. Besides, expert opinion

on weight gain, and empowerment measures, was investigated. Analysis of the study suggests that the greater the number of empowered women, the greater the likelihood of current use of contraception. Among the various factors of empowerment, reproductive rights, decision-making and awareness contribute significantly to the current use of contraception. The impact of the findings was discussed in terms of women's education.

In discussing the current situation of women in Bangladesh, Biswas & Kabir (2002) considered that women as mothers enjoy a high level of individual respect, understanding of women's empowerment as a process of awareness and capacity development that leads to greater participation but it is not clear at the time of making decisions and taking control of their own lives.

2. Materials and Methods. The 2017-18 Bangladesh Demographic and Health Survey (BDHS) is the eighth this type of survey conducted in Bangladesh. Launched in 1993, BDHS is the longest-running healthcare survey in Bangladesh. The 2017-18 BDHS survey was organized in association with the National Institute of Population and Research and Training (NIPORT), ICF, and the USA. The investigation was funded by the United States Agency for International Development (USAID) in Bangladesh. The study was based on data extracted from the Bangladesh Demographic and Health Survey (2017-2018). The survey interviewed a total of 20127 women aged 15-49 on social, economic, and demographic factors. The main purpose of BDHS 2017-18 is to provide up-to-date information on fertility and child mortality, infertility preferences, raise awareness, approve and use family planning methods, breastfeeding practices, nutritional levels, and maternal and child health, including newborn care, women empowerment, etc.

Variable. The variables were carefully selected from Bangladesh Demographic and Health Survey (BDHS) 2017-18 data to examine their impact on women's empowerment in Bangladesh. Variables were further classified according to their cause and use of statistical models.

Dependent Variable. To conduct this study we used women's occupations as the dependent variable. Women's occupations are the structure of their economic activity according to their socio-economic and demographic characteristics. Women's occupations had a long list of professional categories, which were then reduced to the following categories: i) didn’t work, ii) professional, and iii) non-professional.

Independent Variable. From a huge number of variables, we have selected 13independent variables including demographic and socio-economic characteristics. The list of selected variables is given below: current age, marital status, religion, residence, division, pregnancy status, number of living children, family size, educational level, wealth status, electricity opportunity, type of cooking fuel, and media exposure.

Analysis. To see the effect of each explanatory variable on the dependent variable appropriate statistical analysis is crucial for every study. To meet the objective of the study univariate, bivariate, and multivariate analysis has been applied throughout our study. To ensure guarantee, validity for additional examination, the independent variables were checked for multicollinearity. All the explanatory variables in this study have tolerance> 0.01 and VIF<10 which indicates no multicollinearity among the independent variables.

Univariate Analysis. We analyzed a variable and provided detailed information about the pattern and women's participation in employment activities based on selected variables. For this, we performed univariate analysis to see the descriptive information of a particular variable.

Bivariate Analysis. Bivariate associations of women's occupations with each selected independent variable (including P-values of the test statistic) were given based on the Chi-square test. In this stage, to see the group differences in terms of women's occupations over all the independent variables Pearson Chi-square test, as well as cross-tabulation, was performed.

Chi-square (χ^2) test. The chi-squared test of independence is used to determine whether there is a significant relationship between two nominal (hierarchical) variables. The frequency of each category for the nominal variable is compared to the ranges of the second nominal variable. Data can be displayed in a contingency table, in which each row represents a range for one variable and each column represents a range for another variable.

The Chi-square test statistic is,

$$\chi^2 = \sum_{i=1}^{p}\sum_{j=1}^{q}\frac{(O_{ij} - E_{ij})^2}{E_{ij}}$$

where, $O_{ij} = n_{ij}$ is the observed frequency in the i^{th} row and j^{th} column and $E_{ij} = \frac{n_i n_j}{N}$ is the expected frequency in the i^{th} row and j^{th} column(Ugoni & Walker, 1995).

Multinomial Logistic Regression Analysis. We analyzed multinomial logistic regression to see the simultaneous effect of every explanatory variable. In this stage, we used those variables which showed the significant result in bivariate analysis and calculated the odds ratio, Wald test statistic, p-value, and 95% confidence intervals (CI) to show the summary results of the multivariate model.

