

# **Anthropologic Aspects of Labor in Women Culture at Kerman City, Iran**

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**Abstract** – Since there is a lack of research about female labor personality in society and further consequences in Iran, this paper intends to find a suitable answer to the following question by focusing on cultural roles of females at Kerman city. “Whether labor is a necessity for a lady through historical periods and various social/cultural situations?”

According to the evidences, matriarchy was a great value in major system of Iranian Families. But after finding of production tools, women found an instrumental role simultaneous with start of slavery time. Then women were led towards bodily investment due to exclusivity of water, land and products and alienation from one side due to low rate of population and also lack of labor force and additional cruelty on the other. As a result, women selection was limited along with prevention from any active participation in social fields. By focusing on Parsons, Radcliff Brown structural function-oriented hypothesis and Evolutionism ideas, this paper is made by focusing on content analysis method and through data collection with library & field studies (Interview and participative observation)

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and historical provinces. According to the statistics of Iran Statistics Center, its population was equal to 2,938,988 persons in 2011. Kerman is the center of this great city from which 1,552,519 persons are residing at civil areas and 1,089,748 persons at rural areas. About 10,146 persons have non-fixed lives. From gender viewpoint about 1,353,867 persons are male and 1,298,546 are females. Furthermore the maximum number of population are living in various cities like Rigan, Fahraj, South Roodbar, GhaleGanj and Menoojan at south east of this province belonging to Balooch tribe. (GolabZadeh, 1993: 14).

Also there are thousands of people who are Zoroastrian and minorities are Jewish. The concerned population of this research includes current labor units at Kerman city. According to the statistics of Social Security Organizations, there are about 18471 labor units in this city. They are involved in three sectors of servicing, agriculture and industry. Margin population includes occupied women in industry sector at Khazra Industrial town with 285 labor units.

## **INTRODUCTION**

Labor is one of the special activities of human societies. It was simple prior to industrial revolution and just based upon gender and age. But upon the entrance of industry and deformation of social structure, it was complex to specify social labors. There were various specialties with further increasing of social needs to active social forces. Human force is a necessity for economic development in each country in a way that without efficient man force it is impossible to find out any promotion. (Safiri, 1998:7). As a half of the society, women were occupied with home duties and then they entered into social fields. Women occupation was mean to work outside the house with specific time and regular salary. Not only women are the subject of any developments but also they are effective part in promotion of economic / social goals. It is necessary to hire women, especially those with academic records, in economic, social and cultural activities and other relevant fields and also state’s programs and finding any solutions for removal of poverty and finding estimated welfare and fair distribution of per capita incomes. (Tavasoli, 1996: 216)

## **SCOPE OF RESEARCH AND STATISTICAL POPULATION**

Kerman province is located at south east of Iran with more than %11 of Iran’s area. It is one of the important

## **RESEARCH QUESTIONS**

What are the organizational factors and labor culture among ladies at Kerman city?

What are the personality factors and labor culture among ladies at Kerman city?

What are the occupational factors and labor culture among ladies at Kerman city?

## **THEORETICAL FRAMEWORK**

This paper is based upon evolutionism and distribution theories. Therefore women occupation passed various steps from ancient times up to now including collection of foods and vegetable seeds and then weaving up to training steps at Educational & Labor Centers and also governmental organizations. In addition we have culture transfer from other cultures due to neighboring and coming / going to other countries. For instance: Entrance of Islamic culture to Iran after Sasanian time along with lots of changes in customs, behaviors, behavioral characteristics in wearing of men and women.

*The history of ladies’ occupation in Iran*

*1-Medes time:* Women were occupied with home duties and maintenance of children and agriculture besides their husbands in this period. Upon the unity of tribes, their migration life was changed into permanent life at villages and cities. Gradually they made a central power and entered into a new step of life.

*2-Achaemenid time:* Women were participants in various jobs with men and against equal salary and rights. That was based upon non-cash salary and against various goods and products. Weaving was common among them.

