



Is Sex a Blessing or a Curse? A Case Study of Socioeconomic Factors Affecting Women's Income in Kurdistan

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The present study aims to delineate socioeconomic factors affecting women's low income in the Province of Kurdistan, Iran, during 1384 - 1385 (2005 - 2006). For this purpose the necessary data was gathered via three different questionnaires. The results of the data analyses indicated that women in Kurdistan usually have a marginal role in the society.

Socioeconomic Development. Gender Inequity. Women's Income. Women's Employment. Women's Human Rights. Kurdistan.

1. Introduction

Women's working in the society is not a new issue. Women in different societies have always been working shoulder to shoulder with men. To satisfy their financial needs, to promote their social relationships, to favour their own financial self-determination, and to create self-confidence of their own are among different motives that have forced women to enter the work market (Ghaffari, 2002).

Historically women have usually been forced to occupy low posts and do repetitive tasks. Most of them have usually been employed as assistants to male front-line managers. Rarely have they served as front-line managers (Ott and Shafritz, 1996). Furthermore, in all developing countries the rate of female's literacy is 31% which is less than that of males'. This sex discrimination in literacy has in turn led to women's economic underdevelopment (Theodore, 1998). Durkheim (1993) holds that as in a primitive society, mechanical solidarity with people acting and thinking alike with a collective or common [conscience](#) allows social order to be maintained, in an advanced, industrial, [capitalist](#) society, the complex [division of labour](#) means that people are allocated in society according to [merit](#) and rewarded accordingly, that is to say women should favour as freedom and human rights as men do.

To satisfy their social needs and to help the country develop in different aspects, women can play a significant role. They can have their positive contribution to development plans of their country. Highly educated, experienced, and trained female scholars and researchers can be employed to boost a country's social welfare and its position in the world.

In this direction Iranian women have been trying hard, even harder than men, to upgrade their academic

knowledge and work experience in order to fulfill their potential and duty to the society in which they live. However, they have not justly benefited from their labor. They only own 10% of the country's financial resources. Although Iranian women work harder and suffer more than men do and have a more active role in the development of the country, they are usually underpaid, favor less literacy and health care (Ghanbarzadeh, 2001, 34) and their role in nongovernment sectors, such as business and agricultural activities, is either rarely truly reflected or underestimated in national statistics (Shaditalab, 200, 44).

In the 1993 Human Rights Conference held in Vienna, it was declared that governments and the United Nations should guarantee the equal pay for equal work for women and also emphasize on providing equal opportunities for women in socioeconomic decision-makings (Moloodi, 2005, 130).

The results of different studies made on women's income indicated that if mothers had their own income by working, their children would have a better nutrition, a higher welfare, and therefore their family would have less stress and anxiety (Kar, 2000, 81).

According to the national population census conducted in Iran in 1996, more than 13 millions of women were housewives. The statistic indicates that women had a lower share in the work market of the country. According to the statistics of the Census Center of Iran issued in 2001, women consisted 77.8 % of the whole private sector of the country. Iranian women usually face serious restrictions and barriers in their employment procedure. Therefore, their income share is usually less than that of men's.

Considering all of the aforementioned pieces of fact, the present study aims to delineate socioeconomic factors affecting women's low income in the Province of Kurdistan during 2005 - 2006.

On the basis of the nature of the present case study, the data collection procedure is based on gathering data from the government and private organizations of the province and from experts on economy and employment.

Therefore, the present study is an attempt to answer the following questions:

1. What is the relationship between the economic texture and type of economic, business, and/or agricultural activities of the region and women's income rate?
2. What kind of relationship is there between the organization workforce's attitudes? (Usually that of men's) towards women's working and their income rate?
3. What kind of relationship is there between (married) householders' attitude and women's income rate?
4. What is the effect of the climatic texture of the region on women's income rate?
5. What is the effect of the ruling ethnical culture of the region and women's income rate?
6. What is the effect of women's knowledge level (educational and/or professional) on women's income rate?
7. What is the effect of women's practical experience on women's income rate?

Although this study limits its scope to only one province, Kurdistan, it can be applied as a model to study other provinces of the country by other researchers and also its results can be used in the development planning of the country.

