

## Economic Resource Situation of Future Researching (Income gained by females) in Middle East in 2025 Horizon

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**Abstract:** From the beginning of 3<sup>rd</sup> millennium gender indices of strength could be expressive of capability of countries difference in the scale of development. Gender development of strength indices not only pays to rate of political and economical partnership of females, but also embraces the strength of economic resources which is measured by gained income by females and males. Structural change of labor force and entrancing females in various fields of labor and activity because of arising level of females education causes decreasing of gap of their partnership with male cause change of attitude relative to difference of level of incomes and wages between females and male. Achievable observations indicate that there is sexual income gap in all countries and can be very different and even in some cases conversely. However, for example in Brazil, females under 25 years have more average hour wage to their male partners. Since females mostly are working in occupations with low wages, naturally have lower income to the males. Average per capita income by share of wages and non-agriculture incomes for Net national production is lower than mails. But what separates developed and developing countries in the field of income between male and female is the rate of this gap.

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### 1. Introduction

From the beginning of 3<sup>rd</sup> millennium gender indices of strength could be expressive of capability of countries difference in the scale of development. Gender development of strength indices not only pays to rate of political and economical partnership of females, but also embraces the strength of economic resources which is measured by gained income by females and males. Structural change of labor force and entrancing females in various fields of labor and activity because of arising level of females education causes decreasing of gap of their partnership with male cause change of attitude relative to difference of level of incomes and wages between females and male. However, in recent years, presence of females in occupation fields and economic partnership has increased, but females's success in achieving suitable occupational opportunities cannot lonely cause human security and respect, since, females rights in labor market such as equity of incomes has not observed yet.

Non-official activities, lack of supervision and legal support of females's labor is including of existent challenges on the way of achieving females to incomes and wages equal to male. Among wage earner workers and salary earner there are many females who have irregular occupation and since

employment of male is more regular than females and male gain more wages in occupations similar to females, females find more desire to border and unsafe occupations such as house works or temporary occupations which has very low wages and with irregular income without occupational security or low income with lack of social support. Even in some countries in female occupations such as nursing and teaching, males receive more wage in comparison with females.

Recent research shows that if females in all occupations which are occupying it, were received suitable salary and equal to males, economics situation of world was very better than present.

Studies in Middle East are forecasting that increasing of females' partnership in work force can increase household income to 25%. Nowadays in Middle East region there are 61 million female in work age that only 17 million of them are occupied and females have less than one forth of non-agriculture works in many countries such as Egypt, Iran, Pakistan and Turkey. Low training level for females in some nations and lack of females achievement to financial credit who cause them problem for their job, including less partnership reasons and following it less income of females in relative to males. In some countries such as Jordan, females have equality in education, but yet in official

economy there is not fully partnership which is arise from conservative thoughts in relation with females and their labors.

Females only are holder of 1% of world property and only have share only in 10% of world income and only 14% of leadership positions in public of private sectors and this is in condition that females have produced half of food of world and only have 1% of land under their ownership.

Females not only in comparison with men have less time in achieving income, but when they work out of home, have the average income very lower than males.

Achievable observations indicate that there is sexual income gap in all countries and can be very different and even in some cases conversely. However, for example in Brazil, females under 25 years have more average hour wage to their male partners. Since females mostly are working in occupations with low wages, naturally have lower income to the males. Average per capita income by share of wages and non-agriculture incomes for Net national production is lower than mails.

According to UNICEF report (United National Children Organization) this calculation refers on basis of different in wage and partnership in work force that in Middle East evaluation of income resulted of female's work is about 30% of males. Problem of income gap between females and males is not allocated to Middle East region and or generally developing countries, but advanced countries such as US also are not excepted from this. However, annual average of income of full time females during a year in 2008 has been equal to 35.745 in comparison with males incomes in such situation has been 46.367 US. [www.census.gov/prod/2009](http://www.census.gov/prod/2009)

In 2007, among 33.000876 employed couple, only in 35.6% of cases, female income has been more than their spouses. . (Bureau of Labor Statistics, 2009)

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In 2008, average weekly income for full time work of female has been 638 USD in comparison with 798 USD for males.

