

THE INVESTIGATION OF ISSUES AND PROBLEMS OF EMPLOYED WOMEN WITH EMPHASIZE SOCIO ECONOMICAL PROBLEMS

Zohre Saadatmand (PhD)¹ Khatere Barghi²

¹ Assistance Prof, Department of Educational Science, Khorasgan Branch, Islamic Azad University, Isfahan, Iran (corresponding Author)

² Department of Educational Science, Khorasgan Branch, Islamic Azad University, Isfahan, Iran

Abstract

The present study aimed to investigate problems of working women in Astara was conducted. Research method was Descriptive – Survey. The research community was number of female teachers in Astara they amounted to 445 people; of this number with random sampling stratified sampling number 206 people were selected as sampling statistic. Face and content validity was confirmed and tool reliability was tested using the tool against 0.79 was calculated. The results Showed Factors such as a "negative impact on the quality of women's employment and family life." "The lack of culturally appropriate atmosphere to the employment of women in the media and the press." And "the absence of a specific sport centers Women in Education» Among the most important problems of working women in the society. The findings also showed "Unequal benefits for men than women", "A denial of benefits and rewards good performance of female teachers" and "ignoring the economic independence of women working" the main problems of women in the economic dimension

Keywords: Education, economical Problems, Social Problems

1- Introduction

One of the main issues in the micro and macroeconomic planning when considering the skilled manpower and skilled manpower, a large share of the growth will. Women make up nearly half the world's population. Their role is mainly in national and international programs, sections on how to deal with the economic crisis and development investment in areas progress has been overlooked. Academic and occupational skills training can be virtue half of the potential for achieving the goals of the community were employed. Women have different activities at home and outside the home. So what do the usual sense, any kind of financial reward intended employment is related to, know many women work does not fit in this category because no financial reward. Considering that women do a large part of the activities indoors, and if these things were measured in economic terms. Creates high costs for families, however, today these activities are not part of the job in the usual sense.

In developing countries such as Iran, specific problems such as wars, revolutions, and still pass the traditional context, that makes it more obvious in women's career issues and more will appear.

Mother housekeeping tasks will always be burdened with heavy women, so this work is in the institutional culture that even women away from home, he does not abandon concern for these tasks, and problems of working women, especially in the education sector of the country responsibility all institutions of society. Because fewer families that benefit from education and did not have any organization or institution that does not harm the shortcomings of the educational system of the country.

2- Problem Statement

Undoubtedly one of the most important global issues related tangible ideas and beliefs of the community the issue of women's employment and the issues surrounding it. Change the traditional roles of women and their increasing demand for participation in various fields, today Iran has become an undeniable reality. This result in the transformation of values, the idea of democracy, development of public awareness, the development of civil claims, promoting professional education and women's economic and social structures as well as changes in recent decades. Despite the serious barriers to employment of women in society, social work is qualities that attract people towards it. On the one hand, the employment of an intellectual elite, physical, emotional and spiritual person is, and can also help to complete the personality and the other was enjoying it provides the conditions for the flourishing of the individual in society.

Future population and employment growth manpower necessary tool for economic development in any country without an efficient and skilled manpower to achieve development, it is impossible. In the framework of the overall objectives of economic growth, the need to set policies, employment policies and programs with regard to the educated population growth is inevitable. The country's medium-term development strategy, particularly in employment and employment is inevitable considering. Obviously no choice but to integrate the planning of short-term supply and demand for labor is seasonal.

According to population issues, especially women's employment and the impact on manufacturing employment change and the economic foundations of the country has put tremendous importance [1].When it comes to the discussion of the development of coordinated changes in specific economic man, but this definition is that all human beings, men and women, young and old includes.

Thus, each individual of the population has the right to ask the Government the opportunity to do something productive and useful employment in the production of goods and services required to make public The government has a duty to the public authority has received

Participation and community engagement in order to suit the demand and supply of manpower and taking into account individual talent and ability to provide Also the way that creativity and innovation, as well as their usefulness in society feels [2].

World Wars I and II led a large number of women in munitions factories, French and English are employed and to replace men who had gone to war.

Here's another distinction between the roles of men and women and the matron was forgotten. But after the war ended, authorities were forced men to re-enter the job market so they decided to send home all women and married women's judgments about again resumed.

In summary, we can say, twenty years after World War II, the government developed West went beyond the instrumental view about women.

In these countries, the growth potential that women did not serve to further serves the needs of production and reproduction of society. The women in the military in wartime production and use. But it did not take long to send them home [3].

According to employment issues, including issues that today's teachers and curriculum specialists should, be. Because a society in achieving the goals of higher education and training of the next generation of female teachers have an important role. Female teachers, in addition

to the general problems of all teachers are women engaged in a series of specific problems, the lack of attention and resolve these issues, more than half the country's educational system is deficient and problematic.