2. Literature Review

Most theories proposed on women's income so far emphasize on the inequality of their pay and work in different societies of which our country is not an exception. In this regard there are three main theories: human capital theory, overcrowding theory, and dual labor market hypothesis.

According to human capital theory, women in comparison with men are underpaid because they favor less fringe benefits and privileges and have to sell their services at lower prices in the work market. Women are usually less educated, experienced, and efficient than men in their jobs; therefore, they are

usually less considered for employment than men.

Overcrowding theory holds that wage inequity is the result of women's overcrowding in certain professions. As the law of supply and demand indicates the more applicants there are for a vacancy, the less the wage will be.

The dual labour market theory divides the economy into two parts, called the „primary“ and „secondary“ sectors. The theory is an explanation of the inequality that exists in the labour market. It represents the division of jobs into more or less discrete segments based on the quality of the jobs. These segments include the primary labour market and the secondary labour market. Primary jobs are those that provide: high wages, good working conditions, employment stability, chances of advancement, equity, and due process in work rules. Jobs in the secondary market, in contrast, tend to have low wages and fringe benefits, poor working conditions, high labour turnover, little chance of advancement, and often arbitrary and capricious supervision. Occupations play a large role in determining job quality and the ability of workers to obtain better jobs over the course of their careers. Jobs within occupations that are highly regulated and that require a great deal of specialized training or education are likely to be found in the primary labour market, while most secondary jobs are found within low-skill occupations that have few barriers to entry. Women usually belong to the secondary market. 1, 200,000,000 people of the world population, of which women comprise 70%, have a daily income of less than \$ 1 (Awa, 2001).

Prejudice against women dates back to the beginning of civilization and is not limited to a particular place or time. In 1980 on the occasion of the Copenhagen Conference, the United Nations released statistics indicating that 2/3 - 3/4 of the total world labor was done by women then. Furthermore, women produced 45% of the world food while they got only 10% of the world income and even more shameful to know that they owned only 1% of the world capital (French, 1994, 53). According to the statistics issued by the U. S. Statistics Bureau, the rate of women's income in 1973, 1980, and 1999 was 56%, 60%, and 72% respectively (Bruce, 2002).

On the basis of the results of the U. N. studies, if the present trend goes on, women have to wait at least 490 years that is until 2490, to have equal jobs and income opportunities as men (Esmailpoor, 2004, 38).

3. Research Hypotheses

On the basis of the above-mentioned discussion, the following research hypotheses are made:

1. There is a positive relationship between the economic texture and type of economic, business, and/or agricultural activities of the region and women's income rate.
2. There is a positive relationship between the organization labour force's attitude (usually that of men's) and women's income rate.
3. There is positive a relationship between the householder's attitude and women's income rate.
4. There is a positive relationship between the climatic texture of the region and women's income rate.
5. There is a positive relationship between the ruling ethnical culture of the region and women's income rate.
6. There is a positive relationship between women's knowledge level (educational and/or professional) and their income rate.
7. There is a positive relationship between women's practical experience and their income rate.

4. Method

4.1. Subjects

The subjects for the present study were all volunteers from female employees of the Province of Kurdistan. 227 subjects were systematically and randomly selected from different towns: 10 - 15 subjects

from each town and about 40 from the county town.

4.2. Design

The experimental variables used for the present study were economic texture and type of economic, business, and/or agricultural activity, labour Force's attitude, householder's attitude, climatic texture of the region, ruling ethnical culture of the region, women's knowledge level (educational and professional), women's practical experience. To analyze the data collected, binomial, Chi-square, and correlation coefficient, discussed in section 6 -Data Analysis and Hypotheses Testing - in detail, were used. To conduct the data analyses, SPSS Inc., 2002 was used.

4.3. Materials

To collect the necessary data from the sample for the present study, a questionnaire was constructed. The main purpose of the questionnaire was to delineate all of the probable factors affecting the status of the employed women of the Province of Kurdistan. The validity and reliability of the questionnaire had already been established. The questionnaire consisted of three sections. The first section consisted of eight general questions about the subjects' bio data. The second section consisted of fourteen specific questions using multiple-choice items on the basis of Likert scale to collect the necessary data about the research questions/hypotheses. It should be added that the purpose of question No. 18 was to delineate the answer for the first hypothesis, questions No.15, 16, and 20 for the second hypothesis, question No.13 for the third hypothesis, questions No.22 for the fourth hypothesis, questions No.10 and 14 for the fifth hypothesis, questions No. 12 and 17 for the sixth hypothesis, and finally questions No. 9 and 11 for the seventh hypothesis. And the third section consisted of seven open-ended questions to find out the possible answers to the questions proposed by the subjects (See Appendix 1).

