

# GENDER INTEGRATION IN COOPERATIVES

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**Gender Integration and  
Women in Co-operative Development  
Country Study of Iran**

By  
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**COUNTRY STUDY ON GENDER INTEGRATION  
AND WOMEN IN CO-OPERATIVE DEVELOPMENT  
IRAN**

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## PREFACE

The ICA Regional Office for Asia and the Pacific (earlier called South-East Asia) launched a special women's programme during the Women's Decade (1975-1985). This programme, headed by a woman specialist, had been able to create an awareness and conditions for enhancing women's participation in co-operatives.

The programme in particular achieved success in the areas of influencing co-operative authorities to provide positive legal environment for women's participation in co-operative leadership and business. Many co-operative movements established women's committees at various levels and also incorporated representatives in their management committees. Many training activities were organised at the national and regional levels by the Women's Section of the ICA ROEC.

However, due to the financial constraints faced by the ICA during mid-eighties, the regional women's programme as well as many other programmes had to be curtailed. After completion of the restructuring process, we are now in a position to look back and start rethinking on the gender issues with a new outlook.

The concept of Women in Development (WID) has undergone substantial changes during the eighties. When the feminist movement was the subject of reassessment, many new WID approaches have emerged. Approach of gender planning has become popular at present with a broader concept of gender. This change is also due to the result of evaluation on the women's position in the society, after the UN Women's Decade. Many have felt that the approaches introduced during this period have become obsolete or have not shown results as expected in the process of global socio-economic changes. Therefore, UN agencies as well as many international NGOs have revived their WID programmes, keeping gender issues in mind. As for the co-operative movement in the region, the same situation is visible. Many co-operative movements continue to adopt the WID strategies introduced in the seventies. Therefore, it

has become vital to assess the current WID situation in co-operatives in terms of concepts, strategies and the cost benefits of the existing programmes. Any future planning of the WID programmes or gender planning mechanisms in co-operatives should be based on such an evaluation.

The Human Resource Development project, established in 1990 by the ICA, incorporated gender issues as a priority. With a view to launch an effective programme in the future, a study has been undertaken covering 14 countries in the Asia and the Pacific, which are representative of developed and developing economies. The studies have been carried out by specialists on gender issues on a common format and guidelines provided by the ICA ROAP. These country studies would provide a macro-level situation analysis in the representative countries.

The country studies will form an important basis for future planning for the ICA ROAP and for the respective countries. I am happy that we are able to share the findings of the country studies with those who are concerned with gender issues in co-operatives. The ultimate hope we have is that the gender integration in co-operatives would bring about more productivity and strength to them by utilizing human resources to the optimum.

I would like to thank the country researchers, co-operative movements and the staff of the HRD project at the ICA ROAP for undertaking the ground work for future gender programmes in co-operatives.

New Delhi  
November, 1992

G.K.Sharma  
Regional Director

## INTRODUCTION

This publication series of country studies on Gender Integration and Women in Co-operative Development cover 14 developed and developing countries in Asia and the Pacific. On the other hand, the studies are representative of open, mixed and centrally planned economies.

The country research had the following objectives:

- to assess as to what extent the gender integration has taken place in economic and social development as well as activities of the co-operatives of the given country,
- to assess the level of participation of women on political, social and economic decision making and productivity,
- to assess the level of participation of women in decision making and activities in co-operatives,
- to compare the level of socio-economic developments of a given country with gender situation,
- to identify the socio-cultural and economic factors hindering gender integration in development with special emphasis on co-operatives,
- to identify critical areas for future strategies for promoting gender awareness and gender participation, resulting in gender integration in co-operative development,
- to create awareness among the authorities and all concerned in gender issues on the level of development a given country has shown and the gap which exists in co-operatives.

The ICA ROAP engaged the services of competent and independent researchers through the national co-operative unions and some of them through

other sources. A format was designed and used in order to ensure the conformity to the set of objectives laid down and to facilitate the data processing process. The methodology consisted of data from primary sources, authoritative documents and interviews by random samples.

We have tried to analyse the data collected through country reports and identify common features as well as special features in the region in the field of gender integration in co-operatives. We have also attempted to highlight the common and contradictory conclusions made by the researchers. A Regional Overview of gender integration has been published separately embodying these summaries.

Our sincere expectation from the publication of the country studies and the overview is to create an awareness of all co-operative movements and governmental and inter-governmental agencies to assess the present gender strategies in co-operatives and improve upon their planning mechanisms for ensuring the equal participation of gender in co-operative development.

I would like to thank all country researchers who undertook the task within a short time and with limited resources and sources of information. National level co-operative organisations and the ILO Co-operative Project in Indonesia supported the project through consultation and their resources. We appreciate their common interest for the cause.

Mr.P.Nair, Desk Top Publisher and Secretary of the HRD Project, did the computer-based DTP work. Mr. S.S.Kukkal, a renowned artist in Delhi prepared the cover page. Document Press made the printing job very attractive. I would like to note our appreciation to them for their devoted work.

New Delhi  
November, 1992

**W U Herath**  
Advisor-Human Resource Development



# 1

## GENERAL FEATURES

### 1.1 Physical Background

Iran is situated in south-western Asia and borders the Soviet Union and the Caspian sea in the north, Turkey and Iraq in the West, Persian Gulf and the Gulf of Oman in the South and Pakistan and Afghanistan in the East.

### 1.2 Landscape

A series of massive, heavily eroded mountain ranges surround Iran's high interior basin. Most of the country is above 1,5000 feet, one-sixth of it over 6,500 high. In sharp contrast, there are the coastal regions outside the mountain ring. In the north, the 400 miles strip along the Caspian sea, never more than 70 miles wide and frequently narrowing to 10 miles, falls sharply from 10,000 feet submit to 90 feey below sea level. In the south, the land drops away from a 2,000 feet plateau, backed by a rugged escarpment three times as high, to meet the Persian Gulf and the Gulf of Oman.

### 1.3 The Mountains

The Zagros range stretches from the border with the Armenian Soviet Socialist Republic in the north-west to the Persian Gulf, and then eastward into Baluchistan. As it moves southward, it broadens into a 125-mile wide band of parallel, alternating mountains lying between the plains of Mesopotamia and the great central plateau of Iran. It is drained on the west by streams that cut deep, narrow gorges and water fertile valleys. The land is extremely hard, difficult to access and populated largely by pastoral nomads.

The Alborz mountain range, narrower than the Zagros but equally forbidding, runs along the southern shore of the Caspian to meet the border ranges of

Korassan to the east. The highest of its volcanic peaks is 18,600 feet (5,669 metres), snow-covered Mount Damavand on the border of Afghanistan, the mountains fall away, to be replaced by barren sand dunes. The arid interior plateau, which extends into Central Asia is cut by two smaller mountain ranges. Parts of this desert region, known as *dasht*, are covered by loose stones and sand, gradually merging into fertile soil on the hillsides. Where fresh water can be held, oases have existed from time immemorial, marking the ancient caravan routes. The most remarkable feature of the plateau is a salt waste 200 miles long and half as wide, known as the *kavir* (deserts). It remains unexplored, since its treacherous crusts have been formed by large, sharp-edged salt masses covering mud. Cut by deep ravines, it is virtually impenetrable.

#### 1.4 Soil patterns

Soil patterns vary widely. The abundant sub-tropical vegetation of the Caspian's coastal region is supported by rich brown forest soils. Mountain soils are shallow layers over bedrock, with a high proportion of un-weathered fragments. Natural erosion moves the finer textured soils into the valleys. These alluvial deposits are mostly chalky, and many are used for pottery.

The semi-arid plateau lying above 3,000 feet are covered by brown or chestnut coloured soil that supports grassy vegetation, the soil is slightly alkaline and contains three to four per cent of organic material. The saline and alkaline soils in the arid regions are light coloured and infertile. The sand dunes are composed of loose quartz and fragments of other minerals. Except where protected by vegetation, they are in almost constant motion, driven by high winds.

#### 1.5 Lake and Sea

##### 1.5.1 *The Caspian Sea*

The Caspian sea which is the largest landlocked body of water in the world (424,240 sq.km.) lies some 85 feet below the sea level. It is comparatively shallow and for some centuries has been slowly shrinking in size. Its salt content is considerably less than that of the oceans and though it abounds with fish, its shelly coasts do not offer any good natural harbours, and sudden and violent storms make it dangerous for small boats. The important ports on the Caspian coast are Bander Anzali, Noshahr and bandar Turkman.

##### 1.5.2 *Other lakes*

Along the frontier between Iran and Afghanistan, there are several marshy lakes which expand and contract according to the season of the year. The largest of these, the Seestan (Hamun Sabari), in the north of the Seestan and Baluchistan

province, is alive with wild fowl. Real fresh water lakes are exceedingly rare in Iran. There probably are no more than 10 lakes in the entire country, most of them brackish and small in size. The largest are: Lake Urmia (area 3,900-6,000 sq.km) in the Central province, Bakhtegan (750 sq.km) in Fars province, Tasht (442 sq.km) in Fars province, Moharloo (208 sq.km) in Fars province, Howz soltan (106.5 sq.km) in Central province.