According to the United Nations estimated in 1975 that 29 percent of working women are the women were employed. While the figure for men, 53.8% respectively. These statistics relating to the entire population of the world. The survey data in developing countries, women in the active population is growing and broad participation of women in the labor market can be seen as well. If women are working population in the UK 44.3%, in Germany 48.1% of France 42.2%, respectively, in contrast to a country like Egypt, with a population of activated 27.6%, only 4% are owned by women [4]

In today's world since 1970s, although the rate of women joining the work world has been rising, but it is a declining trend in Turkey is just the opposite. In the years 1990 - 1970 the percentage of women joining the work-life decreased from 50% to 30%, this value is now around 25% [5].

One of the most important, influential and widest selection of organizations social responsibility and transmit cultural elements into the emerging generation is responsible for the education of each country. Education in terms of economic conditions, poor information, lack of efficient management and academic programs, has suffered a lot of problems. Among the most vulnerable segments of the educational system, teachers are women.

Education in the country, teachers with special needs in terms of mental and physical conditions are different from men, but the features and terms are unequal. Lack of attention to problems during pregnancy and lactation, responsible parenting, household duties, and cultural constraints that makes it difficult for the working class to show their merits and thus be deprived of the benefits of working with men. To address this issue with respect to the issues raised by the problems facing working women is very important is that the paper seeks to examine is the issues.

3- Questions

- 1 – What are included economical problems of women teachers working in education?
- 4 – What are included Social problems of women teachers working in education?

4- Materials and Methods

Research topic objectives and nature of the investigation depends on the nature of the research topic of quantitative methods used in the quantitative survey method used. The population of the city of Astara all female teachers is a total number of 445 people. Sample size of 206 patients was assessed using Cochran's sampling formula. The stratified random sampling method was selected volume. Data collection for this study is a questionnaire. The return rate of questionnaires was 98%.

Table 1 - The population distribution at different levels of education

| Educational levels | Target population | Number of samples |
|--------------------|-------------------|-------------------|
| Primary | 170 | 79 |
| Guidance | 144 | 67 |
| Secondary | 131 | 60 |
| Total | 445 | 206 |

Cronbach's alpha coefficient was used to determine the reliability of the instrument. The reliability of the total scale in this study, 79/0, respectively. In addition, the reliability index is estimated for both the family and the organizations in Table 2 - is presented.

Table 2- Cronbach's alpha coefficient

| Difficulties | Cronbach's alpha coefficient |
|---------------------|------------------------------|
| Economical problems | 0.79 |
| Social problems | 0.84 |
| Total | 0.79 |

5- Analytical findings of research

First Question:

What are included economical problems of women teachers working in education?

Table 3 - and Table 4 - Sort Average Rating questions related to organizational problems and family shows women working in education.

Table 3 - t Test, and the average ratings significant question concerning economical problems

| No | Question | t | Df | Sig. | Average ratings | Ratings |
|----|---|---------------|------------|--------------|-----------------|---------------|
| 1 | Gender inequalities and social conditions | -2/210 | 201 | 0/028 | 5/62 | |
| 2 | Unfavorable attitudes towards women working in community education | -8/125 | 200 | 0/001 | 4/35 | |
| 3 | The absence of a specific sport centers Women in Education | 1/452 | 201 | 0/148 | 6/40 | First |
| 4 | Ignoring the role of women in education and community development | -3/089 | 201 | 0/002 | 5/31 | |
| 5 | The negative feelings toward women working outside the home | -2/362 | 200 | 0/019 | 5/50 | |
| 6 | Society believed to be uneconomical office jobs for women | -4/529 | 199 | 0/001 | 5/08 | |
| 7 | Low occupational status, educational | -1/944 | 199 | 0/053 | 5/66 | |
| 8 | Lack of culturally appropriate atmosphere to the employment of women in the media and press | 0/001 | 201 | 0/999 | 6/11 | Second |
| 9 | The negative impact of female employment on the quality of family life | -1/421 | 197 | 0/157 | 5/71 | Third |
| 10 | Traditional practices of women's economic dependence on men | -3/788 | 200 | 0/001 | 5/25 | |

According to Table 3- calculated t for questions 3, 7, 8, 9 is smaller than t table is the roles of these items were moderate. Absolute value of t calculated for questions 1, 2, 4, 5, 6, 10 is smaller than t table, the role of these items is lower than average. Also, each of the questions 3, 8 and 9, respectively, is allocated to the highest average ratings.

Second question:

What are included social problems of women teachers working in education?