4.4. Procedure

Since selecting a sample plays a crucial role in data collection and data analysis, the representativeness criterion should be established. The representativeness criterion requires that the sample reflect the characteristics of the population as truly as possible. For this purpose, the questionnaire was distributed among 227 women throughout the province using systematic random sampling: 10 - 15 questionnaires were distributed in different towns of the province and about 40 in the county town. 26 questionnaires were eliminated because they were unanswered or partially answered. The subjects responded to the questionnaire anonymously.

5. Results

5.1. Educational Degree of Female Employees

The highest frequency distribution of the sampled subjects held a bachelor's degree and the second highest a high school diploma. It seems that women's knowledge level (educational and professional) had a great significance on women's income rate.

Table 5.1: Frequency Distribution of the Educational Degree of Female Employees of Kurdistan

Row	Educational Degree	Frequency	Relative Frequency Percentage	Cumulative Percentage
1	Lower than High School Diploma	5	3	3
2	High School Diploma	62	31	34
3	Associate Degree	33	16	50
4	Bachelor's Degree	90	45	95
5	Master's Degree and Higher	11	5	100
Total		201	100	

Chart 5.1: Frequency Distribution of the Educational Degree of Female Employees of Kurdistan



The highest frequency distribution of the sampled subjects had only one child or none which indicates there is a close relationship between the numbers of children or better expressed between marriage and women's employment.

Table 5.2: Frequency Distribution of the Number of Female Employees' Children

Row	Number of Children	Frequency	Relative Frequency Percentage	Cumulative Percentage
1	1	107	53	53
2	2	59	30	83
3	3	21	10	93
4	More than 3	14	7	100
Total		201	100	

Chart 5.2: Frequency Distribution of the Number of Female Employees' Children



5.3. Women's Work Experience

The highest frequency distribution of the sampled subjects belongs to the female employees with more than 10 year experience which indicates that regarding the present situation of the province employment problems of women can not be greatly eliminated.

Table 5.3: Frequency Distribution of Women's Work Experience

Row	Years of Job Experience	Frequency	Relative Frequency Percentage	Cumulative Percentage
1	Less than 2	30	15	15
2	2-5	38	19	34
3	5-10	40	20	54
4	More than 10	91	46	100
Total		199	100	

Chart 5.3: Frequency Distribution of Women's Work Experience



5.4. Professionalism

130 subjects believed that their jobs were directly related to their profession whereas 71 believed the other way round.

Table 5.4: Frequency Distribution of Professionalism in Determining Women's Employment and their Type of Job / Occupation

Row	Response	Frequency	Relative Frequency Percentage	Cumulative Percentage
1	Yes	130	65	65
2	No	71	35	100
Total		201	100	

Chart 5.4: Frequency Distribution of Professionalism in Determining Women's Employment and their Type of Job / Occupation

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5.5. Types of Women's Job

On the basis of the data gathered, it becomes clear that women were mainly interested in easy jobs such as official, administrative or financial affairs.

Table 5.5: Frequency Distribution of Types of Women's Job

Row	Type of Job	Frequency	Relative Frequency Percentage	Cumulative Percentage
1	Vocational	28	14	14
2	Administrative-Financial	85	43	57
3	Service	47	24	81
4	Others	37	19	100
Total		201	100	

Chart 5.5: Frequency Distribution of Women's Types of Job

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5.6. Women's Income Rate

Most subjects had a salary of 1□000□000_1□500□000 Rials which indicates that employed women believed that their salary was low. This might be due to the factors that were discussed in section 2, Literature Review, such as women's low education, experience, and efficiency.

Table 5.6: Frequency Distribution of Women's Income Rate

Row	Income (In Thousand Rials)	Frequency	Relative Frequency Percentage	Cumulative Percentage
1	Less than 700	37	19	19
2	700_1000	44	23	42

3	1000_1500	75	39	81
4	1500_2500	28	15	96
5	More than 2500	7	4	100
Total		191	100	

Chart 5.6: Frequency Distribution of Women's Income Rate

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On the basis of the results of the data collection and analyses, more than 82% of the employed women believed that their salary was not sufficient for them to satisfy their basic needs.

