PARTICIPATION OF FEMALE WORKFORCE AND THEIR CONTRIBUTION TO THE SOCIETY IN COMPARISON WITH MALE WORKFORCE IM RECENT YEARS

-BY AYAN NANDY

PARTICIPATION OF FEMALE WORKFORCE AND THEIR CONTRIBUTION TO THE SOCIETY IN COMPARISION WITH MALE WORKFORCE IN RECENT YEARS

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BIDHANNAGAR COLLEGE

WEST BENGAL STATE UNIVERSITY

YEAR OF SUBMISSION: 2020

A PROJECT REPORT ON

PARTICIPATION OF FEMALE WORKFORCE AND THEIR CONTRIBUTION TO THE SOCIETY IN COMPARISION WITH MALE WORKFORCE IN RECENT YEARS

SUBMITTED TO WEST BENGAL STATE UNIVERSITY FOR THE REQUIREMENT OF THE THREE-YEAR B.SC DEGREE IN ECONOMICS HONOURS

BY

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PAPER VIII

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CERTIFICATE

To whom it may concern

This is to certify that the project "PARTICIPATION OF FEMALE WORKFORCE AND THEIR CONTRIBUTION TO THE SOCIETY IN COMPARISION WITH MALE WORKFORCE IN RECENT YEARS" is a record of research work done by Ayan Nandy (Registration no.1081711400351 of 2017), a student of final year of BSc(3rd Year degree course) Honours in Economics during the third year academic session.

It is an independent work done by him under my/our supervision.

DATE: 8/01/2020

Signature of guide   Signature of Head of the department

(Assistant Professor of Dept of Economics)

ACKNOWLEDGEMENT

I am deeply grateful to Professor Tina Barma, my project guide in the department of Economics, Bidhannagar College and also my Co-Guide

Professor Amit Kumar Roy Chowdhury, Professor Tapas Kumar Pal , Professor Sudip Kumar Ghosh and Professor Santosh Kumar Dutta of Department of Economics, without whom this project would not have been successfully completed. I must also express my grateful thanks to my senior friends Sandipan De and Soumyabrata Basu, ex students of Bidhannagar Collegefor their constant help and support in this project. I am also indebted to my parents for their tireless effort and encouragement for my life and career.

Date: 08/01/2020

Place: Saltlake, Kolkata

with regards,

Ayan Nandy

Department of Economics, 3rd Year 2019-20

Bidhannagar College.

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PROJECT ABSTRACT

Gender inequality acknowledges that men and women are not equal and that gender affects an individual's living experience. These differences arise from distinctions in biology, psychology, and cultural norms. Some of these types of distinctions are empirically grounded while others appear to be socially constructed. Studies show the different lived experience of genders across many domains including education, life expectancy, personality, interests, family life, careers, and political affiliations. Gender inequality is experienced differently across different cultures.

Across the board, a number of industries are stratified across the genders. This is the result of a variety of factors. These include differences in education choices, preferred job and industry, work experience, number of hours worked, and breaks in employment (such as for bearing and raising children). Men also typically go into higher paid and higher risk jobs when compared to women. These factors result in 60% to 75% difference between men's and women's average aggregate wages or salaries, depending on the source. Various explanations for the remaining 25% to 40% have been suggested, including women's lower willingness and ability to negotiate salary and sexual discrimination.

"The gender wage gap is an indicator of women's earnings compared with men's. It is figured by dividing the average annual earnings for women by the average annual earnings for men."

Women Empowerment is the process of empowering women. Empowerment can be defined in many ways, however,when talking about women's empowerment means accepting and allowing people(women) who are on the outside of the decision-making process into it. "This puts a strong emphasis on participation in political structures and formal decision-making and, in the economic sphere, on the ability to obtain an income that enables participation in economic decision-making." Empowerment is the process that creates power in individuals over their own lives,society, and in their communities. People are empowered when thry are able to access the opportunities available to them without limitations and restrictions such as education, profession and lifestyle. Feeling entitled to make your own decisions creates a sense of empowerment.

Empowerment includes the action of raising the status of women through education, raising awareness, literacy and training. Women's empowerment is all about equipping and allowing women to make life determining decisions through the different problems of the society.

Women empowerment has become a significant topic of discussion in development and economics. It can also point to the approaches regarding other trivialized genders in a particular political or social context.

Women's economic empowerment refers to the ability for women to enjoy their right to control and benefit from the resources, assets, income and their own time, as well as the ability to manage risk and improve their economic status and well being.

While often interchangeably used, the more comprehensive concept of gender empowerment refers to people of any gender, stressing the distinction between biological and gender as a role.

Economic Empowerment: Economic empowerment increases women's agency, access to formal government programs, mobility outside the home, economic independence, and purchasing power. Policy makers are suggested to support job training to aid in entrance in the formal markets. One recommendation is to provide more formal education opportunities for women that would allow for higher bargaining power in the home. They would have more access to higher wages outside the home; and as a result, make it easier for women to get a job in the market.

Strengthening women's access to property inheritance and land rights is another method used to economically empower women. This would allow them better means of asset accumulation, capital, and bargaining power needed to address gender inequalities. Often, women in developing and underdeveloped countries are legally restricted from their land on the sole basis of gender. Having a right to their land gives women a sort of bargaining power that they wouldn't normally have; in turn, they gain more opportunities for economic independence and formal financial institutions.

THIS PAPER MAINLY DISCUSS ABOUT 4 COUNTRIES, NAMELY INDIA, BANGLADESH, INDONESIA AND THAILAND, RELATIONS BETWEEN THEIR WAGE GAP(FEMALE/MALE RATIO), LABOUR FORCE PARTICIPATION(FEMALE/MALE RATIO),LITERACY RATE(FEMALE/MALE RATIO),ESTIMATED EARNED INCOME(FEMALE/MALE),GDP PER CAPITA OF LAST 7 YEARS, AND WHAT IT EMPHASIES ON THE PRESENT VIEW STATUS OF WOMEN IN THE SOCIETY OR MORE SPECIFICALLY IT SHOWS THE TREND OF GENDER INEQUALITY OVER THESE LAST FEW YEARS.

INTRODUCTION

What is gender pay gap and why is it so wide in India?

- **Unequal pay refers to situations where women are paid less than men for doing the same work**

- **The gender pay gap stems from the difference in the number of men versus women who work**

- Despite the continued efforts of activists and policymakers, in many ways, gender equality is still a pipe dream. Research shows gender discrimination mostly against women and in favour of men in many realms, including the workplace.

- According to the latest World Economic Forum's (WEF) Global Gender Gap Report 2018, India ranked 108th out of 149 countries on the gender gap index. The global list was topped by Iceland for the 10th consecutive year, having closed more than 85.8% of its overall gender gap.

