

Assessing of Women's Job Promotion in Southern of Iran

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Abstract: The present research examines obstacles of women's job promotion in Hormozgan province (Southern Iran). It shows the general routine tendency of male top executives of organizations to choose men as middle managers. To find the causes and factors of this tendency, this research is done using face-to-face interview and Pearson Chi-square test method. The result indicates there are statistical differences between men and women's attitudes related to managerial job opportunities. In addition, results show the male managers' negligence and beliefs in society play important role on women' inaccessibility to top managerial position. It shows that women are fit than men to take over top managerial positions, facilitate women's successful presence in managerial mood, also, it helps in improving society's attitudes.

Key words: Job promotion • Women • Iran • Beliefs • Obstacles

INTRODUCTION

The position of women in each society indicates a level of social judgment of that society. In order for a society to have access to goals of development, it is important to pay attention to collaboration of women in that society. Development among the different persons has different meanings. For example, among the anthropologists, progress and development mean decrease in poverty and increase in opportunities for self realization. In spite of different definitions of the development, inequality of the man and woman in society prevents from development [1]. Women comprise more than 50% of the population in the world. This population performs about two thirds of the work including work with wage and without wage, while men comprise about one third of those who receive commission. Although, there is belief that societies shall use talents of women in progress of their goals, different attitudes and barriers lead to unsuitable utilization of the woman population by society [2].

The recent research shows an increase in use of women as a labor force and most of women are involved in the jobs, which were designed for men. However, in organizations, suitable a model for success is the manly behavior model [3]. On the other hand, the traditional belief that women have grown for some jobs different from jobs of men leads to problems in compatibility of women

[4]. In spite of results obtained from different studies, which show that women are like men in terms of desires, values, skills and returns, they are not like men due to employment and job elevation [5]. In some countries, such as Iran especially, in the regions on which traditional culture prevails, problems of unsuitable utilization of women are more evident. In this study, we seek to study the factor, which can prevent from utilization of women in managerial jobs.

Although management of women in different organizations and centers has led to many achievements, general tendency of the managers in the organizations to employ men is higher. Meanwhile, what is considered more than competency and ability is sex. In order to find reasons and factors of this tendency and problems of the female managers, different studies have been done and the authorities have presented different attitudes. Generally, one can say that there are considerable differences between the man and woman and conventions, values, education and expectations of each society can intensify or adjust these differences. Therefore, differences between man and woman are influenced by cultural, political and social circumstances, which are different based on type of their effect [6].

Women have been centralized in low-income sections and inferior jobs but are they prevented from performing important jobs? In the mid 1990s, less than 1% of 2500 high-ranking executive positions in USA and about 4% of

managerial position of large British companies were delegated to women [7]. In Asian countries, on average, there is one female executive management against each 10 male executive managers. Although in traditional cultures, change is slow, general trend shows promising picture of women's participation in important jobs. The reason is that women have been employed in companies belonging to themselves and assume management of these companies. In USA, growth rate of the companies owned by women is twice more than that of companies the companies belonging to men [8]. Studies and information show that generally women face unemployment, poverty and exploitation as labor force and although some regulations have been enacted for their support, this group is considered as second rank labor force. Women were considers particularly as a subject since formation of feministic movement (supporting women's rights).

Finally, the third question is that how can one change and improve the world. For the first time in 1630s, the first works objecting to position of women were published and from 1780 up to now, feministic writings have been published as an important collective attempt and the number of participants in this event and scope of theirs criticisms have increasingly expanded [8-10]. These attitudes have led to attention to women rights in the world especially scientific gatherings. Since problems of women are different from each other in different societies, perhaps, it is necessary to do case studies on status of women in each society. We intend to study some factors, which are impediments for job promotion of women in Hormozgan Province, southern Iran. The main reason and question is why women could not have gained a share of managerial posts.

Research on women in third world countries needed conditions and hypotheses regarding international development, then added issue of sex to the study of process of development and demanded new theoretic method. In early 1970s, those who believed in the equality of men and women criticized a model of evolution, which was based on this belief that women can interfere in common method of development without major structural review in process of development. Another attitude, which has been presented regarding development or interference of women, requires structural major review in process of development. International development should be embodied based on the process which is human oriented and protects the environment. In accordance with statistics of International Labor Organization, Algerian women with 8 % had the least

share and the Finnish women with 47% had the highest share in employment. More than 45% of women in the world between ages of 15 and 64 years are involved in economic activities. Rate of participation of women as a labor force in Iran is 9.1% in accordance with statistics of 1985. In Hormozgan Province of Iran, there are no accurate statistics in this regard and it is less than an average rate in the entire country. Based on statistics of Hormozgan Province Management and Planning Organization, in 1990, shares of agricultural, industrial; services and mine sections have been 8.4, 36.6 and 8.56% respectively. Accurate statistical studies show that the share of women has been more than that of men only in social work, training, hotel and restaurant. However, in other jobs and especially in high managerial levels, participation ratio of women has been lower, though, this figure indicates increase in the number of women in managerial posts, but it is negligible in comparison with the number of the employed women. The aim of this study is to identify how women can gain access to managerial jobs.

