

## Cultural and Social Attitudes in the Numerical Analysis of Women's Employment Rights

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**Abstract:** In religion, custom and our law, man is the director of Family and Family Affairs and is responsible for determining the materials owned and therefore has the right to stop women from working. However, the necessity of observing the principles of individual rights and fairness for both men and women will also require women and men as able as men to choose suitable jobs. Concerning the labor market status of women in Iran, an overview is presented. Results suggest that women in the labor market in Iran compared with other countries especially with regard to other social factors, such as educational level, fertility rate, marriage etc. are not kept in good condition. However, the trend of change in recent years over their benefit and have at least improved. However, the pace of change is slow and more strongly so that necessary changes are well understood. Inaction in this case will have different social consequences-economic and from this perspective, led by a rising factor causing social damage in the country.

**Key words:** Rights • Women • Employment • Gender • Labor market participation

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### INTRODUCTION

One of the major topics in the field of development is just and rational utilization of human resources and abilities and talents of each person in society. Based on the job or employment issues considered, many issues are allocated to one of the planners and policy makers. The role of employment in the dynamics of human life is undeniable and can focus its human and social relations, which can be considered. Undoubtedly, this dynamic toward women, as half of the population, have a direct impact on community development goal because men and women are in every society, to maximize social welfare and social welfare function of income per capita, income distribution, improve educational facilities, health, welfare participation rate of social, economic, cultural and political. In a society where women's participation in employment and economic activities is increased, the social welfare will be higher, because women's participation in the labor market reduced fertility rates, increasing production, increasing per capita income and thus increase in social welfare involving the whole community [1-2].

There is an approach from the perspective of gender in many different areas in our current society and it has a bias considered significant. Therefore, from the

perspective of the people in developing policies and programs this should not be a special priority for women and men. While many of the priorities in other fields, including geographic areas separately in deprived areas and have choice and sometimes also for those insisting on it; accepting that the default fans out with a look from such men and also women enjoying equal opportunities. In this regard, they look at non-discrimination laws to control expression of their claim that they believe in law and in some cases, even a kind of positive discrimination towards women is allowed. Human development from the viewpoint of "equality means equal access to opportunities," one of the four principles, along with free primary stability, productivity and empowerment forms. Gender Development Index or the simpler expression of the human development index, a simple weighted average of the capacities of knowledge, buying power and life expectancy at birth, with a look at the relationship between men and women, can be achieved [1-3].

Values between a minimum value (zero) and maximum value (a) have indicated that gender development index of 0.719 and ranked 78th among 140 countries are at the intermediate level. Rating our country compared with other Islamic and regional countries indicated conditions were not appropriate. Rated 41 Bahrain, Turkey with 70 stars, 73 stars Jordan, Malaysia and even Saudi grade 50

grade 65 in place of Iran have been better. Despite the high cultural level of our society in comparison with some regional countries, the main reason of low level of human development, gender, (in the capacity of the three mentioned), there are significant differences in the income share of women in comparison with these countries. While we cannot see such differences in health and educational status of women we. From the perspective of work and employment as the most important and main factors of income in a society with more and more women should be considered [1-4].

Position of women in the labor market, given the unique characteristics of the labor market institutions, such as the role of a symbol of reality gives the community are important. On the other hand, the status of women in the labor market developments led to changes in the position of men in the labor market. Women in the labor market and with an increasing number of women workers are changing the organizing work, contractual arrangements, work status and work programs both for men and for women. They also have new and different landscapes on the subject of work and institutions and are forced to work consciously and deliberately in an ill-catalyst role in the play changes. Since the goal of each family is to maximize social welfare and according to the traditional role of women in the family, whereas women in the family welfare through maximizing market share are used for playing both their roles (traditional and market) which should be supported. With continuing development process, the result of transferring, on the one hand, part of the domestic production to market production, two aspects of women's employment and reduced income risk and thus increased security, the expected income families increases and the other reforms cultural - from social development, confidence in resource allocation practice to substitute gender, race will, therefore, provide increases unemployment of women on family welfare [2-5].

