

Entrepreneurship Development Policies in Iran; A critical Review of the Strategic Document and A Comparison to Alphabet Model of Global Entrepreneurship Monitor

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Abstract

Introduction: The rapidly changing world, necessitates new demands which forces the governments to change the game in terms of policies to support entrepreneurs to fasten the development of new technologies in response to the needs. The success rates of the policies are monitored and reported by GEM. Iran's entrepreneurship development indicators have a downward trend in recent years. This study is conducted to analyze the content of Iran's entrepreneurship development policies to uncover the weaknesses for policymaker.

Methods:

Quantitative and qualitative content analysis of Iran's entrepreneurship development policies (2016) is the focus of our criticism; using the basic theory of the global alphabet model of entrepreneurship as our target. The data is analyzed by Max QDA 2020 software.

Results:

The regulatory policies in Iran's entrepreneurship development document are not consistent with the global alphabet model of entrepreneurship quantitatively and qualitatively. The most attention has been paid to behavior instead of perception and attitude and no policy has been formulated in the field of entrepreneurial intention, innovation for production of goods and qualified services.

Conclusion: There is an asymmetry in dealing with entrepreneurial ecosystem which is probably one of the most important causes of our failure and breakdown.

Keywords: Content Analysis, Iran's Entrepreneurship Development document, alphabet model

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Introduction

Population changes, technology, inflation, unemployment and lack of development have faced countries with great challenges and risks in today's world (Mahsa amalipour, 2023; Modaresi & Davodi, 2015). Humans in the industrial world and global competition need innovation, invention and creation of new products and services to ensure their survival. In developed societies, supporting the development of the entrepreneurship ecosystem (Heidarpour, 2006), as an engine of economic development (King, 1993), as a fundamental solution, has received more attention (KiyanPour, 2014).

In recent decades, entrepreneurship has been recognized as the concept of the relationship between entrepreneurs, the environment and the ecosystem of creative technology. The government plays a major role in creating economic, political, legal, financial and social structures to promote productive entrepreneurial activities and ultimately economic development (Anwar, 2020; Khyareh, 2023). The development of an entrepreneurial ecosystem along with a dynamic and competitive economy is the factor of quickness in the socio-economic system of developed countries. It is the only way out of the challenge of rapid macroeconomic changes at the global level and the increase in unemployment caused by the technological revolution (Sanaeepour, 2019; Ministry of Welfare, 2017).

Entrepreneurship policy is an emerging field of economic policy (Moridsadat et al., 2017). Today, new economic ideas based on human capital, knowledge, and technology are being considered in an entrepreneurial ecosystem. The era of superiority of natural resources has given way to the era of knowledge, technology, entrepreneurship, and innovation. For this purpose, using the opportunities and potentials resulting from the mentioned

factors is considered the main priority of the programs and strategies of countries and their policy makers (Davari A, 2015; Najjarzadeh Noushabadi A, 2013)

The importance and necessity of entrepreneurship development lies in the fact that the businesses resulting from it can be the basis for employment at the community level, and also through entrepreneurship, the goals of sustainable development at the national level can be achieved (Heidarpour, 2006). This strategy will provide the basis for increasing the degree of competitiveness, social welfare and increasing the wealth of the society. (Baghersad V, 2019) In fact, the strategic achievement of entrepreneurial policies are the two important consequences of creating employment and creating prosperity, which together serve social development and will be economically stable (Jafari moghadam S, 2016). Furthermore, Foreign Direct Investment Absorption and elite migration attraction is consequence of good entrepreneurial ecosystem design.

According to the traditional theories of welfare economics, the failure of the market and the failure of growth in development policies have been the cause of various economic and social instabilities. But this failure might be a source of creating new opportunities to achieve profitability using entrepreneurial activities that simultaneously reduce destructive economic behaviors and lead to the development and realization of social goals. (Davari et al., 2018; Ramezanpour et al., 2018). Policymakers and governments can protect the country's economy in the conditions of market failure through entrepreneurship development policies (Leitão j, 2009).

Iran has a mixed and transitioning economy with a rich feature of human and physical resources and a young and educated population with reach natural

resources. Due to the reliance on oil revenues and the resource-oriented nature of Iran's economy, government policy-making plays a crucial role in the country's development. But the ineffectiveness of the government's policies has led to the inappropriate status of Iran's economy in respect to regional and international economies.

