

The Relationship between Women's Employment and Family Consolidation

Ebrahim Hajiani¹, Farideh Mirzanlou²

¹Department of Management Cultural Affairs, Science and Research Branch, Islamic Azad University, Tehran, Iran

²Department of Management Cultural Affairs, Science and Research Branch, Islamic Azad University, Tehran, Iran
Student of Management Cultural Affairs

ABSTRACT

In present paper, the situation of 400 persons including employed and non-employed women from Tehran have been investigated in order to study on the relationship between women's employment and family consolidation. In order to have proper data's analysis using Spss software, correlation method and t test. The results indicate, that the social base of employed women is high; the mean equity assumption of family interactions in housewives and employed do not get accepted and family interactions is high in group of employed women. Mean equity assumption of family cohesiveness does not accept about housewives and employed. In other words, difference between two groups is significant. The cohesiveness amount is high slightly in housewives group. Also mean equity assumption of related indicator to child does not accept in housewives and employed women. It means that differences are significant and the relationship in housewives group is higher. Also mean equity assumption of cooperation index does not accept about housewives and employed women. It means differences are significant and cooperation index is higher in group of employed women.

KEYWORDS: Family, Employment, Women Employment, Consolidation.

1. INTRODUCTION

Studying on the family and marriage is one of the most important areas of sociology and all theorists pay attention about this. The majority of people born in family and have their first vital steps and themselves make up on it. Bernardz believes that our personal experiences begin in family life and effect on our individual growth more than any other. Our experiences of family life either role of child or adult are direct. Renee Koneck called the family as a special group that its members are in relation together with intense emotions and the main character of the family group is confrontation with relationships and sincerity. He believes that family with losing of their past behavior is dependent to society too much. Such as transmission of the family's economic production function to society independent organizations, transition of power to government, getting out of religion function and cultural gatherings of family and its transformation into the church and other institutions, transmission of job training to public specific institutions and so on. Segalen Martin believes that modern family is responsible for important work and responsibility, including human reproduction, performing of emotional needs, supplying the mental health and most important of all constructive role in supplying and social integration through successful socialization of people(Segalen,2003). Maybe can say that the most important function of the family is in their family- cultural performance in current situation which makes the cultural-social personality and society only about this area could not be responsible for family functioning and other group, like small group of close family cannot do it. So attention to members' intimacy, members interests and making the children's social- cultural character are as main tasks of family that these tasks were not concerned too much because of several tasks in the family in past. The process of social changes, take advantage of more women from university education, their interests toward economic and social activities and increasing of employed women especially in large cities in recent decades has created the new values in the family also has caused the changes in marital and family relations also their economic - social status. Cultural attitudes, the pattern of labor division at home and other items could not improve the conditions of family life like past because the tasks and functions of people in family have been changed compared to the past (Segalen, 2003).

Attitudes toward women's employment have caused many differences of opinion among the masses of people. The role of women's work with changing in family relationships such as leave or continuing the past role of women and housewife has been attention from different perspectives. A group of social theorists for outing of this crisis recommended that women's responsibility be limited to home and family and public arena and social jobs be deposited to men. This recommend is presented more by the functionalist sociologists, in their view the only role of women in society is replay the men's sexual needs and childbirth and should not happen any changes in these roles. According to Talcott Parsons women should not follow the men pattern about employment because changes in job

*Corresponding Author: Ebrahim Hajiani, Department of Management Cultural Affairs, Science and Research Branch, Islamic Azad University, Tehran, Iran.

opportunities and creation of equality will cause the family loses its cohesiveness and will confront the women with intense conflict in the duties of motherhood and job also damage the women's roles as wives and mothers. Also any change in women's roles has many risks and assign some roles to women in political and economic affairs cause the destruction of current functions of society. Another group evaluate the women's employment as positive and useful because of that can impact on training their children, helping to supply the living expenses, having mental health and satisfaction of marital life. Accordingly there is a serious problem base on this subject that how is the impact of women's employment on the family basis? How much the employment factor is effective on relations between members? And this factor will weak this institution or is one of the factors that promote family? In this paper, addition to measurement of some indicators that represents family cohesiveness including amount of family interactions, intimacy between individuals, participatory decision-making, job involvement, family conflicts are study on the comparison of cohesiveness among employed women and housewife families. The main goal of the research is studying on the relationship between women's employment and family consolidation and presentation of its cultural solutions and for achieving to mention goal the researchers are studying on the main hypothesis of this paper that there is relationship between women's employment and family consolidation (Armaki, 2000).