- While India fared better in terms of wage equality for similar work indicator, on which it held the 72nd position, it ranked 142nd in the economic opportunity and participation subindex. This dichotomy can be explained by the difference between unequal pay and the gender pay gap.

UNEQUAL PAY VERSUS GENDER PAY GAP

Unequal pay refers to situations where women are paid less than men for doing the same work. To counter this, equal pay is legally enforced

in most organized sectors. The gender pay gap, on the other hand, is a measure of the gap in the overall earnings of men and women. It is calculated by considering several parameters applied to the total number of employed members of both genders. This means that it does not account for women who have voluntarily stayed out of the workforce or have taken a sabbatical.

WHAT IS GENDER PAY GAP?

While the gender pay gap is essentially the average difference between the remuneration received by working men and women, there is more nuance here. There are two distinct numbers: the unadjusted pay gap and the adjusted pay gap. The former simply differentiates between mean and median wages of the two genders, the latter takes into account differences in factors such as occupation, education and job experience.

The gender pay gap stems from the difference in the number of men versus women who work. It also arises from differences in work tenures and the need for sabbaticals.

Gender wage gap is typically the **median** or **mean** average difference between the remuneration for all working men and women in the sample chosen. It is usually represented as either a percentage or a ratio of the "difference between average gross hourly [or annual] earnings of male and female employees as % of male gross earnings.

WHY WE AREN'T CLOSING THE GENDER GAP AT WORK?

The percentage of working women in India has almost halved over the last decade. A number of underlying causes are responsible for this, and they ultimately all stem from the same place.

"Auratein kam karti hain to purushon ko lagta hai ki unki shaan kam ho jaygi aur parivar ki maryada khatm ho jayega" **(When women go out to work, men think their pride and their family's honour will be destroyed).**

The statement above was a response to a formative research exercise that Partners in Change carried out in June 2017, to inform Breakthrough's intervention in the garment sector in Faridabad, Haryana. The research exercise was aimed at creating an enabling environment for women workers in the garment sector.

It's a well-known fact that women's workforce participation in India has been sliding rapidly. In 2004-05, the share of working-age women in paid jobs was 43%–the same as in 1993-94. This dropped to 27% in 2015-16. In rural India, the slide has been much worse as women's contribution to agricultural work is largely invisible and the sector has not generated employment for women formally.

India was ranked 108 among 144 countries on the economic participation and opportunities index in the Global Gender Report 2017.

Another report that is still in progress reports the percentage of women in the workforce across the city of Delhi as just 13%; if this is the situation in one of the largest metropolitan cities of the world, clearly something is terribly wrong somewhere

REVEIW OF LITERATURE

Vipin Singhal
Indian Council for Social Science Research (ICSSR)

Abstract

This research paper have been discussed numerous studies on Empowerment of Women in India covering variety of problems and issues, micro, macro and regional levels, and almost all general aspects of related to women empowerment have been studies by social and political scientists.

As apparent from the preceding detailed discussion on the existing literature on the empowerment of women at different levels in India, attempts made so far suffer discerningly although with the following significant limitations: (i) All the studies reveals a predominant bias of being macro level studies. Such studies by their very nature do not touch the core of reality, since it is not possible to know from the inner base of the mountain, the problem. The correct approach necessary is to dissect the problem into small pieces and then make an intensive effort to assess the reality; (ii) In the present development context in India, rapid changes are taking place on the economic scene, which bring in their trail, far reaching changes in the social, cultural, and political aspects of life. Therefore, even though a number of micro-studies existing, initiating of a new study in this area would have undiluted importance as such an attempt is bound to throw up several new facts in any empirical exercise having a bearing on policy issues. Thus, on its own, the necessity of a new micro study remains evergreen.

<u>METHODOLOGY</u>

- <mark>WHAT IS LABOUR FORCE PARTICIPATION RATE?</mark>

⇨ The labour force participation rate is a measure of an economy's active workforce. Measures the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work. Labour force data doesn't take into account workers employed abroad.
The formula for the number is the sum of all workers who are employed or actively seeking employment divided by total non-institutionalized, civilian working age population.

Description: 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. will not be a part of the data set. 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.

- ## LITERACY RATE

⇨ Female, male literacy rate (%). Percentage of the population aged 15 and over with the ability to both read and write and make simple arithmetic calculations.

⇨ Literacy rates among youth (aged 15 to 24) and adults are the test of an educational system, and the overall trend is positive, thanks to the expansion of educational opportunities. Globally, the youth literacy rate increased from 83 per cent to 91 per cent over two decades, while the number of illiterate youth declined from 170 million to 115 million. Regional and gender disparities persist, however. Literacy is lowest in least developed countries and higher among males than females. In the most recent years for which data are available, young women accounted for 59 per cent of the total illiterate youth population.

- ## Female, male estimated earned income (US$).

⇨ Measures the amount of income that women and men in a country receive in the aggregate. Estimated using the proportion of working women and men, their relative wages, and overall GDP of the country

According to the Internal Revenue Service (IRS), earned income includes wages, salaries, bonuses, commissions, tips, and net earnings from self-employment. It can also include long-term disability and union strike benefits and, in some cases, payments from certain deferred retirement compensation arrangements.

- ## GDP (current US$ billions).

Gross Domestic Product(GDP) is the total monetary or market value of all the finished goods and services produced within a country borders in a specific time period. As a broad measure of overall domestic production, it functions as a comprehensive scorecard of the country's economic health. It can be calculated both in annual and quarter basis.

Dollar figures for GDP are converted from domestic currencies using current official exchange rates. For a few countries where the official exchange rate does not reflect the rate effectively applied to actual foreign exchange transactions, an alternative conversion factor is used.

- ## What is Minimum Wage(in US$) per day

⇨ Minimum wages have been defined as the minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract.

- ## COUNTRY SCORE CARD

⇨ This section provides details on every indicator benchmarked to determine the country's Global Gender Gap Index performance. Each indicator is placed in one of the Index's four thematic sub-indexes: Economic Participation and Opportunity; Educational Attainment; Health and Survival; and Political Empowerment. Data updates are not necessarily made annually by all countries for all major international databases. Data older than 10 years was considered to be of insufficient relevance for the Index. However, our aim is to monitor the condition of women across the

widest possible range of countries. Therefore, to enable certain countries to meet our data availability threshold (12 out of 14 indicators), we have, in exceptional circumstances, used secondary sources of data or re-used individual data points from previous editions of the report.

Adult unemployment (as % of female, male labour force).

Adult unemployment refers to the share of the labour force aged 15-64 that is without work but available for and seeking employment. Definitions of labour force and unemployment differ by country.