But what separates developed and developing countries in the field of income between male and female is the rate of this gap.

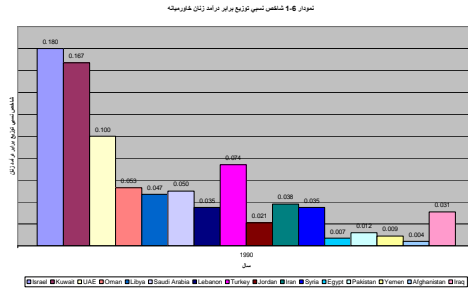
**2. Economic Resources Dimension (Income)<sup>2</sup>**

Fifth dimension of gender development of whole of index dimensions, is economic resource dimension which gains by share of male and female's income. This dimension measures approximate income achieved on the basis of ratio of female's income in non-agricultural division to male's in come in non-agricultural division, share of male and female

in economic active population, total population of male and female and Internal Gross Production (IGP) on the basis of USD.

**3. Investigation of Last Situation of Women in the Field of Income and Middle East**

In diagram 1-6 relative index of equal distribution in 1990 which in this chapter we call it income index, is shown:



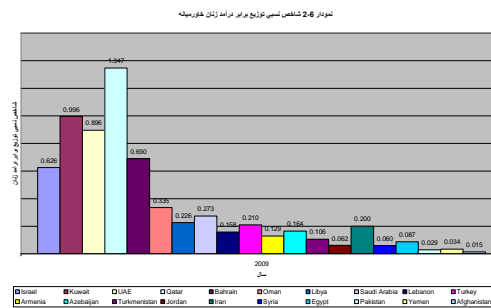
Higher figure of index belonging to Israel, has been 0.180 and Kuwait and Arab Emirates in order is there in next ranks with female's income indices.

Female's income index of Iran in this year has been 0.038 and has 8<sup>th</sup> rank between 16 countries. Income indices of Afghanistan females also, with the amount of 0.004 having the least rate.

Income indices of woman of Qatar, Bahrain, Armenia, Palestine because of lack of needed data is not calculable.

**4. Investigation of Present Situation of Female's Income in Middle East**

In Figure 2-6 income index of Middle East Countries Female's income index in 2009 B.C. is shown:



The highest income index belongs to Qatar females in the rate of 1.347. Index figure above one indicates that female's income has been higher than males' and about Qatar also calculation of index indicates this. After Qatar, Kuwait and Arab Emirates by 0.996 and 0.896 indices there are in next rates. Israel that in 1990 by females' income index of 0.180 has had the first rank, in 2009 by index of 0.626 has

gained the rank of 5 in region and indeed Israel index class in 1990-2009 has been declined.

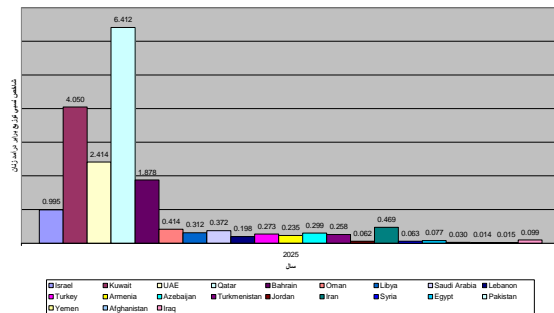
Iran's female income index also has reached to 0.200. The rank of Iran among 20 country of region has been 10 and in relative to 1990, has had decline. Possibility of calculating income index of Palestine and Iraq female also because of lack of related numbers there was not. The lowest income index also belongs to Afghanistan females with the amount of 0.015.

In table 1-6 income of female of 21 countries in Middle East in 1990-2009 and in 2009 is 0.332. Therefore, we can result that female's income of the region in above period and in comparison with men has been increased.

