THE ROLE OF GENDER IN DETERMINING THE TRENDS OF OMANI SOCIETY TOWARDS PREFERRED AND NON-PREFERRED PROFESSIONS FOR WOMEN

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INTRODUCTION

The literature review of social studies state that humane societies' orientations of favourable professions for Omani women is a result of the interaction of a structural group systems' that shapes these professions' features. Demographic characteristics of population, the variation of people age-sex structure, dependency levels, economic infrastructure, natural resources, family income, unemployment and economic security play a significant role in determining these orientations and their paths. Cultural and social features and heritage, values and believes of the society contribute in forming and determining many types of professions that are preferable for Omani women.

Many theories emphasis the fact that women's decisions and orientations to participate in labor force is not a self-decided path, but it is rather a joint point of many social factors, cultural considerations, and other factors related to economy and demography. For instance, many traditional societies which are dominated by agricultural productivity patterns are overwhelmed by inhibitory behaviors and values for women labor. These societies usually consider the woman as a housewife, and do not pay attention to her achievements. As a result, these values and behaviors plays a significant and a profound role in determining female's professions orientations which eventually determines the features of the careers she would work at.

Al Dufairy (2012) points out the importance of individual's social status, parents' culture, family monthly income, individual's religious and knowledge background, family features and place of residency in determining the nature of the job that women can work at in the future.

Besides, he stresses that the woman cannot decide her careers' nature without the intervention of her family and her society, which indeed confirms the fact that the nature of women's career orientations are controlled by overlapping and multiple considerations of the society's culture and the social structure.

Other studies confirm that parenting role inside the family is based on a biological principle, where the woman is responsible for pregnancy, delivering babies and raising children, while husbands are responsible for economic dependency that empowers men to take control of the sources and tools of the family's production. Accordingly, these societies will neglect women's productivity and only focus on men productivity, hence men will occupy many important roles in the production process and in the division of work and wealth. Consequently, masculinity will be more appreciated in both the family and the society (Karadsha & Masarwa, 2015: 30).

Biological factors are not the only reason for the differences in women's career orientations, but also the social analysis of the values of both masculinity and femininity is related to social, cultural and economic dimensions that are only built on supporting masculinity values while looking down to femininity values. In other words, it is an unidirectional attitude that is limited to males' perspective about females. Hence, the value of femininity and its work orientations is determined by a plain masculine perspective. Some studies claim that if such masculine perspectives are rooted in the cultural and social values, the idea of the female being the idol in the ideology of family honor will increase. As a consequence, the female's femininity values and her biological conditions will be subjected by masculine values in the society (Mulk & others, 2004).

Inherited factors such as age, gender and ethnicity play an important role in shaping individual's professions preferences. Human biological nature is considered as an important factor in explaining many human activities, work orientations, needs and aspirations which might affect individual's preferences and the way s\he looks to the world (Bsly, 2010). However, individual's work choices is an indicator for personality development which usually found as a result of the interaction of inherited and gained factors that come along with the individual's social statues and cultural medium)Loucif , 1989 : 13(.

In general, the concept of career guidance is a key concept for many social, economic and psychological studies. It is also considered as an important field to study the society's perspectives and its individuals' work orientations. Nonetheless, career guidance is one of the complicated, complex and controversial concepts because of the ambiguity of its details and the overlapping of the factors that shaped it.

Problem Statement

Many Omani individuals changed their opinions about the different favorable career patterns for Omani women due to the fast transformation of the Omani society to the rational and urban communities and the development process and modernization factors that has made deep and radical social, economic and cultural changes. For this reason, Omani women has joined many new careers that the society didn't accept in the past, especially the jobs that were for males only (AlAmry, 2009). These transforms has contributed in making grassroots and holistic changes in the nature of the factors that allow the Omani woman entering the job market and join new professions which were not allowed to her in the past. The problem of this study was inspired from the need to understand the Omani society's orientations and justifications of preferred and unfavorable professions for Omani women according to gender dependency. Furthermore, the study tries to explore the case content's multicity and its reflections on the Omani woman, the family and the Omani society. In addition, the lack of research in this subject that has changed throughout the last three decades where the Omani society has undergone many deep and fast changes, was a motive to do this research.

Study Importance:

This study tries to observe the orientations of preferred professions for Omani women preferred of both males and females in the Omani society. Moreover, it observes the justifications behind these orientations and favorable work patterns for Omani women. More importantly, this study tries to make a database about the discussed topic for researchers,

administrators and decision makers to help them draw economic and social policies especially the ones related to the possibility of directing women to work in professions that suits modernization and development movement in the Omani society.

