

Relationship between rural women Employment and empowerment

Alireza Bolandnazar¹, Abbas Emami² and Mojtaba Sadighi³
^{1,2,3}Marvdasht Branch, Islamic Azad University, Marvdasht, Iran

*Corresponding author: hossein11070@yahoo.com

Abstract: Employment rate, like any social and economic variables directly or indirectly are affected by many factors among which can be reported the production rate, investment, wage levels, price level, government policies and foreign trade. Each of these factors may be positive or negative effects to be followed. Such factors and how they impact on employment rates, have a great influence in planning and policy and making coherent and efficient policy formulation. However, experts believe that China in contrast to other nations, especially developing countries, participation rate of women labor force is in high level and also their participation rate in the villages are a little more than cities. However, this participation is evident in most areas that the dominant form of employment is agriculture. Aside from the economic role of women that clearly has been made in the past decades, the vital role of women in social and cultural dimensions of development process in rural areas has remained hidden from the polls. They train the next generation of farmers and teach them the next generation necessary knowledge. A Chinese proverb says, "If training a man, just training a man but if you teach a woman you teach a family." Women are local knowledge and local educators themselves, in preparing and providing food, health treatments and cultural values are the next generation.

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1- Introduction:

Macroeconomic view of employment of different aspects such as creating income, production and entrepreneurship, science and technology development, etc. is important, and gives the dignity, status and social position and a sense of confidence from the social viewpoint of man. Working and use of inherent forces, skills and knowledge and personal management to begin to work and to accomplish the activity, are not specific to particular groups. Men and women can work in a community and yet affect it with job situations that are provided to them or they themselves create. Today, the participation rate of women is much lower than men in the world and this factor related to cultural, political, economic and social variables that these factors can be the main barriers to employment of women. Women in the labor market in terms of occupation, employment promotion and income from work are faced with different circumstances, but in recent years women's participation rates have increased.

Increasing Suffrage, lack of relying on vast patriarchal families, increasing cultural acknowledgment, relation with newer institutions, having intellectual independence, making decision for marrying, occupation, emigration and etc are those rights that they gain. gaining aforementioned rights by women in context of cultural and social framework followed some changes that maybe lead to disfunctions and even create disorders and abnormalities at traditional, familial and kinship

relations that dominated on villages (Fakhraee 2002). What that performing credits programs, has made in recent years, was on broad outlook with purpose to access to same results as above findings.

Thus, in one inclusive outlook, it is possible to use micro-credits programs to solve those issues which involved with rural women's economic limitations, so that lead them toward social empowerment, in the context of economic growth (Rahmani and alibi, 2001).

2- Criteria of empowering women:

Enabling as a theory of policy making for women, in it present five criteria:

Welfare, access, Concientisation, participation and control.

2-1- welfare criteria :

In this criteria, men and women as human resources of development should enjoy of desirable welfare conditions and equality (Paknazar, 2000).

Most of timing developmental programs, have worked on base of women's welfare. They have considered and provided some services for women who were passive recipient of these services. But these services were limited to physical needs and mostly were considered to revive their role of productivity, again. sometimes, it has been said that this approach has begun at colonial era and has considered women from poor country and intended services for them that dose not exceed from that poverty level. Agricultural and industrial projects

were designed for men and social programs for women and children. Most of welfare programs were inadequate or its success was limited. Considerable point in this criteria is that men and women as human resources of development should enjoy equality and desirable welfare conditions. At this stage, women's material welfare and their enjoyment of welfare programs, compared to men (nutrition, death rate and ...) were considered. And women's role as producer to supply their own needs isn't very important.

2-2- access criteria :

Lack of access or limited access for women to sources including (fields, job, capital and training) cause that their functions at production is less than men (Paknazar 2000). Access to facilities, sources, designed program and projects for women and access to schools and ... are in this part. Just whenever most of other legal, cultural and social issues being solved, men and women would equally access to sources and facilities. Concept of enabling at this stage is that women have equal right to access to sources at family and greater society.