The main goal of this paper is studying on the relationship between women's employment and family consolidation and for achieving to mentioned goal the researchers are focusing on their main hypothesis with this theme: there is relationship between women's employment and family consolidation.

2. LITERATURE OVERVIEW

Sarokhani (2010), in research project have been studied on the women's employment and family. This project finding suggest that the most important motivation for employment is the improving of economy in lower social class but for top-class the economic incentive to do work outside the home is less important because of having the living opportunities and interest is most important. Findings of this study show that outdoor works for women lead to greater participation in all aspects of social and decision-making and cause some problems such as keeping the child in her absence and health problems.

Ebrahimi Moeini and et al (2001), studied about women's employment right in Iran's rights and in International documents also obstacles of employment right. They want to answer this question that, Are the laws and regulations related to employment rights of women in Iran's Islamic Republic system apply with international standards and criteria or not? Another goal which they studied on is the reason of women limitations for working outside the home and finding a solution to solve them with regard to International standards.

Hajian and et al (2001), in addition to studied about relationship between women's employment motivations and educational level of employed women in the public universities of Tehran have been concluded that development of social communications and financial independence are as strong motivations for women employment in all educational levels.

Yousefi and et al (2001), studied on the influence of related factors with women's employment on incidence of family disagreements, case study of production units in Shiraz. This paper was based on previous research studies and evaluation of available viewpoints which on it besides the technical, Social, physiological, psychological, feminism perspectives has been used mainly of functionalism perspectives and needs theory. Roles theory which their number in this perspective leads to conflict of roles and their not desirable performance is used for clarifying the studied issue. This research has been performed on women who are working in big factories that have more than 20womenworkers. A sample consisted of 273 employed women was selected by using of systematic random method and based on proportion was determined the share of each studied factories which is including of 6 factories.

Madani Givi and et al (2007), were studying on the affecting factors on women's employment and the role of women in the family and their position in social, political and legal environment with using of a research about sstudying on the affecting factors on consequences of women's employment.

Hadian and Alipour (2008), in a research about economic development and the share of women in workforce in Iran about the period of 1976-1996 were studying on the relationship between economic development and the share of women in employed and non-employed workforce also affecting factors on the amount of this share. They believe the results indicate that participation development in workforce is low in the early stages and with increasing of development degree this share increases. In other words, there is a U-shaped relationship between economic developments and participation of women in Iran's economic production. Moreover the obtained results show that Islamic culture and Iranian politics have significant impact on determining the women's share in economy.

Renee Koneck calls the family as specific group which its members are in relation with intense emotions and the main character of the family group is facing with relationships and intimacy he believes that family with losing of his past functions is dependent to society too much including transmission of the family's economic production

function to society independent organizations, transition of power to government, getting out of religion function and cultural gatherings of family and its transformation into the church and other institutions, transmission of job training to public specific institutions and so on (Ezazi, 2010).

Ogburn and Nimkoff believe that technological and innovations developments create some changes in family relationships and creation of intimate relationships in the family and believe that evolution of science and industries will create the family as organization which is very pleasant and enjoyable. Some inventions which are more complete than radio and TV will lead the members to family environment it cause no need to outdoor entertainments.

Sarokhani (2010), believes that quantitative measurement of women employment effects on family expresses this fact that woman employment cannot reduce the her responsibilities at home ,woman moving of house and her participation in social new activities does not cause the man returns home and division of family tasks. According to Durkheim stability and consistent of the family system depends on labor division based on gender which cause the dependence on each other, while the wives perform their roles and duties well with using the principle of labor division the marital relationship will be stable and durable and better quality also the stability and cohesion of family will increase (Sebatel, 1987).Spencer believes that a good acclimated relationship is an important factor in consolidation, so says that while stability and consistent will accrue that there are warm and intimate relationships among family members. A relation which is acclimated well and couple are often good with together also are opposed rarely in marital issues so will have well communicate and their disagreements will solve easily, satisfactory and mutually. Spencer defines the compatibility as process which its consequences is determined by amount of couples disagreements which create problems, individual tensions, couple satisfaction and consultation about the marital important issues. (Sebatel, 1988)

Researches show that education and women employment effect on confidence increasing, understanding the views and ideas, wisely confrontation with problems also workforce development. Fair division of labor increases the women's efficiency rate in employment. Women's employment is important because of their role in the production process and their role as a mother in the education and socialization of children also causes the changes on family relationships, couple, and children's relationships with parents and some aspects of women life. Researches show that women are interested in employment and they believe that greatest obstacle is family responsibilities. Accordingly, it should be say that unfortunately, have not been done any researches about the impact of women's employment on family cohesiveness in Iran, that in this paper we study on this subject.