We have an ill economical infrastructures which has led to the movement of Iran's economy towards the broken economy and the stagnation of the production sectors such as: 1. The existence of state monopolies in the economy, 2. low productivity in the state sector (due to the lack of competitive motivation, 3. profit-making in the economy (due to inappropriate pricing of energy inputs, inappropriate and unstable exchange rates, inefficient rates of banking facilities etc, 4. the inefficiency of the financial market (due to the inappropriate rate of bank interest and the state-owned banks). In this situation, the most effective and practical strategy to get out of these impasses and economic-social problems, is planning for the development of entrepreneurship (Ministry of Welfare, 2017).

The purpose of entrepreneurship policies is to promote and support the interests of entrepreneurs (Jafari moghadam et al., 2016), especially-Technology entrepreneurs (Mohammad Sadegh Baradaran, 2019) empowering entrepreneurs to create a platform for creative, knowledge-based production and commercialization of knowledge.

In fact, the entrepreneurship development policy should be effective to encourage and stimulate productive social and economic activities among people who work independently in businesses (Moradi & Farajollahzadeh, 2020). Since entrepreneurship policies require long-term planning and the support of ***Overview of Alphabet model of Global Entrepreneurship Monitor***

various social, economic, political, legal and financial sectors, Iran's entrepreneurship policies are accompanied by many challenges in the three stages of formulation, implementation and evaluation of policies (Jafari moghadam S, 2016; Leitão j, 2009) Ghambarali R 2016).

Although programs for the development of entrepreneurship have been designed and implemented in recent years to increase the rate of entrepreneurial activities and developing small and medium-sized companies, they have faced many problems. The profile of the country's entrepreneurship ecosystem has asymmetric growth and many bottlenecks.

Formulating basic strategies, long-term policies and targeted inter-sectoral interactions to use the country's potential capacities can be effective in improving Iran's entrepreneurial ecosystem. But Iran's entrepreneurship ecosystem shows several bottlenecks that reflect the unfavorable and disproportionate behavior of different aspects of the country's economy. The extreme heterogeneity observed in the elements of the ecosystem makes it unstable and ineffective and increases the cost of policy interventions to improve this situation (Zahiradin & Hassanzadeh, 2020).

Although the adverse consequences of political instability at the regional level and international pressures and sanctions are effective in creating these conditions, the lack of appropriate policies for the development of the country's entrepreneurship ecosystem, both at the strategic and operational levels are the main reason (Ministry of Welfare, 2017). Considering that the main basis of the study is the alphabet model of entrepreneurship, in this article, the description of this model was first discussed.

One of the common models for the development of entrepreneurship, is the

entrepreneurial alphabet model of the Global Entrepreneurship Monitor (GEM) (Bosma N, 2020).) which includes the entrepreneurial attitudes (perception), behaviors (ability or activity) and entrepreneurial Aspiration (or results) (Szerb, 2006).

In the alphabet model, development of entrepreneurship as a macro strategy of society requires increasing or improving entrepreneurial attitudes and behaviors at all levels including individuals, teams, organizations, industrial and national level (Sanaeepour, 2020).

The below table (Table1) shows the main and sub-components of the entrepreneurial alphabet model.

Table 1- Main and sub components of the entrepreneurial alphabet model.

Sub components	Pillar 1	Pillar 2	Pillar 3	Pillar 4	Pillar 5	Pillar 6
Entrepreneurial Attitude & Perception	Opportunity Perception	Perceived Capabilities	Entrepreneurial intention	Entrepreneur's Social status	Entrepreneurial culture	Fear of failure
Entrepreneurial Activities or behavior	Networking	Team Building	Improving individual capabilities	Entrepreneurial leadership	Absorption of new technology	Taking advantage of opportunity
Entrepreneurial Aspiration or result	Product and service innovation	Internationalization of business	Capital risk	Business growth and job creation	Process innovation	Reputation and branding

Literatures review

Entrepreneurial thinkers believe that the development of entrepreneurship takes place only through the ecosystem approach. (Heidarpour,2006) According

to Eisenberg's model (2011), ecosystems cannot be imitated, but national advantages and regional limitations should be taken into account in the development of entrepreneurship. Therefore, the requirement of entrepreneurship in the country is a systematic understanding of entrepreneurship by the authorities, so that the economic, cultural, regulatory factors related to entrepreneurship are taken into account at the same time, and they consider all dimensions in an ecosystem in the development of entrepreneurship policies (Davari A 2017; Sanaeepour, 2020).

