



Consequences of Women's Employment from Males' View

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ABSTRACT

One of the important subjects which relate to workforce in Iran is the high ratio of inactive population to the active people in the country so that it is followed by reduced rate of participation. Among the significant factors that effect on this reduced participation is lesser activity of women in outdoor economic and social affairs; and on the other hand, responsibility for rearing children and handling of housework reduces accessibility to high level professions among females and limits the time that they spend for the given occupation and job. This has decreased the opportunity for females' advancement in several occupational levels and led to their employment at lower ranks. The present study is intended to identify the relationship among four variables: Education degree, social-economic position, rate of work background as well as employment and non-employment of mothers and employed women together with consequences of their employment from men's attitude. To conduct this investigation, some theories have been adopted including pragmatic (functionalist) theories concerning this point that females' employment may create occupational competition with husband, radical and liberal feminist theories that are argued about lack of work division in home and exertion of double spiritual-mental stress on women as well as socialist theories of feminists, who believe in that women's employment has never led to their economic independence. In this study, statistical population includes married male employees with their employed wives and husbands of women, who are employed in Chehardangeh County (Islamshahr city) Education Department, have been tested in two employed groups with education higher than bachelor's degree as well as employees with education at associate's degree and lower. In this study, independent variable included: Educational degree of females in statistical population, women's employment records, their socio-economic position and service records of their mothers. Parameters of variables in this research comprise of occupational competition, work division, self-confidence, stress, and disorder in familial roles, their ideas about girls' education, economic independence and rate of emotional-feeling relations. Findings of this study indicated that among participants' occupational-individual characteristics, variable socio-economic position and employment status of mothers of employed women might affect on rate of disorder and interruption in familial roles of employed women. Similarly, education in employed women may improve self-confidence among them and mothers' employment also affects positively on enhancement the education level in their girls.

Key words: Consequence, Women Employment, Attitude

INTRODUCTION

Phenomenon of employment and business has drawn human's attention from the beginning of his/her social life and females' employment along with males was considered as normal action in farmlands and in home so whereas women constitute half of individuals in a society, they are considered as builders and trainers of next generation as well as potential human resources in scientific-social and cultural development. In any field in which the opportunity has been provided for women, they have managed to exploit from this opportunity together with men and in some cases they even succeeded to overtake them; alternatively, as the important part

of population of the country, who deserved to enjoy growth and excellence facilities on the one hand, and as a potential workforce, who play vital role in providing human resources, they are deserved to be considered duly.

It is clearly observed that today women's employment is one of the issues that is purposed in community and for several reasons women search for business and they have even be compelled to do social tasks rather than their responsibility in home and for rearing of children as well.

With respect to the aforesaid issues and since family system is one of the foremost and vital social organization and responsible for health and lack of health of society while woman is one main member of family; thus, it seems that review of the consequences of females' employment will be crucially important and since such studies have been always purposed from women's viewpoint so we have decided to examine such consequences but this time from men's viewpoint. It is hoped that we could fulfill to explore this point duly.

Many studies have been carried out regarding consequences of women's employment so we deal with some them. Sarookhani [1] in book of "An introduction to sociology of family" writes: The most important reason with the highest frequency, which contains economic aspects, is purposed under title of female's work as help to home costs and then it is mentioned as psychological reasons, social reputation and woman's independence. Sarookhani [2] in book of "Woman's position and role in family, inscribes: Evaluation of woman's employment effects on family quantitatively makes this reality clear that employment of women does not mean the reduction in dimensions of his responsibility within family. Dynamism of woman in family has not been followed by her participation in social activities and sharing with familial tasks.