In many families who suffer from extreme poverty and a breadwinner is only the man capable of removing families from poverty and not the presence of women in the labor market can have a significant effect on household income and thus leaving poverty traps. On the other hand, work into family welfare participation can also increase the intensity. As such, the employment of women in the labor market to improve quality of life and the more and more desirable role of men in the family; a role that these days, due to the necessity of multiple jobs men is very pale.. In this regard, the active presence of women outside the home environment, with the mental

and intellectual growth to reach maturity and thus social awareness of women in various fields and thus egalitarian gender relations grow. Women's participation in economic and productive roles with daily fees (although women receive fewer rights than men) and increases their role in family economic security; to increase the power of women in families and it affects most of them in important family decisions and even at work. Hence the importance of increasing income through job creation capacity in promoting human development index in the country and fulfill this important role in the labor market and be actualized by the capabilities of women and the effect of increasing employment of women in family welfare in the presence of more women in the labor market dominates how the country may proceed [5-6].

**Gender Transformation of the Labor Market:** Labor force and employment status, a longtime problem of the country, has become a major concern. Labor force participation rate indicates that the age participation rate in population activities and in economic activities through the labor market and unemployment rate, i.e. proportion of the population participating in the labor market through various causes have not been able to achieve a proper employment, is one of the most important labor market indicators. Labor force participation rate of 42.6% in 1975 with a decreasing trend until 1995 to its lowest level, i.e. 35.3% reached and that is one of the main reasons for expanding educational coverage and there has been a reduced labor participation rate of women. But the trend participation rate in the previous period, witnessed increased labor participation rates such that in 1984 the rate of 41.3% increase was one of the main reasons that it can be that more women are entering the higher education labor market, with shrinking family size, age of marriage and changing community attitudes towards women in the labor market which have been reported [6-9].

With a glimpse of the table data (a) the significant difference between participation and unemployment rates of women and men who overcome it, as is mentioned, is an imbalance. According to statistical data, the total labor force participation has reached a rate of 42.6% in 1975 to 41.3% in 2005. Comparison of labor force participation rate of men with women that we find in all this period and the participation rate of men to women was markedly higher. While the index for men in 2005 was 46.9%, the participation rate of women was 17.1%. In other words, men in this year are about 7.3 times higher than women in the labor market are present. Therefore, the low main index for the total labor force in Iran is about the low labor force

participation rate of women in the country. Despite the low participation rate of women's country, their unemployment rate is higher than men and this lack of balance during the period 1995-2005 has increased. Male unemployment rate during 1995-2000 of which 8.5 to 13.8% had increased in recent years to reduce and set in 2005 has reached 10%, while women's unemployment rate during the period from 1995 to 2005, 13.3% to 17% has increased. In fact, the unemployment rate of women beginning 5.1 against the male unemployment rate, at the end of the period 1.7 against has increased. Population of employed women in the period 1995-2005 equivalent to an average 4% annual growth is increasing. Whilst in the same time, employed male population, have had an equivalent of an annual growth of 2.6%. Accordingly, the share of female employment 14.1% to 15.4% increase compared with the figure in developed countries is still very low. Of the important reasons for the low share of female employment in the labor, market of the following can be cited:

- There are some cultural and social attitudes to female employment
- There are rules and regulations governing the labor market which led to increased costs of labor with women.
- Disproportion work activities in terms of some ethical issues.
- Low level technical skills and professional women.

**Labor Market Developments in Urban and Rural Areas**

**Both Sexes:** Labor market in urban and rural areas differences rather has many similarities. The difference between participation and unemployment rates are observed. Table 1, Show labor market developments in urban and rural areas.