Table 5.7: Frequency Distribution of Sufficiency of Women's Income

Row	Response	Frequency	Relative Frequency Percentage	Cumulative Percentage
1	Response	36	18	18
2	Frequency	165	82	100
Total		201	100	

Chart 5.7: Frequency Distribution of Sufficiency of Women's Income

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5.8. Job Interest of Female Employees

On the basis of the data gathered, it becomes clear that only 14% of the subjects were highly or very highly satisfied with their jobs and 67% were little or very little satisfied with their jobs. They generally believed that they had to choose their jobs out of adversity, under compulsion, or for some considerations.

Table 5.8: Frequency Distribution of the Rate of Women's Job Satisfaction

Row	Job Satisfaction	Frequency	Relative Frequency Percentage	Cumulative Percentage
1	Very Highly Satisfied	74	38	38
2	Highly Satisfied	57	29	67
3	Moderately Satisfied	38	19	86
4	Little Satisfied	15	7	93
5	Very Little Satisfied	14	7	100
Total		198	100	

Chart 5.8: Frequency Distribution of the Rate of Women's Job Satisfaction

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5.9. Women's Income Rate and its Relationship with the Quantity of Services Done and

Satisfaction

The results of the study indicated that 49% of the women participated in the present study believed that they were not fairly paid for the services they did. This indicates the existence of underpayment. Only 26% were relatively satisfied with their income.

Table 5.9: Frequency Distribution of Women's Income Rate and its Relationship with the Quantity of Services Done and Job Satisfaction

Row	Response	Frequency	Relative Frequency Percentage	Cumulative Percentage
1	Very Much	24	12	12
2	Much	26	13	25
3	Moderate	53	26	51
4	Little	48	24	75
5	Very Little	50	25	100
Total		201	100	

Chart 5.9: Frequency Distribution of Women's Income Rate and its Relationship with the Quantity of Services Done and Job Satisfaction

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6.Data Analysis and Hypothesis Testing

6.1. Testing Hypothesis 1 during 2004 - 2005

Since the significance level of the hypothesis is less than the probable error, then with a 99% probability it can be claimed that there is a positive relationship between the economic texture and type of economic, business, and/or agricultural activities of the region and their income rate. Therefore, H_0 is accepted and H_1 is rejected. On the basis of the analysis of the binomial distribution, it becomes clear that

181 cases marked the choices very much, much, or moderate. Only 25 women marked the choice little or very little. Therefore, the probability for the success is 93%. (See Table 6.1.)

6.2. Testing Hypothesis 2 during 2004 - 2005

Since the significance level of the hypothesis is less than the probable error, then with 85% probability it can be claimed that there is no positive relationship between the organization labour force's attitude (usually that of men's) and their income rate. Therefore, H_1 is accepted and H_0 is rejected. On the basis of the analysis of the binomial distribution, it becomes clear that 44 cases marked the choices very much, much, or moderate. 154 women marked the choice little or very little. Therefore, the probability for the success is 77%. (See Table 6.1)

6.3. Testing Hypothesis 3 during 2004 - 2005

Since the significance level of the hypothesis is less than the probable error, then with a 99% probability it can be claimed that there is positive a relationship between the householder's attitude and their income rate. Therefore, H_0 is accepted and H_1 is rejected. On the basis of the analysis of the binomial distribution, it becomes clear that 49 cases marked the choices very much, much, or moderate. Therefore, the probability for the success is 88% (See Table 6.1).

6.4. Testing Hypothesis 4 during 2004 - 2005

Since the significance level of the hypothesis is less than the probable error, then with a 99% probability it can be claimed that there is a positive relationship between the climatic texture of the region and their income rate. Therefore, H_0 is accepted and H_1 is rejected. On the basis of the analysis of the binomial distribution, it becomes clear that 154 cases marked the choices very much, much, or moderate. Only 44 women marked the choice little or very little. Therefore, the probability for the success is 77% (See Table 6.1).

