Sociological Analysis of the Effect of Women's Employment on Family Authority (A Quantitative and Qualitative Study on the Families of the First District of Tehran)

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Abstract

The purpose of this article is the sociological investigation of women's employment on the authority of the family in the first district of Tehran. Jazer's research is practical. The target statistical population in this research is married women who have at least one child and are working, who were studied in the 1st district of Tehran. In order to determine the sample size in the qualitative part, the theoretical saturation method was used and 26 working mothers were selected as a sample. Morgan's table and random method of 385 people were determined as the sample size. In the qualitative part, the data collection tool is in-depth interview. In the quantitative part, a researcher-made questionnaire was used. Thematic analysis is to analyze the findings of the interview, and structural equation method was used to analyze the data in the quantitative part. The findings showed that 103 components were identified in the form of 3 main components and 7 secondary components, and according to the findings, the characteristics of A structure related to family authority with coefficient (0.405) and t value (4.051), life opportunities to social class with coefficient (0.233) and t value (3.789), egalitarianism to social class with coefficient (0.085) and t value (2.298) , family authority has an effect on social class with coefficient (0.234) and t value (4.877), and social class has an effect on outcomes with coefficient (0.449) and t value (4.305), and the model has a good fit. According to the findings, it can be concluded that 3 main themes, i.e. structural features of the family, consequences and social class, are among the effects of women's employment on family authority.

Key words: sociological, women's employment, family authority, district one of Tehran

Introduction

In sociology, most sociologists emphasize the importance of the family as the most fundamental group and the first factor in the socialization of children in social life. The family is considered a social subsystem that is formed by marriage and in its basic form consists of a man and a woman and their children (Inglehart 1993, Shukuri and Azad Aramaki 1982). Burgess and Locke wrote in their work, "The Family" in 1953: The family is a group consisting of people who, through marriage, consanguinity or adoption (as children), are in mutual relations with each other as husband, wife, mother, father, brother and sister and have created a common culture and live in specific units. (Sarokhani: 1393: 159) It has various biological, economic, legal, psychological and sociological dimensions and, like a mirror, contains the main elements of society and is a reflection of social disorders and one of the most important factors affecting society. In principle, the stability of society depends on the stability of It is such that a society can never achieve health without having healthy families. From another perspective, it is a

criterion for recognizing and measuring social harms. When divorce is increasing, internal conflicts within the family peak and children in adolescence, far from their parents' attention, are caught in the abyss of symptoms such as addiction, crime, etc. (Ibid.: 160). The roles, form, type and limits of relationships between family members shape the family structure, which has undergone transformation and evolution throughout history and has been affected by economic, technological, production methods and prevailing values in order to adapt to society. Until the second half of the nineteenth century, the extended patriarchal family was the only desirable and ideal form of family. (Azazi, 2015: 10) One of the characteristics of this type of family was the concentration of power in the hands of the father and the lives of family members were under his authority. (Ibid.: 9) Because, according to the American sociologist Parsons, in the extended family, individuals have both a kinship role and a job role through kinship relationships. (Ibid.: 16) In the new system of the industrial revolution and in the modern world, with the emergence of the monetary and market systems, the form of production changed and these roles were disrupted, and the family structure was affected by the structure and culture of the society. The principles of traditional life were disrupted, and the structure and lifestyle took a new form. The extended family gave way to the nuclear family, one of the characteristics of which is the horizontality of the power pyramid. That is, the basic decisions of the household in the use of personal income, the number of children and the quality of their upbringing, how to regulate household expenses, and the basic decisions of the family are made through dialogue and exchange of views. (Sarokhani: 2014: 167) Lensky believes that the industrial trend and the specialization of affairs in the new society have transferred an important part of the service and production responsibilities of the household and the family to other organizations. On the other hand, the trend of this development has weakened the traditional structure of family relations in terms of the authority that governs it. The father of the family is no longer considered the traditional head in traditional society. The impact of industrialization on the family, especially the transformation of traditional relations of authority and the change in the traditional role of women, is more evident in all aspects. (Giddens, 2007: 185) The opportunity for women to advance in education, their increasing participation in public arenas, and their entry into the world of employment are among the effective factors in these changes. The impact of the educational mechanism, on the one hand, provides the opportunity for women to accept participation, and on the other hand, it prevents them from accepting inferiority. The inferior position of women in the family is more of a cultural-social issue than an economic one. The impact of women's employment is also due to the change in values and the increase in social awareness of working women, rather than being due to women's financial income (Sarokhani: 2005). In Iran, with the beginning of the modernization process in the country, especially the expansion of urbanization, the universalization of the educational system, the growth of social communications, and the introduction of structural changes in other societies, the Iranian family also underwent changes (Khandhari: 2004). Until a few decades ago, the dominant form of the Iranian family was the extended family, subject to tradition and religion. Its origin was in the father's hands, and in the hierarchical structure of power, the husband or father of the family was at the top of the pyramid. This form of power relations changed, as in the West. (Grossi: 2008) Women were no longer satisfied with the traditional models of their role and demanded new roles and a place in the family authority system. Since in the family center, authority and the hierarchy of distribution and exercise of power are effective in education and upbringing, the formation of behaviors and personality development, the socialization and acculturation of children, self-esteem, cohesion, and even a sense of satisfaction and marital relationships, the necessity of conducting this research is felt.

Research Background

Mehdizadeh (2024) conducted a study entitled "Sociological Study of Power Structure in the Family (with Emphasis on Women's Employment)". One of the important and of interest topics for sociologists in the field of family studies is the study of power distribution.

Khademi and Yassari (2024) conducted a study entitled "Meta-analysis of the policies of the Islamic Republic of Iran on the issue of women's employment with an emphasis on work-family balance". The policy-making field has not been able to systematically help achieve goals such as the balance between employment and family, and also to organize employment based on the principle of women's dignity and attention to creating status for women; therefore, the policies adopted during these years are in a fundamental and content confusion that is not on par with the Islamic Revolution in relation to women.

