A Study on the Organizational and Structural Barriers of Women's Participation in the Administrative Structure of Iran
(Young Women Employed in Private Sector of District 6 in Tehran)

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Abstract

This research studies organizational and structural barriers in women's participation in the administrative structure of Iran emphasizing on women working in private sector in district 6 of Tehran and hypotheses have been propounded among structural, organizational and cultural factors and women's participation and research method in this research is based on survey method and in this order quantitative method is defined. According to the latest statistics 1350 women are employed in private offices in district 6 of Tehran. This sample of 300 people based on Cochran formula is under investigation. In general it is assumed and with respect to prove hypotheses on this research for women's participation in the administrative structure of Iran, there are strong social, cultural, and institutional barriers.

Keywords: Young women's participation, Cultural factors, Structural factors, Organizational factors.

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1. Introduction

One of the main goals of development, the denial of class, ethnic, gender and in general, is human inequalities. Today's removing inequalities between men and women and recognizing place of women in an organization is very important in most developing countries.

This depends on good and fair relations and social coordination. Whatever society has humane and social relations, the participation and cooperation of the community would be more and better. In fact, this participation is resulted from structure and function of social relations, distribution of resources, ways of meeting the needs and methods of division of labor and responsibilities in society. Whatever, social relations and division of labor and distribution of facilities be humane and justice oriented, popular participation would be increased. This participation means the presence of individuals at all levels of development, ranging from the needs investigation, problems recognition, planning, implementation and evaluation of results.

Based on the above discussion, one of the main goals of development is denial of class, ethnic, gender and in general, human inequalities. Today's, minimizing inequalities between men and women or considering position of women in development discussions is an important subject among countries. In this research equal participation of men and women in administrative structure if Iran and related challenges is highly emphasized.

2. Statement of the Problem

All human societies have different social gaps. Gaps are basically the same separate lines of ethnic, racial, geographical, gender, age, ideological, etc. in a society. No society can be found without above social divisions. In Iran, like many other societies, different social gaps are observed. But there are different temporal and spatial conditions, only some of these gaps may be active in the political arena. Kinds and numbers of gaps in different political societies effect on stability and development of these societies and their political systems and recognizing gaps provide conditions to reconstruct structures based on these gaps. Social gaps determine the kind of demands of different forces and political groups.

According to the latest figures released by the "Statistical Center of Iran", "women's economic participation rate in autumn of 2015, reached 13.2 percent, while women's economic participation rate in summer of 2016 was 13.8. Also the results showed that, women's economic participation rate were low respect to men in urban districts rather than rural districts. Men's economic participation rate in this autumn

was 63.2 per cent and women's economic participation rate in the autumn was 13.2 percent. Also, economic participation rate in urban areas of the country was 37.4 per cent and economic participation rate in rural areas was 40.1 percent. It should be noted that women's economic participation rate has experienced 6% decrease in autumn respect to summer of this year, also according to the latest figures released by the Statistical Center of Iran about labor force of summer; women's economic participation rate was 13.8%. (Iranian statistical center, 18 Jan 2017).

The low participation of women in economic and social affairs will have its impacts on balanced development. It should also be noted that participation in political and social affairs, has significant effects in the process of transformation and positive change in the society. Further participation in the society integrates people toward long term goals of social policies and aware supporting organs about these policies.

In this research, barriers of women's participation in Iranian administrative structure are studied emphasizing on employed women of district 6 of Tehran city and this question is answered "what are the main barriers of women's participation of Tehran city in Iranian administrative structure?"

3. Background

Studying research literature determined that most of conducted researches have been emphasized on gender discrimination for women and its prevention to develop in the society such as:

Golabi and HajiLo (2012) in a study as a sociological analysis of the factors influencing women's political participation (A Case Study of East Azerbaijan province) write:" political participation is seen as a major indicator of development. Women as part of any society, political participation can have a decisive role in the country. The aim of this study was to investigate the sociological factors as an effective political participation of women in society. The study examined and analyzed it, all women between the ages of 18-64 years old living in East Azerbaijan province. The sample size was 1080 people and multi-stage sampling was done. The variables examined their impact on women's political participation include: Economic and social origins, membership and activity of Individual and community activities, activities for parents and friends in various forums, intention to participate, the tendency of parents and friends to participate.

