

Assessing Factors associated with employment of rural women

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Abstract: According to the most important factor of economic population development and growth rate are human resources of that community and also each community consists of activist men and women that under the social interaction have direct influence on community economic and development therefore strategies are required to developed community base on more and active participation of women that include the half of society instruct in economic, political and social foundation.

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1- Introduction:

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). Lhsay Zadeh in a research by the name that (considering the role of Iranian rural women in the economic scene), first specified the women's place in job structure, and then compared it with the job site of rural men. His study demonstrated that the employment of rural women is important as men. Because the rural economy includes three separated and also related parts, namely agriculture, industry and services and the author, with the share of women in agricultural activities come to the conclusion that in addition to their considerable added value contribution in agriculture, unfortunately, the real value of their activity is not known has been formed in the article. (Lahsaezadeh, 2004)

2- Factors associated with employment of rural women:

Women's share of the total lot of manpower required in the agricultural sector worldwide, and Iran form. Facts and figures and statistics in relation to women in productive activities are offered much less than real, because the statistics many times, often including seasonal employment, part time and unpaid, and housekeeping activities Women are not considered (lahsaezadeh, 2001). Perhaps the most fundamental

problems brought on participation rate of women in rural agricultural economy; this is a topic that participation and employment of women more than men, influenced by economic conditions and various factors - social, cultural and ecological is. As a result of how women's employment in different areas or within a country is different. Here are some important factors are mentioned:

2-1 - Structure of agricultural and social classes:

Women as the first group are known to have paid agricultural work, and evidence shows that women farmers have been the first. Important factor causing women's participation in agricultural activities has been, among them we can mention the following (Fami, 2003):

A - Seasonal agricultural employment, and intensified the need for labor in certain seasons.

B - Men migrate to find better jobs and to assume responsibility for home and farm and agricultural work and its management by women:

In some countries men migrate to cities, or on bringing those to wage jobs have led to women's responsibility for 30 to 40 percent of agricultural plants and are responsible, in some areas this figure reaches 70 percent (lahsaeizadeh, 2001).

C - Effect of cultural - social conditions on women work:

Sociological experience shows that kinship networks status and community practices determine that who and in which areas women can have activity and employment. Several Kinship networks provide different economic roles for women based on age, marital status and their place in father and husband family (Movahedi, 2005).

2-2 - cultivation and diversity of products system:

The decisions to change cultivation products, whether the products have domestic consumption or export aspects are taken, can have an important effect of working pressure on women.

The fact that women traditionally reserve can't have the means that they don't have any ability or interest to generate cash products. If they feel that a cash product yields is higher than a livelihood one, they cultivate it and play the role in its production that have much more widespread that it is thought. For example, 70 percent of coffee production activities are performed by women in Rwanda (Saleh Nasab, 2004) the role of women in rice and tea production is very important in Iran. Based on research carried, 76 percent of rice productions in some Lahijan villages (in Iran) are carried by women. The effect of improving the plantation related to rural poverty is different. Food and increase production affected farmers and workers increasing income. Rising agricultural and production

incomes, lead to labor force employed by them are and this reduce the work pressure on women and make some free time for them (fani, 2001).

2-3 - agricultural modernization

Towards expansion and agricultural intensification activities, rural activity rates also increased. Thus it need for a tool which reduces the men and women working pressure.

Agricultural Modernization and technology development, lead to business development orientation, and investments are seeking more money. In capitalist development, monetary employment takes the money force and the separates the workforce and capital. Overcome these two variables have interaction effect on the type and amount of work that women should spend for plantation. If the Modernization development doesn't increase women's agricultural participation, it leads to separation of housework from productive activities. In some cases, with the agricultural trading and the technology boom, men have more responsibilities that previously were done by women. Some development theorists, believe that with technology development and application of agricultural machinery, employment of women, have been affected (Mehrabi Basharabady 2000)

Of course, this theory can be discussed from different angles and study, but what can affect on agricultural labor force modernization structure, is that the every day dependence of farmers to new agricultural and investment methods, small farmers are likely to get out from stage. The reason can search in increasing costs and decreasing prices of agricultural products that the petty peasants were forced to sell their land. This led to inequality rural employment in (Azkia and imani, 2006) that lead to reduced wages and in this case is whether women as agricultural workers or housewives impact by politics.

2-4 - Family status:

Women are considered as labor in the family, for example, every woman in the animal economy, can bleed a few sheep and goats and this implied that the number of women in families is high. By considering that in developing countries, the economic power is in men hands, men for supply their required labor, married again and in some cases, women go to woo for their husbands second marriage, because it reduces their exploitation (Aly and et al, 2000).

young families with many children in villages often are an obstacle for agricultural and non-farm employment of women and diminish their working time, but with the growth of children their free times increase to acquire more working on the farm (zanjani, 2003) .Being Households head is being one of the important factors determining the participation rate of

women. For example, in Colombia when a woman is household's head, her entering to market, increases to 47 percent, but for women who are not heads of households, entering the job market is only 21 percent. So the family status is one of the factors affecting rural women's work and leads their participation or non participation.

2-5 - participation rate of women in decision making:

a positive relationship between women's participation in agricultural and non-agricultural employment of men can be seen, so that in some countries men migration to cities or bringing them on a day wage jobs has led them responsibilities in the absence of their husbands take charge of 30 to 40 percent of work related to home and agriculture. In some areas this figure reaches to 70 percent. Number of factors also led to a kind of common gender division of labor, especially in rural societies and one the most veteran of these factors is a particular power and ability of women to provide sustenance (Ghaffari, 2005).

Results and discussion:

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.

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