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The Effect of Female Workforce Participation on GDP in the OIC Member Countries

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Abstract

The main purpose of this study is to examine the effect of female workforce participation in economic activities on GDP in the countries of the Organization of Islamic Conference. Since the member states of the Organization of the Islamic Conference (OIC) countries includes the least developed countries or developing countries, hence examining the factors affecting the GDP, as a macro indicator to measure economic growth can be important. For this purpose in this paper, it has paid attention to the female force participation on GDP by using dynamic panel data econometric model of Arellano and Bond in the period of 1990-2012.The results of estimating econometric models show that the coefficient effect of women's participation in OIC member countries on GDP is the negative and is statistically nonsense. Also for measurement and comparison, the above model was estimated for the seven developed countries and the obtained results showed that in these countries female force participation in GDP is the positive and meaningful.

Classification JEL: C33, O40, Z12, J16, J21

Keywords: gross domestic product (GDP), the OIC member countries, female workforce participation, Arellano and Bond, dynamic panel data

Introduction:

Economic growth and development is essential and important for the survival and stability of any society. Human power is one of the main determining factors which by using all its potential, economic growth can be improved. Women are also a part of the human power that can have an important role in the economic growth of a society. We can achieve to prosperity and high economic growth by providing

women in the areas of economic and utilizing their potential properly. Women includes more than half of the world's population but they have little role in economic activities, which could be considered as a threat to the society's economy. Recognition of women's abilities and applying them properly is an important factor influencing welfare of women and their families and the society economic development.
The nineteenth century can be known as the century of women presence in defined public and private jobs. According to Marx at the beginning of the industrial revolution and by increasing the employment capacities, women entered into work and the economy "under pressure and voluntarily". System of capitalism with an emphasis on reducing labor costs lead to drive a part of workforce to work side or margin market that usually women were entered by force in this section. (Farahmand, 2010).
This study examines the role of women workforce in GDP of OIC member countries. Since the member states of this organization are less developed or the developing member countries, so attention to the women's role in participation in economic development for this group of countries has an especial importance.
Alburq Vitek and colleagues stated that more women employ in the unpaid jobs. And even if women are employed in the paid jobs, it is usually in informal sectors and poor neighborhoods. They also stated that the difference between the women's wages and their male partners is significant. There are some discriminations in many countries that creates limitations for women to enter into the paid labor markets, women are more involved in old and backward situations and jobs (2013 Elborgh-Woytek).

Woman and job in Islam point of view

God says in the Holy Quran: "what men obtains is for them and what women obtains is for themselves". This verse emphasizes on women's right to their own property so in this approach Islam can be a propulsion for women to enter the labor market to earn salary that its consequences can be economic growth all over the community. There are also some other points including: Looking for the legal business is obligatory for every Muslim man and woman, looking to achieve legal business is counted as jihad and validity an value of the Faithfull depends on his work. And by respecting work (whether working at home or work outside the home) cause to encourage people to work and earn money.

Literature:

Zibayee nejhad in response to the reasons that women seek to enter the labor market proposed the following reasons:

1: the transformation in the cultural and social structure: from the early twentieth century, almost simultaneously with the two phenomena calling for women to employment due to promote the culture of Consumerism and inflation and the further need to production as well as introducing the idea of public training by theorists like Dewey, who believed that the children are the state capital not family property, it was followed by the entry of women into the labor market.

2: The transformation in the economic structure: factors such as escape of poverty and help to the family economy cause the governments tend toward female workforce. But what actually makes the women to participate in jobs was poverty feeling rather than just poverty that these feeling cause the person to compare his economic situation with the upper classes, so this cause to turning women into the labor market.

3: Sense of social responsibility: the increase of awareness, abilities and knowledge in many women has specified their responsibility feelings towards the community and caused them to enter social, political and cultural activities.

