

**Sociological Analysis of Professional Skills and its Impact on the
Employment of Female-Headed Households
(With Emphasis on Female-Headed Households Covered by the
Relief Committee of Imam Khomeini in Tehran in 2014)**

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Abstract: The aim of this study was to investigate sociological analysis of professional skills and its impact on the employment of female-headed households with emphasis on female-headed households covered by the Relief Committee of Imam Khomeini in Tehran in 2014. Female-headed households are often vulnerable to damage such as lack access to job opportunities, illiteracy or low literacy, lack of continuous income and other severe mental health problems that if they continue, remarkable damages will be created to the community bodies. The current research population was 28399 individuals of householders' women covered by the Relief Committee of Imam Khomeini who 386 individuals were selected as sample. In this study, in order to answer questions both a qualitative and quantitative approach was used in the quantitative approach, data collection was performed through questionnaire and in qualitative approach, check lists of depth interviews with phenomenological technique of female-headed households was used. The results showed that low percentage of female-headed households had the skills and most of them (85.5%) for different reasons had no desire to acquire skills and are engaged in activities such as education and nursing (both children and adults), cleaning, secretarial and jobs with low-wage. According to the study, most of the problems of this group of women were economic (including housing and adequate income), psychological and social (lack of security and isolation).

Key words: Skills, jobs, householders' women, empowerment, income

INTRODUCTION

Women are about half of the country population and an important part of the economically active population who can play an important contribution to economic development and social. Householders' women are a category that is considered important in the context of family welfare and women and family truly are inseparable from each other. The facts in the community have shown that despite the declarations and statements and establishing various international organizations in the realization of women's rights, responsibilities and significant costs and cumbersome for the family that the community is vulnerable in many cases difficult or even impossible. In the case of fulfilling, a life of hardships and tribulations are suffered to these mothers like father. The women heads of households have economic and social burden on families. They are their mothers and their fathers for children. The term of female-headed households refers to women in charge live subsistence or

administration or their families. They are assumed to be permanent or temporary, including the socially vulnerable groups that sometimes factors such as divorce, death or addiction wife, the disability and the release of this spectrum by men make them vulnerable in society. Female-headed households earn less than male-headed households that is causing their relative poverty. Unfortunately, in our present society, women's lives after leaving husband often face uncertainties and risks including single parenting, difficult economic problems, living alone and with depression and hopelessness as well as the wrong attitude towards the divorced women and widows in the absence of their husbands in social relations and presence in the community with serious problems. Economic poverty, meaningful look and compassion of others, loss of emotional support partner, depression and despair, loneliness are some of the problems that are never-ending for these women. Due to the pending cases, the urgent need to address the issues and solve the problems of this vulnerable group is felt.

Definitions and concepts

Occupation: The status of individual participation is in relation to economic activity (Iran Statistical Center, Center of Strategic Information and Statistics of the Ministry of Cooperatives, Labor and Social Welfare, 2012).

Family: Family is a group of people linked together by consanguinity (relative) or marriage (marriage) or child are taking.

Household: Household is the economic and social unit consisting of people who live in a housing unit (a house, an apartment).

Female-headed households: According to the welfare organization, female-headed households are women responsible for the material and spiritual living and household members.

Empowerment: Empowerment means that people have to achieve a level of personal development that allows them to make choices based on their demands.

Business skills: It is learned ability that one can be absorbed in the labor market by using it or continues to work in the market (Iran Statistical Center, Center for Strategic Information and Statistics of the Ministry of Cooperatives, Labor and Social Welfare, 2012).

Research background: To evaluate the mental health of women heads of household covered by welfare office in Tehran by Ahmad Hussein in 2009. The population of the research center of five centers of welfare organization consists of complexes: Asieh, Samaneh, Vahdat, Taleghani and Shohaday-e-Afsariyeh. The research method was randomized sampling method.

The primary statistical population was 2,500 that after evaluation and calculation in formula 300 individual were selected as the studied population. According to the statistical analysis, the results showed that 77% of female-headed households of Tehran welfare organization have not complete mental health and 23% of female-headed households covered by welfare organization in Tehran have better mental health.

In conducted studies showed that 55% of female-headed households of Tehran welfare organization have low self-esteem that the most numerous options are: somatic symptoms, anxiety, self-esteem, depression, low self-esteem. It was also found that 54% of female-headed households covered by Tehran welfare organization have high anxiety and 53% of female-headed households under welfare organization in Tehran are not physically in

good condition and 49% of female-headed households under welfare organization in Tehran are depressed.