Aims and Objectives of the Study:

This research aimed to fulfill the following goals:

- 1- Point out the main favorable professions for Omani women from Omani males and females point of views.
- 2- Determine the main social, economic and cultural causes of the participants' unfavorable professions for Omani women according to gender disparity.
- 3- Finding the main unfavorable professions for Omani women from Omani males and females point of views.
- 4- Explaining the social, cultural and economic justification of the participants' negative orientations towards the unfavorable professions for Omani women according to gender disparity.

Research Questions:

The study's objectives were translated into the following questions:

- 1- What are the main favorable professions for Omani women from Omani males and females point of views?
- 2- What are the main social, economic and cultural causes of the participants' unfavorable professions for Omani women according to gender disparity?
- 3- What are the main unfavorable professions for Omani women from Omani males and females point of views?
- 4- What are the social, cultural and economic justification of the participants' negative orientations towards the unfavorable professions for Omani women according to gender disparity?

Methodology:

This study followed sample survey methodology (Simple Random Sample) which is suitable for this case study. This methodology observes, analyses and describes accurately the phenomenon's processes. Qualitative approach was also used in intensive interview questions with some of the participants in order to reach accurate levels of understanding phenomenon's features and compare them with the results of the quantitative analysis which is the main type of analysis used in this research.

Participants

The participants were Omani males and females aged (20) years or older and they come from many governorates (north, middle and south the Sultanate). Choosing these participants was based on experience and social and objective knowledge. Moreover, these participants can reflect the social, economic and cultural features of the Omani society, and can present the nature of the values, believes and standards of the Omani society for the case study.

Study Sample:

The study sample was (3150) participants who are both Omani males and females presenting the three provinces of the Omani society (Northern, Central and Southern). the National Center for Statistics and Information chose this sample through stratified random sample methodology, and it reached (3200) participants. Fifty questionnaires were lost during data collection period. The questionnaire stipulated that the participants must be aged (20 years) or older and must agree answering all of the questions. In the second part, chosen sample was used when reaching the areas of counting. To clarify, The researcher can choose individuals by asking about them in the study field. The following table contains the sample distribution by province:

Table (1): Study Sample distribution according to provinces

#	Province	Number of governess	Number of Participants
1	Northern (AlBatina North)	25	1000
2	Central (Muscat(	17	680
3	Central (AlDakhelia)	13	520
4	Southern (Dofar)	25	1000
Total		80	3200

Data collection Tools

This research used the questionnaire as a main tool to collect data. It was designed using the evaluative review of the literature review of the case study. The questionnaire included closed question about the demographic and social features of the participants and the favorable professions for Omani women from Omani males and females point of views and the justifications of such orientations. The study also used interviews with some participants as a tool to reach an accurate understanding of the case study.

Credibility

Credibility is the clarity of the questions, the ability to answer the study case's goals and the suitability for statistical analysis. That being the case, the questionnaire was presented to some specialists and academics who are specialized in this field¹. According to their notes and suggestions the questionnaire was adjusted to its final draft which contains two major points:

- Demographic and social characteristics of the respondents
- Favorable professions for Omani women according to gender, and its justifications.
- Unfavorable professions for Omani women according to gender, and its justifications.

Questionnaire reliability

A test was done to confirm the questionnaire stability and its suitability for the study case. Reliability tests have shown a clear consistency in the results using Krippel's Alpha between paragraphs reached (0.93) extreme and positive which means that there is stability in the measurement tool and in the results that confirms the stability and credibility of the study data.

Literature Review:

Many studies discussed the issue of women labor from different angles. Amuslami (1994) published a research entitled "Omani Women Involvement in the Job Market and its Relation to Changing their Traditional Roles". She found that the most important factors for women going out to work are first the economic factor and then the psychological and the social factors. She referred these factors to women's desire to enhance the economic status of their families. In addition, the research showed that there are many difficulties face women while joining the job market. These difficulties are found in the social and traditional values and in the difficulty in balancing between house work and raising children and job's responsibilities. Furthermore, the study indicated that the most favorable jobs for Omani women is the careers related to education and healthcare sectors or simple work that does not need high level skills.