The multinomial logistic regression model assumes that the log-odds of an observation p can be expressed as a linear function of the j input variables. Mathematically, the multinomial logistic model can be expressed as:

$$logit\ (p) = \log\frac{p(x)}{1 - p(x)} = \sum_{j=0}^{k} b_j\, x_j$$

Wald Test Statistic. For a large sample size, the hypothesis can be tested based on the Wald statistic, which has a chi-square distribution. When a variable has single degrees of freedom, the Wald statistic is just the square of the ratio of the coefficient to its standard error.

The Wald test statistic is calculated as,

$$\mathrm{W} = \frac{\hat{\beta}_i}{\mathrm{S.E.}(\hat{\beta}_i)}$$

Which follows a chi-square distribution with 1 degree of freedom(Basu et al., 2017).

3. Results and Discussion. Table 1 illustrates that about 30.7% of women were aged between 15 and 25 years, 34.5% women were aged between 26 and 36 years, and other women were aged higher than 36 years to 49 years. It also demonstrates that 93.9% of women were married at the time of the interview where 3.3% of women were divorced or widowed and 2.8% of them did not lie above the two-mentioned categories. It depicts that Islam was the major religion among the respondent with 90.1% where 9.2% followed Hinduism, 0.4% followed Buddhism and only 0.2% followed Christianity. It is noted that 63.4% of women lived in rural areas and 36.6% of women lived in urban areas in Bangladesh. From Table 1, it can be easily seen that most of the people lived in the Dhaka division (14.8%). However, 10.7% lived in Barisal, 14.4% in Chittagong, 13.1% in Khulna, 10.8% in Mymensingh, 12.8% in Rajshahi, 12.4% in Rangpur and 11.1% lived in Sylhet division. However, only 5.6% of women were pregnant. It is noted that 10% of women had no child, 23% of women had one child, 31% of women had two children, 20% of women had three children, 9% women had four children and 7% of women had more than four children.

From Table 1, we can see that 95.5% of the respondents have family members between one and ten where only 4.5% of the respondents have higher than ten family members. Table 1 also demonstrates that 42.7% of women were rich, 38.1% of women were poor, and others were in the middle class. Analysis shows that 75.6% of the household had electricity at the time of the interview and other households were absent from this opportunity. We can easily understand that only 0.5%, 6.1%, and 12.1% of women used electricity, LPG, and Gas respectively as means of cooking fuel where 81.3% of women used another type of fuel for their cooking. The result shows that 65.3% of women were connected with media exposure and 34.7% of women didn't use it.

Table 1. Percentage distribution of the respondent characteristics

Characteristics	Category	Number of Respondents	Percentage
Current age	15-25	6185	30.7
	26-35	6953	34.5
	36-49	6989	34.7
Marital status	Married	18895	93.9
	Divorced/Widowed	663	3.3
	Other	569	2.8
Religion	Islam	18136	90.1
	Hinduism	1861	9.2
	Buddhism	84	0.4
	Christianity	46	0.2
Residence	Urban	7374	36.6
	Rural	12753	63.4
Division	Barisal	2154	10.7
	Chittagong	2905	14.4
	Dhaka	2974	14.8
	Khulna	2630	13.1
	Mymensingh	2167	10.8
	Rajshahi	2576	12.8
	Rangpur	2492	12.4
	Sylhet	2229	11.1
Pregnancy status	No or unsure	18998	94.4
	Yes	1129	5.6
Number of living children	No child	2099	10.4
	1 Child	4639	23
	2 Children	6241	31
	3 Children	3990	19.8
	4 Children	1834	9.1
	> 4 Children	1324	6.6
Family size	1-10	19219	95.5
	> 10	908	4.5
Wealth status	Poor	7659	38.1
	Middle	3883	19.3
	Rich	8585	42.7
Electricity opportunity	No	4920	24.4
	Yes	15207	75.6
Type of cooking fuel	Electricity	99	0.5
	LPG	1231	6.1
	Gas	2438	12.1
	Other	16359	81.3
Media exposure	No	6981	34.7
	Yes	13146	65.3