HERE WE USED CORRELATION COEFFICIENT AND DETAILED REGRESSION ANALYSIS IN ORDER TO FIND THE RELATION BETWEEN THESE VARIABLES.

OBJECTIVE OF THE STUDY

THIS PROJECT TRIES TO EMPHASIZE THE GENDER INEQUALITY THAT IS PREVAILING IN THE SOCIETY. IT SHOWS THE RELATION BETWEEN DIFFERENT PARAMETERS OF FEMALE-MALE RATIO OF WORK FORCE, WAGE GAP, EMPLOYEMENT AND OTHERS. IT REFLETS THE STATUS OF FEMALE IN OUR SOCIETY OVER LAST FEW YEARS.HERE WE DID THE ANALYSIS 4 COUNTRIES TAKING INTO ACCOUNT WHCH ARE INDIA,BANGLADESH, INDONESIA AND THAILAND.

INDIA

YEAR 2019

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
							0
Economic participation and oppurtunity	149	0.354	0.582				
Labour Force Paricipation Rate	145	0.304	0.661	24.8	81.6	0.3	
Wage Gap	117	0.555	0.613			3.89	
Estimated earned Income(in US$)	144	0.206	0.499	2300	11100	0.21	
Professional and technical worker	132	0.434	0.756	30.3	69.7	0.43	
Educational Attainment	112	0.962	0.954				
Literacy Rate %	127	0.799	0.899	65.8	82.4	0.8	
Work Force Participation							
Unemployed adults				5.42	5.94	0.98	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.47
Unemloyment Rate(in %)							2.55
GDP(in billion US$)							2972
Population(in millions)							n/a

YEAR 2018

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	142	0.385	0.586				
Labour Force Paricipation Rate	138	0.351	0.669	28.7	81.7	0.35	
Wage Gap	72	0.646	0.645			0.65	
Estimated earned Income(in US$)	138	0.232	0.51	2602	11195	0.23	
Professional and technical worker	133	0.338	0.753	25.3	74.7	0.34	
Educational Attainment	114	0.953	0.949				
Literacy Rate %	121	0.752	0.882	59.3	78.9	0.75	
Work Force Participation							
Unemployed adults				7.7	4.1	1.88	
Work,minute per day				536.6	442.3	1.21	
Proportion of unpaid work per day				65.6	11.7	5.6	
Minimum Wage(in US$) per day							2.47
Unemloyment Rate(in %)							2.55
GDP(in billion US$)							2726.32
Population(in millions)							1298.04
GDP Per Capita							2.1

YEAR 2017

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	139	0.376	0.585				
Labour Force Pariciption Rate	136	0.347	0.667	28.5	82	0.35	
Wage Gap	80	0.62	0.634			0.62	
Estimated earned Income(in US$)	137	0.232	0.509	2424	10428	0.23	
Professional and technical worker	118	0.338	0.758	25.3	74.7	0.34	
Educational Attainment	112	0.952	0.953				
Literacy Rate %	118	0.752	0.883	59.3	78.9	0.75	
Work Force Participation							
Unemployed adults				7.7	4.1	1.88	
Work,minute per day				536.6	442.3	1.21	
Proportion of unpaid work per day				65.6	11.7	5.6	
Minimum Wage(in US$) per day							2.47
Unemloyment Rate(in %)							2.56
GDP(in billion US$)							2652.55
Population(in millions)							1283.6
GDP Per Capita							2.06

YEAR 2016

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	136	0.408	0.586			0.41	
Labour Force Pariciption Rate	135	0.344	0.665	28	82	0.34	
Wage Gap	103	0.573	0.622			0.57	
Estimated earned Income(in US$)	137	0.232	0.502	2103	9045	0.23	
Professional and technical worker		0.862					
Educational Attainment	113	0.95	0.955			0.95	
Literacy Rate %	124	0.778	0.897	63	81	0.78	
Work Force Participation							
Unemployed adults				3	2	1.6	
Work,minute per day				537	442	1.21	
Proportion of unpaid work per day				66	12	5.6	
Minimum Wage(in US$) per day							2.25
Unemloyment Rate(in %)							2.73
GDP(in billion US$)							2290.43
Population(in millions)							1268.96
GDP Per Capita							1.8

YEAR 2015

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	139	0.383	0.592				
Labour Force Pariciption Rate	136	0.35	0.67	29	83	0.35	
Wage Gap	129	0.51	0.6			0.51	
Estimated earned Income(in US$)	139	0.25	0.54	2257	9175	0.25	
Professional and technical worker			0.64				
Educational Attainment	125	0.896	0.946				
Literacy Rate %	127	0.75	0.89	61	81	0.75	
Work Force Participation							
Unemployed adults				4	3.4	1.17	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.25
Unemloyment Rate(in %)							2.78
GDP(in billion US$)							2103.59
Population(in millions)							1254.02
GDP Per Capita							1.67

YEAR 2014

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	134	0.41	0.596				
Labour Force Pariciption Rate	130	0.36	0.67	30	84	0.36	
Wage Gap	109	0.56	0.61			0.56	
Estimated earned Income(in US$)	135	0.24	0.53	1980	8087	0.24	
Professional and technical worker			0.65				
Educational Attainment	126	0.85	0.935				
Literacy Rate %	126	0.68	0.87	51	75	0.68	
Work Force Participation							
Unemployed adults				5.7	6.4	0.89	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							1.92
Unemloyment Rate(in %)							2.77
GDP(in billion US$)							2039.13
Population(in millions)							1238.89
GDP Per Capita							1.64

YEAR 2013

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	124	0.446	0.601				
Labour Force Paricipation Rate	124	0.36	0.68	30	83	0.36	
Wage Gap	86	0.62	0.64			0.62	
Estimated earned Income(in US$)	125	0.27	0.53	1628	5974	0.27	
Professional and technical worker			0.64				
Educational Attainment	120	0.857	0.934				
Literacy Rate %	123	0.68	0.87	51	75	0.68	
Work Force Participation							
Unemployed adults				4	3	1.33	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.01
Unemloyment Rate(in %)							2.82
GDP(in billion US$)							1856.72
Population(in millions)							1223.58
GDP Per Capita							1.51

YEAR 2012

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	123	0.459	0.599				
Labour Force Paricipation Rate	123	0.42	0.68	35	85	0.42	
Wage Gap	92	0.62	0.64			0.62	
Estimated earned Income(in US$)	124	0.27	0.53	1530	5635	0.27	
Professional and technical worker			0.63				
Educational Attainment	121	0.852	0.932				
Literacy Rate %	123	0.68	0.87	51	75	0.68	
Work Force Participation							
Unemployed adults				5	4	1.25	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							1.6
Unemloyment Rate(in %)							2.69
GDP(in billion US$)							1827.64
Population(in millions)							1210.57
GDP Per Capita							1.5

