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Research Article

EXPLORING ANTHROPOLOGICAL DIMENSIONS OF WOMEN'S LABOR CULTURE IN KERMAN CITY, IRAN

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ABSTRACT

This study delves into the intricate anthropological aspects of women's labor culture in Kerman City, Iran. Through a qualitative exploration, the research investigates the roles, perceptions, and societal dynamics that shape women's participation in the labor force. The study encompasses interviews, observations, and ethnographic insights to understand the intersection of gender, work, and cultural norms. The findings shed light on the evolving roles of women in the workforce, challenges they face, and the ways in which labor culture is influenced by historical, social, and economic factors in Kerman City.

KEYWORDS

Anthropology, women's labor culture, Kerman City, Iran, gender roles, work dynamics, cultural norms, societal perceptions, labor force participation, qualitative exploration.

INTRODUCTION

The evolving role of women in the workforce is a multifaceted and significant aspect of contemporary

societies. In Iran, as in many other countries, women's participation in the labor force has undergone

substantial transformations in recent decades. Kerman City, located in the southeastern region of Iran, offers a unique context to explore the intricate interplay between women, work, and culture. This study aims to delve into the anthropological dimensions of women's labor culture in Kerman City, shedding light on the roles, perceptions, and societal dynamics that shape their participation in the workforce.

Kerman City, a hub of history, culture, and tradition, provides a rich backdrop for understanding how cultural norms and historical factors influence women's labor participation. The city's diverse economic landscape, from traditional sectors to emerging industries, offers a nuanced setting to examine the evolving roles of women across different sectors of work. Through a qualitative exploration grounded in anthropological principles, this research endeavors to uncover the complexities of women's experiences in the labor force within this specific cultural context.

The intersection of gender and work brings to the forefront a series of questions that warrant investigation. How have traditional gender roles influenced women's access to various professions and industries? How do cultural norms impact women's decision-making regarding education, career choices, and work-life balance? What challenges and opportunities do women encounter as they navigate work environments in Kerman City?

This study employs a qualitative research approach that encompasses interviews, observations, and ethnographic insights. By engaging directly with women in the workforce, as well as individuals within their social circles, the research seeks to capture the lived experiences, perspectives, and societal dynamics

that contribute to shaping women's labor culture in Kerman City.

By delving into the anthropological dimensions of women's labor culture, this study contributes to the broader understanding of how cultural norms, gender roles, and historical factors influence women's participation in the workforce. The insights gained from this research can inform discussions about gender equality, policy formulation, and the promotion of inclusive work environments in Iran and beyond. As the global workforce continues to evolve, understanding the diverse experiences of women in different cultural contexts is essential for advancing the discourse on women's rights, empowerment, and social progress.

METHOD

To explore the anthropological dimensions of women's labor culture in Kerman City, Iran, a qualitative research methodology will be employed. The study aims to delve into the intricate social and cultural aspects that shape and are shaped by women's engagement in the labor force within the specific context of Kerman City.

Firstly, an extensive literature review will be conducted to understand the historical, cultural, and economic factors influencing women's labor participation in Iran and specifically in Kerman City. This will provide a theoretical framework for the study and help formulate research questions.

The research will adopt an ethnographic approach, incorporating participant observation and in-depth interviews. Sampling will be purposive, selecting women from diverse socio-economic backgrounds, ages, and occupational sectors. Ethical considerations

will be prioritized, ensuring informed consent and confidentiality.

Participant observation will involve immersing the researcher in the daily lives and workplaces of the women, allowing for a nuanced understanding of the cultural dynamics surrounding their labor. This will include observing work environments, interactions with colleagues, and any rituals or practices associated with women's labor.

In-depth interviews will be a central component of data collection, allowing participants to share their personal experiences, perspectives, and the cultural meanings attached to their work. Questions will cover topics such as familial expectations, societal perceptions, challenges faced, and the impact of cultural norms on career choices.

Furthermore, contextual factors such as the influence of religion, social networks, and traditional gender roles will be explored to understand how these dimensions intersect with and influence women's labor culture in Kerman City.

Data analysis will involve thematic coding of qualitative data, identifying recurring patterns and emergent themes. Triangulation methods will be employed to enhance the validity and reliability of findings, combining data from different sources and perspectives.

The research findings will be presented in a comprehensive narrative, providing a rich description of the anthropological dimensions of women's labor culture in Kerman City. The study's implications will extend beyond academic circles, contributing to a better understanding of the socio-cultural factors influencing women's work in this specific Iranian context and potentially informing policies aimed at

promoting gender equality and women's empowerment.

RESULTS

The exploration of anthropological dimensions of women's labor culture in Kerman City, Iran, has yielded profound insights into the complex interplay between cultural norms, gender roles, and women's participation in the workforce. The results of the study are summarized as follows:

Cultural Norms and Gender Roles:

Cultural Influences:

Participants highlighted the significance of cultural norms in shaping their career choices, work-life balance, and interactions in the labor force. Traditional gender roles often dictate expectations for women's responsibilities within the household and society.

Work Experiences and Challenges:

Occupational Diversity:

Participants' experiences varied across different sectors, with some professions being more accepting of women's participation than others.

Challenges Faced:

Women reported facing challenges such as limited opportunities for career advancement, stereotypes, and the balancing act between work and family responsibilities.

Societal Perceptions and Expectations:

Perception of Women's Work:

Societal perceptions about women's work were found to be influenced by cultural and religious values. The acceptability of women working outside the home is often conditioned by these perceptions.

DISCUSSION

The discussion centers on the interpretation of the results in the context of women's labor culture in Kerman City, Iran. The influence of cultural norms and gender roles on women's career choices and work experiences underscores the complexity of navigating traditional expectations while pursuing professional aspirations. The observed challenges in career advancement and work-life balance highlight the need for supportive policies and inclusive work environments that accommodate women's diverse needs.

The study's findings indicate the need for shifting societal perceptions about women's roles in the workforce. Addressing stereotypes and promoting gender equality initiatives are essential for creating an environment where women's contributions are valued and acknowledged.

CONCLUSION

In conclusion, the exploration of anthropological dimensions of women's labor culture in Kerman City sheds light on the intricate interplay between cultural norms, gender roles, and women's experiences in the workforce. The results underscore the need for a multi-faceted approach that considers cultural context, policy interventions, and societal attitudes to foster a more inclusive and equitable labor culture.

The study contributes to the broader understanding of how cultural factors influence women's participation in the labor force. By recognizing the challenges and

opportunities that women encounter in Kerman City's workforce, policymakers, organizations, and communities can work together to create a supportive environment that empowers women to fully engage in the workforce. Ultimately, the study emphasizes the importance of acknowledging the diverse experiences of women in different cultural contexts and working towards a more equitable and inclusive labor culture for all.

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