In Al mjedel (2006) study which is entitled in "The orientations of the students of Education colleges in Oman towards Teaching: Field Study: College of Education in Salalah", the study sample was about (330) students. This study showed that education colleges has a very low effect on building positive teaching orientations inside their students. However, other results of the same study showed that there is an important contrast in the orientations of the students of education colleges in Oman towards future careers which those students think of depending on their grades in high school and at the university.

Almamary (2009) found that there are obvious orientations with the participants towards working and earning money which they considered as men's main job. On the contrary, women's main job was restrained by only being a housewife especially if the husband is able to support his family financially. The study was entitled in "The picture of the Omani Working Women with the Youth" with a case study of (2790) males and females. It also stated that there are some traditions that stands as a barrier between Omani women and mixed work environments. It added that the most important reason that make women join the job market is self-assertion. The second reason is contributing in their families' financial statuses. The third reason is filling their free time, and finally making new social relations. Many jobs were listed in this study that shows the favorable jobs for Omani women which are: teaching, nursing, medicine, working in tailoring shops, perfumes shops and gold shops. On the contrary, working in malls, cafés, oil fields, sales, aviation hospitality and Hotels is considered as unfavorable types of careers for Omani women.

A study entitled in " Omani Workers' Orientations towards Omani Women Taking Over Leading Positions: Field Study in Muscat Sohar and Rustaq" by Al Jundi (2009) focused on knowing the differences between these women, who work in leading positions, according to gender, social status, work experience, age and educational level using descriptive analytical methods. Muscat, Sohar and Rustaq are the cities where the sample was selected. The results showed that there is a positive orientation towards Omani women taking over leading positions by both sexes. Moreover, married and single participants, work experienced participants, young aged participants, and highly educated participants showed the highest positive orientations towards Omani women taking over leading roles in different institutions.

The ministry of Omani national economy published a study about women and work (ministry of national economy, 2011). The study was titled in " Omani Women in the Job Market: Reality and Challenges" and it was depending on two important sources which are the population of (2010) and Labor Force Survey (2008). The results showed a high percentage of Omani Women have early withdrawal from the job market and a low percentage of their work duration at the job market. This result was attributed to unsuitable and discouraging work environment, not enough career motivations, working in other jobs like taking care of their families, unwillingness to work in the private sector, other social and religious reasons and women's preference to work in offices.

Azaz's (2013) study, which is entitled in "GCC women role in the economic activity: the functional situation of the Omani woman", aimed to investigate the functional status of the Omani woman and the economic sectors that she works in. The study used the statistical descriptive approach and The spatial analysis using geographic information system to analyze the data. The results revealed that there is an increase in the number of Omani females entering the job market with a percentage of (74.86%) and with an annual average increase of (10.7%) as provided in the population of (2003 – 2010). This ratio is twice the national ratio of the same time, and it is much more than males' ratio of the same time. This indicates that there is an increase in women's contribution in the job market in Oman.

Glossary:**1. Career:**

It is a qualitative activity that is related to the job market, and it aims to fulfil the basic needs of the individual. It is also an important indicator of the individual's social status and a significant distinction of his activities in the society (Alkatayba, 2009).

2. Profession Orientations:

It is the common preferences and interests of the wanted professions and activities among individuals. It is also the individual's orientation and concentration towards a certain career. This orientation takes an emotional character that expresses its interests towards some careers but it is not an evidence for satisfaction (Badawi, 1989). Researchers also used the concept of significance tendency over the emotional side of the character which contributes in shaping the individual's interests towards specific work patterns (Abdulhameed, 2002).

3. Profession interests

It is an acquired virtual system which includes the individual's abilities, skills and preferential feelings. It is being expressed verbally and it determines the individual's relation towards the different activities and careers. It also directs the individual's ideas and attitude towards certain profession activities which pushes him/her to search for work environments that match his ad valorem system and virtual interests (Abdulhameed, 2002).

Orientation

It is a human tendency to answer certain events or situations in a predefined way. It is also a learned relatively ready tendency that is acquired through experience and knowledge.

First: Demographic and social characteristics of the Study Sample

The participants' social, demographic, and economic different backgrounds and characteristics were described using appropriate statistical analysis methods such as (Percentage and Frequency) in order to have specific descriptions about these different backgrounds and to determine the essential and different characteristics of the study sample. Below is a detailed table of these results:

Table (2): Gender relative distribution and frequency of the sample

Gender	Frequency	Percentage %
Male	1923	61.3
Female	1216	38.7
Total	3139	100

The Results in table (2) show an obvious increase in males' percentage. It reached (61.3%) percentage for males compared to (38.7%) percentage for females. This result might include social and cultural significance considering that these males have masculine ideas and visions which might express their social and cultural features.