In a study titled "Women's Employment and Decision-Making Power in the Family, a Comparative Study of Employed and Unemployed Women in Yazd City," Asgari Nadushan (2019) concluded that women's employment does not affect decision-making power in economic matters and matters related to children, but it does affect decision-making power in social matters, meaning that in a family where women are unemployed, men have more decision-making power.

Forotan and Qale-Ney (2019) conducted a study titled Social Approach to Women's Employment in Iran. Although the position of women's employment in prioritizing issues related to women is ranked third, after education and marriage, the majority of the research sample population has a positive attitude towards women's employment, so that only about a quarter of people are against women's employment.

Turkman and Qatehi (2019) conducted a study titled Analyzing the Effects of Women's Employment on Their Quality of Life (Case Study of Women Working in the Ministry of Science, Research and Technology). The findings showed that among the independent variables of the study, job satisfaction, salary, age, and marital status had an impact on the quality of life of the working women studied.

Sarukhani and Naseri (2017) in a study titled "Investigating Factors Affecting the Construction of Power in the Family (Case Study of Tehran City)" concluded that 10.2 percent of families have a democratic structure, 79.3 percent are somewhat democratic, and 10.5 percent of families have a non-democratic structure. The variables of the wife's job status, husband's education, wife's income, age gap between the couple, household size, and the husband's authoritarian perception have a statistically significant relationship with the dependent variable.

Mohammad Amini, Hosseinian, Amini (2015) in their study of "Women's Entry into the Employment Field and Its Impact on Their Power in Decision-Making Within the Family" concluded that women's power in decision-making within the families of employed and unemployed married women is different and is largely affected by variables of possession of valuable resources (couples' education, couples' income, possession of valuable resources) and demographic variables (couples' duration of marriage, couples' age gap).

Bagheri and Hosseinzadeh, Bahrampour and Bahmani (2014) in a study titled "Investigating Factors Affecting the Position of Women in the Family Power Structure in the City of Abadan" concluded that there is a positive and significant relationship between the variables of women's gender attitude, the amount of women's valuable resources, women's adaptability, women's employment, and the age of the spouse with women's power in the family.

The results of Mohammadi's (2014) study entitled "Traditional Pattern of Power Structure in Some Iranian Families" show that following traditional norms of husband and wife relationships in situations where there is no abuse of power and the level of intimacy between them leads to satisfaction with marital life. In principle, in such traditional patterns of families, legitimate inequality of power between them is not an important issue.

Li (2023) conducted a study entitled "Analyzing Women's Monetary Attitudes and Beliefs and Examining the Role of Employment and Personality on It". The results of this study indicate that the women surveyed view money more as a source or tool for providing security (rather than a tool for providing power) and consider the amount of money earned to reflect their efforts to achieve it.

Cho (2022) conducted a study entitled "The Role of Science and Technology Parks in Employment Generation for Rural Women". The results indicate the positive impact of technology on employment, education, turning ideas into businesses, self-esteem, and self-efficacy of rural women. In addition to the positive effects, a number of individual, knowledge, skills, socio-cultural, managerial, and legal obstacles to rural women's employment were identified, and solutions such as improving job capabilities, new technologies in handicrafts, creating a platform for women's participation, improving society's attitude, and developing government support were proposed to overcome these obstacles.

Sand (2021) conducted a study entitled Meta-analysis of Four Decades of Research on Women's Employment. The dominance of a quantitative approach in the research method, paying attention to the superficial role of women's employment in development, superficially viewing the employment process, ignoring the quality of employment, and a narrow-minded view in explaining employment barriers, etc. are among the most important results of this study. In fact, the overall course of the research conducted has been affected by a fixed and unchanged view of the issue of women's employment, and no significant content and structural change has been formed in this area.

Liano (2020) conducted a study entitled The Impact of Women's Employment in the Family Context and Its Relationship with Divorce and Students' Academic Failure. It was observed that women's employment weakens family stability and disrupts the role of wife and mother. Women's employment provides them with resources that they can use to dissolve an unhappy marriage. These disruptions in the role of motherhood and parent-child relationships, in the upbringing and education of children, and of course, in their academic performance at school, often have significant negative effects.

Tand (2019) conducted a study titled "Investigating Women's Employment and Its Impact on Changing Family Power and Leadership." The results showed that women's power and leadership in decision-making within the family differed between families of employed and non-employed married women and were largely affected by variables of ownership of valuable resources (education, income and employment of women, ownership of valuable resources) and demographic variables (duration of marriage of couples, age gap of couples.(

Jacob (2019) conducted a study titled "Investigating the Issue of Women's Employment: A Brief Look at the Performance of the Media." As an effective factor in promoting culture in society, the media initially did not pay attention to women's employment and the traditional housewife was approved, but over time, the need for women to work and the need for women's jobs in societies caused the media to address this issue and no longer depicted women as confined to the home.

A review of the research background shows that in the research conducted so far, women's employment has been viewed more from the perspective of financial income (Lee: 2023, Cho: 2022, Sand: 2021, Liano: 2020, Tande: 2019: Jacob, 2019) and their power and authority in the family has been examined as affected by access to valuable resources, including employment and income (Mehdizadeh: 1402, Khademi and Yaseri: 1400, Forotan and Qale-Ney: 1399, Asgari-Nadoushen: 1399, Turkman and Qatehi: 1398, Sarukhani and Nasseri: 1397, and Mohammad Amini, Hosseinian, Amini: 1394). In this study, women's employment is examined from a social approach. In fact, the impact of women's employment, which is an achievement of changes in social structure and lifestyle and has provided the basis for social presence, social participation, and current status for women, is measured on the structure of family authority. This issue is also being studied for the first time in Tehran's 1st district.

Authority in the Family

The word authority in Persian means "to gain power, to have power, to become capable and capable". In Dehkhoda's dictionary, authority is interpreted as "the sky of status and the owner of power, someone whose power is like the sky". (Dehkhoda, 1376:76) In Arabic, authority is derived from the word qadr and its meaning is "al-quwa". (In Manzur, 1369:399) Al-quwa has been translated into Persian as strength and ability. (Tabatabai, 46:1366(

The equivalent of the word authority in English is the word authority. This term is defined in the Oxford Dictionary as "the right or power to command and to make others obey." Other meanings for this term include power, discretion, competence, right, authority, authority, authority, officials, reliable source, dominance, legitimate power, authority, reliability, and authority. (Nowrozi: 1372 and Brijianian: 1375).