4: Fear of the future: An increase of women celibacy and divorce rate makes young girls more likely that in future opportunities they did not get married or even after marriage encounter with concern of possibility of divorce. Also family changes and reducing the clan members causes to reduce the economic support of core family and its members. So women are afraid of their economic future and are seeking to get fixed income and administrative jobs. Also, due to the fragility of the economic position of men in

jobs and the possibility of their dismissal from work, women's concerns about their future are increasing and they are looking for a way to get into the labor market.

5: Labor market characteristics (increasing demand for female labor force)

Positive attitude as well as being patient to do uniform works by women than men as well as employing women with less wages than men in competitive industries, has important advantages for the use of female labor force. In Europe, presence of women labor force participation after World War II until 1970, was about75 per cent and presence of men was about 16 percent. Also, in some polls the employers expressed their tendency to employ women because of their lower wages, their more responsibility and being complacent, having skills in occupations related to household tasks such as nursing, sewing, cooking and cleaning, as well as their more attractions in jobs such as a clerk and waitress for attracting customers.

Also the increase in office jobs and services is one of the features of Postindustrial society. Since the "Communication" is an important feature of communicating information society and women are considered strong in communicating and by regarding the women's compatibility characteristics with uniform and regular office activities, the employers' willingness to use of women in these jobs is increased.

He also stated that, by regarding the limited size of home and family in modern society, in terms of geographically and clan and local communication and also in terms of value with contempt of housekeeping, by entering the women into the community and meet their employment, their need to communicate with others is encountered and this communication is enjoyable for women (Zibayie nejhad, 2010).

Less educational investment to upgrade the women's skill, separating role of women and unwillingness of men to accept some responsibility for household work, being not proper some of activities and existence of some rules and regulations that increase the cost of using female labor force are the most important factors that considered to women's low rates of participation (MalekZadeh, 2009). Also Afshari stated that the dividing of work both in terms of gender as well as the advantage that both lead to this conclusion that women work to do household and men work to chores market, does not guarantee long-term well-being of family because of following reason:

1: Dependence of family income and being vulnerable against unexpected events. Female employment can play a role as insurance.

2: If all the housework has done by a person, the other family members cannot live independently without relying on others

3: vulnerability of family and woman at the time of unexpected events such as divorce, death of a spouse, etc. increases.

4: On the other hand, due to declining domestic production and thus increased leisure time of woman and need to earn higher income to attain their goals, the advantage of this type of division of work is reduced in order to achieve maximum well-being of families.

So he suggested participatory models of work division that has advantages of earning by two people, using woman free time due to decreased domestic production, use of all people priorities in money-making that is the model for replacement instead of two division of work by gender and benefit (Afshari, 2002).

Albureq Voytik and colleagues in a paper called work, women and the economy, stated that, there is many evidence that express when women can show their full potential in the labor market, significant economic benefits will be create. They also stated that the rapidly aging economies, higher female workforce participation can boost economic growth by reducing the workforce lost.

In their point of view work is the best opportunity for women to gain income, which can contribute to economic progress in developing countries. Women's equal access to resources can increase production

companies. Women's employment on the basis of equal criterion can permit firms to make better use of existing talents that results in potential economic growth of the entire community (Elborgh-Woytek, 2003).

It is presented in a global survey of the United Nations Department of Economic and Social Affairs on the role of women in development that equal access and involvement of women in economic and financial resources for sustainability and durability of gender equality and also women's empowerment in equitable economic growth and sustainable development is important.

Logic development to increase the women's access to economic and financial resources is including the role of women as a "last resort" in the recession. Long-term inequality in the distribution of gender in access to financial resources for women to participate in development processes is a disadvantage for them in comparison with men.

Efficiency results of women work, both at the micro level (by increasing productivity in household work), and also at the macro level (through positive synergy between gender equality and economic growth criteria) is positive (2009, Zukang).

Mamen and Paxson stated in a research that two elements are effective in women decision-making of labor supply.

1. The opportunity cost; they want the salary in a competitive market in proper to their education, experience and skill level. High wages have substitution effects that increase the work and its attractions; it also has an effect on income that reduces working.
2. The second element is the income that is not earned by the woman. This can include income obtained from her husband (if married) or inherited through her family.