Conducted studies are closed partly in class theory and disability of states that the poverty and social problems is class, not gender. In this case, no matter how much support of the government and organizations from female-headed households is higher, their vulnerability is lower. The present study indicates that female-headed households that have used the longer protection of the public welfare organizations have better mental health.

Investigating the socio-economic situation of female-headed households by Saeed Sabouri: Statistical population of this research was consisted of all female-headed households aged 20-60 in Tehran with a high number of children or a disabled husband and widowed or divorced and has a low income. The results are as follows:

- The majority of studied women are in the lower-middle-class education and illiterate that the necessity to continue their education or to become literate to avoid socio-economic problems is clear
- In terms of housing and tenants, most of them are living in a suburb that this issue makes them more vulnerable that the need to support them in planning for housing and studies to be felt
- These women are often reluctant to be support and know it inadequate due to go under the umbrella of public and private support institutions. In this context, the government should support more and plan for their self-sufficiency for the purposes of social work and respect to the role of women-headed households in community
- Given that the majority of them are young women and at the age of about 35 years and the necessity of professional and skills training for permanent employment and self-sufficiency is felt
- The need for special support in different areas of public and private job with a good income and high security planning is felt
- Allocating supportive database for female-headed households with the purposes of informing and organizing for social and economic planning should be created
- More cooperation of public and private sector in the organization and support of female-headed households is felt
- Support of public and private financial institutions from female-headed households and children should be performed with ease in lending and supporting economic projects and creating jobs for them should be done quickly

- To support and organize women-headed households, observe and try to prioritize women with low education and low income and often illiterate and without wife and additional support to avoid greater vulnerability

From the research paper “economic empowerment of women in the labor market and development of the private sector for them” was conducted by Kabeer (2012). This study has been done by the World Bank of the United Nations and International Labor Organization (ILO). At first, it has discussed the problems for the employment of women heads of households and young women that are face with what problems and why this section is not able to participate actively in the labor market.

This study has focused primarily on the issue of gender equality because in the idea of World Bank of the United Nations and the International Labor Organization (ILO), achieving economic growth and the active participation of women is dependent on gender equality. The United Nations says to empower women must rely on the fact that women must first understand its value.

In this way, they control their life and influence over their destiny inside and outside home. It is considered the law states that there is how much legal solution to women heads of household and other women to enter the labor market. Because in the entire world, laws and cultures in the different sectors are different and international organizations through the study of different countries, want to achieve these legal differences.

Therefore, it is concluded that in some countries, laws, traditions and culture of the countries do not allow a significant presence of women heads of household in the labor market. Meanwhile, the laws of the countries for this group of women are very important, because these women are not able to work full time because of the maintenance of their children.

In some particular countries such as European and American countries, women heads of household can use the homes for children and the elderly and turn into permanent employment. In some countries, female-headed households have turned to self-employment and more governments have tried in this area to help women to start work and education to keep working and help their income.

The relationship between skills and job among female-headed households are discussed in this study that all the jobs that female-headed households are engaged requires no special skills, unless female-headed households are able to work full-time that in this case, taking the necessary education and skills is essential.

Women and professional empowerment of women:

Regarding to empowerment of women, Shaditalab *et al.* (2005) believe that the aims of approach to empower women is more strengthen their inner. Dealing with the urgent needs of women and structural inequalities are realized indirectly through mobilizing women to organize the women in the lowest level (of the women’s associations affiliated to the government) and by providing practical needs and efforts to increase women’s awareness cause challenging poverty and subordination (of women).

Empowerment approach not only see women vulnerable, poor and needy but also emphasize on the aim of gaining knowledge and understanding of the relationship between gender and power, a sense of value and gain the ability to use the right to choose and control the lives of women and governance. Acquiring skills to organize and influence social change and the establishment of a just social and economic order are the main components of the process of empowerment (Shaditalab *et al.*, 2005).

Theoretical principles

Structural-functional theory: Talcott Parsons is consider as who supported structural-functional school in the American Sociological. He thought, the social system is made up of individual actors who are interacting at least in physical or environmental conditions.

These actors are motivated by the tendency to satisfy desirable and their relationship is defined with the state and with each other and through a structured system of cultural and common symbols in the system, however, it functional exchange ends to mobility but the possibility of their diversion exists and this will provide the community deterioration.

In structural-functional theory, female-headed households mainly are at odds in the form of natural and traditional with two-parent families and in fact, the appearance of this group of households is a deviation. In these families, children’s life chances are greatly reduced and the lack of authority of parents to organize family life is facing the family with a crisis.

