Women’s participation in the workforce is closely related to the componenets of social, cultural and economic factors. The gender roles, patriarchal structures, mentality and practices prevailing in the social structure significantly determine women’s participation in the workforce. The articulation of capitalism with patriarchy has been implicated in the fact that women are excluded from the labour market in both periods. Avoiding practices that assign female labour a subordinate value and adopting employment policies aimed at securing equality with men in working life and strengthining social rights of women may increase female employment