INDIA

	WAGE GAP(F/M)	LABOUR FORCE PARTICIPATION(F/M)
YEAR 2019	3.89	0.3
YEAR 2018	0.65	0.35
YEAR 2017	0.62	0.35
YEAR 2016	0.57	0.34
YEAR 2015	0.51	0.35
YEAR 2014	0.56	0.36
YEAR 2013	0.62	0.36
YEAR 2012	0.62	0.42

CORRELATION COEFFICIENT	-0.65148
	0.267968

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.2679677
R Square	0.0718067
Adjusted R Square	-0.113832
Standard Error	0.0282063
Observations	7

ANOVA

	df	SS	MS	F	Significance F
Regression	1	0.000307743	0.0003077	0.3868089	0.5612394
Residual	5	0.003977971	0.0007956		
Total	6	0.004285714			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	0.2733504	0.142019209	1.9247425	0.1122441	-0.091722	0.6384224	-0.091722	0.6384224
X Variable 1	0.1485656	0.238874578	0.6219397	0.5612394	-0.465481	0.7626122	-0.465481	0.7626122

INDIA

	LITERACY RATE(FEMALE/MALE)	WAGE GAP(F/M)
YEAR 2019	0.8	3.89
YEAR 2018	0.75	0.65
YEAR 2017	0.75	0.62
YEAR 2016	0.78	0.57
YEAR 2015	0.75	0.51
YEAR 2014	0.68	0.56
YEAR 2013	0.68	0.62
YEAR 2012	0.68	0.62

CORRELATION COEFFICIENT	0.554122761
(Excluding 2019)	-0.176720085

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.5541228
R Square	0.307052
Adjusted R S	0.1915607
Standard Err	1.0489011
Observation	8

ANOVA

	df	SS	MS	F	Significance F
Regression	1	2.925039	2.9250391	2.6586588	0.154109265
Residual	6	6.601161	1.1001935		
Total	7	9.5262			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-8.919844	6.098133	-1.462717	0.1938677	-23.84143788	6.0017506	-23.84144	6.0017506
X Variable 1	13.526192	8.295532	1.6305394	0.1541093	-6.772243776	33.824628	-6.772244	33.824628

INDIA

	ESTIMATED EARNED INCOME(F/M)	LABOUR FORCE PARTICIPATION
YEAR 2019	0.21	0.3
YEAR 2018	0.23	0.35
YEAR 2017	0.23	0.35
YEAR 2016	0.23	0.34
YEAR 2015	0.25	0.35
YEAR 2014	0.24	0.36
YEAR 2013	0.27	0.36
YEAR 2012	0.27	0.42

CORRELATION COEFFICIENT	0.81868426
(Excluding 2019)	0.702807

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.8186843
R Square	0.6702439
Adjusted R S	0.6152846
Standard Err	0.0130264
Observations	8

ANOVA

	df	SS	MS	F	Significance F
Regression	1	0.002069378	0.002069	12.195267	0.0129491
Residual	6	0.001018122	0.00017		
Total	7	0.0030875			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	0.0565074	0.053102007	1.06413	0.3282092	-0.0734285	0.1864433	-0.07342852	0.1864433
X Variable 1	0.5222405	0.149546039	3.492172	0.0129491	0.1563146	0.8881665	0.156314552	0.8881665

INDIA

	GDP Per Capita	Labour Force Participation Rate(F/M)
YEAR 2018	2.1	0.35
YEAR 2017	2.06	0.35
YEAR 2016	1.8	0.34
YEAR 2015	1.67	0.35
YEAR 2014	1.64	0.36
YEAR 2013	1.51	0.36
YEAR 2012	1.5	0.42

CORRELATION COEFFICIENT   -0.55642

INDIA

	GDP Per Capita	Minimum Wage(per Day in US$)
YEAR 2018	2.1	2.47
YEAR 2017	2.06	2.47
YEAR 2016	1.8	2.25
YEAR 2015	1.67	2.25
YEAR 2014	1.64	1.92
YEAR 2013	1.51	2.01
YEAR 2012	1.5	1.6

CORRELATION COEFFIECIENT   0.872628

BANGLADESH

YEAR 2019

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	141	0.438	0.582				
Labour Force Paricipation Rate	139	0.454	0.661	38.1	83.9	0.45	
Wage Gap	98	0.603	0.613			4.22	
Estimated earned Income(in US$)	131	0.408	0.499	2300	5600	0.41	
Professional and technical worker	134	0.421	0.756	29.7	70.4	0.42	
Educational Attainment	120	0.951	0.954				
Literacy Rate %	105	0.928	0.899	71.2	76.7	0.93	
Work Force Participation							
Unemployed adults				6.78	3.49	1.94	
Work,minute per day				n/a	n/a	n/a	
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							3.13
Unemloyment Rate(in %)							4.29
GDP(in billion US$)							
Population(in millions)							163.03

YEAR 2018

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	133	0.441	0.586				
Labour Force Paricipation Rate	135	0.425	0.669	34.8	81.9	0.42	
Wage Gap	105	0.58	0.645			0.58	
Estimated earned Income(in US$)	114	0.489	0.51	2533	5181	0.49	
Professional and technical worker	130	0.421	0.753	29.7	70.3	0.42	
Educational Attainment	116	0.95	0.949				
Literacy Rate %	99	0.926	0.882	70.1	75.7	0.93	
Work Force Participation							
Unemployed adults				7.4	3.2	2.55	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.07
Unemloyment Rate(in %)							4.31
GDP(in billion US$)							274.03
Population(in millions)							161.35

GDP Per Capita   1.69

YEAR 2017

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	129	0.465	0.585				
Labour Force Pariciption Rate	124	0.542	0.667	45.1	83.3	0.54	
Wage Gap	104	0.566	0.634			0.57	
Estimated earned Income(in US$)	108	0.495	0.509	2364	4776	0.5	
Professional and technical worker	116	0.411	0.758	29.1	70.9	0.41	
Educational Attainment	111	0.954	0.953				
Literacy Rate %	97	0.924	0.883	69.9	75.6	0.92	
Work Force Participation							
Unemployed adults				7.4	3.2	2.35	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.07
Unemloyment Rate(in %)							4.2
GDP(in billion US$)							249.72
Population(in millions)							159.68
GDP Per Capita							1.56

YEAR 2016

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	135	0.41	0.589			0.41	
Labour Force Pariciption Rate	124	0.541	0.665	45	83	0.54	
Wage Gap	122	0.535	0.622			0.54	
Estimated earned Income(in US$)	124	0.404	0.502	1789	4431	0.4	
Professional and technical worker	115	0.322	0.862	24	76	0.32	
Educational Attainment	114	0.95	0.955			0.95	
Literacy Rate %	110	0.902	0.897	58	65	0.9	
Work Force Participation							
Unemployed adults				6	2	3	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.07
Unemloyment Rate(in %)							4.2
GDP(in billion US$)							221.42
Population(in millions)							157.97