Anthony Quinton writes about the word authority in his book Political Philosophy:

The concept of authority in English is clearly derived from ancient Latin concepts. According to Lewis and Short, the possessor of authority in Latin is someone who creates something, or, regardless of whether he himself created it or someone else, adds to its growth and prosperity. (Quintin, 1371: 2-170)

Also, Richard Saint, the author of the book "Authority", writes in the etymology of this word: The word authority is derived from a Latin word that itself means author. So in the idea of authority there is a kind of idea of production hidden. (Saint, 1378: 25)

About the meaning of authority, it is said that authority today means having a degree of official power and obedience to others and fulfilling some specific duties within the limits of specific regulations, someone who has authority has the right to rule. This meaning is distinct from the mere exercise of power or force. In one sense, authority is the legitimate use of force. (Vincent, 1376: 67)

Authority is also understood as power based on consent. Robert Dahl, in explaining authority, said that the influence of political leaders is considered right when it is based on authority. In his opinion: "Authority is a special type of influence... and it is not only more reliable and durable than coercion, but it is also a factor that

helps the leader to rule easily with the least use of political resources. Governing with the help of authority is much more economical than governing by coercion. (See: Robert, 1364: 70) Dejounel also explained the meaning of authority. It is considered a sufficient cause of voluntary society, so that in all aspects and at all levels of social life, manifestations of the main and primary role of authority can be continuously seen, such as when an individual leads others or the one who, due to the superiority and penetration of his will, can provide and direct the wills of the people and others. The meaning that Dejounel means by authority is "the ability that someone has to make others accept his proposals." (Quinton, ibid.: 166) Another point that has been considered in the semantics of the term authority is that "authority is always accompanied by a kind of honor and glory, and more precisely, with a personal or collective trust and reliance on the one to whom authority is attributed. (Shojai Zand, 1376: 55)

The structure of authority in the family

Throughout history, it has rarely been seen that power in the family has been divided equally between husband and wife. In most societies and for a large part of human history, it has been the man who has had greater power in the family due to his greater access to valuable resources outside the home, although sometimes women have also had considerable power. Several studies have also concluded that women do not play an important role in decision-making within the family and endure difficulties and hardships due to their lack of presence in decision-making (Mohammadi: 2019). In rural areas where there is still a traditional view of the family, women try to maintain their roles as mothers and wives, and men take on the role of breadwinners. But the question that arises here is that given the specialization of work, work that requires intellectual strength rather than physical strength, work that requires special skills and education, and given that in today's homes, men are not the only breadwinners, has the structure of power distribution remained the same as it was in the past? (Heidari: 2019). According to a sociological theory, the power of the wife to make decisions in the family is affected by their bases in the wider society, which are measured by three variables: education, employment, and income. Also, the power of the husband increases with the increase in his level of education, income, job position, or a combination of these factors, so the aforementioned variables are a source that the man can use to gain more power in family relationships. Therefore, the greater the difference in economic and social resources between men and women, the greater the difference in power between men and women. According to this theory, age and duration of marriage are also variables that affect the distribution of power in the family. Men's power is at its highest in the early years of marriage (about the first 5-7 years) and women's power increases throughout the life cycle (Bahrami: 2010).

Also, women with children have less power than women without children. In analyzing this result, we see that women with children have less access to external resources and, as a result, their power is less than that of women without children. The balance of power between husband and wife is affected to some extent by the roles of marriage. Behaviors, especially at the beginning of marriage, are affected by the assumptions that exist about decision-making. In the long run, realistic factors affect the balance of power, and this includes the resources that each partner has brought to the marriage. (Kazemi: 2019).

The balance of power between husband and wife is affected to some extent by the roles of marriage. Behaviors are influenced, especially at the beginning of marriage, by assumptions about decision-making. In the long run, realistic factors affect the balance of power, including the resources that each partner brings to the marriage. Some people need to be dominated, while others want to be dominated. When such people marry, the balance of power is related to individual characteristics and traits. Sometimes the balance of power does not stem from individual characteristics but is related to the situation. For example, if an egalitarian man lives with a powerful woman, the same man may play the role of a bully next to a gentle person. Here, this bullying is not related to individual characteristics but is due to his combination and combination with such a gentle person. (Suri: 2010).

Women's Employment

The dimensions of women's or mothers' employment originate from factors that form a distinct network in each society, considering the values that govern it. Studies conducted in industrial societies on this subject.

It tells of the diversity of factors, especially the emergence of psychological and desire factors in comparison with material needs.

These factors in France are generally as follows: improving the family's economic situation 95%, the possibility of education for children 66.94%, interest 40%. (Mohammadi: 2010.(

The distribution of incentives in some cases is a manifestation of a kind of romanticism of employment for women that accelerates the escape from home. Without making the goals of women or mothers outside the home clear in their minds.

In general, women have shown a greater desire to work for several reasons. Economic factors are usually the most important. Women work to compensate for the lack of family income and increase the purchasing power of the family, to gain a kind of personal freedom and independence, or as security for their own or their family's future (Safiri: 2019.(

Other factors are also effective: working instead of being at home, a means of gaining independence, interest in work, or meeting personal desires. (Akbari: 2019.(

It seems that women's motivation to work is determined between the two parts of material and non-material motivations according to the goals of society and the social and economic status of the woman. The more sublime the goals of society, the stronger the non-material motivations are and they prevail over material motivations.