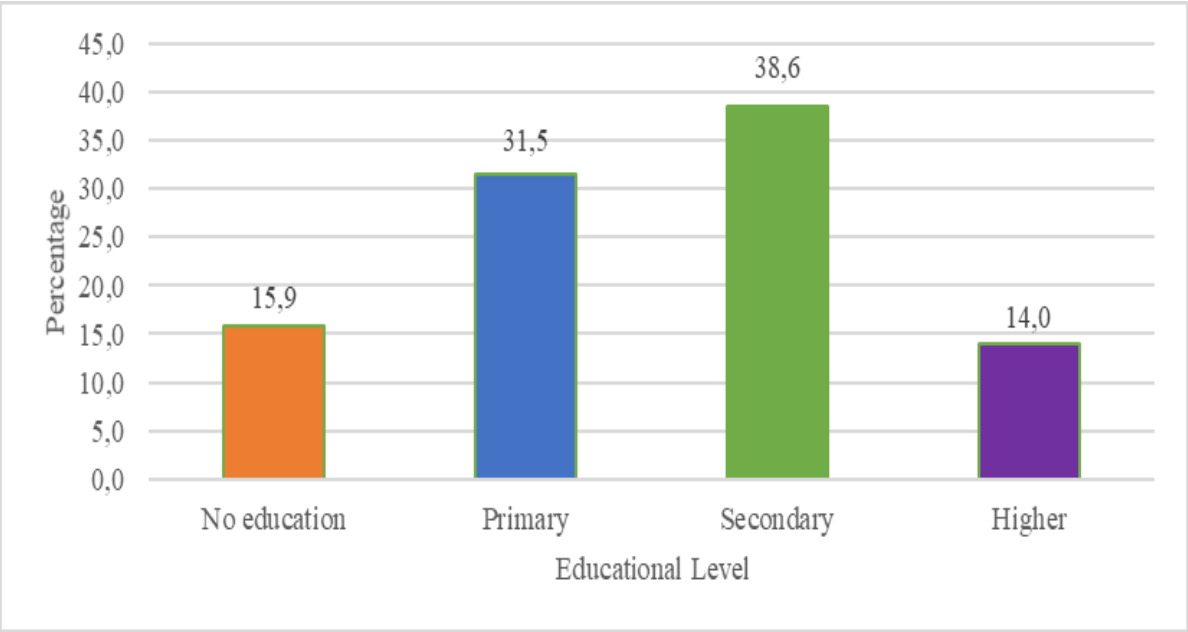

Fig. 1. Percentage distribution of the respondent educational level

Figure 1 shows that women were mostly involved up to secondary studies (38.6%) which are higher than no education (15.9%), primary education (31.5%), and higher education (14.0%).

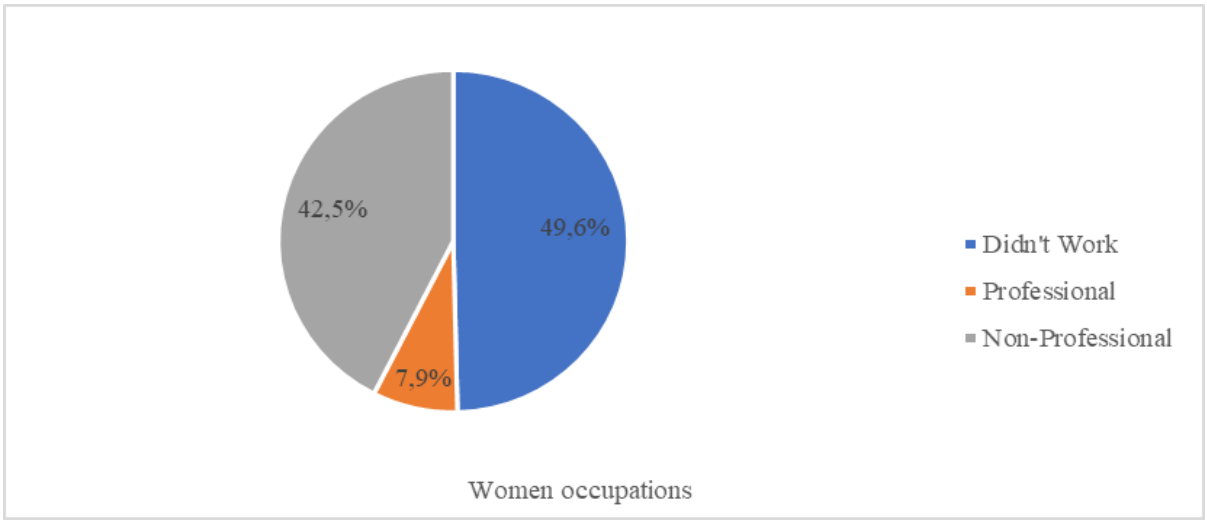

Fig. 2. Percentage distribution of the respondent occupations

Figure 2 demonstrates that 49.6% of women didn't associate with any work, 7.9% of women worked as a professional, technical or managerial specialist, and other (42.5%) of women worked as non-professional, such as: in agriculture, and domestic-related work.