MATERIALS AND METHODS

The studied statistical population is women residing in Hormozgan Province of Iran. Views and thoughts of men are also effective in addition to women and their thoughts during employment of women in governmental and nongovernmental jobs. Necessary information was gathered from men in addition to women for the purpose of the study and the raised hypotheses are discussed later. For study on the said population and obtaining the information, it is necessary that important factors or the most important factors effective on the subject of study and its goals be specified. Then the related variables are studied in statistical population and necessary sample and sampling method are determined. Because the major goal of this study is to investigate the problems relating to employment of women in Hormozgan province, therefore, employment of women was considered as the most important factor in terms of quality and quantity in the present study. For selection of the discussed sample, there are some problems due to failure to perform accurate and reliable statistical study on employment of women and potential reasons for failure to use them properly. On this basis, two-stage random sampling method was used. The procedure was that at first one county was selected among the counties of Hormozgan Province. Then, the employed persons were divided into two man and women groups and the number of sample people was calculated based on the available formulas in the following relation:

$$n = \frac{\sum_{i=1}^L \frac{N_i^2 \delta_i^2}{w_i}}{N^2 D + \sum_{i=1}^L N_i \delta_i^2} \quad (1)$$

where, n is total number of necessary sample, N_i is the number of people in the society in class I and N is total number of people in the society, w_i is weight of each class and $D = \frac{B^2}{4}$ is bound of Error. Through the performed calculations, the necessary sample was calculated to be 97, which increased to more than 100 persons for more confidence. The issue, which is discussed here, is that because the number of the employed men is higher than that of the employed women, it is necessary in classification sampling that the number of sample people be divided in proportion to its class and variance. In the present study, because, a major issue was raised about women and their attitudes, the selected sample gave more weight to women, 75% was considered as women and 25% was considered as men out of total number of the sample.

After determination of the sample people, we referred directly to them to fill the questionnaire and we gathered information from them. Complementary questionnaires have different information and variables about attitudes and problems of women in accordance with the goals and research hypotheses. Complementary questionnaire includes three classes of question. The first group studies attitude of the interviewed person about employment of women. The second group includes questions relating to reasons for the available problems and finally the third group includes questions relating to presentation of the strategies, which the interviewed persons have presented [7-10].

Methodology of this research is descriptive-analytic. Questionnaire was prepared based on research hypotheses and studied and analyzed after implementation on the sample selected from the studied population. For analyzing the information, statistical techniques especially variance analysis and average comparison tests were used.

For analyzing the information, SPSS software was used. Since many gathered information in this research was non-parametric that is their statistical distribution was unclear, therefore, Pearson Chi-square test method were used. The recent tests are abundantly used in ranked or grouped responses.

RESULTS AND DISCUSSION

In 1986, out of a total female population of the country, 28 % were working in agricultural section, 24% in

industry section and 48% in services section. In 1999, 17 % of women were employed in the agricultural section, 34% in the industry section and 46% in the services section. In comparison to 1986, share of the agricultural section has decreased and share of the industry section has increased. In urban regions, services have the highest share and agricultural section has the lowest share. In rural regions, agricultural section has the highest share and services section has the lowest share.

In 1986, out of total employed women in the province, 10% was working in agricultural section, 3% in industry section and 86% in services section. In this year, in urban regions, 94% was employed in agricultural section, 2% was employed in industry section and 97% was employed in services section. In this year, in rural regions, 38% was employed in agricultural section, 9% was employed in industry section and 54% was employed in services section. Even in the rural regions, it has not gained high share for two reasons. Firstly, fishery subsection in Hormozgan Province have more preference over that in the entire country and with regard to the fact that these activities are performed mostly by men and the low share of employment of women in agricultural section is justifiable to some extent.

Secondly, due to social and cultural problems, participation of women in labor market of the province is low in comparison to the entire country, which includes agricultural section as well. In the industry section, the province has lower share than the province has and in the entire country, 34% of women is employed in the industry section but in the province, 8.9% of women works in this section. The main reason is the difference in structure of the industry section in the entire country and province. The industry section of the province relies on construction activities and such activities need a labor force of women [6-10].

It is evident that the first question is of an open-ended type and is grouped into three; medium, good and bad forms. Statistically, as seen from results of SPSS software attached herewith, 58% of women have assessed the conditions unsuitable, 37% considered the conditions suitable and others considered the conditions medium. Among men, 53% considered employment condition of women unsuitable, 30% considered their employment condition suitable and others considered the conditions medium (17%). Among the interviewed persons (men and women), very 56% considered the employment condition of women unsuitable, 35% considered it suitable and 9% considered it medium.