Critical that is begun with the entry of women into the labor market rather than a traditional job (housekeeping) ends to educate poor children, reduction in their academic performance and their criminal. According to this theory, the lower floor is composed of isolated individuals who are living in unorganized areas. It can be seen high rates of crime, drug dealing, academic failure and births outside of marriage and to receive benefits in family of female-headed households (Megowan, 1990).

Women's empowerment theory: Empowerment approach aims to integrate more access resources and control to women so that women can come with more power in society and the labor market. This approach attempts to convert them in the process of development from passive elements to become active elements with change among women.

Langeh is one of women's empowerment theorists that believe in creating this change should be considered five stages: welfare, access, awareness, participation and control. For each of the above steps is considered and features that will ultimately achieve women's empowerment (Mosaffa, 1995).

Theory of women's poverty or vulnerability of female-headed households: Proponents of this theory believe that families that are headed by women not only are distributed in all developed countries but it is added to percentage of female-headed households that are considered in the low-income population. This problem has been accessed even in countries that have the most advanced laws in favor of women (of feminism or feminist agrees with the policy).

In these countries, these women are either unemployed or low-wage jobs with part-time employment. If jobs have high status, the issue is setting time to do homework and work outside the home. This problem is called time poverty by experts and time poverty if is accompanied with financial poverty, the susceptibility will be double.

Theoretical framework: The families that women are chief not only have spread in all countries but the percentage of female-headed households with the low-income has increased. Despite government assistance to these women, they continued impoverishment of the problems of these women also their problem continues such as lack access to jobs with high social status of their poor process.

Women heads of families should be responsible for the management of economic affairs and experience stress related to job and income planning and the stress of parenting, parenting and child support. The concept of empowerment refers to the inequalities between women and men and the subordination of women in the family, community and government market; therefore, it focuses on the women challenges to change unjust structures. This approach tries to convert women in the process of development from passive to active elements and dynamic elements by change among them.

In view of the pending cases and the results of the literature review and to explain hypotheses entitled "The

Effects on Acquiring Skills and Contextual Factors on Employment of Female-headed Households" and also according to provided theory, the theoretical framework of this research based on theories of structural-functional is the feminization of poverty or vulnerability of female-headed households and the empowerment of women.

MATERIALS AND METHODS

In this study, population was 28399 women heads of households covered by the Relief Committee of Imam Khomeini in Tehran in 2014. The population was obtained 386 individual that was calculated using Cochran formula. The research method was combined (qualitative and quantitative). The quantitative part: researcher presented 12 hypotheses and tested them. The hypothesis test results are as follows.

RESULTS

The result of the research hypothesis test

Qualitative sector: Researcher has helped from phenomenological approach and has asked questions and then has been achieved, experiences of women-headed households in this area through depth interview techniques. The questions are about the impact of female-headed households experience and skills necessary for success in employment, easier way to acquire skills, difficulties in their life, how the administration of dependents, recreation, quality of life, family and career.

Most of women have confirmed the need and positive impact on employment and skills at the success but many of them have lack of the necessary skills and sometimes by having skill, it is not used. These women are often focused in training and skill acquisition with low price and free as well as easy access to these courses.

Female-headed households knows the economic issues as the most difficult (such as lack of fixed and adequate income, housing and jobs) and many of them are experiencing mental and emotional problems. In many cases, they suffer from loneliness, lack of adequate security, suffer depression and frustration. Generally, it is meaningless how to spend their leisure time because it does not address many problems and ultimately, their hours of recreation and leisure time is filled by surfing the streets, parks and other public places.

Because they play the role of parents at the same time as father and mother, so, they are not able to manage their material and spiritual life and their dependents and it seems that they are not self-satisfied and suffer by conscience (Table 1).