In the spring of 2005, participation rates of men and women in rural and urban women than men are at a higher level. Accordingly, unemployment rates in rural areas rather than urban areas are less likely to intensify due to rural migration to cities. Differences in unemployment when urban and rural areas are more visible. This separation of gender is considered. Table 2 indicates that urban female unemployment rate (27%) unemployment rate gap with much of rural women (6.7%). One of the reasons for higher unemployment rate of urban women increased in their participation rate in recent years is that this issue stems from factors such as level of education, decreasing family size, increasing the average age of marriage and changing attitudes of society towards women in the market is working. On urban and rural men, severe imbalances in urban and rural women are not there. The case is that the unemployment rate among urban males (11.8%) rather than rural men (7.4%). In addition, in the rural areas, male unemployment rate is 7.4% and for women is 6.7% but there is no significant gap between men and women in the urban space is very high and is about 15.2%. Regardless of the reasons causing this situation in the labor market, dramatic differences between

Table 1: Economic participation rate and unemployment rate in sex in separately urban and rural areas in 2005

Description	Unemployment rate			Economic participation rates		
	Village	City	Total	Village	City	Total
Men and women	7.2	14.6	11.9	45.9	39.6	41.7
Men	7.4	11.8	10.3	68	63.6	65
Women	6.7	27	18	24.1	14.7	17.8

Table 2: Labor force participation rates of both sexes in selected countries in the period 2004-1997

Country	2004			1997		
	Women	Men	Country total	Women	Men	Country total
Germany	50.3	65	57.4	45.3	68.1	56.3
Japan	48.2	73.4	60.4	50.4	77.7	63.7
China	73	85	79.2	73.3	85.6	79.8
Turkey	25.4	72.3	48.7	27.8	74.4	50.8
Malaysia	46.7	83.3	65.5	46.8	80.8	663.8
Saudi Arabia	14.5	80	53.6	17.7	82.1	55.8
Pakistan	16.2	82.7	50.5	12.7	82.3	48.4

Table 3: Unemployment and work of both sexes selected countries in the period 1997-2004

Country name	2004			1997		
	Women	Men	Total	Women	Men	Total
Germany	4.4	4.9	4.7	2.4	3.4	2.4
Japan	*	*	4	*	*	3
China	9.7	10.5	10.3	7.4	6	6.4
Turkey	3.6	3.6	3.6	*	*	2.5
Malaysia	11.5	4.2	5.2	11.5	4.2	5.2
Saudi Arabia	16.5	6.7	8.3	13.7	4.1	5.4
Pakistan	16.2	82.7	50.5	12.7	82.3	48.4

\* Not determined.

men and women, to the detriment of women's status and to fulfill social justice and sustainable development planning is expected in developing countries, reducing labor market imbalances of gender aspects to be considered [8-10].

**Comparative Analysis of Labor Status of Women with Selected Countries:** Understanding of market conditions from the perspective of gender in the world, the said indices are compared with other countries. Table 2 show the labor participation rate of both sexes in selected countries in the some countries between period 1997-2004.

Based on published data from the International Labor Organization (ILO) in 2004, participation rates of men and women, respectively 63.5 and 17.1% for Iran has been reported. Comparing these statistics with other selected countries indicated the presence of an undesirable situation for women in the labor market- countries like Saudi Arabia and Pakistan, two countries where women of lower social status are in this situation there (Table 3).

Trend of unemployment rate in the mentioned countries shows the unemployment rate of women in Germany, Japan, Malaysia and Turkey have similar unemployment rates of men and in some cases are less than they actually are. The situation for the Arabian countries and Pakistan has photos. According to information published by the ILO, the unemployment rate of men and women in Iran in 2003 against 20.4 and 10.1% has been reported. Iran in comparison with these countries regarding women's unemployment rate, is approximately the same as the countries of Saudi Arabia and Pakistan [10-12].

**Factors Affecting the Increased Participation of Women:** Since achieving sustainable development, a major concern of governments, especially in Iran and this is without the active participation of women in different spheres of

social and economic which is not possible, so the presence of more women and an increase in their participation in the labor market should be a further consideration. Among these is the need to increase some of the factors affecting women's participation rate has had a glimpse. We can refer about this to followings:

- An important factor in education, including increased employment of women is recognized. In the new economy, human capital means science, knowledge, skills, expertise and skilled workforce is the main cause of increased productivity and developing countries is considered. Knowledge-based economy, scientific progress depends on developing and promoting knowledge-based productivity. Therefore, in the era of information technology, evaluation criteria, not those of their intrinsic characteristics like race and gender, but features such as level of education they have acquired. Lyons believes that the educational experiences of women to expand their job scope are necessary in the future. According to his approach, professional women's career success depends on the educational experience, which is acquired. Therefore, women should be acknowledged as possible and gain experience in higher education has greater academic participation, they are also likely to achieve higher success and increase job growth and economic development of the country, which is accelerating [12-15].
- Another factor in increasing women's participation in the labor market is their fertility rate. Fertility rate, indicative of the frequency and intensity of fertility that women in reproductive age have based on studies of an inverse relation between number of children and women's employment. This means that the number of children who are women leads to

higher employment but in increasing the average income of women, their participation rate increased and their reproductive rates are decreased. In the past century, level of fertility in the country has had considerable changes. After the population control programs, the total fertility rate of 7.7 children (i.e. all women during their reproductive average has given birth to eight children) in 1966 to 2.1 children in 2003 has been reduced. The fertility rate decreased with increasing share of women in employment was accompanied by women in employment share of 13.3 to 15.4% has improved.

- The divorce rate is also an important factor in raising women's employment and is based on 1375 statistics reported divorce rate is 0.63% in 1380 to 0.9 is reached. Increasing divorce rate means increasing the number of women who are heads of households and individuals into the labor market.
- Rising cost of living is a very important factor in the increase in female employment. Income and the motivation is financial independence today, which makes women more motivated to get working today because, despite economic pressures and rising living costs, the supply of men living alone do not increase and to find the optimum employment of women's welfare needs to be prioritized
- Globalization is one of the factors that accelerate the industrialization process of attracting more women into the labor force in industry has been in developing countries. In addition, it causes some changes in the labor market and increased demand for female labor and increased productivity and decreased training and births have been the result.
- Adding to the massive urbanization and changing of the nuclear family and the changing role of women not only as wife and mother but also as an active force of their presence in human higher levels of income and also the family welfare is higher (Urbanization rate in 1995, according to statistics 66% of SCI which have been reported). Studies based on women's participation rate are a function of the percentage of urbanization. In fact, the level of a country's development results on the participation rate of women is an effective tool. This effect is negative in the early stages of development and after a while, will gradually be positive [12-14].

Although in recent years due to increased education, increased average age of marriage, family size reduction, reduced purchasing power of households (male) and

promotion of life, women's participation rate increased slowly from 14.1% (in 1995) to 15.4% (in 2005) shows, the pressure increased labor supply of women's unemployment rate to 11% is 17%.

## CONCLUSION

Components of labor market indicators indicate the fact that Iran's labor market has become severely imbalanced. With past trends in labor market development programs, the first and second looks revealed that the gender of these programs to reduce gender imbalances in the labor market has not been successful. Due to laws and regulations and executive actions tastes, the country's economic context is seriously sick. Employment policies and programs, because of lack of appropriate executive, have failed to reduce gender inequality in the labor market. Independent institutions of the labor market means employers and workers organizations, efficiency and independency in the labor market may create a requirement for the labor market to be flexible and dynamic. Among these non-governmental organizations, workers and employers, to promote women's role in determining the new job opportunities, for women to play with these organizations to identify barriers to job creation and presentation through to eliminate their significant contribution in reducing transaction costs and the facilitating of working relationships will result. Considering the low participation rate of women than in some of the regional countries can be concluded that due to the important role of women in sustainable development in countries that contain half the population and constitute the country, their needs must planners and policy makers in the priority placed. Considering the factors that deserve democracy and women's employment decreased or increased to achieve an ideal society in which gender discrimination has no meaning and has taken a step towards the development, planning and employment of women to achieve higher productivity of their importance, which can be doubled. At finally we can refer to some solutions in this work as following:

- Providing necessary facilities for development and participation of women entrepreneurs through the allocation of part of funds managed and banking facilities to make their conditions easier.
- Identify suitable non-traditional jobs such as transportation, commerce, industry and encourage more women to enter these professions.

- Commissioning scientific short courses, applications for management and entrepreneurship training to women.
- Gender discrimination in promotion decisions by government employees.
- Tourism development, hotel and restaurant packages and planning and organizing them, especially for women.
- Proposed measures for increasing women's land ownership, especially for women and households with higher education [13-16].

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