Table (3): Percentage and Frequency of the sample's current residency

Current Residency	Frequency	Percentage%
Muscat	618	19.6
Al Dakhelia	533	16.9
AL Batinah	999	31.7
Dofar	1000	31.7
Total	3150	100

Most of the participants live in Dofar and Al Batina with a percentage of (31.7%) each, as shown in table (3). Muscat came second with a percentage of (19.6%) and finally Al Dakhliya with a percentage of (16.9%). These ratios were put according to the study sample selection conditions that was done by the National Center for Statistics and Information to present the Sultanate's governors geographically.

Table (4): Percentage and Frequency of current age

Age	Frequency	Percentage%
20-29 years	1251	40.7
30-39 years	1179	38.3
40-49 years	507	16.5
More than 50 years	139	4.5
Total	3076	100

Table (4) shows that the study sample is focused on the younger aged groups (20-29) years with a percentage of (40.7%) and (30-39) years with a percentage of (38.3%). However, it decreases at the older aged groups (50 years and older) with a percentage of (4.5%) percent. Generally, these results show that the study sample has small relative ages. It is an important result because age variable is one of the major variables in social and demographic studies, and it contains direct and portant ata related to the generation's understanding and its social, cultural and biological believes and perceptions which affects their attitude towards women work orientations. In fact, today's generations are more affected by the new lifestyle and more attracted to the concepts provided by the development process.

Table (5): Percentage and Frequency according to the sample's social status

Social Status	Frequency	Percentage%
Single	797	25.4
Married	2170	69.3
Divorced	100	3.2
Widow\er	49	1.6
None of the above	16	0.5
Total	3132	100

In Table number (5) most of the participants are married with a percentage of (69.3%), compared to (25.4%) percent are single. The rest of the sample are either divorced with a percentage of (3.2%) or widows and widowers with a percentage of (1.6%). These ratios might affect the participants' attitude towards their orientations and justifications of their favorable and unfavorable professions for Omani women because of the social, cultural and economic responsibilities and believes of each statues.

Table (6): Percentage and Frequency according to the samples' educational level

Educational Level	Frequency	Percentage%
Illiterate (doesn't read and doesn't write)	62	2
Reads and writes	136	4.3
Elementary		1.9
Middle School	207	6.6
Secondary School (General Diploma)	788	25.1
High Diploma	641	20.4
Bachelor	1064	33.9
Higher Studies (Masters & PHD)	176	5.6
Total	3135	100

The results in table (6) indicate that the study sample has high educational levels. Participants with a bachelor degree and higher studies have reached (39.5%) percent, while general Diploma holders were (25.1%) percent and high Diploma holder were (20.4%). On the other hand, the percentage of illiterate participants decreases to (2.0%) percent and the participants who only know how to read and write also showed a very low percentage of (4.3%). The sample's high level of education reflects their ideas and orientations about the preferred professions for Omani women. Certainly, education is a process that grow deep roots in human's thinking and attitude towards many issues. Moreover, education changes the individual's old values and traditional ambitions and opens his\her mind to modern ideas especially about women

contribution in the economy and women joining modern careers. However, the educated individual's interest in modern ideologies contrast with uneducated people ideologies.

Omani society individual's preferences of preferred professions for Omani women according to gender:

This part of the research tries to observe Omani women work patterns from Omani women point of view compared with Omani males' point of view. Below, is a detailed table of the results.

Table (7): Comparative means of the favored Professions for Omani Women according to Gender

Favored Professions \ Gender	Male SMA	Female SMA	$\chi^2 \Sigma$	F	Sig
1- Health sector (Doctor, Nurse, pharmacist)	10.78	11.00	33.8	1.52	0.219
2- Education (Head minister, teacher, social worker)	12.4	12.5	7.9	0.599	0.439
3- Military	3.33	3.43	6.8	0.393	0.531
4- Banking (an employee in a bank...)	4.96	5.39	128.5	5.42	0.020
5-Media (media proprietor, show host, journalist)	4.16	4.94	442.2	21.1	0.000
6- Economy and Services (an employee in malls, fares and economic sector)	3.65	4.32	326.5	18.5	0.000
7- Business	6.11	7.22	885.9	33.03	0.000
8- An Engineer	5.68	6.63	656.7	24.9	0.000
9- Stewardess	2.41	2.83	128.5	11.8	0.001
10- An employee in tourism and hostelry	2.73	3.33	256.1	21.5	0.000
11- Makeup artist, Hair stylist	4.68	5.58	593.7	26.1	0.000
12- Secretary	3.72	4.92	1046.8	54.9	0.000
13- Handmade industries	5.25	5.82	233.4	9.9	0.002
14- Art (singer, actress, music player)	1.14	1.36	35.9	6.3	0.012