Also average of female's income in 1990 is the lowest and in 2009 has had the highest quantity. Average of income index of Israel females in 1990-2009, by quantity of 0.392 have the highest quantity and thus Kuwait and Qatar by quantities of 0.380 and 0.339 are in next ranks.

Income index of females of Iran during 1990-2009 has measured in the rate of 0.092. Iran among 21 countries has rank of 11. The result is that index of females of Iran about 1990-2009 and all years have been less than female's income index average.

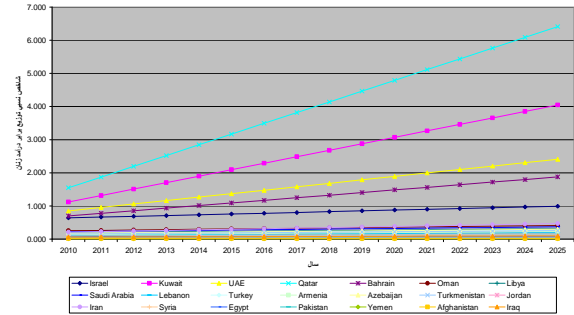
3-1-1-6 Forecasting of Future Situation of Female's Income of Middle East



In diagram 3-6 forecasting of income index of 21 countries of Middle East in 2025 has been shown.

The highest female's income index related to Qatar with unbelievable figure of 6.412 has been forecasted. After that countries of Kuwait and Arab Emirates are encountered with un-anticipated forecasting of 4.05 and 2.414. The lowest female's income index is forecasted in relation with Yemen and by figure 0.014.

Female of Iran Income Index in 2025 will reach to figure 0.469 and rank of Iran also is forecasted in region. For Palestine also there has not been possibility of forecasting female's income index Figure of 4-6 shows trend of income index trend of 21 countries of Middle East since 2010 up to 2025.



Countries index trend diagram is divided into two groups by trend of ascending and fix index. Index of Israel, Oman, Libya, Saudi Arabia, Kuwait, United Arab Emirates, Qatar, Bahrein, Lebanon, Turkey, Armenia, Azerbaijan, Turkmenistan, Iran, Saudi Arabia and index of Jordan, Syria, Egypt, Pakistan, Yemen and Afghanistan is forecasted fixed and without change.

2-1-6- Female Preventive Factors for Gaining Income Equal to Men

Many of performed researches is expressive the matter that in many economics specially in non-developed countries share of females partnership in performance of home works and without wage is more than males. Usually female are employing less than men in works that has regular wage and salary. Also, in economics based on agriculture which mainly is concentrates in tree continent of Asia, Africa and Latin America. Females even work more than men, but have less share of wages and incomes and in jobs similar to men also have less benefits and incomes and also in jobs similar to men have less benefits relative to men. Results of analysis of three indices of economic partnership, occupation and incomes is indicating of this reality that probability of women occupation in non-official economic is lack of legal and supervision frames, is more than males and the social security benefits is less and naturally their vulnerability is more. Therefore, females in many of societies form high ratio of low income labors and their income is not enough for themselves and their families.

Labor of female related to house works and without wages vastly in statistics is evident. Many efforts for documentation of these statistics on behalf of Development Fund for Females of United Nations has been performed which is including work without wage which refers to duties of females in home and house affairs, however mostly not as work but is known an activity.

- One of the preventive factors of females for gaining income equal to men is lack of presence of in official economy and in sections with high added value. In developed countries 6 women form each 10 women are occupied in non-official economy that really are

self employee. In private sector there are unfavorable conditions such as: low wage and possibility of little development for females. Tendency of females in work on sections with low added value is because of existence of legal barriers that make females without skill and achieving to necessary financial resources for business.

Many of these females are working in house works and non-official production centers, while other females are workers without wages in family economic enterprises and family fields.

