Participation of Women in Sociopolitical Development in Iran

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Abstract

Participation of women in sociopolitical development is regarded as remarkable index in sustainable development of society. The present article has studied women participation in process of sociopolitical development during 30-year period of Islamic Revolution. Main research question is: how is participation of the women in process of sociopolitical development of Islamic Revolution? What opportunities and barriers do we face in sociopolitical participation of women in Iran? What is perspective of the women participation in Iran?

The present research is combination of quantity studies (survey) and quality method based on interview which has been done in data analysis with use of secondary analysis technique. The data of citizens, authorities and statistical references of Ministry of the Interior, Iran Statistics Center , and Islamic Consultative Assembly of the city was gathered and analyzed.

Research finding shows that attendance and participation of women in management ranks especially middle and micro management has been more considerable. Entrance of women in high organizational ranks faces social, political, cultural, and customary and taste barriers. Although the number of female experts in society and manpower has increased, their progress in decision making and policy making jobs has not been considerable. Research shows that future management requires more and efficient use of potential female power in management major level of society. Participation of women in management shall be done voluntarily and purposefully. The planners firstly shall emphasize on mental participation and change in beliefs and tendencies of women. Participatory behavior shall be done in two parts. In the first stage, effective factors of women participation shall be considered and in the second stage, participation in executed plans and programs shall be preserved. Increasing

participation of women and determining their participatory strategies in social-cultural fields can increase efficiency and productivity of management in the country.

Key words: Women, Participation, Political Development, Empowering, Islamic Revolution, Management

Introduction

In new era, increasing progress of society has expanded concept of participation to all fields of social life. Participation in open society is based on persona, aware and voluntary decisions. In spite of participation thought, this issue has not emerged actually. Social, political and cultural factors are of barriers to it. In developing societies, political participation of women in sustainable development process and their mobilization as the organized participation have special position. In accordance with formal statistics, half of 70 million population of Iran society is composed of women. Participation of women in society affairs paves the way for sustainable development in economic, social, political and cultural dimensions.

Position of women in our society is instable. Iranian women couldn't have continued following up by recognizing themselves and identifying their potential abilities for recognizing their rights formally and realizing them. It seems that women have faced major problems and barriers in recognition of their capacities, abilities and social rights. One of the important grounds for recognition of social and civil rights is their participation in sociopolitical development process. This issue is so important that Aristotle has considered participation as core of political life and defines a citizen as a person who enjoys right of participation in affairs.

During the last decades, society of Iranian women has experienced some changes. With increase in awareness and expansion of higher education, they have promoted their abilities and one can no longer keep the women in margin of sociopolitical relations. They want some bases so that they can achieve better positions. The fact is that today's Iran women have challenged policy of attendance and participation in major managements of society. On the basis of report on human development in 2008 issued by Civil Program of United Nations Organization, 60% of those admitted in universities were women. (Statistics of State Educational Testing Organization confirms the said percentage in recent years regarding admission of girls in universities). In 1976, literacy rate among the women was 36% which has increased to 72% in 1996. This ratio has exceeded 84% today. Positions of girls in different scientific and literary Olympiads and increasing potential abilities of the women in managerial and artistic fields are indicative of increasing trend of self-belief morale and readiness for attendance in society.

However, in spite of social awareness and knowledge and skills, the women don't play considerable role in management of the country. In accordance with the statistics published by United Nations Organization (2008), role of Iranian women in management and legislation of Iran has been announced to be 16% while some countries such as the Philippines, Angola, Caiman islands, Mongolia have 58%, 52%, 51% and 50 % of the highest share respectively. Global rank of Iran among 12 countries to be studied has been announced to be 101.in July 2008, only in 5 countries, share of the women in management and legislation has been 50 % above. Scandinavia has had the highest share. The lowest share relates to Pakistan (3%), Qatar (5%) , Oman and Saudi Arabia (9%) and United Arab Emirates (8%)(capital , 20: 2008). In this regard, status of Iran is close to the lowest status of the countries while quality and quantity of major class of the graduates, scientific, specialized and technical awareness of Iran are not comparable to these countries.

We should analyze why the Iranian women couldn't have achieve major levels of political management of society in spite of personal and social abilities. The fact is that women have faced social, political, legal, customary and cultural barriers for achieving high managerial and political positions. Now, only 8 women attend among 290 members of parliament, while, 25% of members of parliament is composed of women in 2006 in Afghanistan. Generally, average number of parliament members in Iran doesn't reach 10% of the members from the first round to the seventh round. Comparative statistics of those elected in the first and second round of Islamic consultative assemblies of Iran confirms this fact. For example, in Tehran, only 3.26% in the first round and 4.59% of assemblies members were women in spite of increasing awareness and specialty and knowledge level of the women. It seems that this low number is due to socio-cultural weaknesses and shortages of Iranians. Although women have right to vote and be candidate, people rarely accept women for managing social affairs.