*3- Parthian time:* Women were active in producing/ economic activities in this time. According to a limestone status from the tomb of a husband and wife at Palmir, it is understood that women were occupied with spinning and weaving. But like Rome and Greece, men were free to use ladies' properties because they had no more rights.

*4-Sasanian time:* People were classified into four classes of clergymen, fighters, teachers and publics in this time as the last kingdom hierarchy of Iran prior to Islam. Public people include artisans and civil/rural farmers. Women occupations were related to the same social class of their births. Although there were different positions for women at different areas, but generally they had no more rights in accordance with common rules and regulations.

*5-Female occupation from the beginning of Islam up to Safavid time:* Ladies were mainly occupied with home duties in this period with little historical information about their jobs. It was common in that period to have various handicraft industries and common mainly at homes. The role of women was limited just to home duties in Safavid time up to Constitutionalism. Ladies were obliged to work outside the house just in poor families and /or when their husband died. They should sell foodstuffs, make up, weaving carpet and something like that. The most common jobs of ladies were carpet weaving and handicrafts. Also ladies' occupation at Qajar time was more than previous periods.

*6-Constitutionalism time up to Pahlavi:* Establishment of House of Knowledge was one of the major functions of that period and as a base of occupation of ladies. Lots of women were trained there and then occupied at girls' schools as teachers. Gradually there was an increase in number of girls' schools which was an introduction for girls and ladies into economic activities field. The growth of publication and advertisement at the time of Reza Shah was the best situation for establishment of cultural/social associations by ladies. That was an introduction of their occupation in various governmental and non-governmental jobs. But their presence was only for colonialism goals and separation of them from religious basis. Women were present in different social and occupational fields at the time of Mohammad Reza Shah.

*7-Islamic Revolution time:* With a good knowledge about ladies' facilities and capacities, Imam Khomeini made it possible for them to have active presence in society and promotion of Islamic goals. He encouraged ladies to pay attention to all fundamental situations and important social affairs for removing any wage ideas about separation of ladies from social activities by enemies.

## DISCUSSION (DATA ANALYSIS)

Any conditions which are considered for ladies' occupation outside the house are mostly for the benefits of family instead of their own satisfaction. The major rule in

their occupation is husband's satisfaction and no more disorders in house and family affairs. Iranian ladies may accept the job just for family affairs such as house and maintenance of children. Therefore she accepts any jobs with lower time and social satisfaction as a "Good mother" and "Good wife". It seems that any occupation of ladies with various jobs like teaching is due to their satisfaction in this form of jobs. As a result, they found more job satisfaction. (Amoli, 2006: 44).

The role of ladies in Iran has a record of one century in social creativity and in parallel with their participation in constitutionalism revolution and supporting from Fundamental Law. It has serious concepts at the first steps of occupation in culture and modernism and with regard to national and religious aspects. Upon establishment of various schools and publications and teaching and journalism and ophthalmology, it was easy for women to enter into next steps of occupation. In case of a study of growth indexes and active population of country from 1976 up to 1996, it is obvious that in spite of any growth in population equal to %100 and immigration of half of rural people to cities, but unemployment rate of women is about %13. (Ismaeili, 2010, 157). According to the researches, great number of girls have no more marriage chance in next years. Also there is an increase in divorce rate which may cause an increase in number of female families. They will go mostly below poverty line with lots of social threats. All of the mentioned factors besides upgrading the academic level of girls, may cause an increase in demand and necessity of women occupation. Regarding the age of population and historical increase of ladies' participation, any lack of attention to great changes in labor market may cause a considerable growth of unemployment rate of ladies and adolescences. It may not only wastes a major part of human capital and separation from harmonized and fixed development but also may cause serious dichotomy and unsuitable social. Economic and cultural consequences like divorce, addiction, corruption, various types of crimes in society. (Zahi, 1998: 192)

## IMPORTANT PARAMETERS IN WOMEN OCCUPATION

If we summarize job values in five below-mentioned categories, it is possible to evaluate any interaction between gender and type of satisfaction as well.