Tavasoli [3] in book of "Sociology of business and job", has referred to reasons for low employment of women and mentioned some their reasons: Rather than social customs and rites, based on cultural beliefs and characteristics of a society, women are ready to exit from business scene and return to family without any protest or socio- political problem as soon as they are recognized as extra workforce in their occupation. Zahedani et al [3] have introduced 56.5% of urban employed women and 32.5% of urban householder women as those ones, who agreed to and completely accepted females' outdoor employment versus 5.5% of employed wmen. And also one may imply some of the conducted studies in the followings. In his investigations, Mashhoor [4] refers to the impacts of women's employment on rural families living Tehran outskirts. One of the results that are derived from this study is in that way of husband's cooperation in house-holding affairs is seriously improved by increase in his education degree. In another research done by Sanglaji [5], she has examined the impacts of women's employment in a laborer's family. According to findings came from this study, impact of employment not only did not reduce traditional role of female workers, but also it has increased their responsibilities. Similarly, it was characterized that the female workers (employed) have not sufficient time to address their children because of tiredness caused by working. In another study, Danesh [6] has explored into working of employed mothers and its effect on decision making in family. Reasons of females' employment vary in different sectors. Most of women agree with outdoor working while employment motive is financial aspect for lower class of society and this motive is further social for higher class in community. Females' employment may affect on relationship with their husbands. Husbands of employed women assist to family in internal affairs. Similarly, employed women have shared with their husbands in affairs of children and making decision on meeting with relatives.

In his study, Hatami [7] has referred to some findings from other researchers as follows. In their research under title of "Welfare or health of mothers with little children" (C.f. employed and householder mothers), Walker et al concluded that employment has some positive and neutral impact on women's mental health. But given that they are under severe stress, this may reduce their health. In comparison with householder mothers, full- time employed mothers declared that they were exposed to high stress and lower health in their life. Findings from this study show that full- time employed mothers may adopt a "self- indulgence" model to handle the hardworking. Carson et al carried out another study called "Depression and absenteeism in secretaries" and came to this result that depression is significantly more prevalent among full- time employed women and secretary females than other women [7]. Bhattacharya has reviewed psychological consequences of separation in children's attachment to employed mothers and concluded that consequences of mother's employment on children are balanced by mother's enjoying employment, sense of guilty and demonstration of behavior toward child [7]. In another study that has been conducted in an independent sample from 100 children in Tehran by Tavares Pas called "The effect of mother's employment on children", researcher has achieved the following results:

1) Children of employed mothers succeeded further in educational achievement and acquired higher scores in IQ Tests.

2) In comparison with children of unemployed mothers, children of employed mothers enjoyed lesser emotional balance and consistency.

3) Children of employed mother were socially less adaptable than children of unemployed group. From researcher's viewpoint, all children who had important problems, belonged to employed mothers. One of 50 children whose mother did not work outdoor needed to special care and attention [7].

According to a study that was carried out by Hatami on evaluation of stress among employed and unemployed mothers based on mother- child's characteristics, it was concluded that:

"Children's abnormal behaviors are related to impatience, relationship problems, failure in adaptation and emotional deficiency and at the same time based on disturbed relations within family, especially regarding

husband and the limitations to which mother is exposed while householders' problems are mainly focused on depression and social isolation [7].

According to Women's Studies and Employment in 1980, nearly one third of all mothers who return to full-time jobs after their first childbirth will search for half-time occupations and it is because of the stress caused by both tasks [7].

With respect to what it mentioned, the main objective of the present research is to test the following hypotheses.

- 1- There is a relationship between working of employed mothers with consequences of their employment.
- 2- There is relationship between employed women's education with consequences of their employment.
- 3- There is relationship between rates of working background in employed women with consequences of their employment.
- 4- There is relationship among socio-economic positions of employed women and consequences of their employment.

In an essay, Keshavarz [8] has examined profits of women's employment from three aspects.

1- Women's interests: Relative financial independence, improving social information, decline of acknowledgment tendency, not giving up to do familial tasks without men's sharing and possibility for business and fewer childbirth.

2- Efficiency of children and family from women's employment may be realized by children's sociability, social growth and education of children particularly for girls, democratization of family's structure, ability to improve social position of employed mothers' children and possibility for further dialogue and friendship of husband with his employed wife.

3- It includes review of women's employment, modification of social retarded occasions, questioning about the existing sexual clichés and importance of women's employment in realization of Civil Community.