Table 2. Contingency table for women occupations with selected demographic characteristics

Characteristics	Category	Occupations of respondent			Chi-square value	P-value
		Didn't Work	Professional	Non-Professional		
Current age	15-25	3069.3	487.4	2628.3	40.070	0.000
	26-35	3450.4	547.9	2954.7		
	36-49	3468.3	550.7	2970.0		
Marital status	Married	9376.6	1488.9	8029.5	44.395	0.000
	Divorced/Widowed	329.0	52.2	281.7		
	Other	282.4	44.8	241.8		
Religion	Islam	9000.0	1429.1	7706.9	2.581	0.859
	Hinduism	923.5	146.6	790.8		
	Buddhism	41.7	6.6	35.7		
	Christianity	22.8	3.6	19.5		
Residence	Urban	3659.3	581.1	3133.6	8.129	0.017
	Rural	6328.7	1004.9	5419.4		
Division	Barisal	1068.9	169.7	915.3	131.29	0.000
	Chittagong	1441.6	228.9	1234.5		
	Dhaka	1475.8	234.4	1263.8		
	Khulna	1305.1	207.2	1117.6		
	Mymensingh	1075.4	170.8	920.9		
	Rajshahi	1278.3	203.0	1094.7		
	Rangpur	1236.7	196.4	1059.0		
	Sylhet	1106.1	175.6	947.2		
Pregnancy status	No or unsure	9427.7	1497.0	8073.2	1.700	0.427
	Yes	560.3	89.0	479.8		
Number of living children	No Child	1041.6	165.4	892.0	0.039	0.000
	1 Child	2302.1	365.6	1971.4		
	2 Children	3097.1	491.8	2652.1		
	3 Children	1980.0	314.4	1695.6		
	4 Children	910.1	144.5	779.4		
	> 4 Children	657.0	104.3	562.6		
Family size	1-10	9537.4	1514.4	8167.1	2.087	0.352
	>10	450.6	71.6	385.9		

Table 2 illustrates that no cell has an expected count less than 5, we can use Chi-square for testing the independence of the variables. Table 2 depicts that the test statistic values are significant at a 5% level of significance (p-value< 0.05) for every variable except currently pregnant, religion, and family size. So we may conclude that there exist significant associations between women's occupations with all most selected explanatory variables.

Table 3. Contingency table for women occupations with selected socio-economic characteristics

Characteristics	Category	Occupations of Respondent			Chi-square value	P-value
		Didn't Work	Professional	Non-Professional		
Educational level	No education	1589.0	252.3	1360.7	42.972	0.000
	Primary	3146.2	499.6	2694.2		
	Secondary	3852.9	611.8	3299.3		
	Higher	1399.9	222.3	1198.8		
Wealth status	Poor	3800.8	603.5	3254.7	54.414	0.000
	Middle	1926.9	306.0	1650.1		
	Rich	4260.3	676.5	3648.2		
Electricity opportunity	No	2441.5	387.7	2090.8	0.481	0.786
	Yes	7546.5	1198.3	6462.2		
Type of cooking fuel	Electricity	49.1	7.8	42.1	11.942	0.063
	LPG	610.9	97.0	523.1		
	Gas	1209.9	192.1	1036.0		
	Other	8118.1	1289.1	6951.8		
Media exposure	No	3464.3	550.1	2966.6	18.332	0.000
	Yes	6523.7	1035.9	5586.4		

Table 3 illustrates that no cell has an expected count less than 5, we can use Chi-square for testing the independence of the variables. Table 3 also depicts that the test statistic values are significant at a 5% level of significance (p-value< 0.05) for every variable except electricity opportunity, and type of cooking fuel. So we may conclude that there exist significant associations between women's occupations with most of the selected explanatory variables.