2-3- Concientisation criteria

Women should know that their problems aren't due to their individual inefficiency and shortage but it has emerged by social system in which discriminations has become formal and acceptable issue. (Araghzadeh, 2002). This stage is more critical and important than other stages. Because women can participate at development activities not just be passive users. Women have real equality at development, just when be aware. Concientisation will help to increase women's ability to equality at participation at society. At this stage, women face with critical analysis with society and will find that what has been considered natural and unchangeable reality, is changeable. (Bakhshoodeh, 2005).

2-4- Participation criteria

One the most important items that this criteria has considered , is men and women's equal participation at decision making process of affairs of family at society (Paknazar 2000) . Men and women both should participate at process of assessment needs, designing, performing and evaluation of projects and development programs (UNICEF, 1998). In summary, this criterion means women's participation at all stages of surveying needs, detecting problems, planning, management, performing and valuation.

2-5- Control criteria

This criterion emphasize on this point that in addition to equal access of men and women to development sources , they must have adequate control on these sources that this issue is balance criterion , between men and women so that no one exceed other one (Paknazar 2000) . Women should have opportunities for decision making at workplace and home. If

woman is producer, should be shared with part of her interest and wage. Women like men, should be able to choose her individual and social field and able to make decision and also development activities should be facilitator of these processes.

FAO (food and agricultural organization) addresses these three purposes as strategic goals while enabling women:

- 1- equality between men and women to access production sources
- 2- women's participation at policy and decision making
- 3- decreasing rural women's workload and increasing job opportunity and income for them (Paknazar 2000)

within theoretical framework of enabling women , having control on sources is presented as highest stage at women's participation process on development , but existing data at most developing countries , indicates that not only rural women haven't any control on financial resources of family but even they were deprived to access to sources and credits , specially through formal credits system (Shaditalab, 2002) .

The question that arises here is that what relation is there between enabling women and micro-credits programs? Nowadays, micro-credits are considered as effective mechanism to eradicate poverty for women. Interests of micro-credits further increasing women's income, include:

- improving women's role in family
- Increasing women's confidence, not only through obtain financial success through business activity, but through increasing women's access to social services and communication with other women.
- Changing at social level (social class) at perspective of women's role.

3- Factors affecting disparities in employment:

Regarding the employment of women should be said that some developing countries and third world have some barriers in women's employment way. Major barriers in this area include:

3-1 - Economic barriers:

A - emphasis on non-economic characteristics and roles of women b - private sector avoiding the investment in busyness jobs; C. - no diversity or low diversity in employment opportunities for women; D - high labor costs women for employers; e - women aren't the capital owner (Arefnia, 2004).

3-2 - Social Barriers:

A - Illiteracy and low literacy level;
B - Women not having the technical and professional skills;

- c - Discrimination and the difference in the socialization process of men and women in society;
- d - Women early marriage, and
- e- Heavy housekeeping duties (Banihashem, 2002).

3-3 - cultural barriers:

- A - Attitudes and community attitudes to women's duties;
- B - Emphasis on housekeeping activities and social isolation of women;
- C - There are certain traditions and beliefs in families;
- D - There is male-dominated culture;
- E - Discrimination and community attitudes to women,
- F- Some inappropriate work environment in terms of ethical issues (Kamali, 2004).

3-4 - political obstacles:

- A - Lack of participatory political institutions;
- B - Low chance of women to earn Government officials;
- C - The power structure and political plays.

Span the range of these barriers indicate that except a coherent and consistent planning and extensive efforts at the national level, can not achieve women's employment improvement even in the long term (Khani, 2000).

Results:

Women as an effective member of society, can crystalline their lead roles in various responsibilities formations. These responsibilities include promoting the concept of participation and employment in life and building the suitable areas for freely activity and introduce the right of economic management, ownership and.... This requires that all fees and necessary training for women to be considered. Due to the fact that the concept of women's participation, is not necessarily the female employment, although certainly part of the participation of women will be crystallized in their employment, but in this context, home and family affairs by women and their role in nutrition and child growth and Their education are also many responsibilities that women often are responsible for them. Throughout history we have always been seen that women have always been active but in culture and tradition, this mentality largely exists that if the job exists, it would be for men. Because they are responsible for their families Economic or wherever there is a good opportunity for participation, men have a prior right.

