

Chapter 1 : Unemployment Rate and Labor Force

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The fictional Rosie, depicted on posters and magazine covers, became the symbol of women who joined the US factory workforce during World War II, jump-starting the rise in female labor force participation in postwar America. Why does this matter? This can lean against the negative economic effects of aging, which shrinks the workforce and lowers growth. Several researchers have also demonstrated that a larger presence of women in the workforce and the elevation of women to prominent positions can help foster income equality, diversify the economy, and boost the profitability and efficiency of businesses. Trending up Female labor force participation is trending up across Asia, with many other countries catching up to Vietnam. On average, female participation rates in Asia have increased by about 6 percentage points since see Chart 1 and lie not far behind the levels seen in advanced Western economies IMF Our forthcoming paper looks at the evolution of female labor force participation in Asia. The improving overall picture reflects some convergence in female labor force participation rates in Asia toward the better performers in the region and globally. Australia, Hong Kong SAR, Malaysia, New Zealand, and Singapore recorded significant gains—above 10 percentage points—over the past decade, in line with improvements seen in nations such as Sweden, which has one of the highest female participation rates among advanced economies. Japan and South Korea have marginally improved upon historically stagnant or declining participation. Together these gains have lifted average female participation rates in the Asia-Pacific region in recent years. Although female workforce participation has increased in general, cross-country differences have also been rising. Some countries have failed to keep up with improvements witnessed elsewhere in Asia. The growing differences in female labor force participation rates across Asia reflect declining or stagnant participation in countries that had low participation to begin with, notably India, Indonesia, the Philippines, and Sri Lanka. Participation rates have also declined in China and Thailand, albeit from relatively high levels. Its high female labor force participation rate outstrips the best performers among advanced Western economies see Chart 2. And it has also succeeded in maintaining female labor force participation of some 70 percent for more than two decades—a feat unsurpassed even among advanced economies. Drivers of female participation To understand the reason for better outcomes in Asia, it is important to identify where improvements have been the largest. As populations gray, the rising share of older workers tends to lower the workforce participation rate for both men and women, as older workers tend to be less active in the workforce. Yet in Asia, despite the negative effects from aging, participation has improved for prime-age female workers—those 25–54 years of age—even as a rise in school enrollment for younger workers, both male and female, has delayed their entry into the workforce Anh and others, forthcoming. These trends generally hold across all Asian countries, with a few exceptions—namely China, India, and Thailand—where prime-age female workers are becoming less attached to the workforce. The economic cycle has a strong bearing on labor market developments. Slower growth or recessions raise unemployment, which can lead workers to drop out of the labor market as they grow discouraged or their skills atrophy. Some may delay entering the job market until the economy recovers. Asian economies have benefited from strong growth in recent years, which has supported female labor force participation and countered the effects of aging. In this regard, the Asian experience is different from that of advanced Western economies, which bore the brunt of the global financial crisis and where the ensuing economic downturn dragged down female labor force participation, adding to pressures generated by aging IMF But growth and aging do not entirely explain variations in female labor force participation in Asia. Structural shifts in the economy and family-friendly policies have also played a role. A growing body of work shows that female labor market outcomes are also the result of interrelated social, structural, and individual characteristics, as well as of labor market policies and institutions that affect labor market outcomes both generally and for female workers specifically. The impact of policies may vary depending on the structure of the economy and