Table 4- t test, and average grade level was significantly associated with social problems

| No | Question | t | Df | Sig. | Average ratings | Ratings |
|----|----------|---|----|------|-----------------|---------|
|----|----------|---|----|------|-----------------|---------|

| | | | | | | |
|---|--|--------|-----|-------|------|--------|
| 1 | Ignoring the economic independence of women working | -3/745 | 198 | 0/001 | 4/15 | Third |
| 2 | Unequal pay for equal work between men and women, cultural | -4/883 | 200 | 0/001 | 3/87 | |
| 3 | Inequality loans | -8/166 | 199 | 0/001 | 3/09 | |
| 4 | Denial of benefits and rewards good performance of female teachers | -1/898 | 201 | 0/059 | 4/40 | Second |
| 5 | Inadequate health care | -4/115 | 201 | 0/001 | 4/05 | |
| 6 | Unequal pay for overtime hours | -4/342 | 199 | 0/001 | 3/99 | |
| 7 | Unequal benefits in men compared with women | -1/553 | 201 | 0/122 | 4/45 | First |

According to Table 4- calculated t for questions 4 and 7 is smaller than t table is the roles of these items were moderate. Absolute value of t calculated for questions 1, 2, 3, 4, 6 is smaller than t table, the role of these items is lower than average. Also, each of the questions 7, 4 and 1 respectively, is allocated to the highest average ratings.

6- Discussion and Conclusions

Undoubtedly influenced by the exclusion of women from the family environment, the emergence of wide complex psychological, social, and economic values of the society Check in relatively developed industrial environments tale of family and community through several indicators, such as economic recovery, continue children's education, emerging technology shows that it was the vanishing traditions of the past, there However, it seems that response to the growing needs of a diverse and established psychological and social position of the main reasons for the tendency of women to the labor market.

Although the impact of these factors in different environments is variable (bright curls, 1382). In general, women are more eager to work out the reasons shown. Economic factors are most important. For lack of family income and purchasing power of women to raise a family, earn some individual freedom and independence or safety of themselves or their families for future work. Other factors affect the work rather than stay at home a vehicle for independence, interest in business or personal needs assessment.

Gendered beliefs shows how stereotypical beliefs in practice, the scope and limits women's empowerment in the field of social life. The ideologies of gender and gendered beliefs of the major cultural barriers that impede the promotion of women's employment in the organization.

Hillman (2001) believes that gendered traits are believed to be especially common among women or among men. These beliefs are very resistant to change. Usually attributes such as robustness, independence and decision making men and qualities such as kindness, help, compassion and concern for others than are women [7].

Wood (1999) believes that the use of gender stereotypes, such as the label agent for all members of a group to use an adjective. Women and men commonly referred to as emotional beings as rational creatures are described [8]. This conceptual framework is the basis for making judgments about people and behavior. These beliefs about the employment of women, division of labor between the sexes and the way things are done by both sexes there Traits attributed to men of the same features that professional success and career growth in today's society are guaranteed. For example, children's story books feature decisions, success and robust for men, beauty, loyalty, kindness, and is not intended for women.

One of the main barriers to the employment of women's unpaid work in the home. Many women are working during the day at home doing different things, makes it possible to work outside the home or part-time jobs do not pay. Because women earn less in the labor market,

they do more housework. But one of the reasons for their lower earnings in the labor market is that brokers believe that women have more domestic responsibilities.

So you spend hours of housework for women to be taken into account, the amount of women working in the figures should be much higher than men.

The most important social barriers, the education of women. Women from scratch to achieve its role as a woman trained. Separate jobs, the first daughter's life, the family is the school taught him.

Families coming to see her so that she can have a long-term investment. Thus, high levels of training and expertise to help them know. In all developing countries, according to available statistics, one of the differences between male and female literacy rate is. This factor is the most important social factor, creates the context for other social barriers. Insufficient training women to find a job and pay them well enough income and growth opportunity and promotion prove difficult. The same statistics pulls them toward secondary jobs.

Thus enabling higher levels of education tend to be subjective leanings of things that indirectly encourage job mobility is an effective potential [9]. With regard to the role of women in social progress and economic development, they must have the necessary facilities for the employment of the Executive device provides proper planning and based on the priority and in addition, the rules and the possibilities of women's employment also for the tremendous extent fixes need to be considered and be able men as well as women, without discrimination, to obtain their desired occupation [10]

However, in all countries, economic activity is considered as something that is against it, and because women get wages for a laborer could receive home-related tasks are not considered, so their work is the activity while if doing these services by other organizations and institutions will be carried out, a very high cost for the family will be.

This is time-consuming for women and non-payment of wages in the face of the possibility of their activity, outside the home, in the face of low-wage, and get this one brings the economic obstacles to their economic participation in the workforce is active in communities [11].

The results Showed Factors such as a negative impact on the quality of women's employment and family life. The lack of culturally appropriate atmosphere to the employment of women in the media and the press. And the absence of a specific sport centers Women in Education among the most important problems of working women in the society. The findings also showed Unequal benefits for men than women, a denial of benefits and rewards good performance of female teachers and ignoring the economic independence of women working the main problems of women in the economic dimension.

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