Table 4. Multinomial logistic regression model for women occupations with selected demographic characteristics

Demographic characteristics		$\hat{\beta}$	Wald Statistic	P-value	Exp.($\hat{\beta}$)	95% C. I. for Exp.($\hat{\beta}$)	
						Lower	Upper
1		*2*	*3*	*4*	*5*	*6*	*7*
	Intercept	-2.262	89.262	.000			
Professional	**Current age**						
	15-25	.286	10.323	.001	1.331	1.118	1.586
	26-35	.237	11.033	.001	1.268	1.102	1.459
	36-49 ®				1		
	Marital status						
	Married	.551	7.196	.007	1.735	1.160	2.595
	Divorced/Widowed	-.401	1.596	.206	.670	.359	1.248
	Other ®				1		

Continuation of table 4

1		*2*	*3*	*4*	*5*	*6*	*7*
Professional	**Residence**						
	Urban	-.043	.552	.458	.957	.854	1.074
	Rural ®				1		
	Division						
	Barisal	-.289	6.824	.009	.749	.603	.930
	Chittagong	-.529	25.234	.000	.589	.479	.724
	Dhaka	-.598	29.102	.000	.550	.443	.684
	Khulna	-.456	16.970	.000	.634	.510	.787
	Mymenshingh	-.550	23.389	.000	.577	.461	.721
	Rajshahi	-.245	5.461	.019	.783	.638	.961
	Rangpur	-.131	1.652	.199	.877	.719	1.071
	Sylhet ®				1		
	Number of living children						
	No Child	-.048	.088	.767	.953	.694	1.309
	1 Child	.184	1.691	.194	1.202	.911	1.587
	2 Children	.091	.489	.484	1.095	.849	1.413
	3 Children	.139	1.144	.285	1.149	.891	1.483
	4 Children	-.130	.736	.391	.878	.651	1.182
	> 4 Children®				1		
Non-Professional	**Intercept**	-.141	1.606	.205			
	Current age						
	15-25	.066	1.859	.173	1.069	.971	1.175
	26-35	.103	7.259	.007	1.109	1.028	1.195
	36-49 ®				1		
	Marital status						
	Married	-.048	.294	.588	.953	.801	1.134
	Divorced/Widowed	.244	4.254	.039	1.277	1.012	1.610
	Other ®				1		
	Residence						
	Urban	.022	.493	.483	1.022	.961	1.088
	Rural ®				1		
	Division						
	Barisal	-.066	1.059	.303	.936	.826	1.061
	Chittagong	-.209	12.406	.000	.811	.722	.911
	Dhaka	.042	.487	.485	1.042	.928	1.171
	Khulna	.039	.400	.527	1.039	.922	1.172
	Mymenshingh	-.271	17.983	.000	.763	.673	.864
	Rajshahi	-.120	3.798	.051	.887	.786	1.001
	Rangpur	-.237	14.487	.000	.789	.698	.891
	Sylhet ®				1		
	Number of living children						
	No Child	.230	7.515	.006	1.258	1.068	1.483
	1 Child	.116	2.434	.119	1.123	.971	1.300
	2 Children	.020	.086	.769	1.020	.893	1.165
	3 Children	-.043	.394	.530	.958	.838	1.095
	4 Children	.088	1.356	.244	1.092	.942	1.266
	> 4 Children®				1		

Note: Reference category is: Didn't Work.

The overall intercept of the model is negative and the p-value is significant in terms of professional category. However, the overall intercept of the model is negative and the p-value is insignificant in terms of the non-professional category.

Table 4 depicts that women of age15- 25 years and 26-35 years have 1.331 and 1.268 times more tendency to engage in professional work than women of age 36-49 years. Moreover, women of age 15- 25 years and 26-35 years have 1.069 and 1.109 times more tendency to engage in non-professional work than women of age 36-49 years. Married women are 1.735 times more likely to have a professional job and divorced or widowed women have 1.277 times more likely to have a non-professional job than women with another marital status. Women from the urban areas are 0.957 times less likely to have a professional job than women of the rural areas. On the other hand, women from urban areas are 1.022 times more likely to have a non-professional job than women from rural areas. Women from any other division rather than Sylhet are less likely to get a professional job compared to women from the Sylhet division. However, women from Dhaka and Khulna divisions are 1.042 and 1.039 times more likely to get a non-professional job compared to the Sylhet division. Women who have one child are approximately 1.202 times more likely to get a professional job compared to women who have more than four children. Similarly, women who have no children are approximately 1.258 times more likely to get a non-professional job compared to women who have more than four children. From Table 5, it is observed that the overall intercept of the model is negative and the p-value is significant in terms of professional category. However, the overall intercept of the model is negative and the p-value is insignificant in terms of the non-professional category.