Table 1: Result of research hypothesis test

Descriptions	Rows	Hypothesis	Test	Sig.	p-values	Test result
1: There is relationship between the socio-economic base of female-headed households and success in achieving their employment	1-1	There is relationship between education of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.578	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between education of female-headed households and success in achieving their employment
	1-2	There is relationship between former spouse's education level of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.126	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between former spouse's education level of female-headed households and success in achieving their employment
	1-3	There is relationship between education level of fathers of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.029	The hypothesis was confirmed. In other words, it can be claimed that there is relationship between education level of fathers of female-headed households and success in achieving their employment
	1-4	There is relationship between education level of mothers of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.013	The hypothesis was confirmed. In other words, it can be claimed that there is relationship between education level of mothers of female-headed households and success in achieving their employment
	1-5	There is relationship between job of former spouses and success of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.298	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between job of former spouses and success of female-headed households and success in achieving their employment
	1-6	There is relationship between fathers job of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.159	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between fathers' job of female-headed households and success in achieving their employment
	1-7	There is relationship between the activity status (employed or unemployed) of mothers of female heads of households and success in achieving their employment	χ^2 -test	0.05	0.069	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between the activity status (employed or unemployed) of mothers of (female heads of households and success in achieving their employment
	1-8	There is relationship between the type of housing of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.505	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between the type of housing of female-headed households and success in achieving their employment
2: There is relationship between the type and method of learning (long-term training, short-term training, teacher-student, etc.), training or skills of female-headed households and success in their employment	2-1	There is relationship between the type of acquired skills of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.00	The hypothesis was confirmed. In other words, it can be claimed that there was relationship between the type of acquired skills of female-headed households and success in achieving their employment
	2-2	There is relationship between the type of training or skills of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.012	The hypothesis was confirmed. In other achieving words, it can be claimed that there was relationship between the type of training or skills of female-headed households and success in achieving their employment
3		There is relationship between the level of skills/acquired skill and the success of female-headed households and success in achieving their employment	χ^2 -test	-	-	The test result was not significant due to many answers (90%) about the level of acquired skill
4: There is relationship between the communication of female-headed households with relatives, friends, neighbors, acquaintances and community groups and success in achieving their employment	4-1	There is relationship between communication with their families among female-headed households and success in achieving their employment	χ^2 -test	0.05	0.001	The hypothesis was confirmed. In other words, it can be claimed that there was relationship between communication with their families among female-headed households and success in achieving their employment
	4-2	There is relationship between communication with relatives among female-headed a households nd success in achieving their employment	χ^2 -test	0.05	0.029	The hypothesis was confirmed. In other words, it can be claimed that there was relationship between communication with relatives among female-headed households and success in achieving their employment

Table 1: Continue

Descriptions	Rows	Hypothesis	Test	Sig.	p-values	Test result
	4-3	There is relationship between communication with friends and acquaintances among female-headed households and success in achieving their employment	χ^2 -test	0.05	0.006	The hypothesis was confirmed. In other words, it can be claimed that there was relationship between communication with friends and acquaintances among female-headed households and success in achieving their employment
	4-4	There is relationship between communication with the neighbors and success female-headed households and success in achieving their employment	χ^2 -test	0.05	0.034	The hypothesis was confirmed. In other words, it can be claimed that there was relationship between communication with the neighbors and success female-headed households and success in achieving their employment
	4-5	There is relationship between communication with colleagues among female-headed households and success in achieving their employment	χ^2 -test	0.05	0.000	The hypothesis was confirmed. Therefore, there was relationship between communication with colleagues among female-headed households and success in achieving their employment
	4-6	There is relationship between communication with the neighborhood among female-headed households and success in achieving their employment	χ^2 -test	0.05	0.008	The hypothesis was confirmed. In other words, it can be claimed that there was relationship between communication with the neighborhood among female-headed households and success in achieving their employment
	4-7	There is relationship between female-headed households with community groups and success in achieving their employment	χ^2 -test	0.05	0.197	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between female-headed households with community groups and success in achieving their employment
5		There is relationship between the number of dependents of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.294	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between the number of dependents of women heads of households and success in achieving their employment
6		There is relationship between the ages of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.353	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between the ages of female-headed households and success in achieving their employment
7: There is relationship between cause and duration of being female-headed households and success in achieving their employment	7-1	There is relationship between the causes of being female-headed households and success in achieving their employment	χ^2 -test	0.05	0.276	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between the causes of being female-headed households and success in achieving their employment
	7-2	There is relationship between the duration of being female-headed households and success in achieving their employment	χ^2 -test	0.05	0.244	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between the duration of being female-headed households and success in achieving their employment
8		There is relationship between the satisfaction of living in female-headed households and success in achieving their employment	χ^2 -test	0.05	0.261	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between the satisfaction of living in female-headed households and success in achieving their employment
9		There is relationship between the consolidation of the social status of female-headed households and success in achieving their employment	χ^2 -test	0.05	0.873	The hypothesis was not confirmed. In other words, it can be claimed that there was not relationship between the consolidation of the social status of female-headed households and success in achieving their employment
10		Achieving skill lead to create motivation in female-headed households and success in achieving their employment	χ^2 -test	0.05	0.000	The hypothesis was confirmed that achieving skill lead to create motivation in female-headed households and success in achieving their employment
11		Achieving skill lead to seize the top position of women-headed households, skills and success in	χ^2 -test	0.05	0.195	The hypothesis was not confirmed. In other achieving their employment words, it can be claimed that achieving skill lead to seize the top position of women-headed households, skills and success in achieving their employment
12		Achieving skill lead to increase social capital of women-headed households and success in achieving their employment	χ^2 -test	0.05	0.749	The hypothesis was not confirmed. In other words, it can be claimed that achieving skill lead not to increase social capital of women-headed households and success in achieving their employment