### *1.5.3 The Persian Gulf*

The Persian Gulf is the shallow marginal part of the Indian Ocean that lies between the Arabian Peninsula and south-east Iran. The sea has an area of 240,000 sq.kilometers. Its length is 990 kilometers and its width varies from a maximum of 338 kilometres to a minimum of 55 kilometers in the Strait of Hormuz. It is bordered on the north, north-east and east by Iran, on the north-west by Iraq and Kuwait, on the west and south-west by Saudi Arabia, Qatar and Bahrain, and on the south and south-east by the United Arab Emirates and partly by Oman. The term Persian Gulf is often used to refer not only to the proper Persian Gulf but also to its outlets, the Strait of Hormuz and the Gulf of Oman, which open into the Arabian sea.

The most important islands of the Persian Gulf on the Iranian side are: Minoo, Kharg, Sheikh Saad, Sheikh Sho'ayb, Kish, Farur, Sirri, Abu Mussa, the Greater and Lesser Tunb, Qeshm, Hengam, Larak, Farsi, Hormuz and Lavan. The notable ports on the Persian Gulf coast are Abadan, Khorramshahr, bandar Imam Khomeini, Mahshahr, Rig, Deilam, Gonaveh, Bushehr, bandar lengeh and Bandar Abbas.

The Iranian shore is mountainous and there are often cliffs, elsewhere a narrow coastal plain with beaches, intertidal flats and small estuaries borders the gulf. The coastal plain widens north of Bushehr on the eastern shore of the gulf and passes into the broad deltaic plains of Tigris, Euphrates and Karun rivers. It is noticeably asymmetrical in profile, with the deepest water occurring along the Iranian coast and broad shallow area which is usually less than 120 feet deep, along the Arabian coast.

There are some ephemeral streams on the Iranian coast south of Bushehr, but virtually no fresh water flows into the gulf on its south-west side. Large quantities of fine dust are, however, blown into the sea by predominant north-west winds from the deserts areas of the surrounding island. The deeper parts of the Persian Gulf adjacent to the Iranian coast and the area around the Tigris-Euphrates Delta are mainly floored with grey-green soil rich in calcium carbonate.

The Persian Gulf has a notoriously bad climate. Temperatures are high, though winters may be quite cool at the north-western extremities. The sparse rainfall occurs mainly as sharp down pours between November and April and is heavier in the north-east. Humidity is high. The little cloud cover is more prevalent in winter than in summer. Thunderstorms and fog are rare, but dust storms and haze occur frequently in summer.

Until the discovery of oil in Iran in 1908, the Persian Gulf area was important mainly for fishing, pear fishing, the building of dhows, sailcloth making, camel breeding, reedmat making, date cultivating, and the production of other minor products, such as red ocher from the islands in the south. Today these traditional industries have declined and the economy of the region is dominated by the production of oil. The Persian Gulf and the surrounding countries produce approximately 31 per cent of the world's total oil production and have 63 per cent of the world's proven reserves. The Persian Gulf area will probably remain an important source of world's oil for a long period.

#### *1.5.4 Drainage and soils*

The few streams emptying into the desiccated central plateau dissipate themselves in saline marshes. There are several large rivers, the only navigable one of which is Karun. Others are too steep and irregular. The largest rivers are: the Karun (890 kms.), Sefidrood (765 kms.), Karkheh (755 kms.), Mand (685 kms.), Qara-Chay (540 Kms.), Atrak (535 kms.), Dez (515 Kms.), Hendijan (488 kms.), Lovein (440 Kms.), Jarahi (238 kms), Zayandehrood (405 kms). All streams are seasonal and variable, spring floods do enormous damage and there is little water flow in summer when many streams disappear. Water is however stored naturally underground, finding its outlet in subterranean water canals (ganat), springs and being tapped by wells.

#### *1.5.5 Dams*

Dams have always played an important role in harnessing Iran's precious water reserves. The Amir Kabir dam on the Karaj river is a multi-purpose dam that supplies Tehran with hydro-electric power and much needed water. With its sailing and water-skiing facilities, the dam is popular weekend summer resort. Among others can be mentioned the Majil dam on the Sefidrood, the Mahabad dam on the Mahabad river, which supplies water for irrigation of 2000 hectares of land, hydro-electric power and domestic water, the Martyr Abbaspour dam on the Karun and the Dez dam on the Dez river in the north of Dezfoul (Industry: Dam Construction).

### 1.5.6 *Desserts*

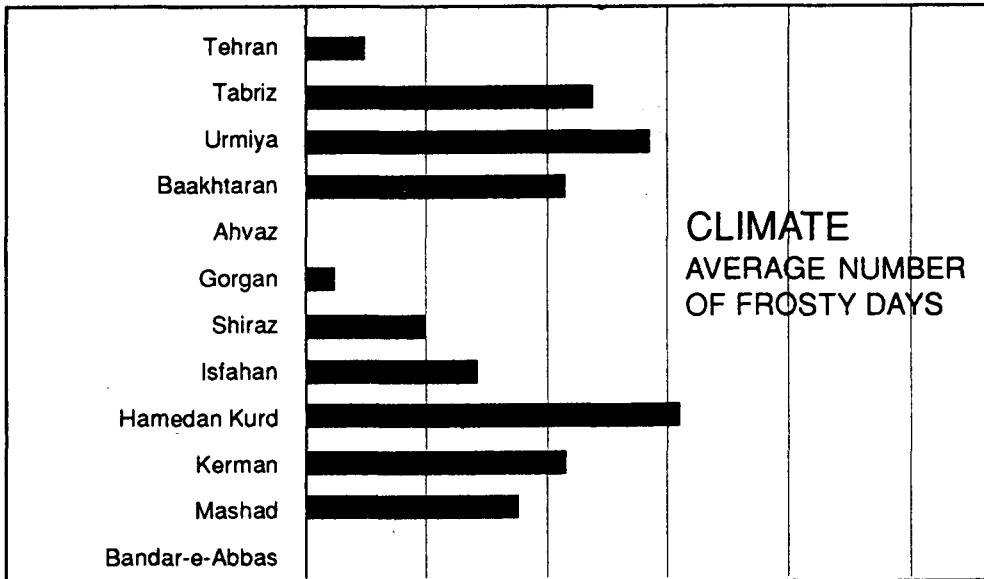
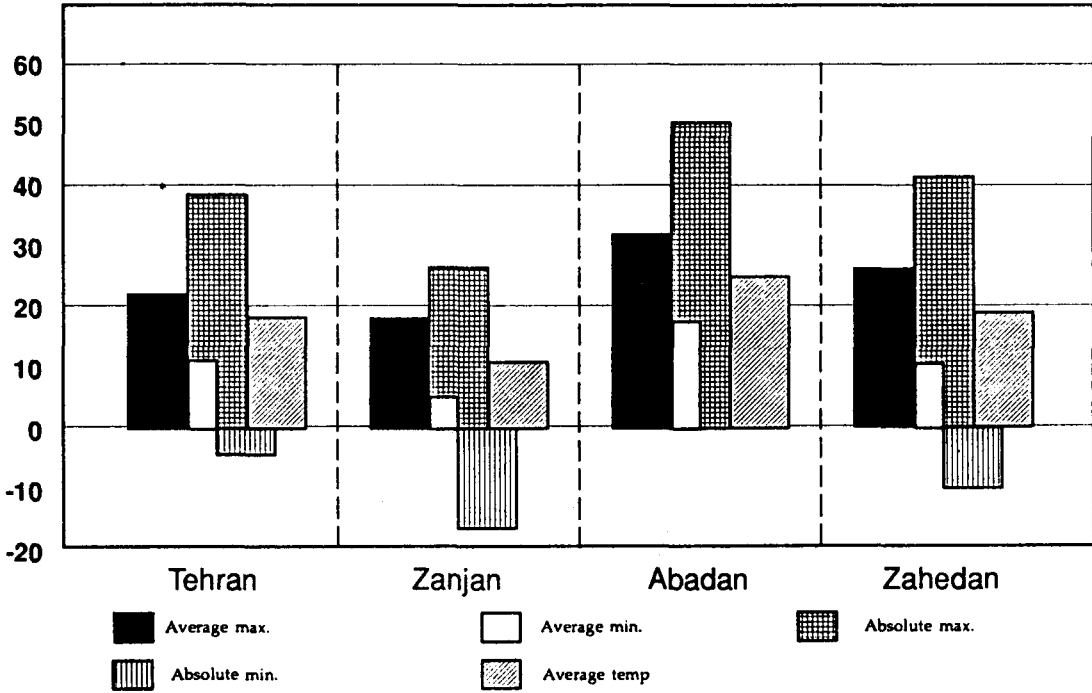
The vast desserts of Iran stretch across the plateau from the north-west, close to Tehran and Qom, for a distance of about 400 miles to the south-east and beyond the frontier. Approximately, one-sixth of the total area of Iran is barren dessert.

