

Rates of Economic Participation and Employment, Gender Segregation

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Abstract: Occupation or employment of the issues and topics of interest to planners and policymakers to be allocated. Employment role in the dynamics of human life is undeniable. Association between the human and social be considered. The dynamics of the doubt to women, as half of the population, have a direct impact on community development. The goal of any society, is to maximize social welfare and social welfare function of income per capita, income distribution facilities to improve education, health, welfare and participation of social, economic, cultural and political men and women in society is The participation of women in employment and economic activity is more, social welfare would be higher, because women's participation in the labor market, reduced fertility, increased production levels, increasing per capita income levels and thus increase total social welfare the community. Approach from the perspective of gender in many different areas in our current society, is seen as biased and oriented. So from the perspective of people in developing policies and programs should not be a priority for women and men were allowed. While many of these priority areas classified in other geographic areas, including in deprived areas and have to accept the separation. It also urged those times. I accepted that the fans are looking to enjoy equal opportunities for men and women. They look at the relationship between non-discrimination laws as stated in their claim, they believe, even in cases where the rules are not positive discrimination towards women.

Key word: Employment, Gender, Labor, Economic

INTRODUCTION

In the twentieth constitution of law in support of gender equality has been stressed. All citizens, both men and women based on the principle of equal protection of law and human rights, political, economic, social and cultural norms of Islam are respected. In addition to its emphasis on women's rights under Article XXI of the Government's rights in all aspects to ensure conformity with Islamic criteria.

Despite the high cultural level of our society than some countries in the region, due to the low levels of human development, gender, Iran (in three capacities mentioned) is a significant difference in the proportion of women compared with income countries. While such differences in health and educational status of women is not seen. From the perspective of employment as the main business was operating in a society with more women should be considered. Check the status of women in the labor market, labor market features unique to this role as the symbol of the fact that a society, is important. Change the position of women in the labor market can also cause changes in the position of men in the labor market. Women in the labor market and the increasing number of female workers, changes in work organization, contractual arrangements, work status and work programs for men and women. They also have new and different perspective on the subject and the institutions they work and endure the ill-informed or deliberately change the play a catalyst role. Since the goal of each family is to maximize social welfare and the role of women in traditional families, the women in the labor market to maximize family welfare, which contribute to both play their roles (traditional and market) should be supported. Continuing with the development process, the resulting transfer of production from one household to market production, the employment of women in both business and reduce risk and increase security, increase family income and the expected Other cultural reform - the development of social trust to replace the function of resource allocation in gender, race will result in increased employment of women on welfare families. In many families who are suffering from extreme poverty and the man as breadwinner, the family out of poverty is not to the presence of women in the labor market can significantly impact on household income and thus out of the trap is poverty. The corporate division of labor can also increase the welfare of the family. Thus the employment of women in the labor market to promote more and better quality of life and the role of men in the family - a role that I need to make a career of male lead is very pale. In this regard, the active participation of women outside the home environment, mental and intellectual growth to reach maturity and social awareness so that women and egalitarianism between the sexes in different fields will increase. Economic and productive roles of women in wage-consuming (although women have fewer rights than men) and their role in family economic security, to increase the family's power and influence in deciding the most important family and Even in the workplace leads.

Labor force employment status:

Labor force status, employment, long a major concern of world countries (especially third world) has become. Labor force participation rate represents the population in the age participation rate of economic activity is through the labor market. The unemployment rate is the proportion of the population participating in labor markets that have failed for different reasons. To achieve the proper employment of the labor market indicators are considered.

Labor force participation rate of 42 / 6 percent in 1976, with a decreasing trend from 1996 to its lowest level, ie 35 / 5 per cent. The main reasons for the spread of education and labor force participation rate of women. But after the period prior to participation rates, labor force participation rates are in the process so that in 2005 the rate to 14 / 3 percent increased. The main reason more women are entering higher education to the labor market, the shrinking of household, age of marriage and changing social attitudes towards women in the labor market noted.