After Islamic Revolution, women couldn't have play active role in this field in spite of growth of social position of women and political participation talk and need for their attendance in society. Therefore, the main research question is that: how is participation of women in sociopolitical development in Islamic Revolution period? What are opportunities, barriers and perspective of sociopolitical participation of women in Iran?

Theoretical fundamentals of research
Civil society is a space of which civil and citizenship perfection and participation are important components. These concepts represent political, social and legal relationship between people of society and political power. Realization of these concepts in contemporary world is the most important basis of legality of democratic governments. Understanding this fact that society should be managed with reliance on civil   plurality and freedoms is indicative of position of the person in political field with reliance on personal freedoms and participation in political bodies.

If right of selecting, being selected and having position is necessary right for political right in a civil space, these rights will be realized for women as well. But it seems that what prevents from their participation is stereotypical beliefs of men and women, tradition, custom and cultural and social traditions of Iranians. As Simon believes, this is not nature of women that caused limitations for their role but these are roles which originate from some presuppositions, traditions and ancient laws which women create.

One can recognize two major approaches in attitudes and theories of participation: major and minor approach. In minor approach, motives, attitudes and behaviors are emphasized. In major approach, grounds, conditions and structural elements are considered. For this reason, participation has two mental and behavioral parts. Mental part considers personal attitudes and behavioral part considers collective voluntary activities. In each class, different theories are raised.

Habermas has considered formation of public field and wise talk as suitable opportunity for public thoughts and participation. He thinks about conditions of equal access to participation which suggests necessity of talking assemblies. When the actors gather for discussing about issues of their interest, they criticize and feeling of attachment and dependence and collective agreement which cause collective and common behaviors.

Huntington regards role of political elites as effective on encouraging people for participation and believes that group awareness and social solidarity shall not be neglected. In societies which group life and collective activities are not expanded, renovation accompanies decrease

of participation. Attitudes of political elites and position of assemblies and intermediary groups are regarded as prerequisites of participation.

Theory of sociability explains differences in political beliefs and behaviors of women and men on the basis of their political habits. Sociability is a process with which people learn sociopolitical attitudes and develop behavioral patterns. Main agents of sociability are family, school and mass media which transfer values of society. These agents have effect on sociopolitical thought and behavior of the people. Women have been sociable as being wife and mother and this attitude has been effective on   decrease of women's participation and creation of gap in political management in favor of men.

Structural attitude emphasizes that women experience structural barriers in their tendency to political participation adulthood. Gender differences in political affairs don't emerge in childhood but different appears when role of the woman in family changes.

Situational attitude believes that since women have been involved in house and family affairs, they have few opportunities for political participation and don't pay attention to it due to low political experience. Due to emphasis of society on presentation of family basis, women rarely communicate with political activities and participation which are external case.

In the researches on participatory experiences and activities in Iran cities, one can refer to "spinners". In such participation, the spinning women gathered in house of one of the group members every night while they were spinning separately and individually and they were working while the host received them. Working with the coworkers and hosting were turned into collective and happy work. This activity was one of the jobs of rural and urban women. Self-helping groups have been manifested in rural and urban society of Iran. Dredging ghanats, springs, building dam on rivers, repair and dredging the pools, drilling irrigation supplies, repair and construction of public buildings such as mosque, bathroom, employment of workers, maintenance and protection affairs and the like.

Sociopolitical participation includes involvement of the person in different levels of political system. Political participation relates to political socialization. In Political participation, three aspects should be studied: manner of participation, intensity and quality. Manner of participation is different dependent on opportunity, interest and sources accessible to the person and common attitudes. Intensity refers to testing the number of the people participation in political activities. Quality refers to effectiveness of participation and relates to testing its effect. Political participation has hierarchy which varies from non –involvement to taking formal position and active party membership. The lowest level of participation is voting in election. Above this hierarchy, there are those who assume different types of formal positions.

Table 1- hierarchy of women political participation

Having formal political position (governmental)
Active membership in organization or political party
Participation in public societies , demonstrations etc
Passive membership in organization or political party
Participation in informal political discussions
Voting
Non-involvement in politics

Our society is rooted in a hierarchy of beliefs, values and feelings which change due to sociopolitical changes. Islamic Revolution caused to revise attitudes and positions of people toward political system and politics. Far from national statistics, international statistics shows

that the main axis is participation after Revolution. In years following Revolution, participation in sociopolitical affairs has been tangible with increase of awareness, self-belief and trust among the people. After victory of Islamic Revolution, people believed that they could be effective in politics. With regard to these changes, process of participation in Iran was transferred from passive to active participation. Therefore, one should try to institutionalize participation and expand political participatory culture of women especially in major managerial levels in the country. Evidences show that participation of women in political affairs is functional and necessary case. Modern society needs services of women in sociopolitical field.