Javaheri and Daryapor (2008) in a survey of the employment problems of female faculty members of University found that two problems disharmony expectations of family and career roles and gender discrimination are met. The study of 290 women

on the faculty at public universities (non-medical) determined that gender discrimination as major problem is detected even in this occupational group. In a study entitled "Evaluation of the organizational culture of women's work" Problems of 446 Swedish women working in universities, hospitals and industrial environments were studied. The results showed that women who were engaged in male environments suffer more than those who work in women environments.

The fifth part is feminist protest to atmosphere of scholarly literature. The texts, since language is dry and impartial vary the feeling of personal experiences can be prevented. The sixth and final sections of the book is an attempt to express feminist methodologies of technical knowledge, practical guidelines for researchers in feminism in this section are presented.

Fakohi (2005) reviews the status of women in Iran following the developments there in the past few decades, the use of affirmative action policies that lead to (Positive Discrimination) considers it as a solution for discrimination which has already been imposed on women. This discrimination of course, the most affected country's employment structure and it can be applied in administrative structure.

Fasayee and RecepLarijani (2010) also in a study of various harassment in the workplace note that women's empowerment is as a strategy to deal with this situation.

4.   Theoretical concept
4.1. Glassy roof theory (theories of structural barriers)

It is the phenomenon of "the failure of women to obtain higher levels of management" in the so-called "glass ceiling". It is the first time in 1986 it was used by Wall Street Journal. Morrison and his colleagues also are the first people who used the term in 1987. The term in 1990 to refer to the small number of women and minorities in management of public and private sector organizations went to work. They are close to great posts in the organization, but they rarely take it away. This causes frustration to imagine that a glass ceiling exists, the discriminatory barriers in their efforts to achieve higher levels of management in organizations (Mirghafoori, 2006).

Glass ceiling is a kind of inequality. Cautery and colleagues proposed criteria for identifying inequality (Esfidani, 2001). As far as the invisible agent called glass ceiling. It is, clearly, where the organization shows that there is no clear evidence that women are unable to achieve but, in reality, it is not possible to achieve women. (Mirghafoori, 2006).

Factors which create glass ceil include:

4.1.1. Stereotypes

One of the main barriers for women is gender stereotypes. The stereotype that all women are the same kind of thinking and to have the difference between them is not reasonable. Because of the prevalence of gender stereotypes, people generally believe that men and women from many directions, such as personality traits, gender (at least partially) in the same world, gender stereotypes and assumptions derived from them on other types of classification and attributes that take precedence (Seyedjvadin, 2007). Examples of these negative stereotypical assumptions include:

-Women tend to family obligations take precedence over work considerations. They should take care of their children, therefore, the time and the desire to lose their jobs.

-Women work for additional income, why the enthusiasm necessary for success in their business.

-Women are not suitable for top management positions because they are too emotional and aggressiveness

Although these hypotheses may be true in many working women, but there is no doubt accurately to describe women who decide to pursue a managerial career. (Seyedjvadin, 2007).

4.1.2. Communication networks

Women in comparing men have a little interaction with powerful people in organization and since that reaching powerful network has positive relationship with organizational promotion and lack of opportunity to this provide glass ceil for women, in other words, women are mainly isolated and deprived of informal communication networks (Seyedjvadin, 2007).

4.1.3. Valuing women's work

Organizations of all managers as men and women expect to do best but women's performance was excellent and the performance is very important. Working as men for women has been considered perfectly in organizations, because men have less confidence in them and therefore have been forced to prove their competency (Zamani and Amini, 2000). It seems that the contributions were not valued and they were not taken seriously (Seyedjvadin, 2007).

4.1.4. Work-family conflict

Flexibility in work is an important factor that women need it perfectly. Women who are charged with responsibility for child care, flexibility often required to work outside of office hours in the afternoon and no time for family. So they are deprived of many such informal requirements. Even if they have the opportunity, not thought to have overtime and thus excluded from appointment and promotion to higher authorities (Seyedjvadin, 2007).