Robert Merton (1990), an American sociologist, speaks about the cultural goals of a society with institutionalized means and tools of individual adaptation methods:

In Iranian society, we can also talk about cultural goals that also have means to achieve those institutionalized goals. Among the goals of our society's culture for women is being a good mother and a good wife. After the Islamic Revolution, women's social activity has increased and, in addition to activities related to the home, women are seeking more education. (Fikri, 2019.(

It goes without saying that the tendency towards greater well-being, having a luxurious home and a car is also not necessary among the cultural goals and institutional tools here, but it is necessary to point out that cultural goals are placed in the individual by society and through the family, school, and mass communication means and become institutionalized and internalized in him.

Perhaps Maslow's opinion is also valid in this section that in a society at different times, one of the needs is at the top of the rest. And for our women, it seems that economic need is of greater importance in obtaining a job, and in the next degree, social prestige and better social status are raised. This need is based on Parsons' theory, based on the relationship between the organism system and the personality system with the social system. (Mohammadi, 2019). Considering the theoretical foundations, the research hypotheses can be presented as follows:

Structural characteristics of the family are the effects of women's employment on family authority.

Consequences are the effects of women's employment on family authority.

Social class is the effects of women's employment on family authority.

Research method

The type of research is quantitative and qualitative, and the survey method was used in the qualitative and quantitative sections. The statistical population in question in this study is married women with at least one child and working who were studied in District 1 of Tehran. To determine the sample size in the qualitative section, the theoretical saturation method was used and 26 working mothers were selected as the sample, which means that from the 26th person onwards, they did not present new findings. In the quantitative section, due to the unlimited statistical population, which is more than 100,000 people, the sample size was determined as 385 people using the Morgan table and a random method. In the qualitative section, the data collection tool is an in-depth interview. In the quantitative section, a researcher-made questionnaire was used. It is based on a 5-point Likert scale. In the qualitative section, the kappa coefficient was used to examine the validity and reliability. To determine the validity of this questionnaire, the Lavish method was used, in which two content validity relative coefficients (CVR) and content validity index (CVI) were used to quantitatively examine the content validity, and the findings showed that this value is equal to 0.99. To determine the reliability of the measurement tool, the Cronbach's alpha test method was used. According to Nunnally (1978), if Cronbach's alpha is greater than 0.70, the result will be valid. For this purpose, initially 30 questionnaires were completed by a randomly selected statistical sample of the quantitative section and using the Cronbach's alpha test, the reliability coefficient of the present questionnaire was 0.88 and was confirmed. Content analysis was used to analyze the interview findings and structural equation modeling was used to analyze the data in the quantitative section.

Table 1-Cronbach's alpha

Variables	Cronbach's Alpha
Family Structural Characteristics	0.86
Consequences	0.91
Social Class	0.88

Findings

Qualitative Section

In this study, 26 working women with at least one child were interviewed. The respondents' age ranged from 20 to 39 years, the average age of respondents was 34.35 years, the average age of women at marriage was 25.33 years, and the average age of children was 26.5 years. In terms of education level, 5 people had a diploma or had secondary education. The rest had university education, of which 14 had a bachelor's degree or higher. 8 of the respondents had been employed before marriage and the rest after marriage. 11 of the women had one child, 10 had two children, and 3 had 3 or more children.

Open Coding

In this section, important phrases from the interviews with the research participants were identified and then converted into initial codes, which are known as basic themes. The findings are as follows in Table 2.

Table 2-Open coding

Interviewee code	Basic themes
P1-P13	Financial independence, personal independence, increased self-confidence, gaining the wife's satisfaction for helping the family economy, taking responsibility, reducing women's physical reproach, weakening family members
P2-P14	Transferring her thoughts and stresses to the child, separation from home and husband, gaining respect and being a role model, serving the community, mental stress, capital formation, excessive fatigue
P3-P15	Cooperation and participation of family members, conflict in the role of mother and wife, unfulfilled expectations of the wife, wife's dissatisfaction, marital harmony, reducing patriarchy, male participation in housework,
P4-P16	Decision-making in family affairs, improving welfare facilities, pressure from roles, gender justice, putting pressure on oneself, increasing the quality of motherhood, hard work, not paying attention to one's own needs
P5-P17	Empowering children to participate in work, flexibility in work schedules, reducing the number of children, wife's support, gaining a new social identity, improving family status, hope for the future, self-confidence
P6-P18	Time management, Selflessness, increased tolerance threshold, determining how to spend leisure time, risk-taking, very little living space, a lot of commuting, accepting male roles, hiding emotions and feelings, defending one's rights in some cases, accepting a new role, resistance to new ideas, weakening of male authority,
P7-P19	Basic themes
P8-P20	Social growth and excellence, professional and social engagements, sense of masculinity and efficiency, creating a balance between the home environment and professional affairs, challenges of raising children, social dignity and worth
P9-P21	Proving women's capabilities, obtaining support for old age, being burdened with double responsibility, creating constant stress, feeling lonely, achieving life opportunities,
P10-P22	Mutual respect, symmetrical distribution of power in the family, democratic and balanced families, empowering women, creating a spirit of cooperation, collaboration and harmony, friendly, sincere and mutual relationships based on mutual respect

	between spouses and emphasizing the importance and benefits of consultation and participation of men and women in home environments
P11-P24	Social and value changes in the family, selfish and individualistic spirits, feeling of satisfaction, family differences and conflicts, being overshadowed by the security and comfort of the home and children, sharing in the management of the home, increasing their expertise and skills,
P25-P26	Coexistence and participation, increasing the material power of the family, Efficiency and competence, management and the role of family members, distribution of power between spouses, women's awareness of individual rights, exercise of power,

Axial coding

This section deals with the classification of the identified basic themes into organizing themes, which is called axial coding, where codes of the same family are grouped into a larger category that includes 6 organizing themes, and the results are as shown in Table 3.