In a study, Asgharpoor [9] came to this result that there is a significant relationship among education degree in participants and rate of cooperation of spouses, amount of leisure time, rate of intimacy and emotional proximity, structure of power relations and males' cultural beliefs toward females. In book of "Woman and social justice", Hashemi Rafsanjani [10] believes in that prevention from laziness, illness and idleness of workforce are some of consequences of women's employment and at the same time preservation of piety and virtue is the main condition for assignment of job to females in outdoor environment. In other words, if women do not work in the society, this will lead to weakening of piety in male, female and or community.

Within a study that came to the result, Eslampanah et al [11] believe in that women constitute half people of the society and their employment causes a dramatic development in society's attitude toward woman and returning many rights of women from which they have already been deprived.

According to Collection of Articles in International Congress of Martyred Women [8], an employed woman leaves the home by considering certain goal in her mind and she can consciously resolve her problem in society.

MATERIALS AND METHODS

The current study is developmental type in terms of objectives and quantitative from data aspect and correlational in terms of nature and method and statistical population of case study is related to husbands of married employed women and married men whose wives were employed ones and they are working in Department of Education in Chehardangeh County, Islamshahr City. These people included two groups with bachelor's degree and higher levels as well as associate's degree and lower. Among them, 373 participants were identified as sample space by means of Cochran Formula. To select the reference sample, systematic randomized sampling method was utilized based on Cochran Formula. In the present study, a 50 question inventory was used as measurement tool and to evaluate variables, some different questions were utilized in this questionnaire. Some of these questions are scaled by LIKERT Five Scale Technique where each choice has 1-5 scores and depending on type of questions, scoring varies in several questions. At first step, after preparation of questionnaire, it was administered in a pre-test and after extraction of results, all questions were measured by Cronbach Alpha Coefficient Formula and all questions acquired almost reliability value of 0.92.

RESULTS

By referring to the given table about rate of the calculated parameters like Chi-Square Index and Tau-b Correlation Coefficient, relationship among socio-economic positions and income and cost independence have the higher value of Chi-Square parameter from the one hand and also the higher correlation coefficient has the more intensity of relation than in other consequences of employment so due to the existing appropriate statistical relationship, researcher's hypothesis has been approved. But on the other hand, concerning to the relationship among women's education and modification of work division in home, this hypothesis has not been verified because of the low score for Chi-Square parameter and weak ratio of Tau-b correlation.

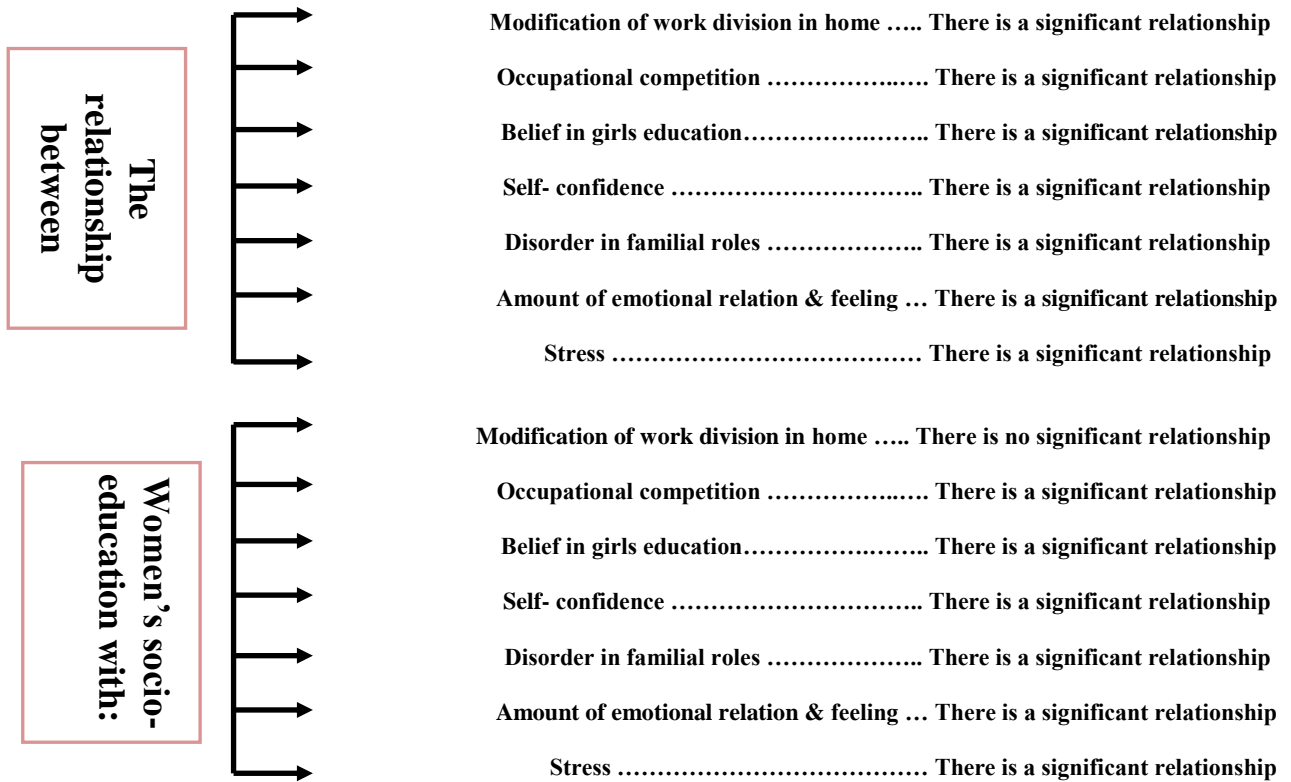
By review of descriptive findings, type of statistical population's behavior about women's outdoor employment has been examined. But according to educational findings which have been derived from cross tables