3. DATA AND ESTIMATION METHOD

In this paper research method is comparative and for analyzing the data is used of correlation method and T-test and about findings analysis and information processing is used of available techniques collection of Spss software including descriptive and deductive statistics (Donnelly, 2007).Totally in this paper will use of survey method and open questionnaire.

Interview questionnaire with experts have been used in compiling the components and determining the questionnaire validity. So the method of data collection was used of special questionnaires for employed women and housewives which is including a number of questions constructed of Likert Spectrum for measuring the relationship between women's employment and family consolidation .Although during the first stage is used of interviews and exploratory studies but in order to confirming that is used of professional teachers and experts ideas in the field of management and culture. About the reliability and its measuring tool is noteworthy that in order to estimate it, at first was distributed 25 questionnaires among university professors and experts working in the field of women's studies then the existing problems were solved and the presented suggestions were used(Levinan and Rubin,2009).

The period of research is in year 2011 and its statistical population is including the employed and non-employed women, So that 200 employed women at Pars Electric, Education office of zone 4, employees of Shomaran System Company, a number of senior managers in Science Research unite and 200 housewives in regions 3-6-18 from Tehran have been selected based on classified random sampling and Cochran formula.

4. DESCRIPTIVE FINDINGS

In this sector is studying on obtained results from the part of individual characteristics related to housewives questionnaire and employed women with using of related tables. Based on obtained information from the questionnaire 21.9% individuals are between 16 to 30 years old, 37.2% between 30 to 45 years old, 32.1% between 45 to 60 years old, 8.7% are over 60years old.29.9% individuals are between 16 to 30 years old, 51.2% between 30 to 45 years old, 18.9% are between 45 to 60 years old. The average age of housewives is 42.63 and average age of

employed women is equal to 37.41.38.7% are having diploma but most people about 49.1% are having bachelor education.

4.1. Data analysis

Family consolidation depends on several indicators which can divide to two quantitative and qualitative groups like amount of family interactions, economic conditions, understandings, decide mode, amount of disagreements, mode of solving the disagreements, family affiliations, form of relationships between members which could be respectful or non-respectful, mode of labor division and so on.

4.2. Sub-hypothesis

1. There is significant relationship between women's employment and family interactions.

To answer this question the amount of family interactions indicator is calculated about employed women and housewives and with using of two-sample t test the family interactions indicator are compared with each other.

Table1: Two-sample t test for comparison of obtained interactions from the housewives and employed women questionnaires

T-statistics		Degree of freedom	Significance level	Mean difference	Standard error of differences	95% assurance interval		
						Low	High	
Interactions	Assuming equality of variances	1.976	415	0.049	0.14204	0.07189	0.00073	0.28334
	Assuming non equality of variance	1.989	413.921	0.047	0.14204	0.07142	0.00164	0.28243

According to the above table and comparison of significance level 0.049 with 0.05 observed that mean equity assumption does not accepted about family interactions about housewives and employed women. In other words, difference between these two groups is significant. As can be seen family interactions are higher about employed women.

2. The relationship with children is equal about housewives and employed women.

Table 2: Two-sample t test for comparison of relationship level between employed women and housewives

T-statistics		Degree of freedom	Significance level	Mean difference	95% assurance interval for difference		
					Low	High	
Relationship with child	Assuming equality of variances	-7.309	397	0.000	-1.11498	-1.41490	-81506
	Assuming non equality of variance	-7.865	276.751	0.000	-1.11498	-1.39406	-83590

According to the above table and comparison of significance level 0.000with 0.05 observed that mean equity assumption of relationship indicator with child does not accept in housewives and employed women. It means that differences are significant also as can be seen this level is higher about housewives group.

3. There is significance difference about cooperation measurement in Employed women and housewives.

Table 3: Two-sample t test for comparison of employed women and housewives

T-statistics		Degree of freedom	Significance level	Mean difference	Standard error of differences	95% assurance interval		
						Low	High	
Cooperation	Assuming equality of variances	7.054	413	0.000	0.76404	0.10832	0.55111	0.97696
	Assuming non equality of variance	7.160	397.416	0.000	0.76404	0.10671	0.55426	0.97381

According to the above table and comparison of significance level 0.000 with 0.05observed that mean equity assumption of cooperation indicator does not accept about housewives and employed women. It means that differences are significant also as can be seen this level is higher about employed women.

4.3. The main hypothesis

There is relationship between women's employment and consolidation in family system.

The amount of consistency index is calculated about housewives and employed women for answering to this hypothesis. The consistency index is compared in two groups with each other by using of two sample t test.