The two largest desert areas are known as the Kavir-e-Lut and the Dasht-e-Kavir. Third in size of these desserts is the Jazmurian. It is often said that the Kavir-e-Lut and Dast-e-Kavir are impossible to cross except by the single road which runs from Yazd to Ferdows, but in recent years, heavy trucks and other vehicles have travelled over long stretches of these desserts which contain extensive mineral deposits - chlorides, sulphate and carbonates, and it is only a matter of time before they are exploited.

### 1.5.7 *Climate*

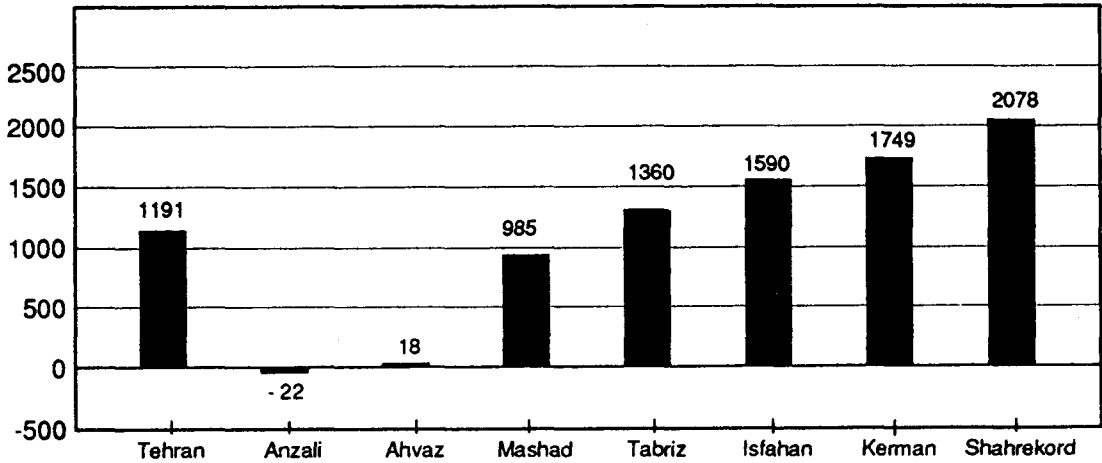
Iran has a complex climate, ranging from sub-tropical to sub-polar in winter, a high pressure belt, centered in Siberia, slashes west and south to the interior of the Iranian plateau, while low pressures develop over the warm waters of the Caspian, the Persian Gulf and the Mediterranean. In summer, one of the lowest pressure centres in the world prevails in the south. Low pressures in Pakistan generate two regular wind patters: the Shamal, which blows from February to October north-westerly through the Tigris-Euphrates valley, and the 120-day summer wind, which some times reaches velocities of 70 miles per hour in the Seestan region, near the Pakistan frontier. Warm Arabian winds bring heavy moisture from the Persian gulf. The gulf area, where the heat and humidity are unbearable, is in contrast to the Caspian coastal region, where moist air from the sea mingles with the dry air currents from the Alborz to create a soft nightly breeze. In the summer, temperature vary from a height of 123°C (50°C) in Khuzistan at the head of the Persian Gulf to a low of 35°F(1°C) in Azerbaijan in the north-west. Precipitation also varies widely from less than two inches in the south-east to about 78 inches in the Caspian Region. The annual average is about 14 inches. Winter is normally the rainy season for the whole country. Frequent spring thunderstorms occur, especially in the mountains, where destructive hailstones fall. The coastal region presents a sharp contrast to the rest of the country. The high Alborz mountain, which seals off the narrow Caspian plain, brings moisture from the clouds, traps humidity from the air, and creates a fertile densely populated semi-tropical region with thick forests, swamps and rice paddy fields. Temperatures may soar to 100°F(38°C), the humidity to 98 per cent. Frost is rare.

# CLIMATE TEMPERATURE



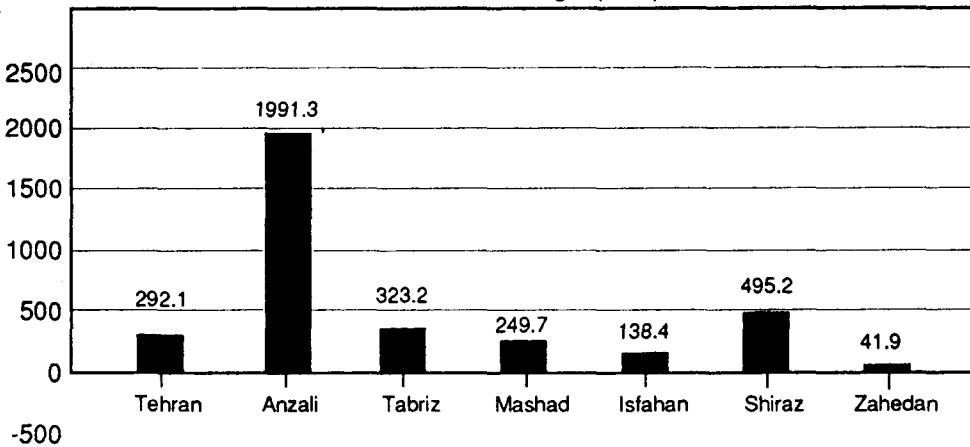
Source:  
National Meteorology Organ

## SEA LEVEL HEIGHT (METERS)



Source : National Meteorology Organ

## CLIMATE RAINFALL Annual Average (mm)



Source : National Meteorology Organ

In Iran, the change from one season to the next is fairly abrupt. By 21 March, the beginning of the Iranian year (Noruz), the fruit trees are in full blossom and fresh green wheat cover the fields. Later, while the orchards are in bloom, wild flowers carpet the stony hills. While summer heat burns and kills the flowers, autumn is not marked by a display of bright colours and the soft haze of Indian summer, instead, there is a rapid transition from summer to winter.

### *1.5.8 Vegetation and Fauna*

Topography, altitude, water supply and soil determine the character of the vegetation. Approximately 11 per cent of Iran is forested, most extensively in the Caspian region. Here are found broad-leaved deciduous, vigorous trees, usually oak, beech, linden, elm, walnut, ash, bornbeam and a few broad-leaved ever greens. Thorny shrubs and fern also abound. The Zagros mountains are covered by semi-humid oak forests, together with elm maple, celtis (a hackberry), walnuts, pear and pistachio. Willow, poplar and plane trees grow in the ravines, as do many species of creepers. Thin strands of juniper, almond, herberies (a prickly stemmed shrub with yellow flowers), cotoneeaster (an old-world flowering shrub of the rose family) and wild fruit trees grow on the intermediate dry plateau. Thorny shrubs from the ground cover the steppes, while artemisia (a kind of word wood) grows at medium elevations of the desert plains and rolling country. There are acacia, dwarf palm, kunar trees (Jerusalem thorn) and scattered shrubs below 3000 ft. Desert sand dunes, which hold water, support thickets for bush. Forests follow the courses of surface of subterranean waters. Oases support tamarisk, poplar, date palm, myrtle, oleander, acacia, willow, elm, plum, mulberry trees, and vines. The swamp areas, reeds and grass provide good pasture. Iran has long been famous for its fruits and Iran's old language, Persian, has provided the European languages with their words for lemon, orange and peach.

The Caspian region produces citrus fruit, while dates and bananas grow along the Persian gulf. On the central plateau, temperate fruits such as apples, pears, peaches, grapes and cherries grow well, and almost every region has its distinctive kind of melon.

### *1.5.9 Fauna*

The wildlife of Iran includes a very few lions and tigers but many wolves, foxes, leopards and lynk. Seals are found in the Caspian. Deer and gazelles abound, in addition to wild goats, sheep and boards. Rodents are ubiquitous and 98 varieties of lizard are found. Domestic animals include horses, donkeys, cattle, water buffalo, sheep, goats, dromedaries, camels, dogs and cats.



### **1.5.10 Forestry**

Iranian forests extended over 18.3 million hectares until 25 years ago. Their area has diminished to 13.4 million hectares now, 1.9 million hectares in the north and the rest scattered across the country. Commercial forests, 1.3 million hectares in the north, have 4 million cubic metres of wood turnover a year. Only about one-third of the output is properly utilised owing to lack of necessary industrial facilities.

Western forests account for around 0.5 million cubic metres of wood supplies.

### **1.5.11 Pasture**

Total area of pasture is an estimated 90 million hectares. Good pastures, 14 million hectares, have an annual harvest of 4.06 tonnes (41 per cent of total) of dried fodder. Average and weak pastures, 60 million hectares, account for 5.52 million tonnes (55 per cent) and the remaining salty pastures, 16 million hectares, produce 0.42 million (four per cent). The annual output of dried fodder is about 10 million tonnes.