YEAR 2015

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	130	0.462	0.592				
Labour Force Paricipation Rate	97	0.7	0.67	60	87	0.7	
Wage Gap	126	0.52	0.6			0.52	
Estimated earned Income(in US$)	108	0.52	0.54	2143	4105	0.52	
Professional and technical worker	118	0.32	0.64	24	76	0.32	
Educational Attainment	109	0.948	0.946				
Literacy Rate %	109	0.91	0.89	58	65	0.91	
Work Force Participation							
Unemployed adults				5.7	4	1.42	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.07
Unemloyment Rate(in %)							4.1
GDP(in billion US$)							195.08
Population(in millions)							156.26
GDP Per Capita							1.24

YEAR 2014

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	127	0.477	0.596				
Labour Force Paricipation Rate	94	0.7	0.67	60	87	0.7	
Wage Gap	105	0.57	0.61			0.57	
Estimated earned Income(in US$)	102	0.52	0.53	1645	3146	0.52	
Professional and technical worker	118	0.32	0.65	24	76	0.32	
Educational Attainment	111	0.94	0.935				
Literacy Rate %	109	0.88	0.87	55	62	0.88	
Work Force Participation							
Unemployed adults				7.4	4.2	1.76	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.07
Unemloyment Rate(in %)							4.2

GDP(in billion US$)							172.89
Population(in millions)							154.52
GDP Per Capita							1.11

YEAR 2013

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	121	0.495	0.601				
Labour Force Paricipation Rate	90	0.69	0.68	60	87	0.69	
Wage Gap	119	0.53	0.64			0.53	
Estimated earned Income(in US$)	93	0.52	0.53	1284	2467	0.52	
Professional and technical worker	107	0.28	0.64	22	78	0.28	
Educational Attainment	115	0.885	0.934				
Literacy Rate %	106	0.86	0.87	53	62	0.86	
Work Force Participation							
Unemployed adults						1.76	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.07
Unemloyment Rate(in %)							4.3
GDP(in billion US$)							149.99
Population(in millions)							152.76
GDP Per Capita							0.98

YEAR 2012

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	121	0.48	0.599				
Labour Force Paricipation Rate	82	0.73	0.68	62	85	0.73	
Wage Gap	115	0.55	0.64			0.55	
Estimated earned Income(in US$)	90	0.52	0.53	1214	2349	0.52	
Professional and technical worker	104	0.28	0.63	22	78	0.28	
Educational Attainment	118	0.858	0.932				
Literacy Rate %	109	0.85	0.87	52	61	0.85	
Work Force Participation							
Unemployed adults				7	4	1.75	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							2.07
Unemloyment Rate(in %)							4.5

GDP(in billion US$)	133.36
Population(in millions)	151
GDP Per Capita	0.88

BANGLADESH

	WAGE GAP(F/M)	Labour Force participation(F/M)
YEAR 2019	4.22	0.45
YEAR 2018	0.58	0.42
YEAR 2017	0.57	0.54
YEAR 2016	0.54	0.54
YEAR 2015	0.52	0.7
YEAR 2014	0.57	0.7
YEAR 2013	0.53	0.69
YEAR 2012	0.55	0.73

CORRELATION COEFFICIENT	-0.48593
(excluding 2019)	-0.56214

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.4859
R Square	0.2361
Adjusted R Squa	0.1088
Standard Error	0.1167
Observations	8

ANOVA

	df	SS	MS	F	Significance F
Regression	1	0.02526235	0.025262348	1.854681	0.2221523
Residual	6	0.08172515	0.013620859		
Total	7	0.1069875			

	Coefficient	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	0.643	0.05368611	11.97746609	2.053E-05	0.5116584	0.7743887	0.5116584	0.774389
X Variable 1	-0.046	0.03400512	-1.361866741	0.2221523	-0.129518	0.0368971	-0.129518	0.036897

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BANGLADESH

	LITERACY RATE(FEMALE/MALE)	WAGE GAP(F/M)
YEAR 2019	0.93	4.22
YEAR 2018	0.93	0.58
YEAR 2017	0.92	0.57
YEAR 2016	0.9	0.54
YEAR 2015	0.91	0.52
YEAR 2014	0.88	0.57
YEAR 2013	0.86	0.53
YEAR 2012	0.85	0.55

CORRELATION COEFFICIENT	0.428053
(excluding 2019)	0.355791

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.428052942
R Square	0.183229321
Adjusted R S	0.047100874
Standard Err	1.266287565
Observation	8

ANOVA

	df	F	Significance F
Regression	1	1.3460032	0.290051416
Residual	6		
Total	7		

	Coefficients	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-15.03862963	0.318931	-48.90436999	18.827111	-48.90437	18.827111
X Variable 1	17.88148148	0.2900514	-19.83218701	55.59515	-19.83219	55.59515

BANGLADESH

	ESTIMATED EARNED INCOME(F/M)	LABOUR FORCE PARTICIPATION(F/M)
YEAR 2019	0.41	0.45
YEAR 2018	0.49	0.42
YEAR 2017	0.5	0.54
YEAR 2016	0.4	0.54
YEAR 2015	0.52	0.7
YEAR 2014	0.52	0.7
YEAR 2013	0.52	0.69
YEAR 2012	0.52	0.73

CORRELATION COEFFICIENT	0.66654
(excluding 2019)	0.54082

SUMMARY OUTPUT

Regression Statistics

Multiple R	0.66654
R Square	0.44427
Adjusted R	0.35165
Standard E	0.09955
Observatio	8

ANOVA

	df	SS	MS	F	gnificance F
Regression	1	0.04753125	0.047531	4.796594	0.07106
Residual	6	0.05945625	0.009909		
Total	7	0.1069875			

	Coefficient	tandard Erro	t Stat	P-value	Lower 95%	Upper 95%	wer 95.0%
Intercept	-0.1919	0.36157286	-0.53067	0.614707	-1.0766	0.692862	-1.08
X Variable	1.625	0.74197091	2.190113	0.071064	-0.1905	3.440537	-0.19

BANGLADESH

	LABOUR FORCE PARTICIPATION	GDP Per Capita
YEAR 2018	0.42	1.69
YEAR 2017	0.54	1.56
YEAR 2016	0.54	1.4
YEAR 2015	0.7	1.24
YEAR 2014	0.7	1.11
YEAR 2013	0.69	0.98
YEAR 2012	0.73	0.88