Table 3-Axial coding

Organizing themes	Basic themes: Responsibility, weakening of family foundations, gaining respect and being a role model, marital compatibility, hard work, improving family status, very little living space, a lot of commuting, accepting male roles, accepting a new role, resistance to facing new ideas, weakening of male authority, being burdened with double responsibility, mutual respect, symmetrical distribution of power in the family, democratic and balanced families, empowering women, creating a spirit of cooperation, collaboration and harmony, friendly, sincere and mutual relationships based on mutual respect between spouses and emphasizing the importance and benefits of consultation and participation of men and women in domestic environments, coexistence and participation, distributing power between spouses, exercising power, reducing patriarchy, making decisions in family matters, reducing the number of children, determining how to spend leisure time, selfish and individualistic spirits, sharing in household management matters, reducing women's physical reprimands, separation from home and spouse, cooperation and participation of family members, male participation in housework, increasing the quality of motherhood, Empowering children to participate in the family, flexibility in work schedules, time management, creating a balance between home and work, challenges in raising children, management and roles of family members
Structural features in the family	Financial independence, individual independence, capital formation, improving welfare facilities, increasing their expertise and skills
Decision-making	Transmitting thoughts and stresses to the child, emotional tensions, increased self-confidence, high fatigue, unmet expectations of the spouse, dissatisfaction with the spouse, conflict in the role of mother and wife, pressure from roles, putting pressure on oneself, not addressing one's needs, self-sacrifice, increasing the threshold of tolerance, hiding emotions and feelings, creating constant stress, feeling lonely, feeling satisfied, family disputes and conflicts, overshadowing the security and comfort of the home and children,
Division of household work	Gaining the spouse's satisfaction for helping the family economy, supporting the spouse, risk-taking, dignity and social value, obtaining support for old age, increasing the family's financial power, efficiency and competence
Ownership of valuable resources	Serving society, gender justice, gaining identity New social order, hope for the future, self-confidence, defending one's rights in some cases, social growth and excellence, professional and social activities, sense of masculinity and efficiency, proving women's capabilities, social and value changes in the family, women's awareness of individual rights,
Stress management	Basic themes: Responsibility, weakening of family foundations, gaining respect and being a role model, marital compatibility, hard work, improving family status, very little living space, a lot

	of commuting, accepting male roles, accepting a new role, resistance to facing new ideas, weakening of male authority, being burdened with double responsibility, mutual respect, symmetrical distribution of power in the family, democratic and balanced families, empowering women, creating a spirit of cooperation, collaboration and harmony, friendly, sincere and mutual relationships based on mutual respect between spouses and emphasizing the importance and benefits of consultation and participation of men and women in domestic environments, coexistence and participation, distributing power between spouses, exercising power, reducing patriarchy, making decisions in family matters, reducing the number of children, determining how to spend leisure time, selfish and individualistic spirits, sharing in household management matters, reducing women's physical reprimands, separation from home and spouse, cooperation and participation of family members, male participation in housework, increasing the quality of motherhood, Empowering children to participate in the family, flexibility in work schedules, time management, creating a balance between home and work, challenges in raising children, management and roles of family members
Achievement of life opportunities	Financial independence, individual independence, capital formation, improving welfare facilities, increasing their expertise and skills
Egalitarianism	Transmitting thoughts and stresses to the child, emotional tensions, increased self-confidence, high fatigue, unmet expectations of the spouse, dissatisfaction with the spouse, conflict in the role of mother and wife, pressure from roles, putting pressure on oneself, not addressing one's needs, self-sacrifice, increasing the threshold of tolerance, hiding emotions and feelings, creating constant stress, feeling lonely, feeling satisfied, family disputes and conflicts, overshadowing the security and comfort of the home and children,

Selective Coding

This section deals with the classification of organizing themes into overarching themes, and three overarching themes were identified, and the results are as shown in Table 4.

Table 4-Selective Coding

Overarching Themes	Organizing themes	
		Basic themes: Responsibility, weakening of family foundations, gaining respect and being a role model, marital compatibility, hard work, improving family status, very little living space, a lot of commuting, accepting male roles, accepting a new role, resistance to facing new ideas, weakening of male authority, being burdened with double responsibility, mutual respect, symmetrical distribution of power in the family, democratic and balanced families, empowering women, creating a spirit of cooperation, collaboration and harmony, friendly, sincere and mutual relationships based on mutual respect between spouses and emphasizing the importance and benefits of consultation and participation of men and women in domestic environments, coexistence and participation, distributing power between spouses, exercising power, reducing patriarchy, making decisions in family matters, reducing the number of children, determining how to spend leisure time, selfish and individualistic spirits, sharing in household management matters, reducing women's physical reprimands, separation from home and spouse, cooperation and participation of family members, male participation in housework, increasing the quality of motherhood, Empowering children to participate in the family, flexibility in work schedules, time management, creating a balance between home and work, challenges in raising children, management and roles of family members

Family Structural Characteristics Consequences	Distribution of power in the family	Financial independence, individual independence, capital formation, improving welfare facilities, increasing their expertise and skills
	Decision-making	Transmitting thoughts and stresses to the child, emotional tensions, increased self-confidence, high fatigue, unmet expectations of the spouse, dissatisfaction with the spouse, conflict in the role of mother and wife, pressure from roles, putting pressure on oneself, not addressing one's needs, self-sacrifice, increasing the threshold of tolerance, hiding emotions and feelings, creating constant stress, feeling lonely, feeling satisfied, family disputes and conflicts, overshadowing the security and comfort of the home and children,
	Division of household work	Gaining the spouse's satisfaction for helping the family economy, supporting the spouse, risk-taking, dignity and social value, obtaining support for old age, increasing the family's financial power, efficiency and competence
Overarching Themes Family Structural Characteristics	Ownership of valuable resources	Serving society, gender justice, gaining identity New social order, hope for the future, self-confidence, defending one's rights in some cases, social growth and excellence, professional and social activities, sense of masculinity and efficiency, proving women's capabilities, social and value changes in the family, women's awareness of individual rights,
	Stress management	Basic themes: Responsibility, weakening of family foundations, gaining respect and being a role model, marital compatibility, hard work, improving family status, very little living space, a lot of commuting, accepting male roles, accepting a new role, resistance to facing new ideas, weakening of male authority, being burdened with double responsibility, mutual respect, symmetrical distribution of power in the family, democratic and balanced families, empowering women, creating a spirit of cooperation, collaboration and harmony, friendly, sincere and mutual relationships based on mutual respect between spouses and emphasizing the importance and benefits of consultation and participation of men and women in domestic environments, coexistence and participation, distributing power between spouses, exercising power, reducing patriarchy, making decisions in family matters, reducing the number of children, determining how to spend leisure time, selfish and individualistic spirits, sharing in household management matters, reducing women's physical reprimands, separation from home and spouse, cooperation and participation of family members, male participation in housework, increasing the quality of motherhood, Empowering children to participate in the family, flexibility in work schedules, time management, creating a balance between home and work, challenges in raising children, management and roles of family members
Consequences	Achievement of life opportunities	Financial independence, individual independence, capital formation, improving welfare facilities, increasing their expertise and skills
	Egalitarianism	Transmitting thoughts and stresses to the child, emotional tensions, increased self-confidence, high fatigue, unmet expectations of the spouse, dissatisfaction with the spouse, conflict in the role of mother and wife, pressure from roles, putting pressure on oneself, not addressing one's needs, self-sacrifice, increasing the threshold of tolerance, hiding emotions and feelings, creating constant stress, feeling lonely, feeling satisfied,