6.5. Testing Hypothesis 5 during 2004 - 2005

Since the significance level of the hypothesis is less than the probable error, then with a 99% probability it can be claimed that there is a positive relationship between the climatic texture of the region and their income rate. Therefore, H_0 is accepted and H_1 is rejected. On the basis of the analysis of the binomial distribution, it becomes clear that 156 cases marked the choices very much, much, or moderate. Only 21 women marked the choice little or very little. Therefore, the probability for the success is 80% (See Table 6.1).

6.6. Testing Hypothesis 6 during 2004 - 2005

Since the significance level of the hypothesis is less than the probable error, then with a 99% probability it can be claimed that there is a positive relationship between women's knowledge level (educational and professional) and their income rate. Therefore, H_0 is accepted and H_1 is rejected. On the basis of the analysis of the binomial distribution, it becomes clear that 185 cases marked the choices very much, much, or moderate. Only 5 women marked the choice little or very little. Therefore, the probability for the success is 97%. (See Table 6.1)

Table 6.1: Summary and Results of Hypothesis Testing

Hypothesis	Dependent Variable X	Independent Variable Y	Level of Significance	Result of Hypothesis Testing	Interpretation of Hypothesis Testing
There is a positive relationship between the economic texture and type of economic, business, and/or agricultural activities of the region and women's income rate.	Economic Texture and Type of Economic, Business, and/or Agricultural Activity	Women's Income Rate	0.001	H_0 accepted	There is a meaningful relationship between X and Y.
There is a positive relationship between the labor force's attitude of the organization (usually that of men's) and women's income rate.	Labor Force's Attitude	Women's Income Rate	0.015	H_1 accepted	There is no meaningful relationship between X and Y.
There is a positive relationship between the householder's attitude and women's income rate.	Householder's Attitude	Women's Income Rate	0.008	H_0 accepted	There is a meaningful relationship between X and Y.

There is a positive relationship between the climatic texture of the region and women's income rate.	Climatic Texture of the Region	Women's Income Rate	0.015	H_0 accepted	There is a meaningful relationship between X and Y.
There is a positive relationship between the ruling ethnical culture of the region and women's income rate.	Ruling Ethnical Culture of the Region	Women's Income Rate	0.003	H_0 accepted	There is a meaningful relationship between X and Y.
There is a relationship between women's knowledge level (educational and professional) and women's income rate.	Women's Knowledge Level (Educational and Professional)	Women's Income Rate	0.001	H_0 accepted	There is a meaningful relationship between X and Y.
There is a relationship between women's practical experience and women's income rate.	Women's Practical Experience	Women's Income Rate	0.001	H_0 accepted	There is a meaningful relationship between X and Y.

6. 7. Testing Hypothesis 7 during 2004 - 2005

Since the significance level of the hypothesis is less than the probable error, then with a 99% probability it can be claimed that there is a positive relationship between women's practical experience and their income rate. Therefore, H_0 is accepted and H_1 is rejected. On the basis of the analysis of the binomial distribution, it becomes clear that 181 cases marked the choices very much, much, or moderate. Only 13 women marked the choice little or very little. Therefore, the probability for the success is 97% (See Table 6.1)

7. Conclusion and Suggestions

7.1. Conclusion

The results of the study indicate that first and foremost the socio-economic role of women should be prioritized and devoted due consideration in social studies. If women are important in social affairs and have crucial functions in socioeconomic decision-makings, then these functions should be clearly researched and the results from these studies should be used in national development programs and plans.

The results of the study indicate that majority of the female employees in the province are bachelor-holders and this implies holding a university degree is of crucial significance for their employment. Majority of them have a more than five year work experience which implies existence of tough restrictions on women's employment and a decrease in women's income ratio.

Many of the female employees in the province worked in headquarters or were employed in financial departments, or had an office job. Surprisingly they were in positions for which they had not been trained or educated. 60% of them had a salary of 1,300,000 - 2,200,000 Rials which indicates their poor income. 82% of these women believed that their salary was not enough to satisfy their basic needs.

Furthermore, the results of hypothesis testing indicate that there is a positive relationship between different variables such as the economic texture and the type of economic, business, and/or agricultural activities of the region, the labour force's attitude of the organization (usually that of men's), women's

knowledge level (educational and professional) and practical experience on one hand, and their income rate on the other. However, contrary to the expectation of the researcher, there is no relationship between the householder's attitude and women's income rate.