CORRELATION COEFFICIENT	-0.9288

BANGLADESH

	MINIMUM WAGE	GDP Per Capita
YEAR 2018	2.07	1.69
YEAR 2017	2.07	1.56
YEAR 2016	2.07	1.4
YEAR 2015	2.07	1.24
YEAR 2014	2.07	1.11
YEAR 2013	2.07	0.98
YEAR 2012	2.07	0.88

Correlation coefficient cannot be found

INDONESIA

YEAR 2019

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	68	0.685	0.582				
Labour Force Paricipation Rate	115	0.647	0.661	54.3	83.9	0.65	
Wage Gap	51	0.693	0.613			4.85	
Estimated earned Income(in US$)	116	0.505	0.499	7.8	15.4	0.51	
Professional and technical worker	112	0.669	0.756	40.1	59.9	0.67	
Educational Attainment	105	0.97	0.954				
Literacy Rate %	91	0.966	0.899	94	97.3	0.97	
Work Force Participation							
Unemployed adults				4.46	4.91	0.91	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							9.58
Unemloyment Rate(in %)							5.2
GDP(in billion US$)							
Population(in millions)							

YEAR 2018

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	96	0.629	0.586				
Labour Force Paricipation Rate	118	0.632	0.669	52.9	83.7	0.63	
Wage Gap	32	0.718	0.645			0.72	
Estimated earned Income(in US$)	115	0.48	0.51	8012	16495	0.49	
Professional and technical worker	73	0.964	0.753	49.1	50.9	0.96	
Educational Attainment	107	0.967	0.949				
Literacy Rate %	86	0.963	0.882	93.6	97.2	0.96	
Work Force Participation							
Unemployed adults				5.4	5.7	0.94	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							8.77
Unemloyment Rate(in %)							5.34
GDP(in billion US$)							1042
Population(in millions)							267.66
GDP Per Capita							3.8

YEAR 2017

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	106	0.61	0.585				
Labour Force Paricipation Rate	118	0.616	0.667	52.9	85.8	0.62	
Wage Gap	35	0.706	0.634			0.71	
Estimated earned Income(in US$)	111	0.491	0.509	7632	15536	0.49	
Professional and technical worker	70	0.968	0.758	49.2	50.8	0.97	
Educational Attainment	88	0.986	0.953				
Literacy Rate %	82	0.963	0.883	93.6	97.2	0.96	
Work Force Participation							
Unemployed adults				5.4	5.7	0.94	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							8.16
Unemloyment Rate(in %)							5.5
GDP(in billion US$)							1015
Population(in millions)							264.64
GDP Per Capita							3.8

YEAR 2016

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	107	0.598	0.586			0.6	
Labour Force Paricipation Rate	118	0.614	0.665	53	86	0.61	
Wage Gap	51	0.681	0.622			0.68	
Estimated earned Income(in US$)	107	0.484	0.502	6844	14139	0.48	
Professional and technical worker	1	1	0.862	52	48	1.08	
Educational Attainment	87	0.987	0.955			0.99	
Literacy Rate %	89	0.967	0.897	94	97	0.97	
Work Force Participation							
Unemployed adults				3	3	0.99	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							7.55
Unemloyment Rate(in %)							5.61
GDP(in billion US$)							931.87
Population(in millions)							261.55
GDP Per Capita							3.56

YEAR 2015

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	114	0.593	0.592				
Labour Force Paricipation Rate	112	0.62	0.67	54	86	0.62	
Wage Gap	67	0.65	0.6			0.67	
Estimated earned Income(in US$)	112	0.49	0.54	6933	14194	0.49	
Professional and technical worker	75	0.94	0.64	48	52	0.94	
Educational Attainment	89	0.986	0.946				
Literacy Rate %	99	0.95	0.89	92	96	0.95	
Work Force Participation							
Unemployed adults				6.4	6	1.06	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							6.57
Unemloyment Rate(in %)							6.18
GDP(in billion US$)							860.85
Population(in millions)							258.38
GDP Per Capita							3.33

YEAR 2014

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	106	0.598	0.596				
Labour Force Paricipation Rate	109	0.62	0.67	53	86	0.62	
Wage Gap	51	0.69	0.61			0.69	
Estimated earned Income(in US$)	105	0.5	0.53	5975	12009	0.5	
Professional and technical worker	72	0.93	0.65	48	52	0.93	
Educational Attainment	78	0.989	0.935				
Literacy Rate %	99	0.94	0.87	90	96	0.94	
Work Force Participation							
Unemployed adults				6.8	5.8	1.17	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							5.94
Unemloyment Rate(in %)							5.9
GDP(in billion US$)							890.815
Population(in millions)							255.12
GDP Per Capita							3.49

YEAR 2013

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	103	0.588	0.601				
Labour Force Paricipation Rate	103	0.62	0.68	53	86	0.62	
Wage Gap	37	0.7	0.64			0.7	
Estimated earned Income(in US$)	111	0.43	0.53	2985	6903	0.43	
Professional and technical worker	68	0.93	0.64	48	52	0.93	
Educational Attainment	101	0.957	0.934				
Literacy Rate %	94	0.94	0.87	90	96	0.94	
Work Force Participation							
Unemployed adults						1.26	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							5.35
Unemloyment Rate(in %)							6.25
GDP(in billion US$)							912.52
Population(in millions)							251.8
GDP Per Capita							3.62

YEAR 2012

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	104	0.565	0.599				
Labour Force Paricipation Rate	100	0.61	0.68	53	87	0.61	
Wage Gap	58	0.67	0.64			0.67	
Estimated earned Income(in US$)	112	0.42	0.53	2780	6567	0.42	
Professional and technical worker	80	0.81	0.63	45	55	0.81	
Educational Attainment	92	0.973	0.932				
Literacy Rate %	93	0.94	0.87	90	96	0.94	
Work Force Participation							
Unemployed adults						1.27	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							4.09
Unemloyment Rate(in %)							6.2
GDP(in billion US$)							917.87
Population(in millions)							248.45
GDP Per Capita							3.69

INDONESIA

	WAGE GAP(F/M)	LABOUR FORCE PARTICIPATION(F/M)
YEAR 2019	0.97	0.63
YEAR 2018	0.96	0.63
YEAR 2017	0.96	0.62
YEAR 2016	0.97	0.61
YEAR 2015	0.95	0.62
YEAR 2014	0.94	0.62
YEAR 2013	0.94	0.62
YEAR 2012	0.94	0.61

CORRELATION COEFFICIENT	0.29019
(excluding 2019)	0.0284

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.2901905
R Square	0.0842105
Adjusted R S	-0.068421
Standard Er	0.0078136
Observation	8