Table 1: unemployment rate, labor force participation and sex segregation in the period 1976-2005(figures to be observed)

Year	Total		Man		Woman	
	Participation rate	Unemployment rate	Participation rate	Unemployment rate	Participation rate	Unemployment rate
1976	42.6	10.2	8.70	9.1	12.9	16.4
1986	39	14.2	68.4	12.9	8.2	25.4
1996	35.3	9.1	8.60	8.5	9.1	13.3
2001	37.2	14.2	62.1	13.2	8.11	19.9
2002	38.1	13.8	63.5	13.7	12.2	17.5
2003	38.5	12.9	63.9	12.7	12.5	17.3
2004	39	12.3	64.4	11.3	12.9	8.17
2005	41.3	11.5	64.9	10	17.1	17

Overview of the Information Table (1) the significant differences between the participation and unemployment of women and men who eat it will be remembered as an imbalance. Total labor force participation rate is based on statistical data from 42 / 6 percent in 1976 to 41 / 3 percent reached in 2005. Labor force participation rate of men compared with women in this period we find that men's participation rate is significantly higher than women. The index for men in 2005 before 64/ 9 percent, women's participation rate of 17 / 1 percent enjoy. The men in this age of about 3/ 7 times more women have participated in the labor market. The main factor for the low index of total labor force in Iran, the low labor force participation rate of women is concerned. Despite the low participation rate of women in the country, their unemployment rate is much higher than men and this lack of Tad during the period 2005 - 1996 has increased. The unemployment rate for men during the years 2002 - 1996 of 8 / 5 to 13 / 8 percent had increased in recent years and put down in 2005 has reached 10 percent, while the female unemployment rate during 2005 - 1996 , 13 / 3 percent to 17 percent increased. The unemployment rate for women in the period beginning 1 / 5 against the male unemployment rate, at the end of the period 1 / 7 fold increased. Iran's population is employed in the period 2005-1996 the average annual growth of 4 percent is growing. While at the same time period, employed male population, equivalent to an annual growth of 2 / 6percent have had. Accordingly, the share of female employment from 14 / 1 percent to 15 / 4 percent increase compared to the figure in developed countries is still very low. Labor market differences between urban and rural areas are pretty much together. Participation and unemployment rates among these differences are visible. Table (2) labor market developments in urban and rural areas shows the gender breakdown.

3 - Employment and unemployment situation in the province:

In 2009 the province's population is 2,920,657 people. 53.18 percent of the population reside in urban areas and 46.82 percent in rural areas. The Sari city with a population of 495,360 people has the highest population in the province are among other cities. The demographic breakdown of the capital are the following:

Table 2: economic participation and unemployment rates to gender segregation in urban and rural areas in 2005

	Unemployment rate		The economic participation rate			Description
	Urban	Total	Rural	Urban	Total	
Rural						
7.2	14.6	11.9	45.9	39.6	41.7	
7.4	11.8	10.3	68	63.6	65	Man
6.7	27	18	24.1	14.7	17.8	Woman

A - of the total population of the province of men and 93/49 percent, 07/50 percent are women.

B - a population of about 429,107 people over 10 years are 214,229 people (equivalent to 49/92 percent) were males and 214,878 (equivalent to 50/80 percent) are women. Comparing cases A and B of gender equality is evident in the province center.

C - population 170,531 people are active centers of Mazandaran province. That 139,822 people (equivalent to 81/99 percent) were males and 30,790 (equivalent to 18.1 percent) are women. Inequalities in the working population is highest in the province center. .

D - total number of employees in the provincial capital of 152,885 is 128,756 people (equivalent to 84/22 percent) were males and 24,129 (equivalent to 15/78 percent) are women.

E - The total number of unemployed capital, which is 17,648 people, 11,066 people (equivalent to 71/62%) for men and 6580 women (37/29 per cent) are women.

F - an unemployment rate of province center 10 / 3 is that the male unemployment rate of 7 / 9 and the unemployment rate of 21 / 4.

4 - The source of gender inequality in work division

There are theories that the origin of the division of labor, gender identity, classification, and explain the work and its various derivatives is an area of women and men has led to other areas. First of all, the theory of physical strength (strength theory) is said to be in any society because men are physically stronger than women is quite normal to do things that more force is required to be assigned to men. The idea is to do things until the required physical force, is valid. Of the social classes formed, work that was necessary to force a lot of hardworking people were assigned. Immigrants today, heavy physical work and do the unexpected. Whatever needs to be added to the class of physical strength decreases, and so subtle are the devices of give commands. The use of physical force is so low that the hours of weekly exercise program added to the physical force is reduced.