They further stated that view, social norms prevent the women's working and has a major role in discussions related to reducing labor force participation of women in during industrialization. There are different reasons for this issue that why by accepted norms of society, employee job is accepted for women. One reason is that women do not like factory work and, if possible, avoid from working there.

Another reason that suggested by Goldin and introduced in 1995, is that it is a shame for the husband by social aspects that his wife works as a labor. From the perspective of culture in society, only lazy and irresponsible husband permits his wife to labor for people (Mammen & Paxson, 2008).

Kim Yong believes that job can bring some achievements for women, their families, and business and also to the society. Jobs increased self-esteem and remove the poverty out of family. Jobs can also increase women's organizations brokerage which in turn can increase the influence of women in society. He also stated that, social norms are fundamental factors in disasters and restrictions in the entire life (Yong Kim, 2006).

Askab and his colleagues categorize the gap between men and women into four main group in a report in the World Economic Forum gender gap index on the global gender gap.

Contributions and economic opportunities, access to education and training, health and survival and political empowerment (Schwab, 2013).

Tessani and colleagues in an article about female participation rates and economic development in the southern Mediterranean countries stated that econometric estimation, shows a U-shaped relationship between economic growth and the rate of female labor force participation. The results also show that there are some obstacles that prevented the women to enter into the labor market in the countries of south regional Mediterranean Sea. So it can be said that low female labor force participation rate can cause weaker economic growth in regional economy, while removing certain obstacles that prevents women's labor force participation, can cause economic growth improvement. (Tsani & et al, 2012)

According to the user, gender equality has a positive effect on economic growth. Evidences in some countries show that there is a direct relationship between economic growth and gender equality. Despite that economic growth is not enough for gender equality but what can be identified from the results of

economic growth is that when economic growth is accompanied by spread in women's work, it will be more significant. So it can be concluded that the growth process can be coupled with a public action that would remove gender obstacles about education and employment (Kabber, 2012).
Lachmn and Aokonoyz in the paper, stated that: whether women are important for economic development?, and said if women have access to educational infrastructure, can educate better, and develop their skills and capabilities and take advantage of financial resources to run their jobs . All of these can help women to be involved in the labor market and help significantly to the socio-economic development community. The relationship between economic growth and empowerment of women is a two-sided relationship.

Entrepreneur Women is considered as a factor facilitating economic growth and yet they are not fully recognized in the economy. They also stated that, women can earn a larger role in society by accessing to the educational system, healthcare, and opportunities for earning income social and political rights. On the one hand economic growth and development through a significant decline in inequality between men and women and increasing fighting against discrimination, can strengthen the women capabilities in society. On the other hand, women's active participation in the labor market is an economic driving force and accelerator for development. They also stated that the participation of women in the labor market is increasing and provides opportunities for further growth and development and its consequences is higher stability and less inequality in the labor market ((Lechman & Okonowicz, 2013).
Jee Gabr Midden in the article about the women role in the Ethiopian economy stated that by regarding that women make up a larger share of the population but they have lesser role in the technical and vocational jobs as well as academic work in Ethiopia. Results show the widespread socio-cultural practices prevent the women to participate in Ethiopia's economy. He also believes that the effect of maternal education on child's future educational achievements can be one of the indirect economic benefits of education.
Moreover, strong skills and technical training and professional that is appropriate for women show that, the quality of human resources is essential for the survival and development of the country. He says the traditional role of mother and wife is not appropriate for modern Ethiopian woman. Because it is not enough to serve the overall socio-economic development programs and has a negative impact on the economic system. Most of woman have marginal role in development but complete development is possible when the woman can be separated from its traditional task and be allowed to play an important role in society, especially in the labor market (G. Gebremedhin, 1994).
From the Lu Anil and his colleague's point of view, if the community likes less working women, they will be used in less labor activities. And also by religious point of view, the increase in female participation in religious ceremonies is negatively related to their participation in labor market (Lou O'Neil, 2012).
Lu Anil and Bill Jean in another article about the effect of religion on women work in Turkey states that, it does not seem that religion have a direct impact on the work of women in Turkey. What is impressive, is the traditional roles of women as caregivers of their children that is the biggest obstacle to women who like to enter the labor market. From the Islam point of view about Turkey, Islam is regarded as only career choice to influence the women's job decision, however it supports the theory of "patriarchal mentality "which defines the first women's job as mothers and caregivers. They also argued that the result shows Islam is not obvious obstacle for women to enter the labor market but the gender division is the main obstacle for women to enter into labor market (Lou O'Neil & Bilgin, 2013).
Pastor and Tanglya stated that, the results show that women with Orthodoxy religion as well as women with Islamic religion (with a higher percentage than Orthodox women), are more than women without religion at the risk of unemployment. While in the Protestant religion it is more likely to women's employment. In their view, the relationship between religious affiliation and labor supply is related to