Table 5. Multinomial logistic regression model for women occupations with selected socio-economic characteristic

Socio-economic characteristics		$\hat{\beta}$	Wald Statistic	P-value	Exp.($\hat{\beta}$)	95% C. I. for Exp.($\hat{\beta}$)	
						Lower	Upper
Professional	**Intercept**	-2.072	628.081	.000			
	Educational level						
	No Education	-.077	.480	.489	.926	.745	1.151
	Primary	.211	4.899	.027	1.235	1.024	1.490
	Secondary	.188	4.278	.039	1.207	1.010	1.443
	Higher ®				1		
	Wealth status						
	Poor	.080	1.530	.216	1.083	.954	1.230
	Middle	.046	.355	.551	1.047	.901	1.216
	Rich ®				1		
	Media exposure						
	No	.162	8.439	.004	1.176	1.054	1.312
	Yes ®						
Non-Professional	**Intercept**	-.035	.697	.404			
	Educational level						
	No Education	-.109	3.684	.055	.896	.801	1.002
	Primary	-.031	.375	.541	.970	.880	1.070
	Secondary	.042	.812	.367	1.043	.952	1.143
	Higher ®				1		
	Wealth status						
	Poor	-.189	28.473	.000	.827	.772	.887
	Middle	-.067	2.616	.106	.936	.863	1.014
	Rich ®				1		
	Media exposure						
	No	-.075	5.802	.016	.928	.873	.986
	Yes ®				1		

Note: Reference category is: Didn't Work

Table 5 shows that women with primary and secondary are 1.235 times and 1.207 times more likely to get involved in professional work compared to women with higher education. However, women with no education are 0.926 times less likely to get involved in professional work compared to women with higher education. Women with secondary studies are 1.043 times more likely to get a non-professional job compared to women with higher education. Results also depict that, women from poor and middle-income families are 1.083 times and 1.043 times more likely to involve in professional work than women from rich families. However, women from poor and middle-income families are 0.827 times and 0.936 times less likely to involve in non-professional work than women from rich families. Women who are not aware of media exposure are 1.176 times more likely to engage in professional work than women with aware of media exposure. However, women who are not aware of media exposure are 0.928 times less likely to engage in non-professional work than women who are aware of media exposure.

Table 6. Multicollinearity of the data

Women occupations	Multicollinearity		Women occupations	Multicollinearity	
	Tolerance	VIF		Tolerance	VIF
Educational level	.654	1.530	Sex of household head	.932	1.073
Currently pregnant	.937	1.067	Place of residence	.757	1.322
Current age	.562	1.779	Division	.970	1.031
Electricity opportunity	.832	1.202	Media exposure	.989	1.011
Type of cooking fuel	.728	1.374	Family size	.966	1.035
Wealth index	.593	1.687	Husband occupations	.902	1.109
Living children	.552	1.811	Marital status	.892	1.121
Religion	.977	1.023			

4. Conclusions. This study focused on identifying the factors that have a significant impact on women's occupations in Bangladesh. Findings indicate that the unemployment rate of women was higher than the employment rate among Bangladeshi women. Almost half of the women are unemployed and it proves that women in Bangladesh are still lag. Most of the women worked in the non-professional field. The majority of the women did not take higher education as they ended their education at the secondary level. The working rate among currently pregnant women is relatively lower and the employment rate among relatively older women is higher as expected. Moreover, the employment rate among rural women is higher than urban women in Bangladesh. This study also reveals that the majority of the women are still engaged in non-professional work especially in agriculture and farm activities. Rural women's education and quality of employment are still unsatisfactory.

The present study suggests that the government of Bangladesh should be given more emphasis on women's opportunities to join the alternative job market such as the pharmaceutical sector, engineering sector, and telecommunication industries. Education and working skills are very important factors for women's participation in economic activities. So, they should be well educated and well trained for workforce activities in Bangladesh.

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