Table4: two sample t student test for comparing consistency from employed women and housewives questionnaire

		T-statistics	Degrees of freedom	significance level	Mean difference	Standard error of differences	95% assurance interval	
							Low	High
Consistency	Assuming equality of variances	1.976	415	0.049	0.2704	0.06268	0.00063	0.2756
	With the assumption non equality of variance	1.989	413.921	0.048	0.2704	0.06318	0.00064	0.2867

According to the above table and comparison of significance level 0.049 with 0.05 observed that mean equity assumption of family consistency does not accepted in housewives and employed women. In other words, the difference between the two groups is significant, as can be seen consistency amount is higher slightly in housewives group.

In this sector we are studying on to what extent the outdoor work can be the causing of disagreement between women and their partners.

Table 5: To what extent your outdoor work can be the causing of disagreement between you and your partners

	Frequency	Percent	Valid Percent	Cumulative Percent
None	84	38.5	38.5	38.5
Very low	65	29.8	29.8	68.3
Low	48	22.0	22.0	90.4
High	10	4.6	4.6	95.0
Very high	8	3.7	3.7	98.6
No answer	3	1.4	1.4	100.0
Sum	218	100.0	100.0	490.8

As can be seen from the above table 90.4 % of low and very low group know the outdoor working as a reason of disagreement between themselves and their partners and 8.1% of high and very high group are believe about this issue too.

In this part we study on comparison of agreement between women and their partners about the mode of family income costs in different affairs in related to housewives and employed women group.

Table 6: To what extent you and your husbands are in agreement about the mode of family income costs in different affairs

	Employed women	Housewives
None	3.7	4.0
Very low	7.4	4.0
Low	25.0	22.6
High	40.3	42.7
Very high	23.6	26.6
Sum	100.0	100.0

As can be seen from the above tables agreement level is almost same about this subject in both groups but is higher slightly in housewives.

5. RESULT

According to the analysis of data family interaction is higher in employed women. The mean equity assumption of family consistency does not accept about housewives and employed women. In other words, the difference between two groups is significant and as can be seen the consistency amount is higher slightly in housewives group. Also the mean equity assumption of relationship indicator with children does not accept about housewives and employed women, it means that differences are significant and relationship with child is higher in

housewives group. The mean equity assumption of cooperation indicator does not accept in both groups. It means that differences are significant and cooperation indicator is higher in employed women.

Also the results of research show, division of labor among family members does not have significant difference and various situations like economic situation impact the family consolidation and relationships between couples. Employment and income for employed women have led to increasing of family's economic opportunity, educational facilities for children, which are affecting factors about family consolidation, economic situation and improving the family economic conditions. According to the findings, important data of life as one of the indicators in family affiliations is the same almost in both housewives and employed women groups and does not seem significantly different. Understanding and agreement amount in decision making, about children training and cost of home affairs are the almost the same in both groups. Wives behavior toward women opinions is not the same in both groups, for example their opinion in a party. Behavior with employed women is not more respectful and mocking, as compared to housewives. Also importance of mothers' opinions of expressing the problems and having close feelings with them are not the same in both group, it is slightly higher in housewives.

80.7% of employed women believe that outdoor working i.e. when they are not at home, household tasks and attention to children cannot be the cause of strife and conflict between themselves. For wives, a very small group of them know these factors as conflict that according to family consolidation factors, in this paper the employment factor is not causing of conflict and lack of consolidation.

Cultural attitudes related to employment such as wives disagreement, labor division and family perspective causes little impact in creation of conflict and problems in families of employed women, also more men whom their wives are employed respect their wives' job.90.4% do not believe that outdoor working causes conflict between themselves and their wives; but 8.1% believe that outdoor working is the causing conflict between themselves and their wives.70.4% solve their problems through discussion which is one of consolidation factors. A base done research finding the average age of housewives is 42.63 and average age of employed women is 37.41. Employed women are younger than housewives also the education level of employed women is higher than housewives. Most housewives are diploma or lower in education, but most employed women are having bachelor degree with very small percentage of these are having diploma or lower degree. More employed women are satisfied. They prefer this lifestyle to another form, are interested in their working environment but they believe that possible progression in their work is weak. The issue of working for75.2% employed women does not effect on family environment.

29.2% believe that increasing of their social- political and public awareness are because of employment and 71.1% believe that employment is as factor in order to increase their social- political and public awareness.21.4% say that employment is as factor to increase and develop of friendly and cooperation relations in the workplace and 78.1 that employment is as factor to increase and develop of friendly and cooperation relations in the workplace .25.7% believe their employment causes the financial independence to their husbands.74.3 believe about this subject too.23.3% of many employed women say their employment causes value and respect among relatives and friends.77.6 say their employment causes value and respect among relatives and friends that findings show the positive effect of this factor on family and individual.