the stage of economic and institutional development. For instance, in more advanced economies, the extent of urbanization and postsecondary education tends to be linked with higher female labor force participation because female workers tend to be employed in higher-skill jobs in the urban service sector. These factors are less closely tied to female labor force participation rates in low-income countries characterized by high informal employment in the rural agricultural sector. The group of Asian countries examined here covers a wide spectrum when it comes to the stage of economic development, labor market endowments, and policy and institutional settings. Some factors may “on average” be less important statistically in explaining changes in female labor force participation simply because they affect only smaller country subgroups. Among Asian economies, a larger service sector including the public sector relative to the industrial sector and higher education levels stand out as most closely associated with greater female labor force participation see Chart 3. The openness of the economy measured by the share of trade in GDP and the pace of urbanization not shown have positive but smaller effects on average given the diversity of Asian countries. While automation or routinization hurts female labor force participation in some countries, this is not the case across all of Asia. This is because of the relatively low exposure to routinization in some countries given the large share of agriculture, for instance and the high cost of automation. Family-friendly policies tailored to address specific constraints faced by women in the workforce such as maternity protection, child care, and part-time employment play a positive role. But data gaps and the large informal sector in several Asian countries limit the size of the overall effect. Moreover, the effectiveness of family-oriented policies depends on the institutional capacity to enforce legally mandated provisions, which varies across Asian countries. The special case of Vietnam How did Vietnam achieve several decades of high female labor force participation? The initial boost to female employment in Vietnam was maintained over time with the help of policy choices: The impact of the Vietnam War in jump-starting female labor force participation parallels the rise in female labor force participation in the United States following World War II, according to work by Claudia Goldin and Claudia Olivetti published by the National Bureau of Economic Research. The Vietnam War led to a sharp decline in the male population relative to the size of the female population, especially in the prime-age group see Chart 4. As the economy started to grow following the launch of the Doi Moi reforms in , the available supply of labor was predominantly female, and it is no surprise that women stepped into the labor force in greater numbers. These brought rapid economic growth, opened the economy to trade, and led to rapid urbanization. While a large share of the female labor force remained, and remains, engaged in agriculture, female wage workers increasingly joined the large service and foreign direct investment sectors. Goldin and Olivetti show that the postwar rise in US female participation was persistent among more highly educated workers, and more short term among lower-skilled workers. These efforts paid dividends by ensuring that the postwar increase in female labor force participation was not short-lived. In Vietnam, men and women graduate at roughly the same rate at the postsecondary level. It is one of the few Asian countries to have succeeded in translating gender parity in educational attainment into gender equality in labor force participation rates. The relative success in bringing high-skilled women to the workforce is also a function of generous family-friendly laws regarding child care and maternity in Vietnam see Chart 5. The nation has also strengthened its legal framework to guarantee equality and gender nondiscrimination. More to be done While female labor force participation is improving in Asia, there is much scope to further improve outcomes and spread good policies to all parts of Asia. Recent successes have been partly the result of strong economic conditions, which may not be able to support female labor force participation once the economic cycle turns. Recent gains may also be reversed as the forces of aging and digitization gather speed. Digging below the headline participation numbers, there is a need to improve gender equality across other dimensions, such as pay gaps, high-level representation, and access to wage employment, including in better-performing Asian countries such as Vietnam. The policy specifics may vary across countries, depending on their level of development, institutional capacity, and cultural and societal norms. Access to high-quality education, and the effective implementation of family-friendly laws, are likely to be crucial in all countries. Policies that sustain strong economic growth would also help support the steady improvements in female participation.

The labour force participation rates is calculated as the labour force divided by the total working-age population. The working age population refers to people aged 15 to This indicator is broken down by age group and it is measured as a percentage of each age group.

Received Jun 29; Accepted Apr 8. The objectives of this paper are to examine the prevalence of labor force participation among older people in Thailand and to investigate the factors affecting this participation. Bivariate analysis was used to identify the factors associated with labor force participation. The variables were further examined using multivariate analysis in order to identify the significant predictors of the likelihood of older people participating in the labor force, after controlling for other variables. Results Overall, 30, elderly people aged 60 or above were interviewed. Furthermore, respondents who experienced greater difficulty in daily living, those who suffered from more chronic diseases, and those who assessed their health as poor were less likely to participate in the labor force than their counterparts. Conclusion Labor force participation in their advanced years is not uncommon among the Thai elderly. The results suggest that improving the health status of the elderly is necessary in order to encourage their employment. By doing so, the country can fulfill the labor shortage and further improve the economic condition of the nation. The results of this study also suggest that for policies encouraging employment among older persons to succeed, special focus on the rural elderly is necessary. But since low fertility and low mortality produce population ageing, these combined effects over time change the age structure of both the population and the labor force toward higher age groups [2]. At the end of the twentieth century, Thailand experienced a transition toward population ageing as a major consequence of low fertility and increased longevity [3]. Both in absolute numbers and proportionately, the population of those aged 60 years and over has increased faster than that of the overall population. The absolute number of elderly increased from 2. However, the proportion of older persons aged 60 or above participating in the labor force increased from 34 percent in to 35 percent in [7 , 8]. In terms of gender, labor force participation of women was less than it was for men, by about 10 to 15 percent for the total working-age population. In Thailand, the number of people in the labor force who are of entry age is declining. This also indicates that Thailand will soon face problems of labor shortages [3]. Because of increasing ageing populations, governments in most developed countries are seeking to increase the proportion of the population still working by rising the age of retirement [9]. Given the possibility of a labor shortage if fertility continues to decline, Thailand will face new challenges and priorities in population policy. It may be assumed from the experience of the developed countries that the problems of decreased population size, population ageing, and labor shortage will affect sustainable development [3]. Developed countries such as the US have been experiencing increased rates of older workers in their labor market since [1]. Given this scenario, Maton et al have suggested that productivity could be increased by improving the health of skilled, experienced older people by improvements in biotechnology, nanotechnology, and medicine [10]. Factors contributing to labor force participation among older people vary as a result of particular economic conditions and stages of development in different economies. Clark and Anker have estimated the effect of several indicators of economic development including per capita income on the participation rate in of older people in countries [11 , 12]. They found a negative relationship between income and labor force participation rates. Raymo and Cornan suggest that social security, private pensions, changes in occupational structures among older people, and economic growth of the country affect whether older people continue to work [13]. On the other hand, Alavinia and Burdorf argue that in most European countries, poor health, chronic disease, lower levels of education, and, for women, being a homemaker are the major factors associated with withdrawal from the labor force [14]. In developing countries, access to employment, public services and programs, and household and social networks are the key deciding factors as to whether older people continue working. Households and communities, especially, play a significant role as a major source of support for the elderly [15]. In South Korea, educational level and family economic status have been identified as determining factors in labor market participation [16]. In light of rapidly changing demographic events and economic growth, the