4.1.5. Management style

About 96% of female managers, the use of specific management approaches is desirable for male managers cited as a business promotion. They have acknowledged that existing patterns of management, rich men's properties and methods. This pattern puts women in a dilemma if management's methods to be used, it may not put them successful managers and if women accept manager's methods may be criticized that are women (Seyedjvadin, 2007).

In this research, women's participation of Tehran city in Iranian administrative structure is dependent variable and structural (social) barriers including cultural, organizational, and structural (social) factors is independent variable and they are measured and compared in accordance with the following model:
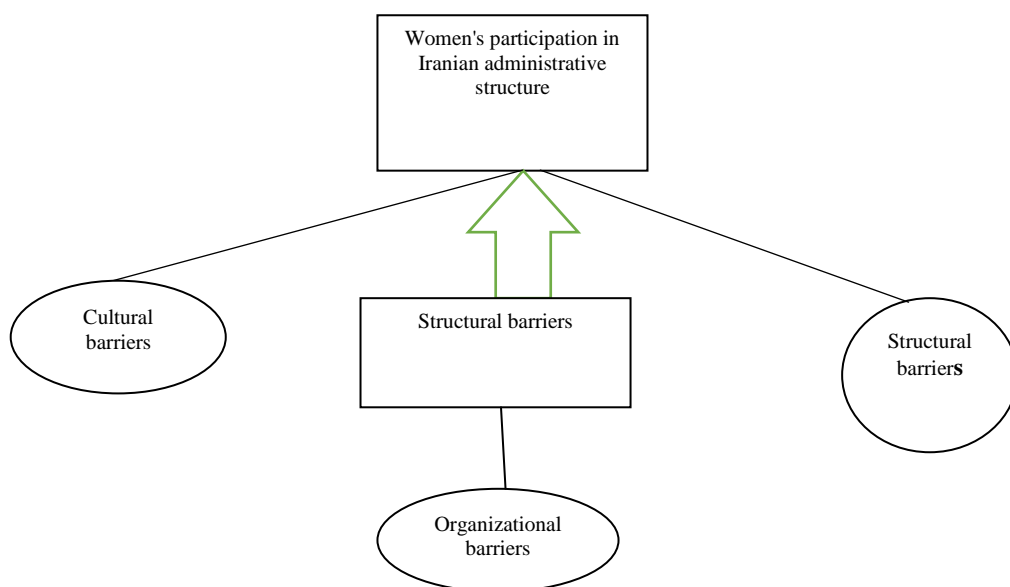
Regarding this theoretical concept following hypotheses are propounded:

• There is a significant relationship between cultural barriers and women's participation in the administrative structure.

• There is a significant relationship between organizational barriers and women's participation in the administrative structure.

• There is a significant relationship between structural barriers (social) and the participation of women in Tehran in administrative structure of Iran.

5.   Research method

The study is defined based on the survey method under quantitative method. Women in private offices of District 6 of Tehran were selected as statistical population according to the latest statistics it includes 1350 people. The sample in this study uses Cochran formula and 300 people selected as sample size.

In this study, using researcher-made "barriers to women's participation in the administrative structure of Iran," inspired from standard questionnaire of "barriers to women's advancement in management position," Katara (2005) has been considered and questions in questionnaires and measuring hypotheses are as follow:

Questions 1 to 5 for the hypothesis between "the cultural barriers and women's participation" for the concept of "gender stereotypes"

Questions 6 to 16 for the hypothesis between "the structural barriers and women's participation" for the concept of "gender discrimination"

Questions 17 to 30 questionnaires for the hypothesis 'structural barriers (social) and women's participation" for the concept of glass ceil

In this study, the "validity" was used to determine the validity of present study researcher questionnaire with questions, objectives and hypotheses to some of the professors in the social sciences and data communications, after studying questions about the agreement, questions of the questionnaire were evaluated and approved.

To examine the reliability of this questionnaire study, Cronbach's alpha coefficient was used. Questionnaires were distributed among 30 people of statistical community and due to obtained results from 43 options all of them were confirmed and its reliability with 93% indicates its value.

6. Analysis and discussion
6.1. Citizenship and participation rights

The concept of "citizenship" in the world today is inseparable part of "modernity" and all socio-economic communities with Western political culture and intellectual

system in all its dimensions with limitations. "Hannah Arendt" notes: "In today's world, a person without belonging to a government is not considered citizen and in critical condition, It is not even considered human beings" (Balibar, 1988).