History of research

We study changing trend of sociopolitical participation of women in three stages in different countries in the world, participation of women in Iran before Islamic Revolution, and position of participation of women in Islamic Revolution period.

A-sociopolitical participation of women in the world:

If we define participation in political affairs as intentional participation in governmental affairs and intervention in management of social affairs, political participation will be considered as the most excellent social activity and basis of social life. Political participation is right of all people and women's participation is important because it has reduced injustice and inequality and provided suitable ground for sustainable development. We remember talk of Secretary General of United Nations Organization that: we know that durable peace is not possible without development and we know that no development will be realized until the women play their perfect role and this means removal of women's participation barriers in employment, management and decision making in society and guaranteeing the women enjoying perfect political and human rights.

In accordance with statistics of International Labor Organization (ILO), Algerian women have 8% of employment role as the lowest role and Finland women have 47% of the employment role as the highest role. More than 45% of the women in the world with age between 51 and 64 years participate in economic activities. In United States, only 15% of total manpower was women in 1970 and this figure reached more than 40% till 1989. Till 1995, the women comprised more than 45% of total labor force in America; however, only 6% of the women are in managers' rank. Recently, only three cases out of 100 high rank jobs are taken by the women in the largest American companies and this figure is the same as that of the past decade. Among the large American companies such as Fortune 50, only 1.3% of high organizational positions are assumed by the women and in Fortune 500, 7.1% of high rank positions are assumed by the women. 200 large American companies, women assume less than one fourth of executive management jobs and less than 5% of deputies are women. Some experts refer that equality in senior management positions will not cause balance between different genders until some later decades.

Issue of inequality between women and men has historical roots. For example, Aristotle introduced woman as creatures which don't have position in political. He believed that God created them only for carnal aspects of life. With regard to the fact that attention to women as labor force, manager and diplomat has changed both in theory and practice in second half of century 20, but women have had limited right to be elected as high rank managerial and political authorities so that women composed about 11.7 and 10% of national legislation and managerial positions across the world in 1997.

In accordance with report in February 2006 issued by Inter-parliamentary Union, one fifth of members of parliament and legislation assemblies of the countries in the world were women in 2005, while, average number of the female members in 187 parliaments in the world increased from 15.7% in Dec. 2004 to 16.3% in 2005. Regarding share of women in political power of the world, women assume leadership of 19 states out of 192 member states of United Nations Organization. Kingdom regimes of Denmark, Netherlands and England have queens. Finland has the most womanly cabinet in the world. 12 ministers out of 20 ministers of Finland cabinet are women. The government of which most cabinet ministers are women has been unprecedented. At present, 84 out of 200 members of Finland parliament are women (42%). There are 8 female presidents in Republic regimes. 3 women in Afghanistan, 1 woman in Pakistan, 1 woman in Kuwait , 2 women in Emirates , 1 woman in Qatar , 3 women in Iraq and 3 women in Vietnam have ministerial positions.

Study on status of the women in Islamic countries especially in Middle East and North Africa as well as in South Asia (including Pakistan) shows that women don't participate in these countries in the economic, political , cultural and social fields to great extent, while, rate of participation of women in economic and social activities as well as attendance in management of society is much more suitable than that of their counterparts in Middle East and North Africa in some more developed Islamic countries especially in southeast of Asia. For this reason, Middle East and North Africa and South Asia countries have been deprived of important contribution of the women in multilateral development of these societies. For this reason, these countries have not been considerably successful in sustainable development.

B- Sociopolitical participation of women (before Islamic Revolution):

Society of Iran has been affected by deep social changes and political changed since Constitutional period up to now. In this regard, women have faced more problems, shortages and deficiencies as half of the population in the country and tolerated more damage. The most important social and political problems which people have faced have had negative effect on life of women more than men, though one can not deny this historical fact that modern demands of the people including effort to create civil society, political development, realize democracy, gender equality etc are rooted in democratic movements of the last hundred years. For example, Iranian women during Constitutional Revolution fought with Qajar dynasty with men in some regions such as Azarbayejan, Guilan, Ghazvin, Esfahan, Tehran etc by holding secret and non-secret assemblies.