		family disputes and conflicts, overshadowing the security and comfort of the home and children,

According to the findings of the qualitative section, the conceptual model is as follows:
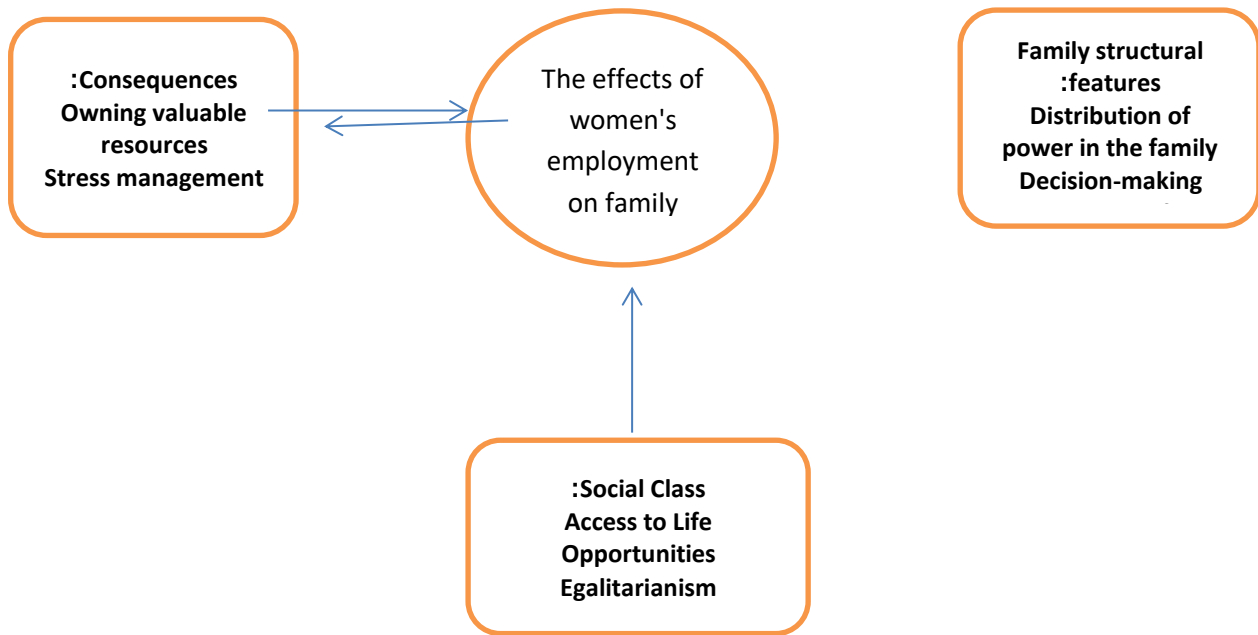

Figure 1-Conceptual research model

Quantitative part

Variables that are more suitable for model analysis are at the interval measurement level, but in some cases ordinal and nominal variables are also used. It should be noted that the researcher can include any number of variables related to the research problem in the analysis. Provided that the variables are measured correctly and the reliability coefficient of the measurement of the variables is acceptable. Regarding the sample size, a large amount of data is generally used in structural equations. The minimum sample size should not be less than 50. The larger the sample size, the greater the accuracy and precision of the model analysis. As a general rule, the number of samples should be about 4 or 5 times the number of variables used. This ratio is somewhat conservative. If the KMO value is less than 0.5, the data will not be suitable for structural equations, and if its value is between 0.5 and 0.69, structural equations can be approached with more caution. However, if its value is greater than 0.7, the correlations between the data will be suitable for model analysis. The output of this test can be seen in Table 5.

Table 5-Measurement of sample adequacy

Statistics		Test
0.873	Sample adequacy measurement	(Kaiser-Meir-Olkin (KMO
12143.4532	Chi-square approximation	Bartlett's sphericity test
384	Degrees of freedom	
0.000	Significance	

Since the KMO index value is 0.873 and the number of samples is sufficient for analysis. Also, the significance value of Bartlett's test is smaller than 0.05, which shows that the desired analysis is suitable for identifying the model structure. Next, the descriptive findings of the sub-components of the model are examined, which, according to the results obtained, can be stated that, considering that the sub-components were measured with a 5-point Likert scale, examining Table 6 shows that all the means of the sub-components are greater than the cut point (cut point of the spectrum) of the 5-point Likert scale (3), and considering that this mean is also greater than the cut point of the spectrum, it does not cause any particular problem. The above results show that the respondents have answered the research questions in line with the research objectives and the data have a dispersion around the mean with a standard deviation proportional to the mean, and the results obtained from the analysis of the mean and standard deviation can be seen in the table below.