Although citizenship in the world, whether in the West or in the East is born, but what is this concept to scholars and researchers in the social sciences and urban planners, the new role, functions, rights and duties in the modern world.

Citizenship perception in the new era, regardless of the three concepts, "bourgeois", "right" and "nation-state" is not possible. Citizenship is a concept with historical origin and this dates back to political bourgeois revolutions in 19th century and new governments announced that they don't obey church or aristocracy but refer to lower class means "people" or "nation". It was then that citizens as the constituent units of the people or the nation came into existence.

In this sense, a citizen of a political and legal concept that has been mentioned in the national laws of all states. This unit or as sociologists mention it as social activist groups according to social conventions or the various rules in different areas of life link with the government. (Fakohi2009). The bourgeois class provides citizenship in the world after the Renaissance in the West and age of "Enlightenment".

6.2. Right of citizenship and the state - nation

Except in the context of determining the rights of citizens recognized the sovereignty of modern nation-states. Political philosophy of "democracy" and "liberalism" in modern political ideas in the government found its way in the West that want the rule of the bourgeois class political - economic and anti-monopoly "feudalism" and "church".

Phrases from the book "thesis in the government," John Locke who is considered as the father of classical liberalism represents the birth of the concept of sovereignty of the people "Although men at the time of entry into equal society dive their liberty and freedom to government and society to protect themselves more than before, the power of society with legislation is limited to principles based on security of society.

According to Locke: "Maximum power of policy makers and legislators limited to the common safe and security of society, the ultimate aim is taking care not such power, and Hence, never be right to destroy, to capture or, from the plan, make peasants poor "(Locke, 2008, Ss185-186).

These expressions reflect the new philosophy. The concept of sovereignty and responsibility of government is based on dependent class means investors and technologists who do not obey restrictions and for this reason, political philosophy of

liberalism and modern democracy and the citizens and the urban bourgeoisie, as the bourgeoisie are adopted from the city and urban roots.

With this background we can now speak of the concept of citizenship. In fact, individual right, is the result of public law, and in turn, the public's right components with different effects. Indeed citizenship is such as a code or password that reflects temporary equilibrium and balance.

The concept of citizenship has always had two distinct aspects:

1. The existence of the state and so there is a general rule.

2. To recognize that as individuals, we can be in the political decisions (Baliba R, 1988).

Social nature is the point that how citizens should interact with each other. It refers to the political aspects of citizen interaction with government,both aspects are essential for citizens to take part in a democratic society (Shaydo and list, 2005).

Citizenship relates to the rights and duties in many ways less controversial. Marshall classified rights of citizens in three categories in 1950s: civil, political and social. His argues for about a quarter of century in this regard shaped thinking about citizenship. Civil rights are those rights which include the right to freedom and acquisitions, trial by jury and the like occurs. Political rights means participation in political power through elections or other methods.

And social rights are the rights of health, welfare and education and life in a civilized society. Political rights are the duties of the individual to set their country in throughput. A country normally expects citizens to obey the laws, defend the country in time of war, with tolerance and active participation in political life. Social rights of citizens are expected to fit in voluntary activities to help others, social services and other practice-as an active citizen (Halstead and Pike, 2006).

The term "active citizenship" usually is used in citizenship education programs (Linseley and Rayment, 2004).

In an expression of active citizenship it may mean that people try to change unfair laws and social life of the reforms. The main focus of active citizenship participation in all aspects of political life, civil society and citizen behavior, coupled with a commitment to values such as equality, solidarity and social utility is the (Halstead and Pike, 2006; Potter, 2002).

With this, we focus on one of the rights of citizens' rights to participate in various administrative and organizational structures with emphasis on the role of women.

6.3. Inequality in achieving civil rights among women and men (theories of organizational and cultural barriers)

Sociologists believe that inequality and discrimination between men and women are considered barriers for development. In this order, women as active population affect development of society directly and community development will be based on the active participation of women in economic, political and social structure, this despite the fact that women face gender discrimination in the workplace with issues such as human development. The main goal of topic is about women's participation in the process and management in organizations respectively. Women's participation in the labor market is one of the most important social changes of the last century. Today, women have made remarkable advances in the management which for years it was in the hands of men (Powell, 1999; Helft et al., 2015)

"Andre Michel" (2014) in book "The women's movement feminism" indicates to gender inequality to rise of other economic inequality, political, social, cultural, and relevant and believes the above inequalities, gender inequalities.