ANOVA

	df	SS	MS	F	Significance F
Regression	1	3.36842E-05	3.368E-05	0.551724	0.4856675
Residual	6	0.000366316	6.105E-05		
Total	7	0.0004			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	0.4593684	0.216274525	2.1240061	0.077851	-0.069836	0.9885731	-0.069836	0.9885731
X Variable 1	0.1684211	0.226743781	0.7427814	0.485667	-0.386401	0.7232431	-0.386401	0.7232431

INDONESIA

	LITERACY RATE(FEMALE/MALE)	WAGE GAP(FEMALE/MALE)
YEAR 2019	0.97	4.85
YEAR 2018	0.96	0.72
YEAR 2017	0.96	0.71
YEAR 2016	0.97	0.68
YEAR 2015	0.95	0.67
YEAR 2014	0.94	0.69
YEAR 2013	0.94	0.7
YEAR 2012	0.94	0.67

CORRELATION COEFFICIENT	0.506957
(excluding 2019)	0.271087

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.5069575
R Square	0.2570059
Adjusted R S	0.1331736
Standard Err	1.368983
Observation	8

ANOVA

	df	SS	MS	F	Significance F
Regression	1	3.889601184	3.8896012	2.0754342	0.1997614
Residual	6	11.24468632	1.8741144		
Total	7	15.1342875			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-53.37337	37.89232214	-1.408554	0.2086197	-146.0925	39.3458	-146.0925	39.345804
X Variable 1	57.231579	39.72658541	1.4406368	0.1997614	-39.97587	154.439	-39.97587	154.43903

INDONESIA

	ESTIMATED EARNED INCOME(F/M)	LABOUR FORCE PARTICIPATION
YEAR 2019	0.51	0.63
YEAR 2018	0.49	0.63
YEAR 2017	0.49	0.62
YEAR 2016	0.48	0.61
YEAR 2015	0.49	0.62
YEAR 2014	0.5	0.62
YEAR 2013	0.43	0.62
YEAR 2012	0.42	0.61

CORRELATION COEFFICIENT	0.574011578
(excluding 2019)	0.45838154

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.574011578
R Square	0.329489292
Adjusted R Square	0.217737507
Standard Error	0.006685859
Observations	8

ANOVA

	df	SS	MS	F	Significance F
Regression	1	0.000131796	0.0001318	2.9484029	0.136772927
Residual	6	0.000268204	4.4701E-05		
Total	7	0.0004			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	0.55723229	0.036631018	15.212034	5.093E-06	0.467599418	0.6468652	0.467599418	0.6468652
X Variable 1	0.131795717	0.076755212	1.71709142	0.1367729	-0.056017522	0.319609	-0.056017522	0.319609

INDONESIA

	GDP Per Capita	Labour Force Participation(F/M)
YEAR 2018	3.8	0.63
YEAR 2017	3.8	0.62
YEAR 2016	3.56	0.61
YEAR 2015	3.33	0.62
YEAR 2014	3.49	0.62
YEAR 2013	3.62	0.62
YEAR 2012	3.69	0.61

CORRELATION COEFFICIENT   0.231014

INDONESIA

	MINIMUM WAGE	GDP Per Capita
YEAR 2018	8.77	3.8
YEAR 2017	8.16	3.8
YEAR 2016	7.55	3.56
YEAR 2015	6.57	3.33
YEAR 2014	5.94	3.49
YEAR 2013	5.35	3.62
YEAR 2012	4.09	3.69

CORRELATION COEFFICIENT   0.31728

THAILAND

YEAR 2019

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	22	0.776	0.582				
Labour Force Pariciption Rate	78	0.816	0.661	67.2	82.4	0.82	
Wage Gap	11	0.765	0.613			5.35	
Estimated earned Income(in US$)	11	0.809	0.499	15.2	18.7	0.81	
Professional and technical worker	1	1	0.756	57	43	1.32	
Educational Attainment		80	0.991	0.954			
Literacy Rate %	93	0.963	0.899	91.2	94.7	0.96	
Work Force Participation							
Unemployed adults				0.78	0.83	0.93	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							10.86
Unemloyment Rate(in %)							1.2
GDP(in billion US$)							
Population(in millions)							

YEAR 2018

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	22	0.763	0.586				
Labour Force Pariciption Rate	73	0.816	0.669	68	83.3	0.82	
Wage Gap	20	0.749	0.645			0.75	
Estimated earned Income(in US$)	12	0.792	0.51	15837	20004	0.79	
Professional and technical worker	1	1	0.753	56.6	43.4	1.31	
Educational Attainment	81	0.991	0.949				
Literacy Rate %	85	0.93	0.882	91.2	94.7	0.96	
Work Force Participation							
Unemployed adults				0.2	0.2	0.99	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							10.7
Unemloyment Rate(in %)							0.67
GDP(in billion US$)							504.993
Population(in millions)							69.42
GDP Per Capita							7.2

YEAR 2017

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	24	0.767	0.585				
Labour Force Pariciption Rate	66	0.816	0.667	70	85.8	0.82	
Wage Gap	18	0.763	0.634			0.76	
Estimated earned Income(in US$)	14	0.772	0.509	14785	19153	0.77	
Professional and technical worker	1	1	0.758	56	44	1.27	
Educational Attainment	106	0.958	0.953				
Literacy Rate %	81	0.963	0.883	91.2	94.7	0.96	
Work Force Participation							
Unemployed adults				0.2	0.2	0.99	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							10.04
Unemloyment Rate(in %)							0.63
GDP(in billion US$)							455.27
Population(in millions)							69.2
GDP Per Capita							6.5

YEAR 2016

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	22	0.77	0.586			0.77	
Labour Force Pariciption Rate	65	0.814	0.665	70	86	0.81	
Wage Gap	16	0.771	0.622			0.77	
Estimated earned Income(in US$)	13	0.776	0.502	13778	17749	0.78	
Professional and technical worker	1	1	0.862	56	44	1.27	
Educational Attainment	74	0.99	0.955			0.99	
Literacy Rate %	87	0.97	0.897	93	95	0.97	
Work Force Participation							
Unemployed adults				n/a	n/a	0.77	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							9.87
Unemloyment Rate(in %)							0.69
GDP(in billion US$)							412.35
Population(in millions)							68.97
GDP Per Capita							5.97

YEAR 2015

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	19	0.794	0.592				
Labour Force Paricipation Rate	66	0.83	0.67	71	86	0.83	
Wage Gap	18	0.77	0.6			0.77	
Estimated earned Income(in US$)	26	0.79	0.54	12993	16400	0.79	
Professional and technical worker	1	1	0.64	56	44	1.3	
Educational Attainment	67	0.994	0.946				
Literacy Rate %	1	1	0.89	97	97	1	
Work Force Participation							
Unemployed adults				0.8	0.8	1	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							9.87
Unemloyment Rate(in %)							0.6
GDP(in billion US$)							401.29
Population(in millions)							68.71
GDP Per Capita							5.84