DISCUSSION

Previous research shows that 55% of female-headed households are covered by Tehran welfare with low self-esteem and suffer from psychological stress. As well as, female-headed households are not in desirable status in terms of education, employment, housing and skills. In a study carried out by the World Bank of the United Nations and International Labor Organization (ILO), the existing problems regarding the employment of young women and female-headed households and female-headed households are considered and relationships and job skills for all jobs that female-headed households in that work are referred that they need no special skills, unless households are able to work full-time in this case the necessary education and skills is essential. In the majority of similar studies, the results indicated that the major economic problems of this group of women are unstable employment, low wages, professional skills, mental health, loneliness and fear.

The results of present study showed that female-headed households covered by the Relief Committee of Imam Khomeini in Tehran in 2014 were not well educated and the maximum contribution of women to the holders of secondary school certificates, diplomas and primary university were 36.0, 34.2, 11.7%, respectively. Also, it is about 54.6% of women-headed households in terms of jobs are paid wages and salaries while only 1% of women who are heads of household employer are employer. This issue implies on lower down jobs on the social status of women in addition to the employment of women. According to housing situation, 54.7% of them are located in the renting homes, approximately, 33.7% in family home and relative and community and only 11.4% have their personal property. The status of acquiring skills was questioned during the study as an indicator for the willingness to learn and improve skills and employment for workers and jobs for the unemployed that 85.5% of these women do not have any desire to acquire skills and education for different reasons.

Activities of female-headed households in social groups can provide positions of economic and financial, occupational, psychological, educational aspects and improve the quality of life and women-headed households in addition to fighting with isolation, 74.9% of female-headed households do not have any social group. Also, the under study female-headed households stated that are unable to cope with life's problems, this important can also be seen for financial independence and stability of income. In other words, about 87.3% of them have been

unsuccessful in achieving a stable income and financial independence and 80.1% of them have acknowledge that afford too little or low to life cost.

CONCLUSION

Also, according to the findings of qualitative research, female-headed households are not willing to work and often are waited for help (both cash and non-cash) by supporting institutions such as Imam Khomeini Relief Committee (RA) and well-being organization. A major problem of these individuals is poverty and low income but their poverty is more due to lack of their tendency to work market or late interring to the labor market, poor education and lack of skills, so that they have 40 years age and more but have little work experience that this affects their income. These women than men experience more stress and psychological problems, due to a number of different roles at the same time as managing the household and educating and caring for children alone and outside the home work with less wage they and also because they have not enough credibility and security due to be alone and without a man and are not able to do family affairs and employment issues simultaneously.

SUGGESTIONS

Suggestions and effective solutions to improve the quality of life (family and work) of female-headed households: Promoting work culture among female-headed households can be effective in improving their income. Though by passing many years of their life, cannot create fundamental change in these women but with the implementation of policies for young women, they can more cope with problems adequately in their life. Women, particularly female-headed households should be encouraged to work and earn a living so that these women are not just consumers of economic resources but can participate in work production and providing the economy of community.

If female-headed households are reasons not able to work outside the home, supporting institutions such as Imam Khomeini Relief Committee (RH) do not rely on insignificant support and assistance and they have fully covered them that these women need no help from other institutions or others.

Participating in the training and skills appropriate to the situation and needs of these women that is faced with the public welcome and the cost of the course is to not be wasted.

In order to contribute to the employment of female-headed households with low interest and

long-term lending and also without a sponsor and with greater cooperation that carried out from the institutions because of the specific circumstances of socio-economic support for these women, finding the guarantor is difficult and actually, most of them are deprived of access these facilities.

Giving facilities and financial resources to better use and transfer of knowledge and skills to others by women heads of households who have expertise and can play a role as a coach.

Establishment of counseling centers and cultural services, education and social and family through social workers, because female-headed households have dire need to give confidence, knowing their capabilities and their life expectancy.

Training household income jobs such as the preparation of pickles, local foods, sewing, crafts and sell their products in markets to self-employed women and even export of these products to other cities and countries with proper packaging that contain the market sales of household products.

The formation of groups and support and services associations is occurred to women heads of households with the purposes of employment, spending time leisure and solving family crises.

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