



## Notice for the PhD Viva Voce Examination

Ms Arpita Chakraborty, Registration Number: 2070302, PhD Scholar at the Department of Economics, School of Social Sciences, CHRIST (Deemed to be University) will defend her PhD thesis at the public viva-voce examination on Monday, 30 March 2026 at 11.00 am in Room No. 044, Ground Floor, R&D Block, CHRIST (Deemed to be University), Bengaluru - 560029, Karnataka, India.

<b>Title of the Thesis</b>	:	<b>Anomalies in the Relationship between Women's Education and Labour Force Participation in India</b>
<b>Discipline</b>	:	<b>Economics</b>
<b>External Examiner - I</b>	:	<b>Dr Debosree Banerjee</b> Associate Professor School of Social Science National Institute of Advanced Studies (NIAS) Indian Institute of Science Campus Bengaluru - 560012 Karnataka
<b>External Examiner - II</b>	:	<b>Dr Panchanan Das</b> Professor Department of Economics University of Calcutta College Square Kolkata - 700073 West Bengal
<b>Supervisor</b>	:	<b>Dr Namrata Singha Roy</b> Assistant Professor Department of Economics School of Social Sciences CHRIST (Deemed to be University) Bengaluru - 560029 Karnataka

The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Registrar (Academics)

Place: Bengaluru  
Date: 17 March 2026

## ABSTRACT

India's persistently low Female Labour Force Participation Rate (FLPR) has emerged as a major concern in the country's development trajectory. Despite improvement in women's educational attainment over the past three decades and a narrowing gender gap in education, women's participation in the labour market remains limited and often concentrated in low-quality employment. The recent rise in FLPR, following a prolonged period of stagnation and decline, has renewed interest in understanding both the level and quality of women's labour market participation. In this context, the relationship between education and women's labour force participation remains complex and often exhibits a non-linear pattern.

This study examines the link between women's educational attainment and labour market outcomes in India using nationally representative data from the Periodic Labour Force Survey (PLFS) for the period of 2017-18 to 2023-24. To ensure comparability and consistency, the analysis relies exclusively on PLFS data. The study adopts a combined macro and micro-level analytical framework to assess both the magnitude and quality of women's labour market participation.

At the macro-level, the study uses state-level panel data from 2017 to 2023 to examine variations in FLPR and employment quality across states. The results suggest that structural transformation, reflected in sectoral changes in GDP, does not adequately explain differences in women's labour market participation. While female literacy and higher educational enrolment have limited influence on FLPR, they positively affect employment quality, though the effect diminishes beyond the secondary level. States with a more supportive social attitude toward women's mobility and better public infrastructure that reduces unpaid work tend to show higher FLPR.

At the micro level, the study investigates how individual and household characteristics mediate the relationship between education and women's labour market engagement. Using a sequential econometric framework consisting of Binomial Probit and Multinomial Logit models, the analysis examines labour force participation, workforce participation and employment choice. The results reveal a consistent U-shaped relationship between education and labour force participation, even after controlling for socioeconomic and household factors. Women with middle and secondary levels of education exhibit lower participation, while participation increases significantly among those with education beyond the higher secondary level. Higher education is also associated with regular wage employment relative to casual labour. Furthermore, technical and vocational education improves women's choices of securing regular paid employment.

Overall, the findings highlight the complex relationship between education and women's labour market participation in India and underscore the importance of targeted policies that link educational progress with improved employment opportunities for women.

**Keywords:** *female labour force participation, workforce participation, employment, education*

### Publication

1. **Chakraborty, A., & Sutradhar, R. (2023).** Unpaid Work by Women: A State-level Analysis of Evidence from Time-use Survey. *Indian Journal of Human Development*, 17(3), 461-476. <https://doi.org/10.1177/09737030231218147>
2. Vidya, A. R., & **Chakraborty, A. (2025).** Women Labour Force Participation in India and Sustainable Development Goals: A Legal Framework. In *Gender, Environment, and Human Rights: An Intersectional Exploration* (pp. 317-336). IGI Global. <https://www.igi-global.com/chapter/women-labour-force-participation-in-india-and-sustainable-development-goals/358271>