In some non-agricultural sections usually females are more active than males. For example in Bangladesh among each 3 females two of them are working in cloth industry (World Bank, 2000). In south of Asia, North of Africa and Middle East only one female of 5 employed females are working in non-agricultural sections (United Nations, 2007).

Difference of wage between females and males and separation of jobs is main frame of female works in private sector. In Middle East, marriage of females and having children also is one the factors of non-employment of females. While in other regions of the world possibility of occupation of females after marriage or having children is became more.

- The other factors preventing females for having self-employee is expenses of this type of trade. For job making facilities between females a considerable effort for issuing legal and registered licenses is needed. Yet for females improvement in job and reaching to high degree of work and achieving to banking loan is difficult. (World Bank 2007 e:f) Hdr-, 1995)

Most of low income females have been self employee and or are working in very little jobs and yet with regard to this point that more than 300 million low income females are active in very little business, only about 5,000,000 female have access to financial and monetary credit resources (mean of financial and monetary resources is are known banks and institutes and official and is not including usurers).

- Females also encountered with this fact that law and tradition in many cases in their access to product resources and mainly land are preventive and presenting services trade development services related to females is not enough. For promotion of females job making development of services related to development of females trade such as supporting business plans and labor and capability and access to facilities of business for females is needed.

- Females in sections with low added value are not able to reach to sections with higher added value. Singapore, Taiwan and Malaysia are good examples for this claim. Of course professional education is a necessary pre-condition for countries for passing of a

job with low added value toward a job with high added value (World Bank, 2007:1620).

### 5. Gender Gap in Gaining Income

Most of people in the world in financial point of view are poor and human development indices follow removing of poverty in the world. Also females form main population of poor and achieving females to monetary and financial credits (specially, females with low income) is one of main factors in progress of human development. Statistics indicates that females in many cases can not benefit from income equal to females). In continents that most of their countries are considered under developing such as Asia, Africa and Sought of America, women form most part of work force but always there are in lower position than men in the case of income. In regions, such as Latin America and Karaeab and South west of Asia, females form near 40% of work force in non-agricultural sections(United Nations, 2007:12).

In Arabic countries of Middle East also gender difference in rate of gained income is very ignorance and this is in a manner that Arabic contract of human rights in its article 32, among citizens for gaining income is not considered difference. So that in Article 32 of Arabic contract of human rights it is mentioned that governments should ensure their citizens in this case that none of them in occupation are not encountered with difference and all of them during joining of suitable wage in the case of equal works receive equal rights (Zakerian, Mehdi, 1382 p. 200).

Gender gap in most of societies prevent of presence of females in official sections and shift females toward non-official works and in other side females in non-official sections could not have equal income equal to their aligned men.

Gender gap even can indicate in rate of paid salary with regard to this fact that females more are working in non-official sections. (Kolen and Sirven, 2007; 16-17)

Differences in rate of paid salary, child birth leave and raise and unequal rules of retirement cause that female leave occupation. For example, employed females in cloth industry are employed in Bangladesh, because the low salary of females and their obedient cause their exploitation in these sections.

Employed people often in their employment have many non-security, and lack of enough recognition of their work mostly cause discriminate in relation with females for achieving labor market and work condition that knows females as a part of work force. Tendency of females in sections with low added value is because of legal barriers which make

females without skill and access to necessary financial resources for business. However many social and cultural factors in private sector also interferes on type of females employing.

For example according to documents in countries where their females relatively marry later, percent of female labors of non-agricultural section is higher (OECD, 2006).

In addition in recent studies of Economic and Development Cooperation Organization it is has been mentioned that single females more are employed in official economic while females having more children are working in non-official economy (OECD, 2008b).

Of course some studies also indicates that income gap between males and females is not only because of gender discrimination but is house working and care of children responsibilities of females have been more than males and restricts female in choosing type of work they perform. (Institute for Females's Policy Research 2006)

In deed dimensions such as occupation and economic partnership and making decision and rate of gained income of females as chain are joined to each other and creating disorder in one of these dimensions can cause failure of other dimensions.