Myron Weiner (2007) on political participation believes that "any act of voluntary participation, successful or unsuccessful, organized or disorganized, periodically or continuously, including legitimate and illegitimate methods to influence elections and policy leaders and public administration at every level from local or national government."(thinkers functional structure, issues of participation, often from the perspective of the concept ((structural balance" their analysis. based on this concept, cooperation and sustainable society its members agreed on the fundamental values, which in turn is based on the assumption of a general consensus also depends on (Giddens, 2013).

7. The results of the study
7.1. Descriptive statistics

According to Table (1) the distribution of marital status of respondents is as follows:

Table 1. Distribution of respondents' marital status

	frequency	percent	Percent validity	Cumulative percent
Single	129	43.0	43.0	43.0
Married	171	57.0	57.0	100.0
Total	300	100.0	100.0	

According to Table (1), of 300 respondents, 129 people as 43% were single and 171 or 57% were married that more people are married, according to the data.

7.2. Inferential statistics

There is significant relationship between structural barriers (social) and the participation of women in Tehran in administrative structure of Iran.

According to Table (2) and having regard to the Pearson correlation coefficient:

Table 2. Correlation between the administrative structure and social factors

		Social factors	administrative structure
Social factors	Pearson	1	.740
	significant level		0.000
	Total	300	300
administrative structure	Pearson	.740	1
	significant level	0.000	
	Total	300	300

Results of Table 2 show that the obtained r (74/0 r =) in the level of hundredth has significance alpha level of 0.00, so the null hypothesis is rejected statistically. There is a strong relationship between social factors and administrative structure. The results of the statistical learning with the results of Daryapor (2008) and R. Larijani (2010) have been matched.

There is significant relationship between Cultural barriers and women's participation in administrative structure.

According to the table (3) and with regard Pearson correlation coefficient:

Table 3. Correlation between the structure of administrative and cultural factors

		Cultural factors	administrative structure
Cultural factors	Pearson	1	.732
	significant level		0.000
	Total	300	300
administrative structure	Pearson	1	.732
	significant level	0.000	
	Total	300	300

Results of Table 3 shows that the obtained r (73/0 r =) is 1 hundredth of the level of significance alpha level of 0.00, so the null hypothesis is rejected statistically significant.

There is a strong relationship between cultural factors and administrative structure. The results of this statistical learning with results of Daryapour (2008) and R. Larijani (2010) are same. The study of Ravadrad about the comparing role of women and men in professional work and with professors of public universities in Tehran, he found that gender discrimination in the workplace gives men more to offer job opportunities.

There is significant relationship between organizational Barriers and women's participation in the administrative structure.

According to the table (4) and with respect to the Pearson correlation coefficient:

Table 4. Correlation between administrative structure and organizational factors

		Organizational factors	administrative structure
Organizational factors	Pearson	1	.679
	significant level		0.000
	Total	300	300
administrative structure	Pearson	.679	1
	significant level	0.000	
	Total	300	300

Results of Table 4 shows that the obtained r (67/0 r =) is 1 hundredth of the level of significance alpha level of 0.00, so the null hypothesis is rejected statistically. There is a strong relationship between organizational factors and administrative structure.

8. Conclusion

Iran, Despite the economic growth, the expansion of urbanization which are the signs of development and increased government and semi-governmental institutions that should act to reduce social inequalities, social changes in the past decade the components "development" has not changed direction.

Policies and programs of social change, vulnerable groups are reproduced in various forms. Women as half of society, suffer from ambitious projects and they become vulnerable group in the society and in case of entry to these networks have at least position always be stratified bottom level of the system.

In general it can be said that due to prove of hypotheses ,barriers for women's participation in administrative structure of Iran have strong social grounds and cultural factors (discrimination and gender stereotypes), family, administrative, and organizational and individual and one's perception of the social status of the most important obstacles in this form.

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