many collections of controls to the heterogeneity of individuals, families, and the existing regimes in the country for prosperity and specific characteristics of each country. They also stated that, by dividing active and inactive women, the difference between Muslim and Orthodox is low. Also among active Catholics women the tendency toward working is low but Protestants women tend to do more work (Pastore & Tenaglia, 2013).
So their results can be considered as the reasons for the growth of Protestant countries that with employing women appropriately cause to improve their country's economic growth.
Hanykh expressed about the religion effect on married labor supply in Germany that religious affiliation only have a weak effect on woman's decisions to work or not. But women who have strong faith comparing to the believing women who have lower faith tend to work less. Also there is evidence that shows that a husband by strong faith has negative effect on supply of labor force (HEINECK, 2002).
The gender gap is one of the most important measuring criteria to determine the status of the considered society in terms of development and progression and its deepness can delay or slow progression of the evolution. Fair distribution of situations and resource between men and women leads to more economic growth and productivity. The results of comparable examination in countries show that countries that invest on girls' education, have a higher economic growth rate (Sadeghi Fasayee et al. 2008).

Alizadeh in an article of women's role in development presents the results of Aminzadeh's perspective about women's employment as follows:
1. The employment of women to work outside the home cause to reduce their responsibility and thereby result in higher income per capita.
2. The increase in female employment cause to decrease fertility rates and thereby reduce population growth which results in higher income per capita.
3. The increase in women's employment increases their access to higher educational opportunities and thereby lead to increase sense of independence and as result the role of women in the family is made more visible as a decision-maker.
4. In the villages, increasing levels of education and job analysis and women's entrance in the use of new technologies along with men in the areas of agriculture and crafts, cause to develop the country's economic growth.
5. Also in the cities level the more educated women can obtain the expertise necessary to higher jobs and in this way cause to occur economic growth and development (Alizadeh, 2001).
Afshari in an article about women employment and family states that according to the results of investigations the participation rate of women in non-Islamic developed and developing countries is higher and also the participation rate of single women is much more than married women (Afshar, 2002).

Data of research

The information about the labor, capital and gross domestic product are extracted from data relating to the World Bank to conduct research. Since the data on the labor force has been published in the list of the World Bank, from 1990 and onwards, so the scope of this research is also the years between 2012-1990.

Introduction of model and estimation

Stella Tsany and colleagues has used an econometric model in an article about the participation rate of women and economic development in the southern Mediterranean countries:

$$\sum$$

Where is the female labor force participation rate, LG the logarithm GDP of real Capita, , the square of the logarithm GDP of real capita, a control variable for Variables of

education, fertility, urbanization, religious norms and unemployment rates, $MEDII_{it}$ the dummy variable for the southern Mediterranean countries and $also\ e_{it}$, represents errors.
In this paper, as the most other research works that are related to growth is used of the Solow growth equation that its most general form is as follows:
Where, A is the level of productivity, y total production in the economy or potential output, L number of labor force, K physical capital and Z vector of other factors affecting the production including education, the percentage of urbanization, the degree of economic freedom, religion and so on.
In this article, female labor force participation is considered as one of the factors that affect on the level of GDP. Adjusted Solow growth equation is shown by adding variables of female labor force participation as follows;
3-
Where,$lnGD$ is the natural logarithm of the national production in OIC member countries during the research period, , the amount of capital in this period, lnK_{it} , the labor force in this period and , the female labor force participation rate.