Total output of pastures is sufficient for feeding 16 million livestock, while 60 million livestock (26 million belonging to migratory tribes and 34 million to other livestock breeders) rely on pastures for their feed.

The big difference explains increasing ruining of the pastures.

### **1.5.12 Political system and parliamentary system**

The political system of Iran is Islamic Republic. The powers of the government in the Islamic Republic are vested in the legislature, the judiciary and the executive powers functioning under the supervision of veiled al-amr and the leadership of Ummah, in accordance with the forthcoming articles of this constitution. These powers are independent of each other, and liaison between them is provided by the President.

Laws are approved by the National Consultative Assembly and Guardian council.

There are to be two hundred seventy members of the National Consultative Assembly and the term of membership is four years. Guardian council consist of six adifugaha to be elected by the leader of the leadership council and six jurists to be nominated by Supreme Judicial Council and elected by the National Consultative Assembly.

The National Consultative Assembly does not hold any legal status if there is no Guardian Council in existence, except for the purposes of approving the

credentials of its members and the election of the six jurists on the Guardian Council.

The Guardian Council has the responsibility of supervising the election of the President of the Republic, the elections for the National Consultative Assembly and the direct recourse to popular opinion and referendum.

#### *1.5.13 Civil and local administration set up*

- i. National Administrative Organization,
- ii. Provincial Administrative Organization (25 provinces)
- iii. Township Administration Organization (196 townships and 497 cities)
- iv. Division Administrative Organization
- v. Village Administrative Organization
- vi. Administrative Organization of Original Production Unit: the household.

#### *1.5.14 Judiciary*

The courts of justice are the official bodies to which all grievances and complaints are to be referred.

The Minister of Justice owes responsibility in all matters concerning the relationship between the judiciary, on the one hand, and the executive and legislative, on the other hand.

The administration of justice is functioning under the supervision of supreme judicial council which will be the highest judicial body. The supreme judicial council is to consists of five members.

- i. The Chief of the Supreme court;
- ii. The prosecutor-general;
- iii. Three judges of proven justice and possessing the capacity of Itihad, to be elected b y all the judges of the country.

The members of this council shall be elected in the manner to be prescribed by law, for a period of five years.

# 2

## COMMUNICATION

### 2.1 Ministry of PTT

Posts, Telegraphs and Telephone Ministry has the task of creating facilities for the public use of postal and telecommunication services internally and internationally. Its principal functions include policy making, planning for creation and expansion of postal and telecommunication services, meeting obligations required by international postal and telecommunications conventions. The Telecommunications Company of Iran (TCI) and the Posts Company are affiliated to the Ministry.

#### 2.1.1 Telephones

The Ministry launched an extensive expansion plan after the revolution. The Telecommunications Company set up a planning council in 1981 with the task of drawing up a long-term plan. The council has several sub-committees, which study and propose expansion projects. Upon being approved, the projects are executed by the Planning and Project Control Department, which has separate sections for telephone exchange centres, telecommunication centres, construction, administration and supplies. Since the revolution, the Telecommunications Company has reportedly:

- Increased the number of automatic dialling telephone exchanges from 284 in 1978 to 659;
- Raised the number of installed telephone lines from 850,000 to 2,567,540 in the period reported, of which 2,030,000 are in use in 1989;
- Designed and set up 211 private automatic branch exchanges (PABXs) in rural areas;

- Set up and commissioned 367 electro-mechanical dialling (EMD) exchanges;
- Commissioned 50 XP and EAX exchanges with a capacity of 35,000 lines;
- Erected and commissioned electronic and PABX exchanges which were due to have been set up by the American GTE Company and the Japanese Nippon Electric Corporation (NEC) before the revolution;
- Installed automatic long-distance exchanges, with 67,715 installed and 341,125 operating lines for inter-city connections at 320 towns and cities in co-operation with Siemens of West Germany;
- Linked 71 towns and cities to the international automatic telephone exchange, raising the total to 92 and total of 137 countries may be dialled directly.

### *2.1.2 Expansion projects*

The figures reported fell short of the targets set for the first stage of the expansion plan upto March 1988: 2.4 million operating telephone lines throughout the country and 70,000 operating inter-city lines. This is the result of a mid-term decision to execute the plans in two phases, setting higher targets for the second phase. Plans provide for having 4,849,280 telephone lines in 1993 (1 million digital), 13,000 rural telephone exchanges, linking all towns and cities by 150,528 inter-city lines and enabling all urban areas to dial international calls through 3,500 lines.

### *2.1.3 Digital switches*

The TCL decided to increase digital network in 1986. One million digital telephone lines were planned for installation in four cities of Isfahan, Shiraz, Tabriz and Mashad from 1987-1992. Test projects were started and tenders were offered. As a result, the West German Siemens with EWSD system, which is in operation at universities, and the Japanese NEC with its NEAX-G1 system won bids.

The contracts concluded provide for training before execution of proposal, setting up plants for manufacturing digital telephone exchange equipment and parts and setting up a repair centre near these plants and establishing a digital software procurement and distribution centre. The TCI is planning to install 200,000-300,000 lines in Tehran and other big cities in each of the five years of the plan.

The analogous systems will be maintained, while digital exchanges are installed in big cities. Furthermore, digital switches and lines will be installed

wherever the number of A/D or D/A is at an acceptable level. Connection will be established on three levels of SC, PC and TX and sufficient LCR and OR circuits will be included in the network. The SC centres will be increased from six to eight, PC centres from 29 to 41 and TX centres from 336 to 540. About 400 new microwave stations with 80,000 two-way circuits will be added to the existing network, raising the total of the circuits to 137,000.

Plans also provide for changing production of domestic factories from analogous to digital equipment gradually. Priority will be attached to microwave digital networks for inter-city lines, because the Iranian geographical characteristics and population concentration in mountainous areas have limited possibility of using optical fibres in the current phase of the plan. Optical fibre will be used for distances no farther than 500 kilometers. There are also studies under way for using ISDN, probably from 1992 upon setting up a few small exchanges in Tehran and some other cities.

The West Germany company, Standard Electronic Lorenz, has won a contract to supply a system of 1,240,000 line digital telephone exchange.

## **2.2 Other Telecommunication Services**

2.2.1 UHF (Ultra High Frequency) and VHF (Very High Frequency) systems have also come to be used more extensively since the revolution. About 1000 of the systems, which are now produced domestically are in operation for contacts with rural as well as other areas. Forty thousand two-way circuits are in operation in the microwave network and the number will be raised to 57,000 by installing multiplex equipment within a few months.

2.2.2 Telegraph services are offered in more than 1,800 offices throughout Iran. After the revolution, S+5DX and TDM telegraph systems were established at various parts of the country. There is one principal telegram centre in Tehran. The service lacks automatic systems and is very slow.

2.2.3 Telex service has 4000 users in 11 cities, who are linked to two large and 10 small centres. A new large centre is to raise the number of users to 10,000. The first of the two large centres operates electro-mechanically and has 700 telex lines. The other two centres are computerised and have a combined total of 5376 lines.

There are no current plans for improvement and expansion of telegraph and telex services but the TCL has plans to provide credits for their expansion.

#### *2.2.4 Satellite*

We have installed satellites in some parts of the country and use them for telecommunications.

#### *2.2.5 Postal System*

The Posts Company has 209 central post offices which supervise 11,164 employees in 275 urban and 1,153 rural post offices, 225 urban post booths and 1,974 post office representative units. The company provides many of the internationally available postal services. The company plans to be self-financing within the next five years. Its budget appropriation in the year ended 20 March, 1989 was Rls 6,500 million, down from Rls 10,000 million in the preceding year. In 1988, the company doubled postal charges for foreign letters and increased them by as much as six times internally.

The Posts Company increased its handling of letters and parcels by 12 percent and its revenues by 14.7 per cent to Rls. 6,200 million in the year ended 20 March, 1988. A total of 315 million domestic letters, 19 million letters to or from other countries, 1,060,000 domestic and foreign parcels and 12 million domestically posted newspapers were handled in the year reported. That is not much compared to the 5,000 million postal communications. The rest is handled by various ministries, organisations and private companies.

Tehran with 76.8 million letters and parcels posted and 65.2 million received, ranked first in the country, followed by Khuzistan, Khorassan and Eastern Azerbaijan provinces.

#### *2.2.6 New Postal Services*

The increase in the activities of the company is attributed in part to the variety of services offered and faster service. The inter-city letter delivery has been reportedly speeded up from the average 126 hours in 1979 to five hours at present. In the past year, the Posts Company extended its inter-city facsimile service to 100 towns and cities and established new services. These include more efficient express delivery to domestic and international destinations, collecting parcels from the point of origin, delivering money orders and cheques, accepting cables by telephone, distributing bills of telephone, electricity, water and natural gas rates, accepting orders for payment of driving fines to the Traffic Department, etc.

#### *2.2.7 Private Postal Services*

Several relatively small private companies operate letters and parcels delivery system domestically at costs higher than those charged by the Posts Company.