The idea of translation suggests a larger, organic whole, a complex system with many interacting parts. the connections that make them intelligible to entrepreneurs in their everyday situations (Dreyfus, 1991). Just as transplanted organs require meticulous rebuilding of nervous and circulatory connections to become an accepted, integral part of the host organism(Pablo Muñoz, 2023).

According to the World Bank report (2022), the difficulty of starting a business in Iran has increased over the past years. In terms of ease of starting a business, Iran has been ranked 127th among 147 countries, which has a downward trend compared to previous years (Biabani, 2020; Faham, 2018). In general, the social, political, economic and cultural atmosphere of today's Iranian society does not motivate people in the direction of entrepreneurship.

As a result, despite the efforts of the authorities and the emphasis of economic development programs for privatization of state-owned companies, development of entrepreneurship, not only there is no progress in this field, but a downward trend is also observed in the indicators of economic development and entrepreneurship growth during the past years (Ghadiri Masoum, 2020).

According to the Global Entrepreneurship Observatory reports, Iran's entrepreneurship indicators with a GDP of 13.1 thousand dollars (Hill, 2022) are not in a suitable position; since in recent years there has been a downward and decreasing trend (Ács, 2019; Bosma N, 2020; Iran, 2018). In 2021 Iran's fledgling entrepreneurship index (with a rate of 8.8%) have decline 6 ranks lower than the previous year (with a rate of 10.7%). It is also ranked 49th among 50 countries in the National Entrepreneurial Context Index (NECI) (Hill, 2022).

In the study of Moghimi et al. (2011) in the evaluation of the progress of macro and micro policies of the country's entrepreneurship development, also showed that it is not in a leading position and needs fundamental improvement. (Moghimi et al, 2011)

There is no comprehensive approach in Iran's national entrepreneurship development system (Ghadiri Masoum M, 2020). The development of entrepreneurship requires the preparation of cultural and social fields, the cooperation of educational systems, administrative and financial structures and other support mechanisms, and more fundamentally, entrepreneurship development policy. The development of entrepreneurship in the country requires a systematic view of entrepreneurship by policymakers (Sanaeepour, 2021) and requires a network of different elements, which Eisenberg (2011) calls this network the entrepreneurship ecosystem (Davari et al., 2017).

The results of studies in other specialized fields, including ecotourism, also confirm the lack of government policy support for entrepreneurship. (Irani, 2022). Also, the studies conducted in the entrepreneurship of special groups, including women, confirm the importance of the Iranian government's support policies and the great problems in this field. Especially in

the context of government policies for the internationalization of Iranian women's entrepreneurship (Vanessa Ratten, 2018).

In the field of entrepreneurship policy, several studies have been conducted at the international level. In the study of Stevenson and Lundström (2007), a wide range of entrepreneurship development policies were examined in 13 countries. They expressed entrepreneurship in the general areas of entrepreneurship promotion and training, barriers to entry and exit and support for business start-up, seed funding and target groups (Moridsadat P, 2017).

Aderch et al (2007) showed that training and empowering entrepreneurs is necessary for development of entrepreneurship. Other international studies including Studies by Page et al (2017), Landstrom and Stevenson (2001, 2002, 2005), Zerb et al (2007), Hoffman (2007), Singer (2007), Henrikson et al (2010), Redford (2012) have presented similar results and emphasized the development policies of training, empowering and culture (Sanaeepour H, 2020) which are subcomponents of entrepreneurial attitude and perception and truly emphasize by these researchers. In national studies, research of Davari et al (2011) suggested that promoting and training entrepreneurship and supporting entrepreneurs are considered the main areas of government intervention for the development of entrepreneurship (Moridsadat et al., 2017).

Ghambarali et al (2016) have analyzed the content of the policies in accordance with the dimensions of the entrepreneurial ecosystem concluded that although the national policies support entrepreneurship, but in Iran's fifth development plan, it has a downward slope and the supporting dimension is less considered (Ghambarali R 2016).