Therefore, the efficiency of today's discussion on women and power tools to use, very efficient way of crossing boundaries of gender theory (the physical) is. The second theory is compatible with having children. On this basis, children's activities are consistent with, this is a very important issue because of the location and type of activity is limited. Based on this theory, women who are doing activities around the house, and temporal sequence work, it can be connected and disconnected. In other words, women do not need to concentrate on going long in a position to do that, because the children of the transactions require them to take action first and then free time and disrupt other activities such as collecting fuel, washing, cooking and engage in handicrafts. So essentially, the needs of children first and then the other tasks and needs of the family always has priority. Conversely, men sometimes pay more dangerous activities that require high energy and a sudden, such as hunting, war and trade. Today this situation has changed completely because of the need for a permanent presence in the home and during pregnancy has been reduced from 30 years (15 to 45 years) is reduced to a maximum of 10 years. Camera Phone feat the number of women having children today even know irrational and inhuman! The presence of other homes in the oven is low and women have the opportunity to engage in activities away from home. Persistence of gender perspective in all aspects of women and men in all aspects of development has changed and will change over time. Women dressed in military and military men on board to force companies picture that is more mundane. In the trade, especially due to the enormous changes in the transport industry there is a need to carry and travel with the caravan is rather remote. This change has caused the boundaries of gender transition is complete visibility. The second theory was used in many communities. But the perseverance and legitimacy because it is in other communities. The third theory, theory of hard economic (economy of effort) is. On this basis, women and men in order to boost overall production to specialize in gender on which they depend on the structure of any society is divided into activities and how much ground has the highest production. The theory of the division of labor is available, but there is no way to explain why the gender division of labor in society so that it is not possible and I think with all the resulting changes to the gender division of labor will not change operation of gender equality more be.

5 - The gender breakdown of the labor force participation rates in selected countries:

Iran's gender development index of 0 / 719 and ranked 78th among 140 countries in the world located in the middle. Our country ranks compared to other countries of the region and the situation is less favorable. Bahrain ranked 41 out of Turkey with 70, Jordan ranked 73, 50 and even Saudi Arabia, Malaysia ranked 65th out of Iran have been in a better place. Market conditions for Iran to understand the world from the perspective of gender, the indicators are compared with other countries. Table (3) labor force participation rates in selected countries in the gender breakdown shows 97-1990 period.

Table 3: Labor force participation rates by gender in the period 2004-1997

2004			1997			Country
Woman	Man	Nationwide	Woman	Border	Nationwide	
50.3	65	57.4	45.3	68.1	56.3	Germany
48.2	3.6	60.4	50.4	77.7	63.7	Japan
73	85	79.2	73.7	85.6	79.8	China
25.4	2.3	48.7	27.8	74.4	50.8	Turkey
46.7	3.3	65.5	46.8	80.8	48.4	Malaysia
14.5	80	53.6	17.7	82.1	55.8	Arabia
16.2	2.2	50.5	12.7	82.3	48.4	Pakistan

According to data published by the International Labour Organization (ILO) in 2004, participation rates for men and women, respectively 5.63 and 1.17% for the country is Iran. Compare this with other countries hit by the unfavorable situation of women in the market work in Iran, countries like Saudi Arabia and Pakistan, two countries in terms of social conditions in which women are inferior to us, there.

Table 4: Unemployment rate in selected countries to separate the sexes in the period 2004-1997

2004			1997			Country
Woman	Man	Total	Woman	Man	Total	
9.3	10.2	9.8	7.6	7.8	7.7	Germany
4.4	4.9	4.7	3.4	3.4	3.4	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	Arabia
16.5	6.7	8.3	13.7	4.1	5.4	Pakistan

Trend of change in the unemployment rate shows the country's unemployment rate in Germany, Japan, Malaysia and Turkey have similar unemployment rates in some cases men are less of them. This image is for the countries of Saudi Arabia and Pakistan. According to information published by the ILO unemployment rate for women and men in Iran in 2003, equal to 4.20 times in 2003 and 10.1 percent have been reported. Iran's unemployment rate compared to the situation of women in these countries, almost the same with Saudi Arabia and Pakistan.

Conclusion:

Components of labor market indicators and labor market indicates the fact that Iran is seriously out of balance. From the perspective of human development, equality means equal access to opportunities with three of the four principles of sustainability, productivity and empowerment of the form. Gender development index, a weighted average of the capacity to acquire knowledge, power, wisdom and life expectancy at birth by looking at the relationship between men and women is achieved. The minimum value (zero) and maximum (a) is. Because laws and regulations, administrative acts taste, the country's economic context is seriously ill. Due to lack of appropriate employment policies and programs implemented to reduce gender inequality in the market have been unable to work. The existence of independent labor organizations and employers deal casting an efficient market can work flexible and dynamic labor market is a prerequisite. Between workers and employers in the non-governmental organizations related to women's role in promoting employment opportunities for women to play with these organizations to identify employment barriers and to eliminate them through a vital role in the costs of exchange and will facilitate a working relationship. The low participation rate of women in some countries can be concluded that due to the important role that women have a drummer and sustainable development in countries that make up half the population subjects, according to their needs in the priority program planners and policymakers should be. Democracy worthy of the factors that increase or decrease the employment of women to achieve a utopian society in which gender discrimination is not a step in the development and is removed, the employment of women and to achieve the higher the productivity is not.

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