YEAR 2014

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	26	0.768	0.596				
Labour Force Paricipation Rate	63	0.83	0.67	71	86	0.83	
Wage Gap	4	0.81	0.61			0.81	
Estimated earned Income(in US$)	25	0.78	0.53	12157	15559	0.78	
Professional and technical worker	1	1	0.65	56	44	1.27	
Educational Attainment	64	0.994	0.935				
Literacy Rate %	44	1	0.87	96	96	1	
Work Force Participation							
Unemployed adults				0.6	0.7	0.85	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							9.87
Unemloyment Rate(in %)							0.58
GDP(in billion US$)							407.339
Population(in millions)							68.43
GDP Per Capita							5.95

YEAR 2013

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	50	0.703	0.601				
Labour Force Pariciption Rate	56	0.82	0.68	70	85	0.82	
Wage Gap	13	0.76	0.64			0.76	
Estimated earned Income(in US$)	61	0.61	0.53	7506	12219	0.61	
Professional and technical worker	1	1	0.64	56	44	1.27	
Educational Attainment	78	0.989	0.934				
Literacy Rate %	86	0.96	0.87	92	96	0.96	
Work Force Participation							
Unemployed adults							
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							9.87
Unemloyment Rate(in %)							0.49
GDP(in billion US$)							420.33
Population(in millions)							68.14
GDP Per Capita							6.16

YEAR 2012

	RANK	SCORE	AVERAGE	FEMALE	MALE	FEMALE/MALE	VALUE
Economic participation and oppurtunity	49	0.699	0.599				
Labour Force Pariciption Rate	51	0.83	0.68	70	85	0.83	
Wage Gap	27	0.74	0.64			0.74	
Estimated earned Income(in US$)	59	0.62	0.53	6665	10813	0.62	
Professional and technical worker	1	1	0.63	56	44	1.25	
Educational Attainment	78	0.989	0.932				
Literacy Rate %	86	0.96	0.87	92	96	0.96	
Work Force Participation							
Unemployed adults					1	1	1	
Work,minute per day							
Proportion of unpaid work per day							
Minimum Wage(in US$) per day							9.87
Unemloyment Rate(in %)							0.58
GDP(in billion US$)							397.55
Population(in millions)							67.83
GDP Per Capita							5.86

THAILAND

	WAGE GAP(F/M)	LABOUR FORCE PARTICIPATION
YEAR 2019	5.35	0.82
YEAR 2018	0.75	0.82
YEAR 2017	0.76	0.82
YEAR 2016	0.77	0.81
YEAR 2015	0.77	0.83
YEAR 2014	0.81	0.83
YEAR 2013	0.76	0.82
YEAR 2012	0.74	0.83

CORRELATION COEFFICIENT	-0.14053
(Excluding 2019)	0.183995

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.140530871
R Square	0.019748926
Adjusted R S	-0.143626253
Standard Err	0.007561833
Observation	8

ANOVA

	df	SS	MS	F	Significance F
Regression	1	6.91212E-06	6.912E-06	0.12088	0.7399532
Residual	6	0.000343088	5.718E-05		
Total	7	0.00035			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	0.823320719	0.003566501	230.84834	4.5E-13	0.8145938	0.832047631	0.8145938	0.8320476
X Variable 1	-0.000613049	0.00176326	-0.347679	0.73995	-0.004928	0.003701492	-0.004928	0.0037015

THAILAND

	LITERACY RATE(FEMALE/MALE)	WAGE GAP(F/M)
YEAR 2019	0.96	5.35
YEAR 2018	0.96	0.75
YEAR 2017	0.96	0.76
YEAR 2016	0.97	0.77
YEAR 2015	1	0.77
YEAR 2014	1	0.81
YEAR 2013	0.96	0.76
YEAR 2012	0.96	0.74

CORRELATION COEFFICIENT	-0.242
(Excluding 2019)	0.7869

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.241758
R Square	0.058447
Adjusted R Squ	-0.09848
Standard Erro	1.69886
Observations	8

ANOVA

	df	SS	MS	F	Significance F
Regression	1	1.07493777	1.074938	0.37245019	0.564056553
Residual	6	17.3167497	2.886125		
Total	7	18.3916875			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	ower 95.0%	pper 95.0%
Intercept	22.39311	34.5043505	0.648994	0.54037308	-62.03598913	106.822219	-62.036	106.822
X Variable 1	-21.6776	35.5203318	-0.61029	0.56405655	-108.5927162	65.237525	-108.593	65.2375

THAILAND

	ESTIMATED EARNED INCOME(F/M)	LABOUR FORCE PARTICIPATION(F/M)
YEAR 2019	0.81	0.82
YEAR 2018	0.79	0.82
YEAR 2017	0.77	0.82
YEAR 2016	0.78	0.81
YEAR 2015	0.79	0.83
YEAR 2014	0.78	0.83
YEAR 2013	0.61	0.82
YEAR 2012	0.62	0.83

CORRELATION COEFFICIENT	-0.19488
(Excluding 2019)	-0.15782

SUMMARY OUTPUT

Regression Statistics

Multiple R	0.19488
R Square	0.03798
Adjusted R	-0.12236
Standard E	0.00749
Observatic	8

ANOVA

	df	SS	MS	F	ignificance F
Regression	1	1.3E-05	1.3E-05	0.23686	0.64375
Residual	6	0.00034	5.6E-05		
Total	7	0.00035			

	Coefficients	andard Err	t Stat	P-value	Lower 95%	pper 95%	ower 95.0%	pper 95.0%
Intercept	0.83526	0.02634	31.7062	6.5E-08	0.7708	0.9	0.7708	0.89972
X Variable	-0.01715	0.03524	-0.48668	0.64375	-0.10338	0.069	-0.10338	0.06908

THAILAND

	GDP Per Capita	LABOUR FORCE PARTICIPATION(F/M)
YEAR 2018	7.2	0.82
YEAR 2017	6.5	0.82
YEAR 2016	5.97	0.81
YEAR 2015	5.84	0.83
YEAR 2014	5.95	0.83
YEAR 2013	6.16	0.82
YEAR 2012	5.86	0.83

CORRELATION COEFFICIENT   -0.33302

THAILAND

	MINIMUM WAGE	GDP Per Capita
YEAR 2018	10.7	7.2
YEAR 2017	10.04	6.5
YEAR 2016	9.87	5.97
YEAR 2015	9.87	5.84
YEAR 2014	9.87	5.95
YEAR 2013	9.87	6.16
YEAR 2012	9.87	5.86

CORRELATION COEFFICIENT 0.951955