The international company, DHL has an office in Tehran which only accepts documents for foreign destinations. The Posts Company announced plans in 1988 to bar private firms from engaging in postal services. The private firms have been relatively successful owing to the slow operation of the post office.

# 3

## ECONOMIC DATA

### 3.1 Agriculture

The experiences of the early years and effects of an imposed war with Iraq show that the agriculture sector had been able to continue to grow due to less dependence and in spite of existing difficulties while other economic sectors had been stagnated in whole or in part. In addition, the past experiences show that the agricultural sector had been able to take some action in exporting some products in order to provide for local needs, while exporting the products of other sectors have been faced with difficulties and most of the time, some policies should have been adopted.

The exact data and statistics show that the value added to stable prices in agriculture sector has been 16% of GNP, while about 30% of active population are engaged in agriculture and generally 40% of the whole population is settled in villages.

About soil, the general assessment based on the latest statistics show that about 33% of soil 51 million hectares, are fertile and from the point of arable soil, Iran, in comparison with many countries of world, is in a good position. From 16.7 million hectares under cultivation, about 7.3 million hectares are irrigated farming lands with fallow and about 9.4 million hectares are dry farming lands with fallow. Livestock products form 40 per cent of the gross agricultural production. The number of livestock throughout Iran is estimated at around 90 million, of which 70 million are sheep and goats. There are 10 million cows and calves, of which 6.7 million are native, 900,000 cross-breeds and 350,000 thoroughbreds. There are 100 million units breeding livestock in Iran. More than 14,000 poultry farms with a capacity of 440 million broiler chickens and 43



million laying hens a year. About 40 per cent of sheep and goats are milch. In a period of producing milk or lactation, native cows produce 700-1000 litres of milk, crosses 2.5 to 3 tons of milk and thorough-breds in industrial cowsheds produce 2 to 5 tons of milk. General production of milk in the country is about 3,400,000 tons in a year and other products such as red meat 200,000 tons, chicken meat 390,000 tons and eggs 300,000 tons, which totally provides about 70% of the present needs of the country.

### **3.2 Industries**

The major and main sectors of industry in Iran are as follows:

- Food, beverages and tobacco industries,
- Textile, clothing and leather industries,
- Wood industries,
- Chemical, oil, coal, tyre and rubber industries,
- Paper, celluloid, print and publication industries,
- Non-metal mineral products industries,
- Fundamental metal production industries,
- Machinery equipment and tools industries,

### **3.3 Exports and Imports**

Main exports of Iran, except oil are as follows:

Handmade carpet and rugs, cotton, various kinds of leather and hide, mineral stones, caviar, various kinds of gum dragon, various kinds of caraway (cumin), industrial and drug and medical seeds and plant, intestine, fish, several kinds of shoe and clothes, different kinds of sulphur, pistachio and some industrial goods.

### **3.4 Main imports**

Raw materials, chemicals, paper, iron and steel, mechanical machinery and devices, electrical machinery and appliances, cereals and its products, dairy products and egg, rubber products, cement and construction material.

### **3.6 Economic Policy of the Government**

*'The Economic Policy of Government in 5-year Plan 1989-1993'*

The overall targets and policies of Islamic Republic of Iran's government are to develop the economy of the country. Targets of the plan include reconstructing and renovating production and infrastructure in the population centres

damaged during the war, expansion of culture and education, achieving higher economic growth and increasing per capita production and productive employment, reducing economic dependency and raising agricultural production, curbing inflation. Non-strategic industries will be privatized, but the government will continue to have a monopoly on foreign trade. The private and co-operative sectors will, however, be permitted to import and export goods and services.

To go into more detail, the plan is arranged for the cultural advance, securing islamic solidarity and national unity; securing full national independence, dynamism in the field of production and full employment of the productive forces; securing social islamic justice and meeting the needs of human beings in the course of their growth and evolution; reconstruction, renovation and maximum use of existing production capacities and infrastructure and manpower resources, with increased emphasis on the growth of agriculture and rural development; increasing and creating new infrastructure and production capacities to raise national production, by making reasonable use of oil and other revenues; enhancing and consolidating internal foundations of growth, with emphasis on economic potentials independent of oil exports; attracting the participation of people in providing part of the expenditure on public services; balancing between revenue and payments in government's budget; reducing the financial responsibilities of government by transferring part of them to the non-governmental sectors; increasing the exploitation capacities and existing possibilities of government's revenue; accomplishing and administering the taxation system in order to provide a more reasonable distribution between income and wealth.

### **3.7 Economic Growth**

Due to having a number of mines and arable soil, Iran has a good capacity of economic growth. But various reasons such as an imposed war, economic boycott, quick growth of population and severe reduction of per capita income at the early years of revolution, have caused the slow growth of economy. Therefore, following plans are suggested for the development and growth of this sector:

- \* attaching priority to the semi-completed projects, which will create savings in foreign exchange expenditure;
- \* helping the growth of capital and intermediary goods production, with emphasis on energy, agriculture, basic and heavy industries, communications, development of research and technology;
- \* using oil revenue for investments and technology transfer;

- \* increasing exports of the industrial, mining and agricultural sectors and re-channelling the foreign exchange earning back into these sectors;
- \* choosing suitable, less capital-intensive, and job-oriented technology without reliance on international monopolies;
- \* exerting full control over quality of goods produced and observing standards;
- \* helping to raise the agricultural production by various means;
- \* making necessary investments in the oil sector;
- \* emphasizing the substitution of natural gas for other kinds of energy and developing the oil, gas and petrochemical industries;
- \* producing basic consumer goods for the minimum level of demand;
- \* supporting investments of private companies and co-operatives in farming, livestock production and fishing and packaging;
- \* attracting private investment in industrial development through gradual privatization of factories and activation of the stock exchange;
- \* controlling the growth of population;
- \* attaching priority to and awarding maximum banking, financial, credit and tax exemption facilities to the agricultural sector;
- \* establishing capital and intermediary goods industries;
- \* establishing industries capable of producing the requirements of agricultural sector.

At present, the share of employed population in agricultural activity is 28.4%, in industry and mining 12.9% and in services 47.2%. The growth of GDP and per capita production average annually have increased respectively 8.1% and 4.9%. Foreign trade forms 13.6% of GDP. The per capita income had been \$3,328 upto the end of 1989. Meanwhile, we don't have any foreign borrowing.

The composition of GDP on the basis of 5-year plan (1988-93) is as follows:

<i>Sector</i>	<i>Rate of average growth (%)</i>
Agriculture	6.1
Oil	9.5
Industries and mining	15.0
Industry	14.2
Mining	19.5
Water, gas and electricity	9.1
Construction	14.5
Services	6.7
Transportation	5.0
Per capita production	4.9

As a result, the growth of currency volume on the basis of 5-year plan of government is as follows:

1989	1990	1991	1992	1993	Average growth %
10.8	11.7	9.2	5.9	3.5	8.2

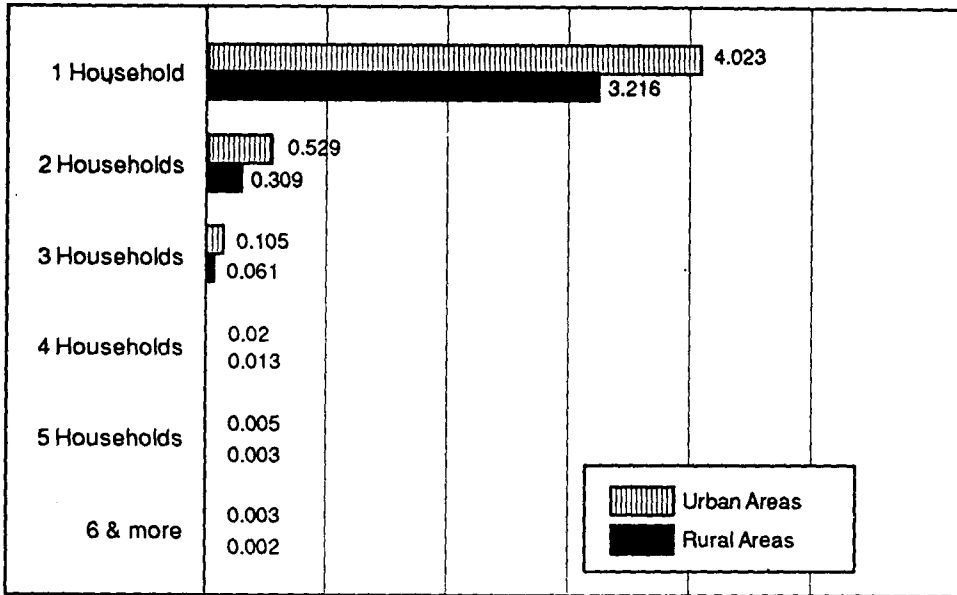
### 3.8 Consumer Prices of society

Within ten years, the total consumer price of society (private consumption and government consumption) average annually has fallen 2%. The composition of consumption prices internally (1987-88) show that the price of annual private consumption and price of government consumption have been reduced respectively by 1.2% and 3.0%. The growth of goods' prices and consumption services had been 28.5% in 1989.