Root test is done before estimation of the data model to study the stationary of data, root tests of different units of data panel is introduced. Since the majority of these tests needs to balance data and despite the unavailability of all data during the research period, it has used of the unit root test Fisher - Dickey-Fuller that do not require to balance data.

Table 1.the test of Fisher Dickey-Fuller unit root

variables	Value of probability	statistics
GDP	0.0292	142.0014
Workforce	0.000	243.2452
capital	0.0225	143.9535
Female labor force participation	0.1580	129.0995

The dynamic panel data method is used to estimate the model. One of the major constraints that researchers are faced with them is the statistical limitations. This cause that for the use of technique with stationary Panel Data, a time limit information to be encountered and to address this deficiency a dynamic panel data approach is proposed. One of the methods of estimating dynamic panel data model is Arellano and Bond method (1991). This method is the use of data with appropriate short time period. In using this method, the dependent variable with certain distance is entered into model in order to consider the dynamic effects. Moreover, explanatory variables may be correlated with the disturbance terms that for this purpose Arellano and Bond suggested two –methods model.
One of these methods is the use of first differences of variables and another approach is orthogonal deviations. It is used to eliminate fixed effects and dependent variable values are used as instrumental variables. The covariance is zero between residuals in two consecutive quarters, and also covariance of explanatory variables with the disturbance terms is zero. In this method, the matrix of instrumental variables is used to create estimating consistent and test statistic is used to determine the specified

characteristics of the equation. In this test if the zero hypothesis is confirmed, it indicates that the equation is too specified and model requires instrumental variable. So values of the dependent variable should be used as instrumental variables to meet the correlation between the explanatory variables and disturbance terms. Also by regarding that the use of first order difference method is followed by residuals of the first order autoregressive process, so for estimation of Arellano and Bond method leads to consistency it is necessary to examine autoregressive order disturbing sentences (Arellano-Bond, 1991).
This technique uses two approaches of first differences and orthogonal deviations can remove the explanatory variables with disrupted sentences. To use the first difference approach, dependent variable is entered into model with a distance of instrumental variable.
So we have by first-order difference equation (3):

$$(lnK_{it} - lnK_{it-1}) + \alpha_N(lnN_{it} - ln\alpha N_{it-1}) + \alpha_{FL}(lnFL_{it} - lnFL_{it-1}) + (\varepsilon_{it} - \varepsilon_{it-1})$$

We have by a simple displacement of variable transmission with interruption of GDP to the right side of the equation:

$$(lnK \quad) \quad (lnN \quad) \quad (lnF \quad) + (\varepsilon \quad)$$

This method provides a better control over intrinsic explanatory variables by calculating the individual special effects that is not calculated in the model (by entering dependent variable as an explanatory variable in the model (Yavari et al., 2011: 19).
Before estimating models by Arellano and Bond method it is necessary to use sarjan test to specify the equation by use of instrumental variable, Sarjan. In this test, the null hypothesis of the equation represents a allowed and specified use of instrumental variables.

Table 2: Sarjan test

Chi2 statistics	**Degree of freedom**	**Value of probability**
501.4456	231	0.083

according to the kay do statistics and value of the probability of the null hypothesis based on being too accepted the equation and the use of virtual instruments variable is allowed.
By entering the dependent variable of GDP as instrumental variable and estimation of the above equation the following results are obtained:

Table 3: The results of dynamic models by Arellano and Bond method

Variables	**coefficient**	**Z - statistics**	**P- value**
GDP (-1)	0/663	35.50	0/000
Workforce	0/327	6/67	0/000
capital	0/236	18/21	0/000
Female labor force participation	-0/010	-0/10	0/918