Although participation in sociopolitical affairs for the women started since early century 20 and with 100-year delay, voting right of the women was delegated, in Iran in 1963 following White Revolution Reforms Program. At the same year, there were 6 women as members of National Consultative Assembly among 197 men. In 1971, 2 out of 270 members were women. Share of women in political affairs in 1975 included 1 female minister and 3 deputy ministers. This statistics shows that political participation of women has been neglected in this period. In 57-year period of Pahlavi dynasty, contrast of tradition and modernity reached its zenith and the passing country tried to introduce modernity import elements irrespective of special cultural and religious conditions of society as accepted and common pattern.

C- Sociopolitical participation of women (after Islamic Revolution):

Although Islamic Revolution has provided suitable opportunity for sociopolitical participation of women, goals of this revolution regarding role and real position of women in major management of society has not been realized. In Iran, inequality of men and women has been

considered as usual case and it was ideological justified in all fields and areas. About 4% of parliament members, 3% of higher and middle managers, 1.5% of members of city assemblies in the country and 12% of members of metropolis assemblies were elected among the women. In cabinets, these conditions have been worsened. After Revolution, attendance of women in cabinet was limited to one or two deputies minister and share of women out of political and democratic representations has been lower than this rate. It is necessary to note that participation level of women has increased in comparison with pre-Revolution period. In spite of this change, we face essential weaknesses in this area. Weak attendance of women is found in other fields such as chancellorship of universities and scientific centers of the country (though more than 60% of those admitted in universities are girls) as well as in high management of Education system of the country.

Female managers and high-rank organizational staff were 1533 persons in 1991 which reached 41420 in 1996. Although this figure indicates increase of the number of women in managerial positions, it is negligible in comparison with the number of employed women .

While ratio of the employed women in high management rank to total employed women in public section is only 9.4%. Results of this research on managerial role of the women refer to some figures which are not promising. This figure includes only 16.1%. Data emphasizes on low share of women in managerial section of the country while this low number faces some problems in their workplaces. In study on these problems, there are two classes of social and personal barriers with regard to manly structure governing workplaces:

In social section, we face some problems such as mistrust in performance of female managers. Women are employed for doing affairs for which there is no possibility for progress. In personal issues, women can not create suitable communication network with others in workplace so that they can promote themselves in occupational activity through this network and achieve higher positions. Most of the female managers imagine that they should show manly behavior as a manager while research results show that the male tough managers are admired but female tough managers are rejected. This duality decreases self confidence and self belief of most women.

Some statistics shows attendance and participation of women in sociopolitical fields after Islamic Revolution Victory. Among decision making, policy making and managerial fields in major level, statistics on representation of women in Islamic consultative assemblies and representation of Islamic Consultative Assembly is referred as index in political development after Islamic Revolution which the women could have achieved in major levels.

Table 2: attendance of women in city Islamic consultative assemblies (Islamic Revolution period)

Period	Number of women in assembly	Percentage	Number of men in assembly	Percentage
First	1373	0.84	162649	99.16
Second	2334	1.51	152945	98.49
Total	3707	2.35	315594	98.82

It is observed that in the first round of city Islamic consultative assemblies, only 0.84% out of those elected (164022 persons) has been elected as female members in assemblies. In the second round of city Islamic consultative assemblies, out of those elected (155279 persons) ratio of female members reached 1.51 while ratio of men reached 9.16% in the first round and 98.49 % in the second round. Ratio of representation by two genders is comparative.

Table 3: attendance of women in rounds of Islamic Consultative Assembly

Period	Female representative	Total Percentage
First	3	1.43
Second	3	1.48
Third	3	1.49
Fourth	9	3.48
Fifth	14	4.83
Sixth	13	4.48
Seventh	12	4.14
Eighth	8	2.75

It is observed that in the first three rounds of Islamic Consultative Assembly, only 1.5% of parliament members have been elected among the women. In the fourth, fifth and sixth rounds the number of female members increased and reached about 4.5%. This ratio was decreasing in the seventh and eighth rounds and decreased to lower than 3%. It seems that the most serious problems of female managers which weakened their social role in occupational and managerial fields are cultural problems. Besides political, legal, social, customary and traditional barriers for the women, some women refuse to continue working in managerial position due to their responsibilities in family as wife and mother.

Research Methodology:

This research was done in data qualitative analysis. The used data about citizens of 22 districts of Tehran city, authorities, statistical sources of Ministry of the Interior and Iran Statistics Center, Islamic Consultative Assembly, City Islamic Consultative Assembly and other related texts was gathered and analyzed. In quantitative section, a preliminary test was performed in sample districts of Tehran city in order to determine validity of questionnaire and alpha value equal to 0.85 was indicative of reliability of questionnaire. View of statistical population was presented through descriptive statistics. Inferential statistics has been analyzed with SPSS software in order to determine significance level and probability of mistake in variables relation, correlation coefficients on the basis of Pearson coefficients(r) and variance analysis and regression analysis.