### 3.9 Consumption prices

Item	Rate of average growth (%)
Private consumption prices	5.7
Government consumption prices	3.8
Gross Domestic Investment	11.6
Non-governmental (private savings & banking system)	12.2
Governmental (development budget & governmental institutions)	10.8

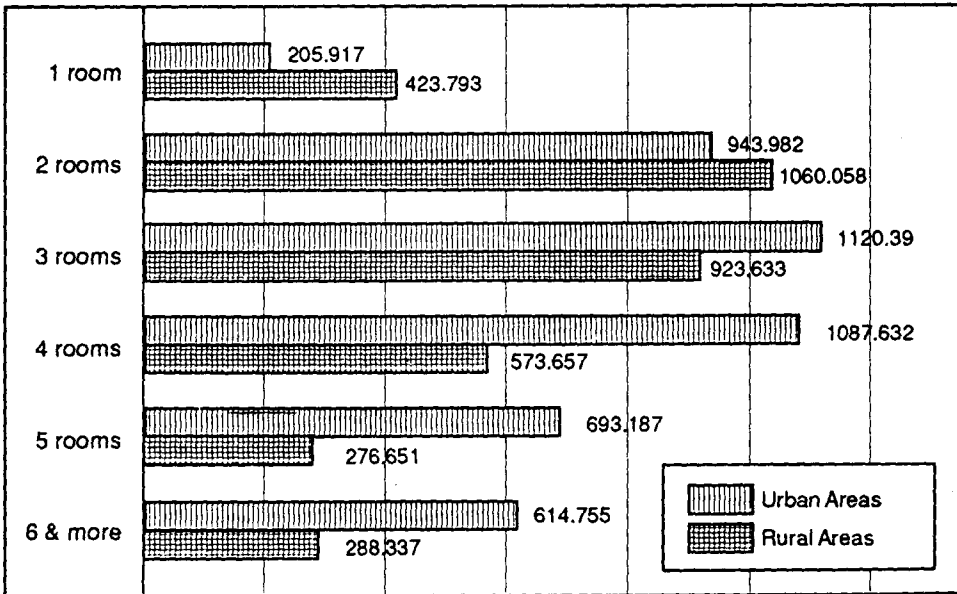
## RESIDENTIAL UNITS BY NUMBER OF HOUSEHOLDS



Source: Statistics Centre of Iran

Millions

## RESIDENTIAL UNITS BY NUMBER OF ROOMS



Thousands

# 4

## POPULATION (1986)

### 4.1 Population by age group and sex

<i>Age</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
0-05	5,485,806	5,277,325	10,736,131
06-15	6,637,054	6,264,508	12,901,562
16-25	4,595,753	4,504,279	9,100,032
26-45	4,957,530	4,903,447	9,860,977
46-60	2,406,706	2,126,640	4,533,346
61-75	958,439	813,309	1,771,748
<b>Total</b>	<b>25,014,288</b>	<b>23,889,508</b>	<b>48,903,796</b>

4.2 Population growth rate % : 3.2%

### 4.3 Population by age group and residence

<i>Age group</i>	<i>Urban</i>		<i>Rural</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
0-05	2,862,941	2,771,317	2,566,112	2,476,378
06-15	3,323,801	3,129,900	3,275,291	3,097,321
16-25	2,608,894	2,567,304	1,964,591	1,916,782
26-45	3,086,735	2,879,903	1,949,181	2,000,813
46-60	1,467,324	1,129,810	1,125,394	986,859
61-75	483,098	442,032	470,542	397,967
76 and above	125,028	139,984	126,329	113,911

#### 4.4 Population by marital status

<i>Age group</i>	<i>Male</i>	<i>Female</i>
Under 10	-	-
10-14	2,626,067	2,129,754
15-19	2,212,636	1,731,517
20-45	5,117,575	3,192,347
46-60	851,526	289,123
61-75	348,760	98,755
76 and above	N.A.	N.A.

#### 4.5 Mean age at marriages by sex:

Male	:	23.6
Female	:	19.8

#### 4.6 Population by Religion

<i>Religion</i>	<i>Male</i>	<i>Female</i>	<i>Both Sex</i>
Mussulman	25,157,606	24,040,622	49,198,228
Zoroastrian	16,666	15,923	32,589
Jewish	12,583	13,771	25,354
Christian	48,864	48,693	97,557
Others	24,830	25,669	50,529
Unidentified	20,412	19,341	39,753

#### 4.7 Distribution of disabled persons

<i>Type</i>	<i>Male</i>	<i>Female</i>
Blind	51,116	45,761
Crippled	27,621	22,355
Deaf & Dumb	27,985	21,047
Mentally retarded	207,000	154,000
Others	223,412	106,723

4.9 Death rate per 100: Male : 11 Female : 9

4.10 Birth rate per 1000 Male/Female: Boys :105 Girls : 100

# 5

## HEALTH

### 5.1 Life Expectancy

Male	:	62.0 years
Female	:	62.5 years

### 5.2 Infant and child mortality

Male	:	48 per 1000
Female	:	50 per 1000

**5.3 Mortality-child bearing years (15-45) :** N.A.

**5.4 Persons per doctor :** one doctor for 4000 persons

### 5.5 Family planning

i) Percentage of use of contraceptives among women under 50 years of age	:	55%
ii) Percentage of users of non-clinical family planning	:	30%
iii) Sterilization	-	Vasectomy : 0.0005%
	-	Tubectomy : 0.01%

### 5.6 Malnutrition in children

Male	:	25%
Female	:	25%

### 5.7 Average per capital intake of calories

Urban	:	2380 (male and female)
Rural	:	2150 (male and female)



# 6

## LITERACY & EDUCATION

### 6.1 Adult Literacy (1986)

Male	: 14,077,896
Female	: 9,835,299

### 6.2 Primary Education

<i>Sex</i>	<i>Enrolment in 1986</i>	<i>Unenrolled in 1986</i>
Male	6,706,350	-
Female	5,356,541	-

### 6.3 Secondary and higher education

<i>Sex</i>	<i>Secondary enrolment-1986</i>	<i>Higher enrolment 1986</i>
Male	1,000,835	198,528
Female	671,852	80,345
Total	1,672,687	278,873

6.4 Education as % of government (national) budget : 25%

### 6.5 Information on any literacy programme specially meant for women

According to the latest Census of Iran, in 1986, 52% of women had been literate.

An organisation called 'Literacy Movement Organization' is working in Iran, which was established in 1979. This organization has ordered to all governmental, private and co-operative organizations to expel illiterate employees, unless they become literate in a limited time. According to the latest statistics in 1991,

number of 12,491,875 people have become literate, of which 4,192,134 are males and 8,299,741 are females. And about 6,707 members of rural co-operatives have become literate since the commencement of the literacy movement organization's activities. The movement has been sponsored by the government.

# 7

## EMPLOYMENT (1986)

### 7.1 General Employment Situation

<i>Economic Category</i>	<i>Urban</i>		<i>Rural</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
(10 years and over)				
a) Employed	5,428,000	525,000	4,541,000	446,000
b) Unemployed	857,000	216,000	624,000	116,000
c) Part-time employed	(not registered)			
d) Inactive	3,127,000	8,128,000	2,186,000	6,525

### 7.2 Distribution by Sex and Occupations

<i>Occupation</i>	<i>Female Employment</i>		<i>Male Employment</i>	
	<i>As % of tot. Popln.</i>	<i>As % of tot.Fem.popln.</i>	<i>As % of tot.Popln.</i>	<i>As % of tot.M.popln.</i>
Professional Tech.	5.1	34.5	7.5	7.0
Admn,Management	0.01	0.2	0.5	0.5
Clerks/secretaries	0.49	5.0	3.0	3.5
Sales Workers	1.1	1.5	9.0	7.0
Agriculture/Forestry & Fishery	2.4	30.0	35.5	34.0
Production/mfg.				
Transport	2.4	23.5	32.0	35.0
Not defined	0.5	5.3	12.5	13.0

### 7.3 Un-employed by Age group and Sex

<i>Age group</i>	<i>Urban Male + Female</i>	<i>Rural Male + Female</i>
10-19	307,000	371,000
20-29	437,000	204,000
30 and over	328,000	166,000
Total	1,072,000	741,000

### 7.5 Un-employment by level of Education and Sex

<i>Level of education</i>	<i>Urban</i>		<i>Rural</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
No education	236,000	29,000	291,000	57,000
Below Class 10	133,000	23,000	92,000	10,000
Secondary Education	261,000	126,000	66,000	11,000
University graduates (arts,commerce, Engg & medicine)	24,000	8,000	2,000	-
Others	270,000	37,000	293,000	65,000

### 7.6 Percentage Distribution of Wage earners by Sex

No information available

### 7.7 Average monthly earning in US\$ : US\$ 1,500/-

All wage earners (male & female), (rural and urban), in Iran, according to official currency price which is US\$1=Rls.71.5) gain \$ 500 and above. Although we have floating price for currency, which is \$1=Rls.141.