A study similar to the current research is the study of Sanaeepour (2020). on

analyzing the content of five-year national development plans in accordance with global alphabet model and it shows the non-compliance with the model and least attention has been paid to the policy development of entrepreneurial perception and attitude. (Sanaeepour, 2020).

The review of studies conducted in the field of entrepreneurship in Iran also shows despite the increasing trend of entrepreneurship research in recent years (Arabiun et al., 2015) But unfortunately, these researches have not led to the improvement of the country's development of entrepreneurship ecosystem because policy making seem to be Regardless of the studies done in this field.

Most of the current approaches pursue the development policy of small and medium enterprises as the same as the development policies of entrepreneurship. While they are fundamentally different, because the development policy of micro, small and medium enterprises focuses on bringing disadvantaged and marginal people into the economic mainstream; of course, entrepreneurship focuses on the best and brightest people, i.e. scientific, technological and commercial elites.

In fact, the current approaches and policies are such that this basic points are missed in Iran's policies.

According to the aforementioned problems, these questions are raised:

1. does the Iranian entrepreneurship development document in accordance with alphabet model? Knowing that alphabet model of entrepreneurship, logically prioritized entrepreneurial attitudes and perceptions, then entrepreneurial behavior and activities, and finally entrepreneurial results and aspiration.

2. How much attention is made by Iranian policy makers to the Logical

order and degree of focus on each main and sub component of alphabet model?

3. what are the missed aspects for entrepreneurship ecosystem development in Iran's strategic document?

4. What other shortcomings could be detected which explains our situations.

This study was designed to answer the above questions.

Research Methods

This study is an applied and descriptive research. We conducted a quantitative and qualitative content analysis of the "National Entrepreneurship Development Strategy document" written in 2016 by the Deputy of Entrepreneurship Development and Employment of the Ministry of Cooperatives, Social Welfare and Affairs.

Content analysis is the process of converting qualities into quantities and then converting this quantity into quality, and deals with the systematic, objective and quantitative analysis of the features to show the overt and hidden content of messages, including documents (Ghaedi&Golshani,2016).

Content analysis is done based on the method of Gall and Borg (2006). related Documents were identified, research questions and objectives were formulated, the categorization method was developed, the frequency of each category was counted, and the results were analyzed and interpreted.

At first, the quantitative content analysis of the document was done by checking repetitions of key words to find the focus of policy makers at a glance. The main part of the content analysis in this study is to examine the compatibility of the Iran's strategic document with the entrepreneurial alphabet model, which is stated in the qualitative content analysis section.

The last version of "national strategic document" was obtained from the Ministry of Welfare. In this research, the

global monitor model of entrepreneurship has been used as a process-oriented, purposeful and practical model. After formulating the research questions and the categorization plan in order to ensure the validity of the analysis, the categorization plan was approved by 5 subject experts and specialists.

Then the data reduction stage was performed in order to remove the same texts and discard duplicates. In the following, based on the approved categorization method, quantitative and qualitative analysis of the content of the document was carried out in the regulatory policies section. It should be noted that the Iran's document includes two sections; regulatory policies and explanatory section, and the content analysis was performed only on the regulatory policies. The formulated policies in document related to each of the sub-categories of the alphabet model were identified, counted and the final report was compiled.

The research analysis units (categories) includes propositions, sentences and words related to the indicators of the

entrepreneurship alphabet model. Registration unit, phrase, and text unit were sentences in this analysis. The registration units "entrepreneurship", "employment", "innovation" "technology" and "entrepreneurial ecosystem" were counted and quantitatively analyzed separately.

The content cluster (area) of the document mentioned in this study is the policy sections of the document, regulatory section, (including supporting upstream documents, proposed solutions to eliminate bottlenecks, the table section of individual and institutional policies to eliminate bottlenecks, the process of implementing the document.

The validity of the study was verified through a survey of experts with an open questionnaire regarding the appropriateness of the structure and the fitness of the dimensions and components. The reliability of the study was verified through repeated coding and Scott's reliability coefficient (0.2). The software used for content analysis is MAX QDA 2020 edition.

Results

The quantitative analysis of the document is described in Table 2.