The results of other studies on women's working in the society and their income have caused many problems for family members of the province and prevailing family values of the province have changed a lot. The root of these problems and conflicts is that the family structure of the province has changed but outlooks, rules, and regulations have not changed yet. Therefore, it is necessary to make new laws for women's working out of home and also to change attitudes towards their working. To do so, all of the family members are required to fairly share household chores. Furthermore, ample educational, employment, and investment opportunities should be opened for women. If these conditions are met, then women's working out of home will have some advantages for the family. Strengthening of family integrity and relationships, especially those of spouses, increasing family flexibility, discretion, agreement, intimacy, income, satisfaction, and morale are among some of these advantages.

7.2. Suggestions

Every society in every corner of the world has reached this conclusion that advancement of any development plan is not possible without women's presence in social affairs. Women's working in the society is not a new issue. Whether the economic value of their working has been appreciated (and approved officially) or not, women in different societies have always been working shoulder to shoulder with men and have shared economic advancements of their societies. Considering the significance of the research and also its conclusions, the following suggestions can be made to enhance women's income share.

1. It is necessary to found more women's unions and organizations to provide better. Opportunity for women to gather together, to get familiar with social issues, and thereby to enhance their cultural, social, and economic development, especially that of housewives'.
2. It is necessary for the government to develop and implement new plans and programs to further employ housewives' intact potentials for the cultural, social, and economic development of the country.
3. Since unemployed women spend most of their free time in watching TV, it is suggested that TV programs and films for each province are made in such a way that they promote the educational, cultural, and professional level of women.
4. It is suggested that women's local unions and small self-employed workshops, such as local industries and handicraft, should be founded on the basis of labor legislation so that women can make their suggestions on job and employment.
5. Women's cooperative companies should be founded in order to fulfil the following purposes: to boost income of the region's women, especially female householders, to create opportunities for women in group and collaborative activities, to accumulate small wandering capitals in cooperatives for women, to respect women's liberation in socioeconomic activities, to consider and benefit from women's talents and potentials, to advance and direct women's knowledge and experience towards a sound economy, to create more appropriate job opportunities for women by improving their cultural and educational knowledge, to create job opportunities for women in appropriate workplaces, to develop artistic skills on the basis of home and foreign market, to allocate more funds and credits for women to enable them for economic decisions of the province.
6. It is suggested that nongovernmental organizations should be founded and introduced to women.
7. In the modern world hand-woven carpets are not merely used as something to sit on, rather they are mainly regarded and used as artwork. Therefore, it is necessary for the carpet industry of the country to be advanced by modern sciences and technologies. Grafting modern technology to the carpet industry of the country can bring about a great change in the region. Considering the vast potential of Kurdistan in the carpet industry, if a college of carpet is established in the province, it will not only boost the product quantitatively and qualitatively but also create a lot of job opportunities for the women of the province.
8. On the basis of regional needs for more professional workforce, technical fields of study, such as packaging and agro-industrial industries, women's rights, etc. should be established in secondary and

higher educational systems.

9. Men should be helped to better understand the present situation of the society in which they live and encouraged to have cooperation, not competition. Men should try respect women's human rights and not try to restrict them.

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Appendix 1

Questionnaire

Dear respondent:

This questionnaire aims to study the socioeconomic factors affecting women's income in Kurdistan. Your voluntary contribution to the present study can hopefully help illuminate and resolve some of women's probable problems of the province. Therefore, you are kindly requested to answer the following questions as accurately and precisely as possible. All of the information collected will be kept confidential and will be used only for the purpose of the present study.

Thank you very much for your kind cooperation with us.

Dr. S. Hedayatzadeh and Dr. R. Khodaparasti, the University of Urmia

Part One: Biodata

Directions: Mark only one for each question.