- 1- Satisfaction of internal values
- 2- External values related to job
- 3- Internal values
- 4- External values resulted from job
- 5- External values related to persons

There are various hypotheses about occupation of women, job satisfaction and their tendency in working such as "Alienation" by Marx, "Anomia" by Durkheim, (1977), "Legitimacy of the authority & rationality" by Weber, (1995), "Motivated" theories by Freud, McClelland, Herzberg, Maslow and Vroom, "Cultural community flexibility" by Hafsted (1994) and also feministic viewpoints. But we may conclude that all of

these viewpoints should accept gender role in relevant parameter of job satisfaction of ladies and their involvement rate as well. The reality is little access of ladies to social resources and wealth. One of the most fixed forms of labor market is gender analysis.

### LADIES AND BELIEFS OR CULTURAL SUPERSTITIONS

Culture is rooted in deepest parts of nations. There are also some cultural beliefs for occupation especially for ladies. Men and sometimes women have bad ideas about some different jobs and prevent to be involved. Some of the suitable jobs for ladies are housekeeping and teaching – especially at primary levels- as well. In spite of some other jobs like nursing which are women job but due to working hours and/or type of relations among nurses and patients are not satisfied by husbands. Then there is a combination of dogmatism and justices. For instance, there are various beliefs about women works as follows:

Ladies are impatient at work. Ladies are deceitful and backbite. Ladies are afraid from making any decisions and may change their ideas continuously. Ladies pay attention to defects more than others. Ladies misuse their feminism for finding their goals. Ladies are stubborn and busy. Ladies consider difficulties more personally than others. Their softness and calmness may prevent them to make major decisions. After finding required knowledge and facilities, they will leave the organization for giving birth to their children. They are seriously sensitive and cry for any reasons with lots of weakness. Ladies make the problems more complex. They are erratic and non-fixed in their jobs. Kullberg has written that just we have pay attention to the personality of personnel and their natural job at primary steps. But the organizational conditions and characteristics are interesting for thinkers in next steps. (Kullberg, 1977: 125). Such a reality that job satisfaction is originated not only from real characteristics but also from personal motivations was presented firstly by Mors. In order to reply to these wage points, we should find out mental meaning of researchers in social relations including job relations. (Weber, 1995: 3-8). In their researches, Gold Turp et al. concluded that with lack of understanding of meanings about jobs by personnel, it is impossible to maintain job satisfaction. (Narrated by Kullberg, 1977: 43). Islam does not consider occupation as a goal for a lady but accepts it as a service for family and their welfare. Therefore, after Islamic Revolution and welcome of women for involvement in suitable jobs with their positions, they could find a positive process and of course besides their motherly and wife role. It is not necessary to have just an equation of 50-50 percent but it is based upon creation, training, procurement and performing of duties in compliance with these capitals. (Chalabi, 1997: 223). Of course special biologic and anatomic conditions of women may increase their sensitivity against job diseases in comparison with men. Followings are the most important differences in this regard:

1- *Skeleton-muscle system*: The length of vertebral column of women is more than men. This make them ready to suffer from back pain and other joint charges.

2- *Bodily power*: It seems that ladies' bodily power is lower than men even it is not fixed and absolute.

3- *Respiratory system*: The area of lungs in women is lower than men, therefore any absorption of chemicals through breathing in working place of women is slower with lower disposal of chemicals.

4- *Energy consumption*: The maximum energy consumption in ladies is lower than men which is the result of lower capacity of respiration and blood hemoglobin in ladies.

5- *Fat content*: Ladies have more fat contents than men which is really important for current poisons in working place which may be collected in fat contents of body.

6- *Hormones*: Any presence of women hormones may cause an increase in sensitivity of ladies against various cancers in working place. In spite of all mentioned points and instructions, only three major characteristics are considered more than others with some special conditions for ladies' jobs. The mentioned characteristics are: Pregnancy, Milking and relevant issues of middle-age. According to the findings, we may classify occupied women into three groups:

*First group*: Those who may not only involved with out-of-home jobs but also are entitled to do housekeeping duties and children affairs. Therefore due to the lack of specifying the roles they have no more chances just to make housekeeping and also find their husbands' satisfaction. Men have no more cooperation in family activities with their wives due to their traditional assumptions. They believe that men are responsible for out-of-home jobs in order to prepare primary facilities of life.