Table2- Quantitative content analysis of Iran's entrepreneurship development strategic document

Row	Concept	word repetition (total)	word repetition (In Regul)	word repetition (In Expla)	word repetition (in title of organ)
1	Entrepreneurship	131	17(13%)	110(84%)	4(3%)
2	Job creation	12	2(16%)	8(68%)	2(16%)
3	Technology	37	11(30%)	7(19%)	19(51%)
4	Innovation	23	8(35%)	14(61%)	1(4%)
5	Ecosystem	59	5(8%)	54(92%)	0
6	Entrepreneurial ecosystem	26	4(15%)	22(85%)	0
7	sum	288 (100%)	47 (16%)	215 (74%)	26 (10%)

* The regulatory policies section means the main part of the document and the policies set for the development of entrepreneurship, which includes pages 21 to 32 of the document.
 ** The meaning of the explanatory part is the parts of the document that are stated with the purpose of explaining the goals and necessity of the regulatory policies, and it is not part of the policy of the document, and it includes pages 1 to 20 of the document.

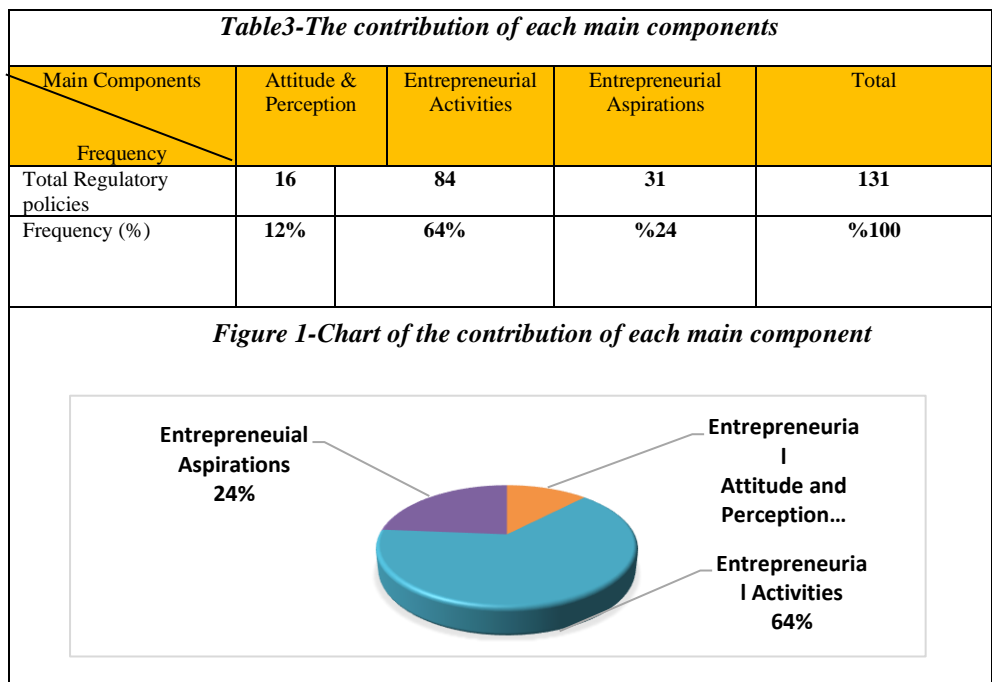
Our evaluation showed that the policy makers have mainly focused on the identified bottlenecks but other aspects of

the entrepreneurship ecosystem are somehow ignored.

The bottlenecks had been detected by efficiency calculation and sensitivity

analysis methods in fourteen pillars including;1. networking, 2. start-up business skills,3. opportunity-based business,4. human capital, 5. technology absorption, 6. product innovation, 7. risk-taking capital 8. high growth in business,9.risk acceptance,10. Opportunity,perception,11. internationalization 12. cultural support ,13. innovation and 14. Competition. The six later pillars were determined as the bottlenecks and was the focus of the

policy makers, but they had some indirect suggestion for the other pillars. **The Qualitative analysis of the document** is described in the Table 3 to 6 and figure 1 to 5. The policy contributions for each main components of the document are described in table 3 and figure 1.



