



University of Tehran Press

## Woman in Development and Politics

### Analysis of Unemployment Duration of Men and Women Job Seekers Referring to Job Centers of Iran over the Period of 2013-2019

Saadolah Darabi<sup>1✉</sup> | Hossein Mahmoudian<sup>2</sup> | Majid Koosheshi<sup>3</sup> |  
Hossein Raghfar<sup>4</sup>

1. Corresponding Author, PhD, Department of Demography, Faculty of Social Sciences, University of Tehran and expert of Ministry of Cooperation, Labor and Social Welfare, Tehran, Iran. E-mail: [darabi.s1402@gmail.com](mailto:darabi.s1402@gmail.com)
2. Full Professor, Department of Demography, Faculty of Social Sciences, University of Tehran, Tehran, Iran. E-mail: [hmahmoud@ut.ac.ir](mailto:hmahmoud@ut.ac.ir)
3. Assistant Professor, Department of Demography, Faculty of Social Sciences, University of Tehran, Tehran, Iran. E-mail: [kooshesh@ut.ac.ir](mailto:kooshesh@ut.ac.ir)
4. Professor, Department of Economics, Faculty of Social and Economic Sciences, Al-Zahra University, Tehran, Iran. E-mail: [raghhg@yahoo.co.uk](mailto:raghhg@yahoo.co.uk)

#### Article Info

##### Article type:

Research Article

##### Article history:

Received 15 February 2024

Received in revised form 9

May 2024

Accepted 30 June 2024

Published online 06 October 2024

#### ABSTRACT

**Objective:** Unemployment has been consistently identified as an economic-social problem, and various theories have been employed to elucidate its underlying causes at the national or regional level. However, the duration of the unemployed individual's job search is a more critical factor. In the economic literature, this index is referred to as the period of unemployment, and its average is a fundamental metric that is significantly more significant than the unemployment rate. The objective of this research is to compare the duration of unemployment among Iranian men and women job applicants from 2013 to 2019. In this study, the aim was to investigate the impact of four variables—gender, age, education level, and marital status—on the duration of unemployment among job seekers aged 20 to 45 at employment centers throughout the nation. In fact, it can be said; The unemployment duration is a dynamic measure, while the conceptual unemployment rate is static. Based on this, it is even possible to imagine a situation in which a high unemployment rate (at a certain point in time) occurs with short unemployment duration. Therefore, not only studying the rate and number of unemployed people, but also studying the average duration of unemployment and identifying the factors affecting it, are very important.

##### Research Methodology:

The present study is classified as a secondary analysis. The statistical population of this study includes all job seekers aged 15 to 45 who have utilized job centers throughout the nation from the inception of 2012 to the conclusion of October 2018. This analysis was conducted using the R statistical package and the survival background analysis statistical technique, as well as the examination of approximately two million data records that were collected by job centers nationwide and under the supervision of the Ministry of Cooperation, Labor, and Social Welfare.

##### Findings:

The results of this study indicate that women have a lower likelihood of obtaining a job and a lengthier duration of unemployment than men. This discovery may be attributed to the fact that there are more male-oriented occupations than female-oriented ones. In other words, women are confronted with a restricted range of employment opportunities. Marriage, childbearing, and the responsibility of child training are all potential factors that can contribute to the length of time that women are unemployed in comparison to men. Indeed,

##### Keywords:

*Age, Employment, Gender, Unemployment Duration.*

this reasoning can be substantiated by gender theories. Because in Iranian culture, the primary responsibilities of women are primarily education and child rearing, while in contrast, men are responsible for the household's income, gender theories highlight this distinction. Consequently, it is anticipated that the duration of unemployment among male job applicants will be reduced as a result of the imposition of such a duty on men.

Women and men who are seeking employment in the 20-24 age range have a higher likelihood of securing employment and a shorter average duration of unemployment than other age categories. The explanation for this discovery can be provided by employment search theory. The duration of unemployment among individuals aged 25 to 45 is likely to increase as a result of their increased expectations for highly-paid jobs, which incite them to reject positions with lower pay. This is likely due to the improvement of their education and skills. Consequently, they begin to seek out additional employment opportunities.

Single individuals are at a higher risk of unemployment than married, divorced, and widowed jobseekers (excluding divorced and widowed males). It appears that married, divorced, and bereaved individuals, particularly women, are under greater pressure to secure employment in order to support their families and earn a living, as a result of their familial obligations and the responsibility of caring for their loved ones. Hence, they are amenable to employment opportunities with compensation of any magnitude. In contrast, single individuals, who are not under financial pressure and have ample time and opportunities, are less concerned about whether or not to accept the proposed position. Consequently, the duration of their unemployment may be longer than that of married individuals. This justification is also in accordance with the job search theory.

Uneducated job seekers are at the highest risk of unemployment in both genders, while individuals with master's and doctoral degrees are in the second greatest risk category. Individuals who have completed secondary, diploma, pre-university, and seminary education are more likely to be employed than those who have finished other educational levels. The skill theory (education and training) can be used to elucidate this discovery. This theory posits that job seekers are more likely to secure employment through the implementation of training and skill-building programs. Engaging in educational programs can foster a positive impression on employers and alleviate concerns regarding the employability of job applicants. Other findings of this study indicate that individuals with master's and doctoral degrees are at the second greatest risk of unemployment. In contrast, individuals with secondary, diploma, pre-university, and seminary education levels have a higher likelihood of achieving employment than those with lower education levels. Consequently, it appears that Iran's labor market has not yet reached a state of complexity and maturity that necessitates individuals with education levels exceeding a diploma on a significant scale. The labor market's skill requirements have remained at the diploma and sub-diploma levels for the majority of jobs due to the slow growth of skill-oriented jobs and the absence of innovation.

### Conclusion:

The findings of this study indicate that the age and gender composition of the populace must be given significant consideration during the formulation of policies and the operation of the labor market. Given that women comprise half of the country's population, it is imperative to capitalize on this capacity, particularly in the context of departing the demographic window and implementing strategies to reduce unemployment and establish stable employment. Furthermore, the role of job applicants in marriage, childbearing, and child training, as well as the limitations of job diversity, must be thoroughly considered and prioritized. Furthermore, in light of the incompatibility between formal education and academic disciplines and the necessary job skills in Iran's labor market, it is imperative that related policies be reformed and implemented. Moreover, Iran's employment policymakers should encourage employers to provide employment opportunities to younger singles and to help them exit unemployment by developing and authorizing an incentive package.

**Cite this article:** Darabi, S., Mahmoudian, H., Koosheshi, M., & Raghfar, H. (2024). Analysis of unemployment duration of men and women job seekers referring to job centers of the country in the period of 2012-2018. *Women in Development and Politics*, 22(3), 653-680. DOI: <https://doi.org/10.22059/jwdp.2022.342909.1008208>



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**Publisher:** University of Tehran Press.

DOI: <https://doi.org/10.22059/jwdp.2022.342909.1008208>