Kokran formula has been used in order to determine the sample volume.

Due to lack of accurate information about distribution of variable to be studied, the highest possible states i.e. P=q=/5 has been considered and sample volume has been estimated to be 267 persons for each group in error level of 5%. It means that totally 1335 families have been asked questions for 5 groups. The sample volume of each district is as follows on the basis of families distribution with population percentage of that district from district 1 to 22:

District	1	2	3	4	5	6	7	8	9	10	11
Sample volume	54	97	58	125	85	49	66	72	35	61	48
District	12	13	14	15	16	17	18	19	20	21	22
Sample volume	39	50	79	115	58	54	52	39	66	33	11

In qualitative level, weak and strong points and threats of women's participation in sociopolitical process in Iran have been analyzed with use of technique of interview with university authorities. Main research hypothesis is that political development process of Islamic Revolution is function of women sociopolitical participation in Iran.

Research finding:
Research finding has been presented as quantitative, correlation and qualitative findings.
Quantitative finding:
-   In terms of gender, 44.6% of total sample volume was women.
- In terms of age, highest frequency relates to women of age group 15-24. Average age of the respondents is 21 years which is indicative of young statistical population.
 - In terms of education, women holding high school diploma with 37.5% represent the studied population.
- in terms of activity status of the women , 25.3% was employed, 22.7% was unemployed , 17.1% was housewife , 17.5% was university student and 17.7% was student.
- In terms of active personality, 41.8% of respondents are in low level and only 24.3 of the respondents are in high level.
- Feeling of collective attachment, 69.1% of the respondents expressed their feeling of collective attachment to family,   6.9% to tribe and family, 0.7% to district and 3.2% to city.
- Feeling of personal attachment, 81.7% of the respondents expressed their feeling of collective attachment to family members, 4.7% to relatives, 3.4% to friends, 1.1% to neighbors, 1.4% to fellow townspeople, and 6.4% to countryman.
- Satisfaction with life in the district: 36.3% of the respondents had low satisfaction with their district and 17.8% had high satisfaction.
- Tendency to participation in social affairs: 24.95 of the respondents had low tendency to activity and about 12.7% of the respondents had low activity.
- Collective activity experience: 21.8% of the respondents had experience of collective activity.
- Fields of cooperation: 23.6% was beatification, 15.8% was proposals, 4.1 % was sport-recreation, 3.2% was information and 0.7% was all of the above cases.
- Barriers of participation in social affairs: 13.9% was neglect of the authorities, 7.4% was lack of management, 5.9% was dissatisfaction, 5.3% was financial problems, 5% was lack of control, 3.3% was time shortage, and 6% was high population.
- Conditions of participation in social affairs: 15.2% was getting help from people, 11.9% was planning and management, 6.4% was holding assemblies, 2.8% was trust in municipality, 1.1% was qualified personnel and 0.4 % was issue of freedom.

Correlation test: correlation between variables has been calculated on the basis of Pearson coefficient (r). In addition, significance level or probability of mistake in variables relation has been shown as well.

Table 4: Rate of correlation between research variables

Indices		Attitude to participation	Tendency to participation	Feeling of attachment	Active personality
Attitude to participation	Pearson	0.070*	1		
	Significance	0.011	0		
		1346	1343		
	Number				
Tendency to participation	Pearson	-0.162**	-0.027	-0.032	1
	Significance	0.000	0.349	0.268	0
		1195	1190	1178	1196
	Number				
Feeling of attachment	Pearson	-0.127	0.062*	-0.125**	-0.094**
	Significance	0.000	0.024	0.000	0.004
		1343	1329	1317	1182
	Number				
Active personality	Pearson	-0.055*	-0.198**	-0.042	0.163**
	Significance	0.011	0.000	0.124	0.000
		1346	1332	1319	1186
	Number				

As observed in the above table, there is positive and significant relationship between variables. There is positive and significant relationship between attitude to participation and social participation. Positive attitude to participation leads to participation of citizens. Relationship between tendency to participation and participation is negative and significant one. The higher the tendency to participation, the lower the practical participation will be. There is negative relationship between active personality, feeling of attachment to others, participation. The more active the personality of the individuals, the lower the participation they will have. Increase in feeling of attachment to others will decrease participation. In addition, active personality has negative relationship with attitude to participation. The more active the personality of the individuals, the lower the attitude to participation will be. Individuals with mentally active personality may have positive attitude to the participation. But when participatory behavior is considered, they take step in participation with cost and benefit. On the other hand, when mental participation (active personality) is achieved, participatory behavior will not be formed but these benefits and costs of participation have effect on it in practice. In the present research, relationship between active personality and participation is negative.