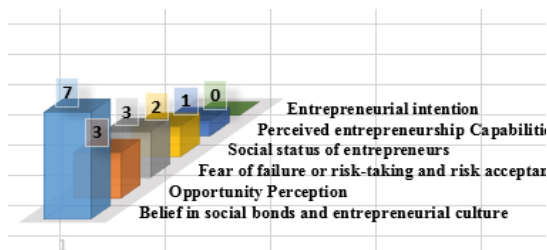
According to the qualitative content analysis, among the three main axes of the global alphabet of entrepreneurship, the most attention has been devoted to policies that develop entrepreneurial activities (behavior), then to results (aspiration), and the least attention is paid to entrepreneurial perception and attitude.

Considering the importance and priority of focusing on entrepreneurial attitudes for the development of entrepreneurship, first the variable of entrepreneurial attitudes and its related indicators were investigated. The frequency distribution of policies set in this category is shown in Table 4 and figure 2.

Table 4- Frequency of policies set for development of Entrepreneurial Attitude & Perception
(in the order of highest frequency)

Row	Subcategory (evaluation index)	Frequency in subcategory	Frequency percentage In Subcategory (of 16)	Frequency Percentage in total (of 131)
1	Belief in social bonds and entrepreneurial culture	7	%44	%5.34
2	Opportunity Perception	3	%19	%2.3
3	Fear of failure or risk-taking and risk acceptance	3	%19	%2.3
4	Social status of entrepreneurs	2	%13	%1.53
5	Perceived entrepreneurship Capabilities	1	%6	%0.75
6	Entrepreneurial intention	0	0	0
TOTAL		16	%100	%12.2

Figure 2: Regulatory policies in the field of Entrepreneurial perception and attitudes



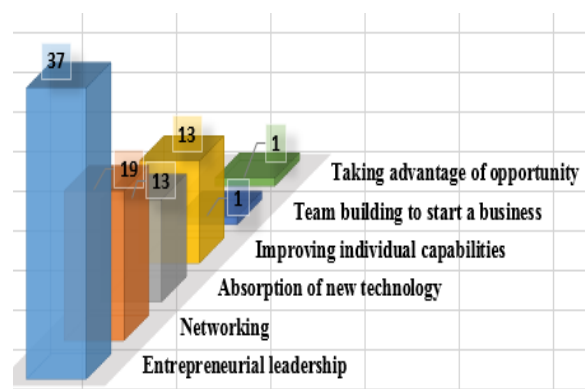
Among the sub-components of entrepreneurial perception and attitude in this document, policy makers pay the most attention to the development of entrepreneurial culture and social beliefs. then little focus of attention is done on development of the ability to understand entrepreneurial opportunities, fear of failure, risk-taking and risk acceptance respectively.

least attention is paid to the development of the social status of entrepreneurs and the ability to understand self-efficacy. No policy has been developed in the field of developing entrepreneurial intention. The frequency distribution of the policies set for the development of entrepreneurial behaviors is described in Table 5 and figure 3

Table 5- Frequency of policies set for development of Entrepreneurial Activities (or behavior)
(in the order of highest frequency)

Row	Subcategory (evaluation index)	Frequency in subcategory	Frequency percentage In Subcategory (of 84)	Frequency Percentage in total (of 131)
1	Entrepreneurial leadership	37	44%	28.2%
2	Networking	19	22.6%	14.6%
3	Absorption and development of new technology	13	15.5%	10%
4	Improving individual capabilities	13	15.5%	10%
5	Team building to start a business	1	1.2%	0.7%
6	Taking advantage of the opportunity	1	1.2%	0.7%
TOTAL		84	%100	%64

Figure 3- Regulatory policies in the field of Entrepreneurial Activities(behavior)



Regarding entrepreneurial behaviors, the above table and graph clearly show that policymakers have paid special attention to the category of improving entrepreneurial activities(behaviors).

Among the sub-components of entrepreneurial behaviors, policy makers have paid the most attention to entrepreneurial leadership and business development. Then their order of focus was on networking, attracting and developing new technologies and improving individual capabilities, exploiting opportunities for entrepreneurs and team building respectively.