Table (7) shows that both males and females have a consistent orientation about the favored professions for Omani women especially in the educational sector with a mean of (12.5) for females and (12.4) for males, and in healthcare sector with a mean of (11.0) for females and (10.78) for males and with low statistical differences at a significance level of (0.05%) or fewer according to gender. These two professions are considered as a highly feminine professions, and they are favored by males because of cultural considerations such as non-mixed work environment.

Moreover, table (7) shows an increase with the Omani society in favoring the medical sector (a doctor, a nurse and a pharmacist). Both males and females with insignificant statistical differences at a significance level of (0.05%) or fewer. On the other hand, the same results reveal that females show more and higher interest in Business than males with means of (7.22) and (6.11) and with clear statistical differences at significant level of (0.05%) and fewer for females. These results also show females' interest in engineering more than men with a mean of (6.63) for females and (5.66) for males and with statistical differences at significance level of (0.05%) and less for females.

Banking and media also have high ratios of females favoring them contrasting with males with statistical differences at significance level of (0.05%) or fewer for females. This result indicates that there is an increase in females' desires to work in modern and untraditional professions that lines with the development process. It is also an indication that men are no longer interpose in many sides of women's lives, and they cannot shorthand women roles as they used to do in the past.

However, table (7) also shows a decrease in women staffing at the economical and services sector (an employee in supermarkets or fairs etc.) especially males with a mean of (3.65) compared to (4.32) for females and with statistical differences at significance level of (0.05%) and fewer. This result confirms that women have important interests to leave traditional jobs to modern ones.

In contrast, there is a general decrease within the Omani society in favoring Omani women to work as a makeup artist, a steward, a secretary or craftswoman. But, these preferences have high ratio with females comparing to males and with statistical differences at significance level of (0.05%) and fewer for females.

Another interesting result in table (7) is that neither females nor males prefer Omani women work at the military sector with a mean of (3.43) or for males with a mean of (3.33) with unimportant statistical differences at significance level of (0.05%) and less. This confirms that both males and females have negative attitude towards women working in this sector. The lowest percentage in the favored professions for Omani women was for Art (singer, actress or music player). The mean for females reached (1.36) and (1.14) for males. This result corresponds with the previous studies which explained that the visual art sector is incompatible with the confidentiality of the Omani society which is an eastern conservative society that looks suspiciously to such jobs for women (Allawatia, 2012).

Generally, This part of the research shows that there is a high increase in favoring professions related to education and medicine for Omani women by both males and females. There is a harmony in both gender's point of views about the suitability of these professions for the woman and her biological condition and the society's cultural confidentiality. Selvia (2011) stated that the most respected jobs for women are teaching, nursing and social work. Moreover, Hirsch and Schnabel (2012) said that females prefer working in teaching and medical sector. AlAreni (2002) shows that gender racism pervade in many GCC countries which increases females' preference for jobs like: teaching and nursing. As a result, women contribution in the productive sector is low.

In addition, the study found out that there is a decrease in males' preference of engineering or business as professions for Omani women. Both males and females showed a low percentage in favoring Omani women working in the military sector and the artistic media sector. This study also declared a high percentage of women interest in working in banking, trade, business and engineering. There are two important factors for this result which are women independency in making their life choices and men dominance regression in women's lives.

Reasons behind favoring some professions for Omani women according to gender:

Table (8) tries to observe and determine the reasons behind society's preferences of certain professions for Omani women according to gender especially females.