Comparison of the means: mean variables of the research has been presented on the basis of 5 groups. These groups have been divided on the basis of desirable status of urban, welfare and class services.

Variable	District 1	District 2	District 3	District 4	District 5

Active personality	47.25	46.52	50.00	46.11	44.74
Feeling of attachment	14.27	17.52	15.69	18.58	12.08
Tendency to participation	37.72	35.64	36.06	33.28	32.72
Attitude to participation	47.44	48.08	40.98	45.64	46.92

F test results: regional groups and tendency to participation: variance analysis results show that there is significant relationship between group (districts) and tendency to participation. For understanding this difference between groups, Schefer and Tuki follow-up test was used. Results of these two tests showed significant mean difference between group No. 1 and Districts 4 and 5. Mean participations of groups 1, 4 and 5 were 37.72, 33.28 and 32.72 respectively. General F rate is 4.35 which is significant in 0.99 level.

Regional groups and attitude to participation: General F rate between group and attitude to participation is 6.88 which is significant in 0.99 probability level. Results of Schefer and Tuki follow-up tests showed no significant difference between group No. 3 and other 4 groups. For comparison of mean groups, mean of five groups includes: group 1, 47.44, group 2, 48.08, group 3, 40.98, group 4, 45.64, group 5, 46.92. We can conclude that the third group has significantly lower mean than other groups have.

Regional groups and feeling of attachment to participation: variance analysis results show that there is significant difference between the groups in terms of rate of attachment to participation and its F rate is about 3.96 which is significant in 0.99 probability level. Results of Shefer and Tuki follow-up tests show that this difference is between group 5 and groups 2, 3, and 4. Means of these groups are 19.75, 15.28, 14.76 and 15.19 respectively. One can say that group 7 has significantly higher participation than groups 2, 3 and 4 have.

Regression Analysis
In synchronous regression, all independent variables are analyzed. For this reason, R2 is calculated and its significance test is performed. If R2 is not significant, analysis is ended and if it is significant, the researcher studies separated regression coefficients of each variable after omitting effect of other variables. For entering variables into the regression equation, least significance level has been determined to be 95% and no variable which has lower significance level will be included in the equation. With regard to the above cases, a regression model composed of all research variables is estimated.

Table 6: regression coefficient of independent variables on social participation

Independent variables	Active personality	Feeling of attachment to environment	Attitude to participation	Tendency to participation
Beta B	-0.049*	-0.097**	0.115***	-0.097**
T	-3.11	-3.209	3.821	-3.087
Number of observations	995	995	995	995

Explanation	Determination not modified: 0.156	Determination modified: 0.156
***p<0.001	**p<0.01	*p<0.05

In regression model, active personality has negative and significant relationship with participation. Beta of this variable is -0.049. It means that increase in active personality will increase social participation by the said beta. It means that increase in attachment of person to others will reduce their participation.

Attitude to participation has significant and positive relationship with social participation. Its beta rate is 0.115. This beta and its direction show that increase of attitude to participation will lead to social participation by the said beta. Feeling of attachment variable has positive relationship with social participation with beta 0.120. It means that increase in trust with the mentioned beta will enhance rate of participation. Income has positive and significant relationship with social participation.

Quality finding:
Quality finding of research has been presented as opportunities, challenges and barriers and perspectives.

Opportunities:
- Literacy and education level: on the basis of statistics, Iranian women are in literacy and knowledge level of human development indices.
- Education and specialty: quality and quantity increase in terms of education, specialties and scientific skills.
- Participation in power structure: increase of women's tendency to political participation in affairs of the country.
- Interest in legislation processes through announcing candidate for parliament and assemblies of the city and village
- Class bases of women: many women belonging to middle class. This class shows more active participation in political and social scenes than other social Classes.
- Share of women in family decision making, when age is increased, literacy and income level is increased. In this regard , women are effective on family
- Effort of the governmental planners and legislators to build culture and formulate social indices of women's participation on the basis of democratic values.
- Expanding information and communication technology: role of women in sociopolitical participation has increased by making change in communication and information technologies.
- Constitutional law: provides opportunity for women to attend and expand principles of women's participation in political destiny of the country
- Expanding social and non-social role of the women and keeping balance between role of family and society increase opportunity for women's participation in sociopolitical fields.

Challenges and barriers:
- Women have been absent in many important and effective fields of society and their position in political and managerial decision making is limited to ineffective and neutral fields.
- Neglecting problems of women and transferring them to family ethics on which many women base their political options.