Therefore it is needed that for each of barriers factor we seek a remedy.

- By basic changes in legal frames facilities we can increase share of women in sections with high add value inside of official section such as non-official section and with respect to long term and middle term strategies it is required that more research about structural reasons of this subject be accomplished that why most of females are employed in non-official sections.

- Governments together with educational organizations, education institutes and trade banks try in direction of increasing of females' partnership in non-agricultural sections.

- Organizations that support females economic job makers in official and non-official sections, themselves be supported.

- Decreasing in expenses related to business for helping entrance of females to work area by removing business registration barriers and related licenses and also gaining ownership of land, etc.

- To ensure of observance of these in future policies some countries are adjusting program by special emphasize upon gender aspects.

Recently, Lesoto has facilitated registration of land for females and allowed that married females can transfer title deed without signature of their spouse. In addition many of advanced economics such as Austria, Canada and or Newzeland have introduced simple actions for registration of

enterprise and business and have approved that may have important and negative effect on employment of females. However this has been approved in Antep in Uganda. This project by awarding international capital has became successful. This flowing wave is performed for females for the first time. (World Bank, 2006:42)

#### *4-1-6- Relation of Education and Income*

As it was referred, triple dimension of female's occupation, economic partnership and female's making decision and gained incomes by females join to each other like a chain. But what is starter of these types of activities, is dimension of education, because literacy of females helps them achieve to each of other dimension brought up in gender development of total index.

- Training cause that utilization of females in each job such as work in relation with market and other jobs (private job, family, etc...) be increased.

Also training and education of female causes that achieving female to wage labors became more and their receipts also increase.

- Education is one of the effective factors in rate of received income of female and statistics indicates that whatever the education of them is more, they would benefit from more income. (Bureau of Labor Statistics, 2009).

One year of more education of female in Pakistan has shown that their salary has increased 20%. Also a similar investigation in developing countries Sahel Aj, India, Indonesia and Thiland shows that one year of females' education causes approximately 15% increase in income while in comparison with male would be 11% (Hdr-1995).

Change of force work structure and entrance of female to various fields of work and effort, necessity of female's literacy, higher and professional education make them necessary. Higher education also cause increase of their economic partnership in management and professional level and women by more economic partnerships can have higher income and be effective on promotion of family. Female also can have familiarization with their rights in society and adjudicate their rights and in this way can send among themselves represents to parliaments to more than before can survive the rights of females and children.

In deed change of work force structure will follow social structure change, because cause change of attitude of policy makers and programmer to the challenges on the way of females and their success in achieving to educational, occupation, economic and political partnerships opportunities will be effective on creating human security and prestige of females,

observance of their rights is labor market, right of females in family and society.

Increasing of female's capabilities, male head societies that only were utilized of half of their human capital, used these human wealth and circulated better society economic wheels faster and better. Presence of female in social and economic and also political fields helps them to be better mothers for educating and health of their children and educate future generation a literate and skillful and trained generation.

Investigations shows that without improvement in the field of occupational opportunities for females for assist them in achieving useful and wage generating jobs in equal conditions with men, joining of human security and prestige and a respectful life and decreasing of poverty would not be ascertained up to 2015.

Policy makers can by creating job opportunities for males and wage rate equal to females endeavor in providing economic for females.

21th century is century of economic competitions and countries would have strength of economic competitions that can have more advanced human. This advancement in human quality requires recognition of advancing indices and as many of advanced countries specially in Northern Europe showed the first phase have been human development and then gender development in which capabilities of females has appeared and each unit of population could prove its applicable role by his/her qualification.

Islamic Republic of Iran also by attention to barriers of females development in gaining income equal to men has opened the way for economic partnership and making decision for females to female join rights equal to men. Assurance of achievement to these rights is presence of females in Parliament to both achieve to another one of gender development indices and that by their presence in legislation parliament can bring up better and newer laws for equality of females and men.

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