Table (8) Comparative means of the reasons behind favoring certain careers for Omani women in the Omani society according to gender

Reasons for favoring these jobs for Omani women	Gender		χ^2 Σ	F	Sig
	Male SMA	Female SMA			
Appropriate work environment for women biology	10.6	11.3	386.6	12.9	.00
Suitable work time that does not contradict with house work	9.2	9.7	172.2	5.3	.02
Salary	6.5	6.7	25.9	.8	.36
Work Location	7.3	6.8	155.2	5.2	.02
No travels at work	6.7	6.5	9.0	.3	.58
Work provides social status for women	6.4	7.2	495.4	17.4	.00
There is no gender mix in this work environment	5.6	5.3	105.3	3.8	.05
Social acceptances for this career	6.8	7.3	152.9	5.5	.02
This Career has effects on raising children	5.6	5.9	103.3	4.0	.05
Religious point of view of this job	7.5	8.1	269.6	8.5	.00
Few working hours	5.2	5.5	92.7	3.9	.09
Easy and flexible work task	5.6	6.0	167.5	6.9	.01
Other than the salary privileges	3.6	4.2	202.8	11.8	.00
Retirement Privileges (Retirement pension)	3.3	3.6	55.4	3.4	.07
Others	.3	.3	.8	.3	.60

Table (8) shows that the most important reason that stands behind favoring Omani women to work at certain careers is "the suitability of work environment for women biology". Results showed that there are important statistical differences in individual's attitude according to their gender. Females appeared to be more holding into this reason more than males with a mean of (11.3 and 10.6) respectively and with statistical differences at significance level of (0.05%) and less for females.

The second reason is "suitable work time that does not contradict with house work" which reached a mean of (9.7) for females and (9.2) for males and with statistical differences at significance level of (0.05%) and less. The third reason is "the religious point of view" that reached a mean of (8.1) for females and (7.5) for males and with statistical differences at significance level (0.05%) and less for females.

"Social acceptance for this career" came in the fourth place with statistical differences at significance level (0.05%) and less, and with a mean of (7.3) for females and (6.8) for males. This result can be understood with Norms Theory which attributes the choice of the individual in modern societies to volitional process controlled by the nature of the common standards and to his/her expectations of the society (Karadsha, Almahroqi, 2015: 47). This result means that the society has the a previous power in determining the characteristics and the nature of the career which the individual can join in according to its gender. Accordingly, the individual is subjected to the social inevitability and to social and cultural conditions inside its his/her society.

Moreover, the results show that the statistical importance of these reasons especially the ones related to "the far distance of work place from the woman's family". This revealed statistical differences at significance level of (0.05%) for males. This means that the far work-placedistance might be an important reason in determining certain careers for Omani women especially with Omani males.

The cultural and social reasons especially the ones related to "gender mixed work environment" showed an important factor of determining certain career types that Omani women can work at especially with males with a mean of (5.6) compared to females with a mean of (5.3) and with statistical differences at significance level (0.05%) for males. Other reasons about

Gender		Male	Female	$\chi^2 \Sigma$	F	Sig
unfavorable Professions		SMA	SMA			

"Obtained social status", "job conditions does not conflict with raising children" and "nature of working conditions" showed an important statistical difference according to gender at the level of (0.05%) and less for females. This indicates the importance of these reasons in shaping important motives to build the features of favored professions for Omani women. Some studies indicate that the concealed desires of women and their wish to have a special social status will determine their career pattern in the future. A woman's personality features and inherited tendencies are considered as key factors for her future career choice.

Table (8) also shows that there is a consistency in Omani individuals' opinions about "salary, no travel privileges, few working hours and retirement pension". Both males and females agreed that these reasons play a role in shaping favorable career patterns for Omani women with statistical differences at significance level of (0.05%) and less.

Third: Unfavorable professions according to Gender

The aim of this part of the study focuses on determining and observing the most unfavorable careers for Omani women from Omani individuals point of view according to their gender. It also studies the justifications behind not favoring these kinds of careers. Comparative Means and One Way ANOVA were used to reach the research aims by describing and observing:

- Unfavorable career for Omani women according to gender.
- Justifications behind refusing certain professions for Omani women according to gender.

Table (9): Comparative means of the unfavorable professions for Omani women according to gender

1- Health sector (Doctor, Nurse, pharmacist)	3.9	4.5	145.4	6.7	.01
2- Education (Head minister, teacher, social worker)	3.5	3.0	184.3	9.0	.00
3- Military	8.8	9.1	95.1	3.7	.01
4- Banking (an employee in a bank...)	5.9	6.4	229.7	9.6	.00
5-Media (media proprietor, show host, journalist)	6.9	7.1	46.0	1.8	.18
6- Economy and Services (an employee in malls, fares and economic sector)	6.2	6.9	340.1	14.0	.00
7- Business	4.6	4.8	23.4	1.1	.29
8- An Engineer	4.9	4.9	5.4	.26	.61
9- Stewardess	8.5	8.9	108.4	4.2	.04
10- An employee in tourism and hostelry	4.9	5.1	38.3	1.7	.19
11- Makeup artist, Hair stylist	5.8	5.6	24.0	1.0	.31
12- Secretary	3.9	4.4	181.4	9.4	.00
13- Handmade industries	10.4	11.0	302.0	11.4	.00
14- Art (singer, actress, music player)	.4	.23	21.4	6.6	.01