Research findings show that women employment does not have any negative effect on family. From comparing the results of non-employed and employed women sampling can conclude that women employment is not because of reduction of family interactions, also does not weak the relationship between couple and mother with child and important days in the life of both groups. The family attitude toward the outdoor working of woman was not negative which changes sign in attitudes to current issues. On the other hand, based on obtained findings, although people who answered the questions of labor division at home in both groups have said that their husbands help them at home but we know that home working is as women responsibility or more respondents have said that their husbands help them in some affairs like cleaning and cooking,... which is related to individuals attitude toward labor division and duties at home. Doing the home working is boring for more employed women, after outdoor working which is indicates the heavy role. The same degree of employed women and non-employed are trying solve their problems with discussion. In other hand they should avoid negative and violent aspects about it. But according to findings there are significant differences about following cases in both groups. Such as different levels of education in employed women, increasing of social awareness, ability to accept responsibility and decision-making, increasing of economic opportunities and subsequently increasing of family opportunities, independence and financial autonomy.

6. CONCLUSION

According to research results, revision of laws related to family and women's employment according to the expansion process of women's education and according to customs and cultural issues also changes in family's legal

organization and achieving to sexuality balance which could reduce the home affairs and housekeeping issues and provide their entry facilities into the community and lead them to social , political and cultural arena and they believe that women could be present in all arena with affection and motherly spirit. Developments in social, economic and cultural are required the changes in laws related to women employment, divorce and custodial. At the same time be considered some facilities for employed women.

Nowadays, the providing of employment facilitates for women in order to protect and family consolidation has been much attention in most developed countries. In America's women employment system and some European countries have been done some changes that in these changes attention to the family interests and especially employed women was so important in some issues. One of these issue was about flexible daily schedule means start and end times of daily work is not fixed in a daily working full time, other issue flexible payment system with maternity leave and giving the payment to working parents for child care. Only in America nearly 13 percent of men and 11 percent of women had been worked in flexible employment system in the late 80s."Committee economic status of women, 1989".Increasing of facilities in the workplace increases women's concerns, because lack of facilities and welfare services. Sometimes involved them in role conflict and is as negative factor in employment and a reduction of their performance that in planning should attention to such cases. Nowadays with reconstruction of some attitudes and providing favorable conditions we could encourage the women to participation in outdoor responsibilities.

REFERENCES

1. Armaki, A (2000). Social and cultural developments during the three generations of family in Tehran. *Social Science Quarterly*, No. 16.
2. Bernardz, J (2001). *An Introduction to Family Studies*. Translated: Ghaziyan, H (2005), Ney publication, No. 1.
3. *Country Statistical Yearbook* (2005). Statistical Center of Iran.
4. Donnelly, R (2007). *The complete idiot's guide to statistics*. No. 2.
5. Ebrahimi Moeini, M (2001). Studying on women's employment right in Iran's rights and in International documents and barriers to employment. Qom Educational Complex
6. Hadian, E and Alipour, H (2008). Economic development and the share of women in workforce in Iran. *Journal of Population*, No. 27-28.
7. Hajian, Z (2001). About relationship between women's employment motivations and educational level of employed women. Tehran universities public.
8. Ezazi, sh (2010). *Sociology of the family with emphasis on the role, Structure and function of the family in the contemporary era*. Tehran: farzanruz.
9. Levinan, Rand Rubin, D (2009). *Statistics for management*. No. 7.
10. MadaniGivi, F (2007). Studying on the affecting factors on women's employment. Master of thesis, Humanities Science & Research Branch, Islamic Azad University.
11. Mitchell, A (1970). *Sociology of Families & Marriage*. Translated: Ardalan F (1975). Tehran: College of Social Sciences and Cooperative. *Andishe*, No.1, 313.
12. Preliminary results of the general census and housing, (2006). Statistical Center of Iran.
13. Sarokhani, B (2009). *An Introduction to the Sociology of Families*. Tehran: Sorosh publication.
14. Sheykhi, MT (2008). *Women and Family*. Tehran: Stock Exchange Company.
15. Sarokhani, B (2000). *An introduction on family sociology*. Sorosh publication, No. 3.
16. Segalen, M (2003). *Historical Sociology of Family*. Translated: Elias H (2008). Markaz publication, No. 2.
17. Yousefi, M (2001). Studying on the influence of related factors with women's employment on incidence of family disagreements. Shiraz: case study of production units.