Table 6- Descriptive findings of the sub-components

Subcomponents	Average	Standard deviation
Family structural characteristics	3.45	0.435
Consequences	3.21	0.654
Social class	3.65	0.324

In order to conduct an exploratory factor analysis, the principal component analysis method and Varimax rotation were used, and 3 dimensions were extracted as the dimensions of the model and along with the subcomponents, which were examined in this section. These 3 dimensions generally explain 90.33% of the total variance. The criterion for selecting subcomponents, as an indicator for factors, was to have an eigenvalue higher than one and also a factor loading of 0.70 and higher, provided that it appears less than this value in other factors, and finally 103 subcomponents were selected. Each of these indicators, the relevant factors, and their factor loadings are shown in Table 7.

Table 7-Exploratory factor analysis

Factors / Subcomponents	Structural characteristics of the family	Consequences	Social class
Responsibility	0.764		
Weakening of family ties	0.735		
Earning respect and being a role model	0.793		
Marital compatibility	0.744		
Hard work	0.784		
Improving family status	0.755		
Very little living space	0.876		
High turnover	0.767		
Acceptance of masculine roles	0.784		
Acceptance of new roles	0.710		

Resistance in facing new ideas	0.789		
Weakening of male authority	0.755		
Being burdened with double responsibility	0.795		
Mutual respect	0.754		
Symmetrical distribution of power in the family	0.711		
Democratic and balanced families,	0.765		
Empowering women	0.711		
Creating a spirit of cooperation	0.744		
Cooperation and coordination	0.790		
Sincere and mutual friendly relations based on	0.773		
Mutual respect between spouses	0.865		
Emphasizing the importance and benefits of consultation	0.843		
Participation of men and women in domestic environments	0.712		
Coexistence and participation	0.796		
Distribution of power between spouses	0.745		
Exercise of power	0.721		
Reducing patriarchy	0.755		
Decision-making in family affairs	0.734		
Reducing the number of children	0.709		
Determining how to spend leisure time	0.721		
Selfish and individualistic attitudes	0.764		
Participating in home management affairs,	0.777		
Reducing blame Women's physical	0.705		
Separation from home and spouse	0.815		
Cooperation and participation of family members	0.790		
Men's participation in housework	0.792		

Increasing the quality of motherhood	0.798		
Empowering children to participate in the family	0.755		
Flexibility in work schedule	0.712		
Time management	0.784		
Creating a balance between the home environment and work affairs	0.721		
Challenges of raising children	0.765		
Management and roles of family members	0.745		
Financial independence		0.799	
Individual independence		0.766	
Capital formation		0.743	
Improving welfare facilities		0.744	
Increasing their expertise and skills		0.833	
Transmitting thoughts and stress to the child		0.732	
Mental stress		0.762	
Increased self-confidence		0.769	
Excessive fatigue		0.755	
Unmet spouse's expectations		0.811	
Spousal dissatisfaction		0.865	
Conflict in the role of mother and spouse		0.762	
Pressure resulting from roles		0.786	
Putting pressure on oneself		0.734	
Not addressing one's own needs		0.721	
Selflessness		0.789	
Increasing tolerance threshold		0.757	
Hiding emotions and feelings		0.745	
Creating constant stress		0.749	
Feeling lonely		0.766	

Family disputes and conflicts		0.743	
Overshadowing the security and comfort of the home and children		0.744	
Getting the spouse's satisfaction for helping with the economy Family			0.833
Spousal support			0.787
Risk-taking			0.711
Social dignity and worth			0.803
Obtaining support for old age			0.787
Increasing the family's material power			0.717
Efficiency and competence			0.755
Serving the community			0.745
Gender justice			0.833
Acquiring a new social identity			0.787
Hope for the future			0.711
Self-confidence			0.803
Defending one's rights in some cases			0.787
Social growth and excellence			0.717
Professional and social activities			0.755
Sense of masculinity and efficiency			0.745
Proving women's capabilities			0.833
Social and value changes in the family			0.787
Overshadowing the security and comfort of the home and children			0.711
Getting the spouse's satisfaction by helping the family economy Women's capabilities			0.803
Social and family value changes			0.787
Women's awareness of individual rights			0.717
Total initial specific values			0.755
Percentage of variance			0.745

Cumulative percentage of variance			0.833
Responsibility			0.787
Weakening of family ties			0.767
Earning respect and being a role model			0.803
Marital compatibility			0.787
Hard work			0.717
Improving family status			0.755
Very little living space			0.745
High turnover			0.833
Acceptance of masculine roles			0.787
Acceptance of new roles			0.711
Resistance in facing new ideas			0.803
Weakening of male authority			0.787
Being burdened with double responsibility			0.717
Mutual respect	1.24	5.34	4.67
Symmetrical distribution of power in the family	12.65	54.84	35.49
Democratic and balanced families,	12.65	54.84	90.33

Another prerequisite for data analysis is to check the absence of multiple collinearity of variables. To check this condition, the variance inflation factor (VIF) and tolerance are used. So, if the inflation factor is above 5 and the tolerance is less than 0.1, it means that there is collinearity between the variables. As can be seen in Table 8, the dimensions of the model do not have a variance inflation rate higher than 5 and a tolerance less than 0.1, as a result, multiple collinearity is not observed between the dimensions of the model.

Table 8 - VIF test to check multiple non-collinearity of subcomponents

Tolerance	VIF	Model Dimensions
0.433	2.207	Family Structural Characteristics
0.535	1.870	Consequences
0.454	2.874	Social Class

One of the methods of measuring this validity is the Fornell-Locker test. Table 8 shows the results obtained for the dimensions of the research model. The following table shows that the constructs are completely separate, that is, the principal diameter values for each latent variable are greater than the correlation of that dimension with other latent reflective dimensions in the model.

Table 9- Fornell Locker Index to examine the diagnostic or divergent validity index

Row	Dimensions	1	2	3
1	Family Structural Characteristics	1		
2	Consequences	0/831	1	
3	Social Class	0/764	0/886	1

Table 10-Path coefficients

Path coefficients	Coefficients	t-value	Significance level
Structural characteristics to family authority	0.405	4.051	0.000
Life opportunities to social class	0.233	3.789	0.000
Egalitarianism to social class	0.085	2.298	0.000
Family authority to social class	0.234	4.877	0.000
Social class to outcomes	0.449	4.305	0.000

In the following, goodness of fit indices including GFI, AGFI and RMSEA were used to fit the model. The values obtained in Table 8 show that the model results are reliable. Because the GFI and AGFI indices were both estimated to be higher than the desired limit, which was greater than the criterion limit of 0.90. Also, the ratio of chi-square to degrees of freedom ($X2/df$) showed an appropriate value. Also, the RMSEA error criterion was estimated to be 0.03, which was smaller than the permissible limit of 0.08. Based on the estimates provided, it can be concluded that the model tested in the target population had a relatively good and acceptable fit. Therefore, the results of the research model show that the model used in the present study had an appropriate fit.