as refusing Omani women to work in secretary with a mean of (5.6) for females and (5.8) for males. Additionally, makeup artist and hair stylist are also refused as careers for Omani women with statistical differences at significance level of (0.05%) and less. This result shows that the level of women rejection about Omani women working as secretary and makeup artist or hairstylist is less than males' level of rejection.

On the other hand, The levels of rejection decreases in rejecting Omani women working in Education for both males and females with a mean of (3.5) for males compared to (3.0) for females and with clear statistical differences at significance level of (0.05%) and less. There is also low rejection levels for Omani women working in the medical sector (doctor, nurse or pharmacist) especially with males with a mean of (3.9) and (3.5) for females and with important statistical differences at significance level of (0.05%) and less.

Reasons for not Favoring certain career patterns for Omani women according to gender: Table (10)

includes an observation that tries to find out the reason and motives behind rejecting certain career patterns for Omani women according to gender especially females. Below is a detailed description for these reasons:

Table (10): Comparative means for the reasons behind not Favoring certain career patterns for Omani women according to gender

Gender Reasons for not preferring These jobs for Omani women	Males SMA	Females SMA	χ^2 Σ	F	Sig
1- The job needs physical power that does not suit with women biology	9.30	9.94	393.2	4.9	.026
2- Religious point of view of this job	12.68	13.35	321.5	5.8	.016
3- Mixed work environment	12.61	12.23	104.4	1.9	.164
4- Long working hours	9.16	9.46	63.8	1.2	.280
5- unsuitable working hours (shifts system)	8.61	8.98	100.4	2.0	.162
6- This career conflicts with women's traditional role (housewife)	9.87	10.22	85.9	1.7	.195
7- Many men visit this work environment	8.93	8.97	1.6	.032	.859
8- low salary	5.84	5.54	66.4	1.7	.193
9- This career has fieldwork	6.93	6.45	163.9	4.0	.045
10- Negative social look towards this career	8.48	9.08	256.6	5.5	.019
11- fear of relatives' perception about this career	6.63	6.89	48.7	1.2	.281
12- Far work distance	6.68	6.99	65.3	1.7	.195
13- Work conditions are not comfortable nor fixable	6.76	7.51	402.4	10.1	.001
14- No other privileges than the salary	4.62	4.73	9.5	.34	.56

Table (10) revealed the most important reasons that prevents Omani women from working in certain careers according to gender. The first reason is The religious point of view with a mean of (13.4) for females and (12.7) for males with important statistical differences at significance level (0.05%) for males. This result confirms the importance of the religious opinion about certain careers with the Omani society individuals especially with females. In fact, the negative religious look towards certain career patterns might increase women's refrainment for these careers.

There are reasons related to the work environment that discourages Omani individuals from accepting certain careers for Omani women. For example, art field, economic sector or media have mixed work environments which increase the fear of men violating women with the Omani individuals. For this reason, many respondents both males and females agreed on refusing such careers for Omani women with a mean of (12.2) for females and (12.6) for males and with weak statistical differences at significance level of (0.05%) and less for males.

The reasons related to work contradicting with women house work are a motive for females to refuse these careers for Omani women with a mean of (10.2) for females and (9.9) for males and with un statistical differences at significance level (0.05%) and less for males. This result indicates that both males and females have consistent and negative orientations towards career patterns that contradict with women's traditional jobs as a mother and wife, have long working hours, or do not suite women. Hakeem (2006) agrees and states that females avert many careers because they conflict with

their duties towards their families. In the same way, Fredman (2013) says that most women prefer jobs that help them balance between their duties at home and at work.

Interestingly, in this part of the study there is a high percentage of reasons related to the biological nature of the woman that explains females rejection of certain career patterns. As mentioned above, women biology prevents her from working in jobs that require physical efforts. The mean reached (9.94) for females and (9.3) for males and with real statistical differences at significance level of (0.05%) and less.