as well as statistical tests mainly Chi-Square II and Tau-b Correlation Coefficient, the following points may be concluded so they are mentioned briefly in this chapter.

Table.1. Correlation coefficients between variables

Description	Chi-Square	Tau-b	Significance
Relationship among women's employment and modification of work division in home	237.991	-10.256	0.000
Relationship among women's employment and occupational competition	208.031	7.590	0.000
Relationship among women's employment and girls' education	194.576	-1.496	0.011
Relationship among women's employment and self- confidence	199.769	-2.295	0.022
Relationship among women's employment and disorder in roles	206.834	-0.039	0.009
Relationship among women's employment and independence in income & cost	193.256	-0.359	0.027
Relationship among women's employment and amount of emotional relation	203.890	-0.470	0.638
Relationship among women's employment and amount of stress	195.973	-4.740	0.000
Relationship among women's employment and consequences of employment	196.725	-4.968	0.000
Relationship among women's education and modification of work division in home	12.217	-0.799	0.424
Relationship among women's education and occupational competition	22.322	-3.186	0.001
Relationship among women's education and girls' education	20.372	-3.471	0.001
Relationship among women's education and self- confidence	17.141	-1.732	0.038
Relationship among women's education and disorder in roles	5.375	2.311	0.021
Relationship among women's education and independence in income and cost	16.994	-2.930	0.003
Relationship among women's education and amount of emotional relation	10.608	-0.679	0.049
Relationship among women's education and stress	33.270	-4.206	0.000
Relationship among women's education and consequences of employment	43.621	-1.817	0.016
Relationship among job of women's mothers and modification of work division in home	50.819	-2.145	0.032
Relationship among job of women's mothers and occupational competition	50.618	1.507	0.013
Relationship among job of women's mothers and girls' education	78.33	-4.046	0.000
Relationship among job of women's mothers and self- confidence	48.632	1.732	0.038
Relationship among job of women's mothers and disorder in roles	64.732	-7.251	0.000
Relationship among job of women's mothers and independence in income and cost	45.615	7.541	0.000
Relationship among job of women's mothers and amount of emotional relation	79.943	-8.058	0.039
Relationship among job of women's mothers and stress	33.270	-4.206	0.000
Relationship among job of women's mothers and consequences of employment	93.322	0.634	0.050
Relationship among socio- economic positions and modification of work division in home	270.519	6.652	0.000
Relationship among socio- economic positions and occupational competition	313.164	2.468	0.014
Relationship among socio- economic positions and girls' education	298.849	1.544	0.012
Relationship among socio- economic positions and self- confidence	314.045	0.560	0.025
Relationship among socio- economic positions and disorder in roles	241.058	-1.369	0.017
Relationship among socio- economic positions and independence in income and cost	313.81	8.892	0.000
Relationship among socio- economic positions and amount of emotional relation	373.000	-1.245	0.021
Relationship among socio- economic positions and stress	276.523	-1.689	0.019