1. What is your educational degree?

- a. Not received my high school diploma yet
- b. High school diploma
- c. Associate degree
- d. Bachelor's Degree
- e. Master's Degree or higher

2. How many children do you have?

- a. 1 child or none
- b. 2 children
- c. 3 children
- d. More than 3 children

3. How many years of job experience do you have?

- a. Less than 2 years
- b. 2-5 years
- c. 5-10 years
- d. More than 10 years

4. Is your job based on your profession?

- a. Yes
- b. No

5. Are you interested in and satisfied with your job?

- a. Yes
- b. No

6. What type of job do you have?

- a. Vocational
- b. Administrative-Financial
- c. Service
- d. Other

7. What is your average monthly income?

- a. Less than 700,000 Rials
- b. 700,000 - 1,000,000 Rials
- c. 1,000,000 - 1,500,000 Rials

d. 1,500,000 - 2,500,000 Rials

e. More than 2,500,000 Rials

8. Is your income sufficient enough to satisfy your basic needs?

a. Yes

b. No

Part Two: Opinion Survey

Directions: Mark only one for each question.

		Very Highly	Highly	Moderately	Little	Very Little
9	In your opinion, to what extent is the family's and / or the guardian's (i.e. father's or husband's) cultural attitude significant for women's employment?					
10	In your opinion, to what extent is women's income economically significant for the family?					
11	In your opinion, to what extent is married life significant for women's employment?					
12	In your opinion, to what extent is the society's attitude towards women significant for women's employment?					
13	In your opinion, to what extent is women's educational degree significant for their employment?					
14	In your opinion, to what extent is the family's income rate from the point of the type of the agricultural activities done by the family significant for women's employment?					
15	In your opinion, to what extent is women's lack of familiarity with their work condition / situation significant for their unemployment?					
16	In your opinion, to what extent is women's complacency significant for their unemployment?					
17	In your opinion, to what extent are physical differences between men and women especially from men's eyes significant for women's employment?					
18	In your opinion, to what extent is the climatic, ethnical, and cultural texture of the province significant for women's employment?					
19	In your opinion, is women's income fair for the services they do at their workplace?					
20	In your opinion, to what extent are children significant for their mother's unemployment?					
21	In your opinion, to what extent is your job interesting to you?					
22	In your opinion, to what extent is the incompatibility between women's formally acquired school education and practical knowledge required for the intended job significant for their employment?					

Part Three:

Directions: Please answer the following questions as thoroughly and carefully as possible in the spaces provided.

23. In your opinion, what is the most important factor in women's unemployment rate in your province?
24. In your opinion, how can women's employment rate in your province be increased?
25. In your opinion, how can women's income rate in your province be increased?
26. What are your suggestions for overcoming limitations for women's unemployment?
27. In your opinion, what are the most important factors in women's income rate?
28. In your opinion, what are the possible sources of unequal pay for women against men?
29. In your opinion, why do women of the province favor less employment?

Je pohlavie požehnanie alebo prekliatie? Prípadová štúdia sociálno-ekonomických faktorov ovplyvňujúcich príjem žien v Kurdistane

Sociálno-ekonomický vývoj každej krajiny je bezpochyby závislý na ľudských zdrojoch a pracovnej sile. Čím sú ľudské zdroje spoločnosti skúsenejšie a profesionálnejšie, tým účinnejšia a profitujúcejšia je krajina. Bohužiaľ, ženy, ktoré tvoria viac ako polovicu populácie sveta, nemajú toľko férových možností zastávať svoju funkciu vo vývoji krajiny. Žiaľ, naša krajina, Irán, viac alebo menej trpí touto nerovnosťou v individualnej aj sociálnej dimenzii. Preto sa táto štúdia zameriava na zobrazenie sociálno-ekonomických faktorov, ktoré ovplyvňujú nízky príjem žien v provincii Kurdistan v Iráne v rokoch 1384 - 1385 (2005 - 2006). Pre tento účel boli potrebné dáta zhromažďované pomocou troch rôznych dotazníkov. Výsledky analýzy dát ukázali, že ženy v Kurdistane majú obyčajne v spoločnosti okrajové postavenie. Okrem toho majú obmedzené možnosti práce. Sú obyčajne chudobné a nedostatočne platené a zamestnané v práci nesúvisiacou s ich odborným zameraním a / alebo akademickým vzdelaním a nikto / veľa ľudí sa o nich zaujíma.

Pohlavie, nanešťastie, zohráva negatívnu úlohu i pri výške ich platu. Zmierniť ich biedu, nezamestnanosť, diskrimináciu kvôli pohlaviu a iné sociálno-ekonomické krivdy na nich páchané, by mohli niektoré praktické podnety.