Perhaps the reason that women are less important in the development is this thought and action. Because women are in occurred opportunities in the second stage, or even sometimes do not come into account. Zanjani in the article "Women's Empowerment" according to economic, social and cultural

characteristics, one of the important subjects that have investigated is the effect of number of children in female employment in urban and rural communities. In Iran urban, employment opportunity population continually reduces by increasing the number of children. This reduction is weak, up to the third child and then takes the intensity. So that the employment opportunities of women decrease in pay to first child to the second 3 / 2 percent and the second child to the third 9 / 6 percent, while this reduction from third child to the quarter is 3 / 27 percent. But in rural society due to the household problems, type of activity and employment, increasing numbers of children not only make no reduction in women employment opportunities so with increasing the number of children, women's job opportunities is also growing and by having 7 child reaches its peak. Since then relegated to minor finds, in a way that employment opportunities of rural women that has nine child is equal to the job opportunities of a woman with one child. Thus children are effective on women employment so that increasing the number of children in urban society has negative effect and in rural society has positive effect (Zanjani, 2002).

Safiri in his PhD thesis, as "study of quantitative and qualitative aspects of women's employment and its relationship with economic development", knows that a part of the employment problems is because of some barriers that relates countries structure and also other parts is because of some non development barriers an some parts is also from the social - economic, and cultural barriers as development obstacles.

In some countries where are not appropriate and much needed job, women are damage more. In some where that the social hierarchy is base on physical strength, force and tyranny both in the family system and the hiring of women in institutions and organizations makes the difficult situation for them. Surely also the cultural background are continuing these economic and social conditions, Safiri, the knows the Personality barriers and physiological barriers as non- development knowledge barriers and he say they are effective on women's employment (Safiri, 2000).

Razavi during a study has shown those women's achievements in academic and social areas in the past 30 years; according to their status in the labor market has not improved. Women's participation rates are low and their non- employment rates increase in these years their and their career options are still limited (lahsaeizadeh, 2004). Hashemi (2000) with the employment status of women in Iran has shown that the rate of economic participation of women in Iran were similar with developing countries, while

their literacy and education rate are comparable with advanced countries. He believes that formal institutions, namely laws and regulations have the most effective on women's employment levels that in their turn are under the social and cultural effects.

Bamdad during his study on socio - economic status of women has shown that social and economic improvement of society is associated by increasing employment rate of women. There are also differences in cultural and social discrimination between men and women, is a serious obstacle in increasing the economic participation of women. Finally, increasing women's economic participation is the function of social development – economic factor (Banihashem, 2002).

The positive effect of government spending in women employment indicates the fact that, there are limitations and discrimination for women in the labor market that the market mechanism can not destroy it thus recognizing these limits, discrimination and government intervention in the market (of course in cooperation with people) is necessary to eliminate them.

Today there is this belief that communities rather than, affected by mood men and environmental conditions, affect by personality and education of women. Thus in the process of economic and social development, women affects are more than men, and the non-developed countries have understood the undeniable fact that to achieve the economic development should employ women creative and effective forces. Structure of female employment in different countries shows that there is a direct relationship between population growth and increasing employment rates of women. In other words, in countries where female employment rate is lower, the population growth and economic development is slower. So if the state goal and the country's development policies, be the attention to women's active participation in society as half of the labor community, the cultural, social, political and economic area of their presence should allow to provide till we can use their intellectual power, creativity, innovation and The large number of workforce innovation for family and society economic development, otherwise, with the slogan and write policies and strategies and using no proper tools and executive Migration, like the former, manpower of this huge group saw little presence in the various community activities. Different economic sectors (particularly industry and service sector) have the capacity to create many job opportunities for active participation of rural women that can be more benefit in more employment opportunities. Some variables such as marriage to

divorce ratio, the share of government expenditure of GDP, the degree of development and Underdevelopment, number of children born and household expenditure are impressive on rural women's employment rates. Thus, if policy makers intend to predict the employment status of rural women, they should attend to affective factors on this group employment.

***Corresponding Author:**

Mojtaba Sadighi
Marvdasht Branch, Islamic Azad University,
Marvdasht, Iran
E-mail: hossein11070@yahoo.com

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