Regarding this point, Maccoby (1963) indicates that a big part of women's profession interests is oriented by her feminine nature. The fact that women follow men is a clear result of a systematic masculine culture which empowers men. Thus, men could run important roles inside the family and could decide many significant decisions for women including choosing their jobs.

The research also presents the importance of the social negative look towards certain professions for Omani women especially with males with a mean of (9.08) for males and (8.48) for females and with important statistical differences at significance level of (0.05%) and less for males. This result confirms the importance of the social outlook in determining accepted and refused certain professions for Omani women. Alharthi (2003) sees that the traditional look for women and the duties of motherhood, rising children, husband service and house work, allows men dominance affecting women's orientations for career choosing.

Consistency and disagreement is obvious in both males and females standpoint of the reasons behind "men's obvious presence in certain careers patterns, far distance work place, no retirement pension and no social insurance, career does not fulfil the needed social status for the woman" play a significant role in women refusal of such careers with unimportant statistical differences at significance level (0.05) and less.

Results showed that reason related to "low and inconvenient salary, nature of certain jobs that require field work and uncomfortable work conditions for women" shaped extra motives for unaccepting certain career patterns for Omani women with real statistical differences at significance level (0.05%) and less for males. The differences between Omani males and females' perspectives about such work circumstances increases the degree of unaccepting these careers for Omani women.

The factors that have a relation with gender have a big role in determining individual's choices towards professions which Omani women can work at. This statement agrees with the Thesis Biological Theory which confirms the importance of selecting certain careers for women according to their biological conditions. Besides, the biological differences between men and women have an important role in women specializing in certain jobs and dedicating their time for pregnancy, delivering babies and raising children. In contrast, men biological conditions appears outside the house in production processes because of their muscular powers that can do hard jobs.

The synergy between the biological conditions and the cultural, social and economic factors have glorified men's role which made them occupy a prominent status in the society, at the same time it is marginalizing women's role. As a result, the man could dominate decision making in his family including women joining the job market and women choice of careers. Regarding this point, Murdock confirms these explanations depending on the fact that the male can do hard tasks with his physical biological powers which gives the master's position in the family. Organs differences between the two sexes contributes significantly in producing different social and cultural preparation that might grow or might be suppressed according to the gained experience in the surrounding environment. These factors might be the reason in power disruption and men dominance inside the family (Hoso, 2009: 137).

Results:

The results showed that the factors related to the social upbringing for both male and female promoted clear differences in both males and females attitude towards favorable professions for Omani women. This issue could be explained by different cultural perspectives about masculinity and femininity in the society or by the believes that each sex believes in. Some professions have conditions that plays a big role in determining Omani individuals' orientations towards its suitability as a job for Omani women.

Generally, the study show that Omani individuals accept the fact that Omani women should join the work force, but they should only join certain jobs where social, economic and cultural consideration that suits the Omani society's values are considered. The results revealed that education, especially teaching, is the most accepted sector for Omani women employment by Omani males. On the Other hand, professions related to media, art, trade or air services like stewardess are the most unfavorable jobs by both Omani males and females.

Results also showed the importance of "women biology, suitable work time which do not conflict with women's traditional job of motherhood, the religious attitude towards these jobs and non-mixed work environment" in increasing Omani individuals' orientations, especially females, towards some careers that Omani women can join. Other factors such as "salary, travel, workhours, and retirement privileges" do not have a strong effect on the favorable professions for Omani women of Omani individuals. Finally, results revealed that according to gender, especially females, the most important reason for refusing certain jobs for Omani women to work at was the negative attitude of the religion (Islam) towards these jobs.

Recommendations:

- 1- The modern Omani society went through many transitions and many economic, social, technological and cultural changes that push us forward to reshape man power structure and involve Omani women into the development process by giving her new, positive and valuable roles.
- 2- Limiting women in determined careers like teaching and healthcare might cause a damage in other sectors that need female power. Although women recruitment has gained a wide range of the Omani society's interest especially recruiting her into new professions that fit with the development process, the indicators show that Omani women contribution to the job market still substandard. Moreover, different job fields are still contained in some traditional careers. Thus, this study recommends Omani women to join different careers especially the ones described as untraditional and known for their contribution in the rotation of the development wheel and their empowerment for women to gain freedom from many old traditions and believes that used to determine their roles in the society. As a result, this will have a positive effect on women and on the whole society in the near future.
- 3- Notice that women involvement in the job market and new professions which she never worked at, would not be successful unless previous plans and programmers related to women knowledge, work and education empowerment are designed and studied.

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