Relationship among socio- economic positions and consequences of employment	282.347	1.674	0.049
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DISCUSSION

So far, what it evaluated and examined in section of descriptive findings of this study are related to demographic variable, which is utilized often commonly in many social studies but those variables that have been examined in analysis section reflect some relations clearly which we could suffice mentioning a summary of them. The first dependent variable which mentioned as consequences of women's employment in this study was amount of men's participation in home indoor works where due to their outdoor employment; men are far from many works inside home especially when they attend in workplace. This study indicates that men participate in some activities like buying the needed home appliances while the least participation of them occurs in some activities such as taking care of children, cleaning of home, cloths and dishes. To prove this relationship statistically we have utilized Chi- Square II and Tau-b Correlation Coefficient where there is significant relationship among these two variables.

Another variable is called occupational competition and superiority- seeking of women in employment market where based on the conducted study, more than half people in the society agree with this consequence of females' employment. To prove this relationship statistically we have utilized Chi- Square II and Tau-b Correlation Coefficient where there is significant relationship among these two variables.

The interesting point is in that more than half of people in the society agree with women's employment to some extent even with affluence of family. Generally, variable occupational competition has been explicitly faced with 53% agreement among men.

Education and self-confidence of women from employment in community is one of the other main variables of this study where in most of women and girls this variable is strengthened to meet non- materialistic requirements like females' self-confidence by employment. To prove this relationship statistically we have utilized Chi- Square II and Tau-b Correlation Coefficient where there is significant relationship among these two variables.

Another consequence of women's employment in the society which serves as a main variable of this study is the facility for continuance of education for girls where based on the conducted studies it has been shown that 95% of statistical population agreed with this approach. To prove this relationship statistically we have utilized Chi- Square II and Tau-b Correlation Coefficient where there is significant relationship among these two variables.

Due to improvement in females' economic potential, women's employment may be led to their independence although their husbands have always looked at this independence negatively and it has been deemed as an abnormal subject in the society, but sense of economic independence and more importantly value

of her existence in meeting family's sustenance and her contributions to family's economic prosperity is a favorable phenomenon and reasonable for their husbands. To prove this relationship statistically we have utilized Chi- Square II and Tau-b Correlation Coefficient where there is significant relationship among these two variables.

One of the other consequences of women's employment is variable level of their emotional relationship with other family members because of two reasons; namely, distance from home environment as well as physical and spiritual tiredness caused by employment and its side effects where due to their further physical weakness than males, women will always be eroded further when they exposed to long term administrative activities.

In conducted studies, it has been indicated that approximately half of males from statistical population believe in that females' employment may cause to reduce women's communication and emotional mechanism in home. To prove this relationship statistically we have utilized Chi- Square II and Tau-b Correlation Coefficient where there is significant relationship among these two variables.

Overall, it can be implied that results of this study verify some parts of theories that purposed by some individuals like Parsons as well as feminists, liberal feminists and feminist radicals. But this point should be adequately taken into consideration that social events have not fixed form in all communities at any times; meanwhile, any event in each society may have nit a fixed and certain reason and rather than this point and with respect to socio- cultural differences in our given society, even if the given phenomenon occurs and theories from the above- said theorists are confirmed, reason for these phenomena should be examined in particular.

We mentioned that in our today community, women seek for employment more than ever. Thus, with respect to women's special status in an Islamic community- the responsible authorities should prepare duly grounds so that Iranian family not to encounter with several problems to which the family in advanced communities has been exposed due to women's full- time employment. For this purpose, some suggestions are presented in the following.

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