The frequency distribution of the policies set for the development of entrepreneurial results (Aspiration) is shown in table 6 and figure 4

formulated in the field of product and service innovation

Figure5-Comparative diagram of the regulatory policies of Iran's entrepreneurship development document based on The sub-components of the global entrepreneurial alphabetic model

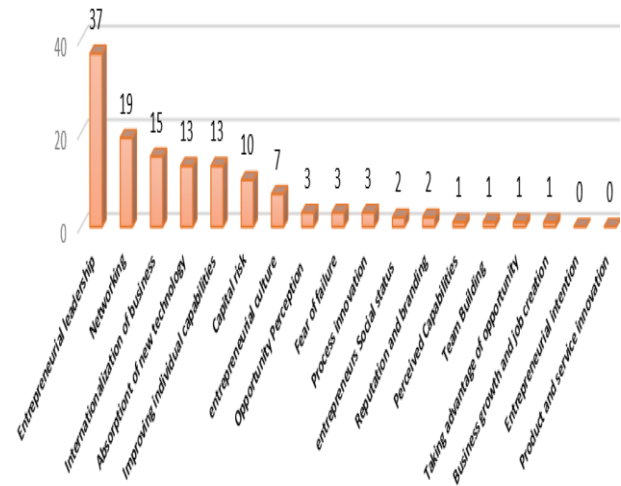


Table 6- Frequency of policies set for development Entrepreneurial Results (Aspirations)
(in the order of highest frequency)

Row	Subcategory (evaluation index)	Frequency in subcategory	Frequency percentage In Subcategory	Frequency Percentage in total (of 131)
1	Internationalization of business	15	%48.3	%11.5
2	Capital risk	10	%32.2	%7.5
3	Process innovation	3	%10	%2.3
4	Reputation and branding	2	%6.5	%1.5
5	Business growth and job creation	1	%3.2	%0.7
6	Product and service innovation	0	0	0
TOTAL		31	%100	%24

findings show that regulated policies for result are less than the regulated policies for entrepreneurial behaviors. Among the sub-components of entrepreneurial results, policymakers have paid the most attention to internationalization of business, and after that, capital risk has been addressed. Brief attention has been paid to process innovation, reputation, and branding, and no policy has been

In a general look at the formulated policies for the strategic development of Iran's entrepreneurship, which can be seen in Figure 5, the most attention of the policy makers is on entrepreneurial leadership and business development and then networking, but in the field of product and service innovation and development of entrepreneurial intention, no policy has been formulated.

Not enough attention has been paid to innovation in the process and no policy has been developed in the field of product and service innovation. In the field of business growth and job creation, taking advantage of opportunities, team building for business, self-efficacy ability, branding, social dignity of entrepreneurs, process innovation, fear of failure and risk-taking we found the worst situation.

Discussion and analysis of the results

An overview of the strategic document on the development of entrepreneurship

in Iran shows that the technical knowledge and scientific views of the drafters and policy makers of the document are close to the standard concepts. scientific literature of entrepreneurship, fundamental concepts of entrepreneurship development, including entrepreneurship ecosystem, technology and innovation, have been addressed. But the repetition of these key words is more in non-regulatory sections of the document.

Even the main concepts of entrepreneurship and employment have a much smaller share in the regulatory policy section of the document than in the explanatory section which is not enforceable and mandatory.

The concept of entrepreneurship has a share of 13% in regulatory policies and 84% in the explanatory section, and the share of the concept of employment in the regulatory section is 16% versus 68% respectively. This shows that Iran's entrepreneurship policy makers have not been successful in making a balance attention to all aspects of entrepreneurship ecosystem and to make a practical mandatory document.

Quantitative content analysis of Iran's document showed that the word repetition of entrepreneurship was 131 times (17 times in the regulatory policies section, 110 times in the explanatory section and 4 times in the title of responsible organizations) compared to the word employment with a frequency of 12 times (2 times in the regulatory policies section and 8 times in the explanatory part) has been significantly dominant. Although entrepreneurship is preferable to job creation in terms of repeating the concept in the document; both concepts have been neglected in the mandatory part of the document.

The same problem exists for other entrepreneurship ecosystem concepts in the document, which is worth considering.

Because the entrepreneurship is in the form of a coherent ecosystem, dissymmetric attention to all aspects of this concept would not lead to an acceptable result; therefore, it is still a long way for our policy makers to make a coherent policy document which involves all sectors of related executive organizations to get the optimal outcomes.

This type of symbolic, theoretical and non-operational exploitation of the basic and fundamental concepts of entrepreneurship ecosystem development policy is consistent with downward trend of country's entrepreneurship indicators such as rank in the world, TEA and NECI index.