### 7.8 Average Daily Minimum Wage for Men and Women (1986)

<i>Occupation</i>	<i>Average daily wages</i>			
	<i>Men</i>		<i>Women</i>	
	<i>Skilled US\$</i>	<i>Unskilled US\$</i>	<i>Skilled US\$</i>	<i>Unskilled US\$</i>
<i>Textiles</i>				
<i>Handloom</i>	25.2	22.9	25.2	22.9
<i>Powerloom</i>	21.2	16.3	21.2	16.3
<i>Jute Industry</i>	28.9	26.9	28.9	26.9
<i>Agriculture (paddy,wheat,etc)</i>	22.7	20.1	22.7	22.01
<i>Plantation (tea, rubber, coffee,etc.)</i>	21.4	19.9	21.4	19.9
<i>Mining</i>	25.5	22.7	-	-
<i>Electric/Electronic</i>	24.4	22.2	23.0	21.0
<i>Readymade garments</i>	21.0	20.7	21.0	20.7
<i>Glass</i>	27.9	22.2	26.0	21.0
<i>Fisheries</i>	23.5	19.7	22.5	19.0
<i>Steel Industry</i>	25.7	22.0	-	-

# 8

## GENDER PARTICIPATION IN SERVICES

	<i>No. of Males</i>	<i>No. of Females</i>
Civil Administration	1,014,422	419,544
Armed Forces	-	-
Police	-	-

# 9

## POLITICAL PARTICIPATION

### 9.1 At the latest Elections (1991)

	<i>Male</i>	<i>Female</i>
As voters in parliamentary elections	17,000,000	(both)
As candidates in parliament elections	1973	32
Membership in political parties	-	-
Membership of trade Unions	*	-
Office bearers of trade unions	*	-

\* There are 4000 trade unions in Iran. They participate in trade union activities.

### 9.2 Generally how active are women in political affairs?

Members of Women Movement are active in this field.

As mentioned before, the economic system of Iran is to consist of three sectors, stage, private and co-operative of which the co-operative and private sector act directly under the supervision of the state sector. And in fact they obey the rules and regulations of the government. Trade unions consists of private sector professions which are tailors, barbers, restaurants, taxi drivers unions, etc.

# 10

## LEGAL ENVIRONMENT FOR GENDER ISSUES

### 10.1 Special constitutional arrangements for men and women

A. Legal and statutory laws of the Islamic Republic of Iran are based on Islamic criteria. According to the constitution, men and women enjoy equal rights in participating and voting. So Article 21 of the Constitution has special reference to women:

**Article 21:**

"The government must ensure the rights of women in all respects, in conformity with the Islamic criteria and accomplish the following goals:

- i. Create a favourable environment for the growth of women's personality and the restoration of her rights, both material and intellectual;
- ii. The protection of mothers, particularly during pregnancy and childbearing, and the protection of children without guardians;
- iii. Establishing competent courts to protect and preserve the family;
- iv. The provision of special insurance for widows and aged women without support;
- v. The awarding of guardianship of children to worthy mothers, in order to protect the interests of the children, in the absence of a legal guardian."



## **10.2 Discrimination of sex in property laws, evidence act, etc.**

There is no discrimination of sex in property laws and both men and women can be owners or possessors to any extent.

About evidence act it is some how different. In some cases and matters, the evidence of a women is not acceptable individually and there must be a man and woman to give evidence, for example; in proving an adultery. But in some legal matters, the evidence of a man is equal to the evidence of two women.

## **10.3 Laws having special reference to men and women and special arrangements for working women like maternity leave, etc.**

Women are being more supported more than men in the labour law, because women cannot do and bear tiresome and hard work. Therefore, it is prohibited for women to do hard and night work (except nurses).

Pregnant women are prohibited from working six weeks before delivery and four weeks after delivery and the employer does not have the right of dismissing them during this period. The employer is obliged to give half an hour break after 3 hours' work to nursing mothers in order to breast feed their infants and this break will be counted as their work hours.

If the number of these infants are more than ten in a workshop, the employer will be obliged to allocate a place to look after the infants.

Women has the right of applying for a divorce on the following grounds:

- i. Addiction of men to narcotics,
- ii. Infertility of man

## **10.4 Special provisions in co-operative legislation and subsidiary legislation, governing women issues**

Women and men have equal rights in co-operative societies and there are no special provisions for women.

# 11

## SOCIO-CULTURAL ENVIRONMENT AND GENDER ISSUES

### 11.1 Gender Roles in religious activities in the country

With regard to the type of government, the role of men and women are within the frame work of Islamic system.

### 11.2 Gender Roles in the family

Man is considered to be the head of the family. Men and women can jointly or separately own land. Housekeeping is usually done by women.

#### *Influence of dowry system on the family*

As some countries which have dowry system and is mentioned in their civil laws. It is also predicted in the Islamic Republic of Iran as a basis for strengthening and preserving the rights of women.

Man gives dowry to woman. About dowry system, according to the law, at the time of marriage, an amount is considered as dowry and the man is obliged to pay this amount to the women, whenever she demands it (without divorcing), even a few minutes after the marriage.

#### *How the male and female children treated and integrated with the family*

Children are treated under the supervision of both mothers and fathers and children live with their parents until they marry.

### 11.3 Financial decision-making in a family

It depends on the structure of the families, in some families men and in some others women make financial decisions.

About the work of the household, it is also the same. In some households women have the responsibility of working outdoors in addition to doing all work of the household.

Rural women also have the responsibility of doing household work along with farm work and this can be seen obviously in the villages of the northern part of the country.

### 11.4 Marriage

a) Teenage marriages:

Male : 4,838,703  
Female : 3,061,271

b) Widowed:

Male : 218,201  
Female : 1,123,084

c) Divorced or separated:

Male : 61,672  
Female : 103,194

### 11.2 Type of work performed by women

<i>Type of work</i>	<i>Status of remuneration</i>	
	<i>Earning %</i>	<i>Not earning %</i>
i) Housewives	-	100%
ii) Self-Employed	15%	-
iii) Employed by private employers	1.5%	-
iv) Employed by government	5%	-
v) Retired	3%	-

# 12

## INSTITUTIONS DEALING WITH GENDER ISSUES (WITH SPECIAL REFERENCE TO WOMEN)

From the institutions which are dealing with gender issues, we can see two significant governmental institutions dealing with women issues:

- i. Iranian Physical Education Organization
- ii. Iranian Handicraft Organization.

Meanwhile, a private institution named 'Women Society' of the Islamic Republic of Iran is now acting which will be explained later.

### 12.1 Iranian Physical Education Organization

#### *Women and Sport in Iran*

Women's sports were separated from men in 1980 but officially commenced its activity from 1985 in Tehran. The administration was led by the Directorate of Women Sports Affairs, which consists of various managerial, deputy and expertise positions. They managed to employ lady experts who subsequently took over the responsibility of women sports affairs in the provinces.

Since then, the responsibility of directing all issues related to women sports is held by women themselves.

Objectives of physical education and sports for women:

- i. Development and preservation of physical health,
- ii. Development and preservation of mental health,
- iii. Development and preservation of social relationships,

- iv. Development of mental and perceptive conditions,
- v. Development and preservation of moral, spiritual and ideological conditions,
- vi. Planning to occupy women's leisure times,
- vii. Prevention and cure of the weaknesses and problems prevalent in different areas of life and in various stages of the growth of women (childhood, early adolescence, adolescence, pregnancy, delivery, menopause).

Aiming to achieve the above goals, the following points have received particular attention:

*a. Sports for all*

Development of sports for all, being one of the most important objectives of the physical education and sports for women after the Islamic revolution, which does not require high expenditure, is simple and easily practicable within the family and in the indoor physical education halls and gymnasiums.

- i. Provision of posters and brochures containing series of daily sports training belonging to various training programmes explained in easy language,
- ii. Organization of seminars on various national education projects through radio programmes and practical training,
- iii. Organization of physical conditioning courses for women in the sports halls throughout the country.

*b. Training of specialized personnel, coaches, referees with different grades in various sports disciplines*

Since the codification of bye-laws in relation to coaching affairs in 1988, the Directorate has managed to organize 120 hours courses based on both practical and theoretical aspects of coaching. Furthermore, aiming at ensuring scientific knowledge to national coaches, measures were taken towards organizing coaching courses under the supervision of foreign instructions which proved to be very successful to that effect. Further projects are under way to organize coaching courses in basketball, athletics and gymnastics, for which trainers will be invited from abroad. It is also to be pointed out that some of the coaches were granted the opportunity to participate in theoretical courses held by National Basketball, Volleyball, Table Tennis, Athletics, and Badminton Federations who managed to successfully accomplish them and were awarded with respective international licenses.