- Issue of salary and wage, establishing kindergarten in workplace, recreation programs for the children, reducing working hours etc, political action and behavior drive the women in election to parties and candidates who have positions about these issues.
- Structure of Iran society plays important role in sociopolitical participation of women.
- Economic neglect leads to political and social neglect. Poverty excludes women from society and drives them to the margin.
- High illiteracy level, undesirable hygienic condition, malnutrition etc with which the poor women are afflicted are factors effective on decrease of their participatory processes.
- Lack of experience and skill is an excuse of many authorities for appointment of women as important managers.
- Mental and strategic conflicts between social facts and ideal facts and utopia led to ambiguity of life goal and its meaning for the women.
- Social participation of women are sometimes regarded the same as issue of women employment. Although women are working in governmental and nongovernmental institutes, they are not involved in group and team work on the basis of their managerial thought and thinking power.
- Change in social position of women is subject to enhancing self-belief, self –confidence and empowering the women.

Perspectives:
- Change from lack of self-belief to promotion of awareness and knowledge of women in following their demands
- Fundamental changes in evolution of women and identification of women in sociopolitical growth and development.
- Intentional exclusion of women from do's and don'ts closed circle and breaking fences which prevent their growth.
- Reinforcing cultural beliefs of society to development , welfare , security and civility with participation of the women
- Realizing gender equality and empowering women as the third millennium target till 2025
- Engineering position of women in effective decision making and management fields
- Engineering educational system of the women and principles of participatory and cooperative education of the women in society.
- Designing policies and scientific and practical strategies in order to solve social problems of the women.

Today, the number of working women is increasing. Society and governmental regulations facilitated entrance of women in different jobs in comparison to the past. But progress of women in sociopolitical development management is not parallel to increased number of the employed women. Traditionally, manly characteristics are more valuable than womanly characteristics are in management positions. Women are expected traditionally to manage family affairs and this drives them to double environments of workplace and house which leads to conflict of roles.

Today, success of organizations is subject to desirable use of the available specialties whether this specialty is in hands of men or women. Organizations need to pass "ceiling glass ''. Access to different skills, not fearing of performance, self belief, stable access to goals and conscious thought can help women success in having access to managerial and high level jobs. Today, globalization, human rights talk, women's rights and activities of nongovernmental international organizations led to growth of women's organizations in national levels and

caused to convert increased political participation of women in management level to one of the main demands of women. In our society, these subjects have occupied minds of many thinkers, writers and authorities, the young and girls and these subjects should be considered in our society with regard to major class of educated women and girls. Experience showed that women play their role at any appropriate time. But the fact is that participation of women in political positions doesn't mean their activity in favor of women. In this regard, one should refer to quantity and quality of projects, bills, talk and programs which have been presented, studied and approved for improving participation and key attendance of women in society.

Although increase in statistics of female managers and high rank staff of the organizations from 1533 in 1991 to 41420 in 1996 indicates the number of women in managerial positions , it is negligible figure compared to the number of the employed women. Share of the employed women in high rank managers is only 9.4%. Cultural conditions of society show some interest in society which prevent from valuing activity of female managers in society. False belief in male gender as the better gender in terms of management power, tendency to patriarchy in appointment of managers, believing that women act more cautiously in decision making, believing that they act more emotionally etc are effective on this field.

Development programs of the country are knowledge –based. On the one hand, it focuses on knowledge and skill of different classes of people and on the other hand, it focuses on utilization of capacities and abilities of manpower to develop the country multilaterally. Knowledge-based development is not possible without providing necessary opportunities for the people (men and women). Knowledge-based development requires this fact that equal opportunities in all fields will lead to participation of different classes of people far from discrimination and inequality in scientific, technical, cultural, social and political development of the country and provide opportunity for taking advantage of development. On the other hand, role and effect of women on realization of perspective in 2025 and especially clause of enjoying health, welfare , food safety , social security , equal opportunities , proper distribution of income , solid basis of family , far from poverty and corruption and enjoying sound environment are undeniable and clause 14 of general policies of Islamic Republic of Iran regarding fourth program of development which explains : reinforcing basis of family and position of women therein and in social scenes and vindication of legal and canonical rights of the women in all fields and special attention to their constructive role is observed.

Today, it is necessary and compulsory to include women in power and development. Paying attention to benefits of investment on women and trying to promote and increase political participation of women should be regarded as public responsibility. The performed studies show that ''ceiling glass'' prevents many women from elevating to managerial and leadership positions. ''Ceiling glass'' is negative attitudes and prejudices which prevent the women and minorities from going beyond a special level in organizational hierarchy. One -third of women are employed as secretaries and in health cares, educational and food production section. The women don't have key positions of their job traditionally. For example, the women teach in schools but men organize, plan, direct and control them. Major barrier for women who tend to managerial positions is some limitations which are imposed on them by society, family and the women themselves.