labor market of Thailand has experienced changes in the composition, structure, and occupational patterns of the labor force. But it is not yet clear just which factors drive older people to continue or to stop working in the present Thai context. The objectives of this paper are to examine the prevalence of labor force participation and to investigate the factors affecting labor force participation among the elderly in Thailand. The NSO has conducted three nationally representative household surveys of older persons-in , , and to fulfill the need for adequate information in order to develop appropriate policies and programs to ensure the well-being of the Thai elderly [7 , 8]. These surveys collected information on socioeconomic conditions and living arrangements, employment and income, health status and health behavior, etc. A stratified two-stage sampling procedure was employed to collect the information. The primary sampling units were blocks for municipal areas and villages for non-municipal areas. The secondary sampling units were households, selected via random sampling from the list of all enumerated households in each block or village of the first sampling. Fifteen households per block in municipal areas and 12 households in non-municipal areas were selected as sample households. The survey was based on a national probability sample of persons aged 50 years old and older in private households who were usual residents of the household. In total, 56, persons were interviewed. A structured questionnaire was used. Interviews were conducted at the household level from the selected subjects by a trained interviewer. This paper analyzes the information from people aged 60 years and above. This study was approved by the ethics committee of the NSO of Thailand. Variables

Dependent variable
Labor force participation Information about labor force participation was collected among older people in the 7 days preceding the survey. **Independent variables**

Demographic variables included age, sex, place of residence, and marital status. **Economic variables** included average total income per year, whether or not one worked in a government job, whether or not the respondent had someone to assist him or her in case of financial problems, and current debt. **Social variables** were level of education, household headship, number of children, and whether the respondent was living with his or her children. **Health behavior variables** included functional status, number of chronic diseases, number of psychosocial symptoms, and self-assessed health status. **Chronic diseases** Individuals were asked about the presence of hypertension, heart disease, diabetes, cancer, stroke, and paralysis. One composite indicator-"chronic diseases condition" was constructed. Then it was categorized into four groups: **Functional status** To measure functional status respondents were asked, "Can you perform these A composite index of "functional status" was made from the above-mentioned questions. Then the variable was categorized into three categories: **Psychosocial symptoms** For psychosocial symptoms respondents were asked, "How often did you experience the following symptoms during the previous month? One composite index, "psychosocial symptoms" was created and divided into four groups: **Self-assessed health** Five response categories were used to collect information on the reported self-assessed health status of the elderly. We categorized the variable into two groups: **Methods of analysis** The analysis is confined to those who are aged 60 years or more. Univariate, bivariate, and multivariate analysis were performed to analyze the data. Bivariate analysis was performed to identify the factors associated with labor force participation in the week preceding the survey. A chi-square test was used to test the association between the variables. The variables were further examined in the multivariate analysis logistic regression in order to identify the significant predictors of the likelihood of participating in the labor force after controlling for other variables. During the process of analysis, multi-collinearity among the variables was assessed. Stratifying the respondents by age and sex shows that the percentage of respondents who had worked in the 7 days preceding the survey varied largely according to age and sex. Our study found that as age increased, labor force participation decreased. Percentages further decreased to 17 per cent for males and 9 per cent participation for females by age

Chapter 3 : Employment - Labour force participation rate - OECD Data

This monograph is a discussion of levels of and trends in labor force participation. The discussion focuses on the economic determinants of labor force participation, in both industrialized and industrializing countries.