Table 11 - Statistics related to the goodness of fit of the model

Fit Result	Research values	Criteria	Symbol	Symbol
Good Fit	1.34	≤3	X^2/df	Chi-square divided by degrees of freedom
Good Fit	0.03	≤0/08	RMSEA	Root mean square error of estimation
Good Fit	0/94	≥0/9	GFI	Goodness of fit index
Good Fit	0/91	≥0/9	AGFI	Adjusted goodness of fit index
Good Fit	0/95	≥0/9	CFI	Comparative fit index
Good Fit	0/93	≥0/9	IFI	Incremental fit index
Good Fit	0/92	≥0/9	NFI	Soft fit index
Good Fit	0/96	≥0/9	NNFI	Non-soft fit index
Good Fit	0/76	≥0/67	R2	Coefficient of determination

Discussion and Conclusion

The aim of the present study was to sociologically investigate women's employment on family authority in Tehran's first district, where 103 components were identified. According to the findings, structural characteristics affect family authority with a coefficient of (0.405) and a t value of (4.051), life opportunities affect social class with a coefficient of (0.233) and a t value of (3.789), egalitarianism affects social class with a coefficient of (0.085) and a t value of (2.298), family authority affects social class with a coefficient of (0.234) and a t value of (4.877), and social class affects outcomes with a coefficient of (0.449) and a t value of (4.305), and the model has a good fit. Women's employment as one of the two main pillars of the family, its necessities and motivations, and the effects it has on the family environment, especially children, is a noteworthy issue that has been the focus of social and educational experts in recent decades, in parallel with the more organized presence of women in jobs outside the home. One of the harms that arises from women's lack of awareness of their position in the family is the idea that they want to have financial independence by working outside the home; sometimes they even explicitly declare that the reason for their employment is financial and material independence from their spouse; when they enter the labor market with this view, this type of view subsequently replaces men's authority; in fact, if women's employment is with the view of financial security or responding to economic needs, it has a negative impact on men's authority and weakens their sense of masculinity and efficiency in the family system. The weakening of men's authority in the long run also has a negative impact on women's sense of security; Women naturally and by the law of creation need to be provided for by a man, to be cared for, paid attention to, and cared for by a man; but unfortunately, by turning to employment unnecessarily and at the same time purposefully, women unintentionally and unconsciously deprive themselves of this very important and fundamental feeling. A woman who simultaneously assumes several roles is more susceptible to physical, mental, and social harm than a woman who has only one role. It is necessary for employment officials to identify women's needs and plan to respond to these needs. For example, they must provide for the material needs of those women who seek employment due to economic issues, and they must nurture the identity of those women who seek employment for their own growth and social advancement. They should also seek to organize the family security system and structure for those women who have considered professional and social activities as an ideal and have turned to them in order to escape from the family center and seek refuge in a safe environment.

One of the factors influencing the way women exercise power is their income and property. When women have valuable resources, it is likely that they will have close and equal power with each other, these women will exercise power face to face and resolve tensions through dialogue, discussion and negotiation.

Cultural changes that must be created in the system of values and the allocation of roles and the transfer of tasks that require men's participation in household chores; belief and belief in the necessity of women's presence in various social, economic and cultural scenes of the country; In order to reduce the problems and problems of working women, effective and useful plans should be created, such as reducing daily working hours and changing weekly working hours, so that women can return home after finishing their daily work, if necessary, without worrying about the consequences of leaving the workplace; considering the increasing number of working mothers and in order to prevent the irreparable effects of child growth and development, increasing maternity leave and establishing kindergartens in the workplace according to global standards seems necessary.

Therefore, considering the living conditions in today's society and considering all the changes that have taken place in it, such as reducing the number of children, entrusting part of the socialization of children to schools, the insufficiency of one income for the life of a family, the existence of educated girls who have been assigned only the role of mother and wife, the problems in the lives of working mothers, the dominance of modern attitudes in society for men and traditional attitudes in the family for women, have formed a complex situation.

Another important issue is social support and public policies that are raised at the macro level to reduce conflict. Due to the lack of social support for working mothers and the lower value placed on their childbearing, working women do not take a responsible approach to solving the challenge of declining fertility in Iran and do not consider themselves to have a role in this process. They evaluate their childbearing not for macro-social goals but as a completely individual and family decision; therefore, simply implementing population growth policies without considering its requirements and facilitating childbearing conditions for all social groups, especially groups leading in reducing fertility, cannot achieve the goals of general population policies and promise higher fertility than replacement level; therefore, in accordance with the theory of role conflict and studies to the extent that

women's employment is considered a fertility limiter, it is expected that with any positive and facilitating change in women's working conditions or change in home responsibilities, the conflict between motherhood and employment will decrease.

Paying attention to the value and importance of home and housekeeping: Perhaps, in the first step, it is necessary to redefine the employment and usefulness of women in society by looking again at the position of housekeeping and the value of wifehood and motherhood. According to the definition that was presented, housekeeping is not symmetrical with unemployment, but housekeeping and playing the role of motherhood and wifehood are the basis for culture building and reforming society and human growth; just as our verses and narrations have also paid special attention to the value of motherhood and wifehood of women.

The inferential statistics section of the research may have undergone minor or major changes with the passage of time and changing attitudes and conditions, so that the results cannot be generalized to the future, and in fact the results presented are for the current conditions. Ranking the identified factors with methods such as: ANP, Topsis, etc. to determine the importance of each of the identified sub-categories is recommended for future researchers.

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