Development should be sustainable and have a long term horizon and plan. since this document is only addressing to solve the bottleneck crises has not been successful to promote entrepreneurship development.

Furthermore, bottlenecks for any process is dynamic and need continues evaluation and modification. Our policy makers have not had a long term research plan to detect this problem.

We have had another main problem which is diversity of policy making and executive organizations and divers documents especially during the years 1992 to 1997 (Ministry of Welfare,2017) This has led to a non-comprehensive practical Mandatory strategy for the country. This is also the cause of neglected concept of employment growth from the path of technological, sustainable and productive entrepreneurship. (Mahsa Kamalipoor1, 2023).

qualitative analysis according to alphabet model showed disproportionate asymmetric non comprehensive and non-sustainable attention to the process of entrepreneurship ecosystem development which is clearly shown in the table 3-6 and figure 1-4.

It is expected that based on the global alphabet model of entrepreneurship, which is an experience standard developed model over a period of more than twenty years, and in more than 119 countries of the world, primary attention would be paid on attitude, developing entrepreneurial perception and then on entrepreneurial activities (behaviors) to achieve an expected entrepreneurial results (aspiration) which is not followed in Iran' entrepreneurship strategic document. In fact, this document is not consistent with standard entrepreneurship development model. This approach, makes the future horizon of entrepreneurship more worrying, baseless and non-logical.

Minimal attention has been paid to the infrastructure dimension of entrepreneurship development such as entrepreneurial perceptions and attitudes, education as human resource, industrial infrastructures, financing, market supply, support against failure and social support and dignity for entrepreneur through media, network, Import of basic materials and export support for goods.

In comparing the results of this study with international studies, including the study of Stevenson and Landström-2007, which analyzed the policies of 13 countries have shown that in developed countries, the most attention is paid to the policies of entrepreneurship education and training, and the focus is made on the dimension of entrepreneurial perception and attitude. Page et al (2007) emphasized the necessity of policy development for training and empowering entrepreneurs, but the focus of our document is on the bottlenecks and job creation.

In the national studies, the results of ghambarali et al research (2016) showed that attention to entrepreneurship support policies in the fifth development plan has been a declining trend (Ghambarali 2016).

The study of Sanaeepour (2020), which is similar to the present study, also shows the low attention of Iranian policymakers to the development of entrepreneurial perception and attitude in the development of Iran's entrepreneurship policies in the five-year development plans. this study also indicates the non-compliance with the global alphabet model, which is consistent with our findings (Sanaeepour 2020).

Interestingly our qualitative analysis is consistent with qualitative analysis and show the incoherence of the policies.

It is suggested to the researchers in the field of entrepreneurship to design field and practical studies to understand the pathology of the entrepreneurial ecosystem of Iran as one of the worst countries in almost all aspect of entrepreneurship according to World Bank report and the Global Entrepreneurship Observatory reports. Our researcher should design comprehensive studies in all components of the subject to discover the real pains in the private section of Iran knowing that most of our economy is governmental or semi-governmental. They should uncover the neglected mechanisms in entrepreneurial ecosystem, causing disappointing situation.

we need a holistic approach and a precise revision of Iran's entrepreneurship development strategic document involving all stakeholders who have a policy-making or executive and entrepreneurs role in the entrepreneurship ecosystem development. This should be followed by a standard Scientific method on all component of entrepreneurship development with considering local and regional Opportunities, capabilities and risks. These policies should also be revised and developed periodically according to the researches and monitors.

Conclusion

Quantitative and qualitative content analysis of Iran's entrepreneurship

development strategic document showed that the regulatory policy part of the document was not in accordance with the global models of entrepreneurship development, and despite benefiting from valuable strengths in technical and scientific literature, it still does not function properly and operationally in the direction of developing a sustainable productive entrepreneurship ecosystem. Interestingly our qualitative analysis is consistent with qualitative analysis and show the incoherence of the policies.

Ethical considerations

Compliance with ethical guidelines: This article is a part of the thesis entitled Analyzing the entrepreneurship policies of Iran's health sector and providing policy solutions for the development of the entrepreneurship ecosystem), at the doctoral level, approved by Iran University of Medical Sciences.

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Conflict of interest

The authors declare that there is no conflict of interest.

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