Generally, failure to employ women as managers results from four attitudes:
- Person-centered attitude: limited progress of the women results from factors which are in female gender. It means that special specifications and behaviors which are performed by the women cause them not to make progress. For example, communication between genders can add to problems which women face in working. Women and men

communicate orally or not orally in different manner. As a result, it is understood that women have low ability to communicate. In addition to specifications and behaviors of women which are not coordinated with high management positions of the organization, the social tendencies of women such as family, job progress directions, organizations, inferiors and role of leadership /management are contrary to needs of high management positions.

- Socialization process cultural attitude: this process drives women to vocational jobs not managerial and these samples reinforce stereotypical roles (there is a series of suitable jobs for structure of each gender). On the basis of cultural socialization process, tendency of women to management is lower than that of men. Other factors which are effective on failure of women include: potential effect of job on family life, role conflict, lack of role models and hopelessness which they receive from the educational consultants in high schools and university. Socialization process makes the women lacking self-confidence and power of decision making for competition with men on the basis of job goals.

- Corporate discrimination: discrimination can be seen as structures, policies, informal networks and organizational cultures. In study done by Kaningz and Mont Market, it was shown that men obtain more elevations due to informal communication with the superior managers in the organization. The barrier which women face is lack of opportunity for attaining necessary experiences in workplace. This is due to lack of consultant and sponsor for the women in the organization. A sponsor can be teacher and supporter of the women in workplace. Research shows that duties of consultant are divided into two sections:

- Occupational duty which can be effective on determination of direction and job progress such as education and job supports.

- Psychological duties which increase feeling of ability and self-confidence and include acceptance and confirmation of the person, friendship and role modeling. Consultants or supporters of women can be effective for elevating and increasing self confidence in them.

- Negative and stereotypical attitudes which society has toward the women. Research shows that the women talk about their role overload in comparison to their husbands. Firstly: women perform more physical affairs than their husband do in house. Secondly: women regard housework as important. Thirdly: the most depressing fact is that job of the man is regarded more important than job of the women is.

Generally, all attitudes which support failure of women in management affairs indicate that although the number of female labor force has increased in recent decades, this progress doesn't mean increase and growth of women in high rank jobs and positions.

Suggestions and Recommendations:

Increasing population of female labor force forced society and organizations to take suitable strategy. In order to perform this important case, own should apply policies and plans in organizational and individual level.

Recommendation 1: changes in type of plan should be made on the basis of time. These plans include implementation of work schedules. Female staff should be able to select work commencement/termination time at a special hour.

Recommendation 2: participatory job, an organizational position should be reorganized so that it is done by two part-time personnel, while personnel work less than five days for 40 hours. These plans permit the female staff to solve house and work problems.

Recommendation 3: women need skill, encouragement and decisiveness to enter patriarchic workplace. It is necessary to create new policies and appoint women in different organizational sections.

Recommendation 4: spending time for design of suitable job route. Success of men in workplace results from their concentration in a goal of special job. Job goals of the women shall be far from distraction and non-concentration.

Recommendation 5: women should show required skills and proper behaviors for competition. Stereotypes which have been common within some years which regard women as fair, emotional, illogical, aimless , fearing of goal, weak in quantitative analyses and unable to make decisions . These stereotypes prevent women from working and being successful in management.

Recommendation 6: creating self confidence and trust. Women should overcome their lack of self-confidence. Studies show that women attribute their success to chance instead of skill and competency. This attitude causes negative effect in others and limits growth of women in the organization. Traditional definition of gender role and obedient and non-competitive behavior inspires the women that their competitive behavior will endanger their attractiveness.

Recommendation 7: encouragement and decision to struggle with patriarchic organizations. Policies are created by men who have been in organization more than the women were while it is advisable for the organizations to study if doors are equally open to women for employment?

Recommendation 8: struggling with time limitations. Any work should be done in timely manner. Ability to do work at specified time improves attitudes of others to performance of women in assessment process.

 Recommendation 9: learning political skill of the women. It is necessary to recognize, learn and apply necessary political skill for playing role of successful manager. Some women are not interested in application of political skill.

Recommendation 10: since inequality in competition conditions of women and men in politics is a historical result, therefore, taking practical strategies and necessary planning and facilitating conditions of entrance , presence and survival of women should be considered and political events should take their position about attendance of women in scenes.

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