Then they believe that housekeeping and children rearing are major duties of women. The mentioned consequences may cause mental & bodily tiredness of women and finally their dissatisfaction of life. It may have some destructive effects on their marriage and children. Also it has defected reactions in family communication network. The second consequence is resulted pressures of out-of-home jobs from one side and also heavy responsibility of women in family life on the other may cause depression in occupied women. The third consequence for occupied women is additional responsibilities for occupied women along with greater pressures inside home and also working places. (DehBozorgi, 2011: 77). They are more difficulties with their children along with lack of interests in natural marriage relations as well. It is specific when they do not receive required supports from their husbands' side.

*Second group*: This group includes any ladies who are performing their housekeeping and children rearing duties by the help of their husbands and according a mutual understanding and cooperation mode. Home and family, in this group, are a space of cooperation and peace not powerful authority. All duties and responsibilities are divided in these families in a way that husbands perform their duties as sincerely as possible. In such a situation,

women receive sincere supports of their husbands. According to the researches, those men who may assist their wives in home duties find better health and calmness with lack of disputes and conflicts. Finally they have better mental health in their job and family. The most important point is transfer of amenability to their children as well.

*Third group:* This group includes those occupied ladies who do not have any husband for any reasons. They are the responsible person against their families and have no chance just to work outside and also inside the home. This group of ladies play both roles of men and women. There is a serious discussion about any contrasts between job and family. Of course we should study the relevant consequences of full-time occupation of mothers outside of the house. Needless to state that in such cases, fathers are mostly involved with home duties and taking care of children with seldom equal dividing of jobs in home. By the way and according to the researches most of occupied mothers have more satisfaction than unemployed ones. A child who is living in a family with an occupied mother is also witness of better equal relationship between the parents. He/she finds more attention from any people outside the family and may find more responsibilities than other children. Of course we should specify the lack of sentimental relationship in a family in which both parents have full-time jobs because they visit each other seldom with little speaking and spending little time with each other. (Rawderad, 2000, 44).

### WOMEN & JOB / FAMILY CONFLICTS

According to the researches, it is obvious that both men and women have reported some conflicts between their jobs and families. But women have more problems than men. This is because ladies are involved with two full-time jobs. According to some other researches, it is obvious that women with great interests in job feel more stresses and sins with lots of conflicts between job and family among non-professional female workers. It is probably affected on their sentimental behavior. (Atarod, 2012: 45). According to other studies, it is obvious that those ladies who are occupied outside the home are healthier ladies than the same with full-time housekeeping affairs. (Sekhavat, 14: 2011). The other studies illustrate that maximum number of occupied ladies feel low blood pressure after return back to home because they will face with additional stresses related to their families and housekeeping duties. (Safiri, 1998: 128)

### CONCLUSION

Comparison and competition was a common factor in Iranian culture even from the ancient time. In such a culture people are always comparing themselves with other social classes. They are sensitive to the type of clothes, foods, decoration, academic degrees and occupation of each other. Meanwhile academic degrees and occupation of ladies were changed into social capital of families and a process for more social credits. Also in

Iran there are lots of official rules for equal rights between men and women. It is even applicable for Labor Law in which we have article 38 of labor at Islamic Republic of Iran with some special supports for working ladies. But Art. 1117 of Civil Law has stated men as the major boss of family with no more equal working situation for men and women. (Yazdkhasti, 1993: 67). According to the mentioned rule, the husband is entitled to prevent his wife from any professions or industries which are in contrast with family benefits or her credit. Generally ladies are mostly interested in working due to the following reasons:

- 1- Economic factors
- 2- Competition
- 3- Independency
- 4- Lack of social balance
- 5- Materialistic equality
- 6- Fearing from future
- 7- Lack of job safety of husband
- 8- More profits and pride

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