A matrix organisation is a structure in which there is more than one line of reporting managers. Effectively, it means that the employees of the organisation have more than one boss! The matrix organisation structure is complex but helps in achieving the ultimate goal. It has various benefits. This type of structure is used in organisations which have diverse product lines and services. It breaks the monotony and gives more flexibility to the organisation. Employees work with colleagues of different departments who have their expertise in different functions. When different people from diverse departments work together, it helps solve problems in a more efficient way. It does lead to overall development of employees as each one is exposed to different functions apart from their core job. Here employees are assigned a job or a project outside their own department for a relatively temporary period. These teams are made up of people with diverse expertise who have come together and formed a team to attain a specific goal. However, there are some challenges as well. In matrix organisation structure, ambiguity could come in, if you employees are not sure which manager to report to. This also means that employees might be confused about their role and responsibility. The matrix structure turns out to be a bit more expensive to the organisation than the traditional one, because it employs more managers.

Labour force participation rate is defined as the section of working population in the age group of in the economy currently employed or seeking employment. People who are still undergoing studies, housewives and persons above the age of 64 are not reckoned in the labour force. The labour force participation rate is the measure to evaluate working-age population in an economy. The participation rate refers to the total number of people or individuals who are currently employed or in search of a job. People who are not looking for a job such as full-time students, homemakers, individuals above the age of 64 etc. This is an important metric when the economy is not growing or is in the phase of recession. It is that time when people look at the unemployment data. At the time of recession, it is generally seen that the labour force participation rate goes down. This is because, at the time of recession, the economic activity is very low which results in fewer jobs across the country. When there are fewer jobs, people are discouraged to focus on employment which eventually leads to lower participation rate. The participation rate is also important in understanding the unemployment rate in the economy. Analysing consistently the unemployment rate in the economy is very important. People who are not interested in working or getting some sort of employment are not included in the participation rate, but to understand the unemployment data better, participation rate is considered carefully. An ageing population may have a negative impact on any economy. That is when the labour participation rate comes into the picture. If the rate is on the higher side, it is a good sign. But if it is on the lower side, it can also act as a warning sign for any economy. For that reason, participation rate as well as unemployment data should be looked into simultaneously to understand the overall employment status in the economy.

Key Result Areas Definition: Key result areas or KRAs refer to the general metrics or parameters which the organisation has fixed for a specific role. Key result areas KRAs broadly define the job profile for the employee and enable them to have better clarity of their role. KRAs should be well-defined, quantifiable, and easy to measure. It also helps employees to align their role with that of the organisation. KRAs are broad categories or topics on which the employee has to concentrate during the year. For example, an employee who is working at a managerial level in a manufacturing company would have a different KRA than somebody who is in a technology firm. A manager who is working in a manufacturing firm would have to focus on maintaining the budget of the department, safety of the employees, coordination with different departments, training, reporting as well as introducing new technologies to improve productivity. The next step is to define objectives and standards for each KRA which should be easily quantifiable. Key result areas are those areas in which you have to take complete ownership. The first step is to list out daily activities which could be part of the KRAs. So, KRAs could be vary from organisation to organisation and from one work profile to another. There are no set rules to define KRAs, but broadly they sum up the job profile as well as the key impact areas

on which the employee is expected to deliver.

Chapter 4 : Gender Inequality Index (GII) | Human Development Reports

The relationship between women's participation in the labor force and development is complex and reflects changes in economic activity, educational attainment, fertility rates, social norms, and other factors.

Chapter 5 : Department of Economic Planning and Development - Labour Force Participation Rate

*Labour Force Participation and Development [Guy Standing] on blog.quintoapp.com *FREE* shipping on qualifying offers.*

Chapter 6 : Labor force participation in later life: Evidence from a cross-sectional study in Thailand

According modernization theorists, economic development is positively associated with female labour force participation through change in the country's occupational structure (i.e. the increasing).

Chapter 7 : Participation Rate

The labor force participation rate is the number of people either employed or unemployed but available and looking for work as a proportion of the total civilian noninstitutional working-age population (usually people aged 15 or 16 and over).

Chapter 8 : Facts and Figures: Economic Empowerment | UN Women " Headquarters

India's labor force participation rate is low at 58 percent, however, due to the fact that just one-third of women work outside the home. United States: If U.S. fertility rates stay at replacement level, the potential labor force is projected to grow slightly.

Chapter 9 : Increase in the Labor Force Can Be an Engine for Development | Worldwatch Institute

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