Table 1: Statistical comparison between men and women opinion related to women's employment condition

	Value	Df	Asym. Sig. (2-sided)
Pearson Chi-Square	2.76	2	0.252
Likelihood Ratio	2.91	2	0.234
Linear-by-Linear Association	2.25	1	0.134
N of Valid Cases	107		

Table 2: Statistical comparison between men and women opinion related to achieving managerial job

	Value	Df	Asym. Sig. (2-sided)
Pearson Chi-Square	1.03	3	0.79
Likelihood Ratio	1.07	3	0.78
Linear-by-Linear Association	0.78	1	0.38
N of Valid Cases	98		

Statistically, there is no significant difference between attitudes of women and men interviewed about employment conditions of women in level 5% based on Pearson Chi-Square statistics (Table 1). In the second question, totally 62% of the interviewed considered that women had unsuitable opportunity for achieving managerial jobs in comparison to men and only 8% of men and women had suitable opportunity for achieving managerial jobs. It is necessary to note that in response of men and women to job opportunities of women, 72% of the interviewed men and 58% of the interviewed women considered condition of women unsuitable. On the other hand, women were more optimistic to status quo than men were. Based on the above-mentioned statistics, there is no significant difference between two groups in terms of optimism (Table 2).

The next question relating to difference between women and men in department and workplace is designed in four responses i.e. always, sometimes, never and vice versa. In this case, attitude of women and men are close to each other and 25% of them believe that men were always preferred and only 6% of the interviewed think that women are preferred. The recent ratio has been reported to be equal between men and women. In terms of opportunity for elevation and achievement of higher managerial degrees, which were raised in question, four based on Pearson Chi-Square statistics; there was significant difference between attitudes of women and men in level 5% (Table 3). About 72% of women considered condition of men suitable for achieving high managerial degrees while only 41% of men considered their condition more suitable. Half of men believe that there is no difference between men and women for achieving higher managerial degrees while only 25% of women had such belief. In this question, that if you are satisfied with your workspace or not, it seems that there

Table 3: Statistical comparison between men and women opinion related to achievement of higher managerial degrees

	Value	Df	Asym. Sig. (2-sided)
Pearson Chi-Square	9.32	4	0.054
Likelihood Ratio	9.39	4	0.052
Linear-by-Linear Association	4.07	1	0.044
N of Valid Cases	100		

Table 4: Statistical comparison between men and women opinion related to work satisfaction

	Value	Df	Asym. Sig. (2-sided)
Pearson Chi-Square	12.35	4	0.015
Likelihood Ratio	12.96	4	0.011
Linear-by-Linear Association	8.13	1	0.004
N of Valid Cases	100		

Table 5: Statistical comparison between men and women opinion related to support of women's activities

	Value	Df	Asym. Sig. (2-sided)
Pearson Chi-Square	6.02	4	0.198
Likelihood Ratio	7.17	4	0.127
Linear-by-Linear Association	4.31	1	0.038
N of Valid Cases	102		

is significant differences between men and women based on Pearson Chi-Square statistics at level 5% (Table 4). In the workplace, 41% of men and only 13% of women were satisfied and one can conclude due to significance of the said difference that satisfaction of women with present jobs is lower than that of men and this dissatisfaction can lead to low willingness of women to work and achieving higher ranks. Regarding interaction with or support of women's activities by the managers, although 57% of men and 34% of women considered this support suitable, there is no significant difference between attitudes of women and men in level 5% but this difference is significant in a higher level (Table 5).

Regarding the reasons for inaccessibility of women to managerial jobs, about 17% of women have considered lack of executive managerial experiences and skill as the important factor while only 11% of men considered lack of experience as the reason for failure of women. 11% of women and 16% of men considered social condition and religious beliefs as factor of women's failure. 33% of women and 30% of men considered negligence of the senior managers as the most important factor of inaccessibility of women to managerial jobs. 24% of women and 35% of men considered beliefs common in the society as factors of women's inaccessibility to managerial jobs. About 20% of women and 11% of men considered commitment of women to family responsibilities as factor of women's inaccessibility to managerial jobs.

CONCLUSION

Results of the present study emphasize that women have less suitable status in terms of employment and job elevation in comparison to men. This study which was done with help of questionnaire and was of field type, three groups of question were raised including assessment of the status quo, identification of the barriers in access of women to jobs and higher managerial levels and finally extraction of solutions for improvement of the status quo. Test results of the research hypotheses show that negligence of the managers and cliché beliefs in society play a major in inaccessibility of women to high managerial jobs. Results of the study show that women are ready for assuming the responsibilities because they tendency and willingness is higher than that of men. Therefore, change in public environment of the departments and organizations and proposing managerial jobs to women can help them show their successful attendance in managerial area and help society correct its view. One of the other solutions, which seem suitable, is inclusion of a quota for attendance of women in departments and organizations. On the other hand, as if the nation-wide entrance exam has considered limited quota for women in order to prevent from increase of their quota in some fields, one can consider quota for attendance of men in some jobs so that their shares cannot exceed the specified limit. It is necessary to note that the recent suggestion has no necessary efficiency in long term because it damages optimal allocation of the human resources but it can be used as a useful tool in the short term.

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