Based on the results of estimating model by Arellano and Bond method it is considered that negative coefficient of female labor force participation is negative and statistically meaningless and the main variables affecting the GDP are including the before GDP, workforce and capital. Since developing countries are faced with surplus labor force and the women labor force have the less wages in comparison to men, so they have not incentive to use adequately their talents and abilities and it can be said that this is one of the reasons for negative and meaning less coefficient of female labor force participation rate.
As it was previously said the order autoregressive residuals should be checked to examine the compatibility of the results of estimation model of Arellano and Bond method. Since the first difference method is used in Arellano and Bond method, so for consistency of results of estimation, the level of autoregressive sentences should not be of second-order autoregressive Hence the test of autoregressive was performed and the results are presented in Table (4).

4: Test of autocorrelation in disturbed sentences

order	statistic z	Probability value
1	-2.5741	0.0041
2	-0.8247	0.3304

according to the results of the above test it is observed that in the first order, the null hypothesis based on the lack of auto regression is not confirmed between disturbed sentences but for the second order this hypothesis is confirmed and it is of first order autoregressive and when the first order difference method is used the autoregressive between disturbed sentences will be removed.
in the following to observe the results of model in developed countries and comparing them between the member countries of the OIC, the discussed model in this paper is estimated for the seven developed countries including Japan, China, Italy, Germany, the United States, Russia and the results are in table (5):

Table5: Results of the estimation of model by Arellano and Bond method for the above seven countries

variables	coefficient	Statistics z	Probability value
GDP in previous period	0/415	19/79	0/000
Workforce	0/444	3/21	0/001
capital	0/516	29/65	0/000
female labor force participation	1/466	19/9	0/000

The results of the above estimation show that in mentioned developed countries the labor force participation of women has a significant and positive effect on GDP.

The conclusions and political recommendations

This article discusses about the impact of women's economic participation on GDP in the OIC member countries. The required data to estimate the model and research, has been collected from the World Bank for the period of 1990 to 2012. The study is based on a review of previous studies that has been done in this area and it is conducted by using the economic growth model of Solow and estimations required for econometrics model. Previous studies in this area acknowledges on important and constructive role of women in labor force participation in economic activities and the society's growth and prosperity. Also examining these studies' results show that religion is not regarded as an important obstacle for women to enter into social environments and participation in economic activities. and the most important obstacle for them to enter in the field of social and economic activities are the limiting rules and provisions for women and also employing of women in unpaid and marginal activities. As it was expected the results of estimation of econometrics model with dynamic method and Arellano and Bond showed that in studied OIC countries the effect of female labor force participation on GDP is negative and meaning less. But also it is observed that in the OIC member countries, the coefficient of participation rate compared with developed countries that examined in this paper is low. And the reasons can be enacted laws and regulations and implemented policy, and type of women employment in economic activities of above mentioned countries. As the results of previous studies and theoretical principles in this field has shown, the share of the political rules and actions is more than the share of religion in lack of their participation in economic activities in OIC countries and religion, especially Islam, is considered as a barrier for the presence of women in activities just in a way that it considers child caring as her main tasks. Since the women especially in Iran showed that they can involve in the economic actions in addition to child caring, therefore it could be concluded that religious views in relation to women's work is not an important obstacle to their presence in the community. So it can be stated that governments and political leaders of OIC member states for this purpose can provide the proper conditions for women's entry to economic fields and reduce the cumbersome rules for them to achieve higher economic growth. Also Governments could provide the situations of easier education to enable women to reach to higher education and also proper and accurate use of them in the economic field, and optimize their potential for the country's growth and prosperity.

Of course the implementation of these recommendations does not require the trampling of religious beliefs and norms in society and we can reduce the barriers to woman's entry in economic field by being realistic about their role in society. And as the results of previous studies and exanimated theoretical principles shows in this paper, social norms are major obstacle for women in economic activities and religion especially Islam in this case is not regarded as a serious obstacle.

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