### *c. Competitions*

Since 1980, the National championships for women in various sports disciplines have been held on regular basis.

Participation of provincial teams in such events have increased year after year and provided ground for healthy competition. To present an instance in this respect, it should be noted that participation of provincial teams in national gymnastics championships increased from 5 in 1986 to 12 in 1990 and in volleyball, there was a record participation in 1988 in which 23 provincial teams out of 24 total provinces of the country, took part (it is worth mentioning here that in 1988, the country was still in war with Iraq).

### *d. Research*

#### *Research work done in the field of sports for women*

In parallel with the objectives of women sports and in view of the importance of acquiring precise information on the subject, and getting acquainted with the existing realities that are pre-requisites for drawing up projects and planning towards development of women sports in late 1985, a Sports Research Committee was set up, presided over by Dr. Shokouth Navabi Njad (Mrs.), who is a psychologist and university professor and is an adviser to the Director of Women Sports Affairs with collaboration of a number of research experts. This Committee commenced its activity in 1985, primarily studying the attitude of women towards sport, the outcome of which disclosed that the majority of women in the community either knew nothing of sports and its necessity for women, or have very little information concerning the issue.

Based on the information acquired from the said study, in line with the planning of Directorate of Women sports for the development of sports for all, the research committee drew up a programme for wider research on the effects of sports and physical activities on the physical, psychological, social and cultural conditions of women in the country. This research was carried out in March, 1987, the final report of which was published at that time. Copies of that report are now available in the library of Directorate of Women sports. The findings of this research display great positive effects of physical activity and sports on physical, psychological, social and cultural conditions of women in the country. It is to be pointed out that each of the findings of the said research may well form an independent subject for a wider and more practical study in the field of women sports. It is hoped that development of sports for all, taking benefit from the findings of such researchers may provide ground for appro-

priate planning to be made in conformity with the needs of women in different provinces of the country.

Development of international relations in sports is aimed at disseminating the culture and criterion existing in the Islamic system, the following steps were taken:

- \* Participation of women sports experts in the world Congress of Sports Psychology in Singapore in July, 1990/
- \* Participation in the seminar held on the theme 'Role of Women in Sports' in July, 1990 in Thailand.
- \* Participation of women's national shooting team in the Asian Games in September, 1990, in Beijing.
- \* Participation of experts of the basketball board in the Asia Championship in 1990, in Singapore.
- \* Participation of experts of the Basketball board in the world championship in 1990 in Malaysia
- \* Participation of the head of physical preparation board in the sports for all congresses for women in October 1989 in Finland.
- \* Organisation of the first Islamic Countries' Sport Solidarity Congress for Women in October 1991, Tehran.

## 12.2 Iranian Handicrafts Organization

This organization began its work in 1975 to preserve and revive the Iranian handicrafts and its quantitative and qualitative improvement, increase the production and earnings of artisans (specially women) throughout the country, safeguard from having insufficient work and unemployment and increase the level of employment (especially in villages). This organization undertakes the developing of selling and exporting Iranian handicrafts including carpets, gilims, coarse (jadjim) in laid with mosaic, embroidery in filigree work, embossed copper work, etc.

*The scope of duties and authority of Iranian Handicrafts organization:*

- \* Conducting research and handling handicrafts, collecting necessary statistics and information, providing and accomplishing improvement and development plans for handicrafts,
- \* Promoting handicrafts, providing varieties in handicrafts projects and products while preserving local and national heritage and developing its different models for consumption,

- \* Technical training and increasing the level of proficiency and efficiency of artisans (industrial workers), especially women of the country,
- \* Establishing and developing workshops and production centres, distributing and selling Iranian handicrafts through investment and regional plans,
- \* Providing facilities for establishing and developing handicrafts co-operative societies, workshops and production centres for these industries throughout the country,
- \* Granting loans and credit to handicraft co-operative societies and the artisans thereof, in order to purchase the material for work and developing the possibilities of workshops and establishing or expanding marketing centres of handicrafts inside and outside the country,
- \* Setting up fairs inside and outside the country and also participating in local and foreign handicrafts fairs,
- \* Marketing and giving aid for the development of marketing centres of handicraft products both inside and outside Iran,
- \* Collaborating with international handicraft organizations and getting admission to their membership,
- \* Inspecting and evaluating the functioning of centres and guiding and leading the activities thereof and giving technical guidance and services to expand and develop their activities.

The activities of the organization in 1989:

- \* Setting up 54 local fairs in different provinces of the country and international fairs directly and indirectly,
- \* Covering 90335 artisans of the country in 875 rural and nomadic regions to give aid for the production of handicrafts in the country,
- \* Publishing, reproducing and translating 17 publications in order to give information on different fields of handicrafts to the local and foreign researchers and other interested people.

### 12.3 Women Society of Islamic Republic of Iran

*Specific goals:*

- \* Cultural, scientific, moral and personality upliftment of women towards the Islamic tenets within and outside Iran,
- \* To show a model of moslem women to Iran and the outside world,
- \* To attempt in gaining women's rights on the basis of islamic rules,



- \* To strengthen the correlation and integration of family and stabilize women's place in this high level structure on the basis of islamic instructions,
- \* To represent methods of cultural and moral growth and elevation of women and promoting their participation in social activities,
- \* To support the women's movements in the world,
- \* To communicate with concerned women's establishments of the world to know and introduce the noble culture of Islam to them, if necessary,
- \* To attempt in promoting the level and extent of culture and insight in society, concerned with high ranks for women.

*The action of women's society in the Islamic Republic of Iran:*

- \* To hold two international women's congresses in 1987 & 1988,
- \* To hold two local congresses.

The women members of this society participate in political activities.

# 13

## CO-OPERATIVE MOVEMENT IN IRAN

### 13.1 Major factors in quantitative development of Co-operatives Societies in Iran

13.1.1 The establishment of co-operative societies in Iran is related to the years 1924 and 1925. And since then, the process of its development, with regard to specific conditions in different periods, had been subject to changes. Generally, the major factors in quantitative development of co-operative societies in Iran can be considered in three specific periods:

a) *From the year of establishing co-operatives in Iran to the first Co-operative Act*

With inspiration from laws of other countries, the co-operative act had been approved as a bill in 1953. In 1955, the said bill, with amendments, was approved by the Parliament of the then regime. This Co-operative Act was in operation since then.

b) *Since 1962, until the Islamic Revolution*

According to Article 16 of the Land Reform Law approved by the former regime in January, 1967, lands had been given to those farmers who were the members of rural co-operative societies. Therefore, more than 8000 rural co-operatives were established between the years 1962 to 1972.

In 1973, a number of societies were amalgamated and the total came to 3000 co-operative societies. After the Iranian Year of Co-operatives-1967, the consumer and distribution co-operatives had considerable quantitative development. And Central Organization for Rural Co-operatives and Central Organization for Country Co-operatives were established respectively in 1963 to guide

and lead rural co-operatives and coordinate the work of urban co-operatives. And then the Ministry of Land Reforms and Village Co-operatives was established. In 1971, the law of co-operative societies was reviewed and approved which now is the basis of co-operative activity.

c) *After Islamic Revolution upto now*

After the Islamic Revolution, besides the previous co-operatives (except some agricultural production co-operatives, which were dissolved), local consumer co-operatives, production and service co-operatives were established. The growth of distribution co-operatives (trade co-operatives) is also considerable during this period. Since the establishment of production co-operatives has not been mentioned in the law of 1971, agricultural and industrial production co-operatives of expansion center began their work on the basis of Revolutionary Council approval in 1979.

*Women do not have a decision-making role in co-operatives but are active in practical jobs of handicraft co-operatives, which are explained earlier.*

13.1.2 *The Co-operative sector*

Article 44 of the Constitution envisaged three economic sectors for the national economy that should be regularly and correctly planned. These are: the state; the private and the co-operative sectors. The stream of opinion opposed to free-market economy maintains that co-operatives are by far the healthiest channel for involving the rank and file in economic activities. They should be encouraged as the alternative to private sector, they argue. The number of co-operatives has increased in the post-revolution years as a result of government help.

13.1.3 *Central Co-operative Organisation*

The Central Co-operative Organization is the only government body concerned with co-operatives and supervised by the Commerce Ministry. It has the task of framing bills of law, regularize model procedures, model statues for co-operatives, guiding managers of co-operatives and compiling data on them. The organisation, however, is not directly involved in establishing co-operatives.

The different types of co-operatives presently operating in Iran are explained below:

a. *Rural and Nomadic Co-operatives*

These co-operatives were gradually established in the previous decades in the countryside to meet the requirements of rural people, to extend them credit and

to purchase their products for distributing to consumers. Many of these co-operatives have been organised under the umbrella of rural unions.

#### **b. Urban Consumer Co-operatives**

Urban consumer co-operatives expanded un-precedently following the revolution, and concentrated on the distribution of consumer goods at lower prices than the free market. There are three types of these co-operatives for civil servants, workers and neighbourhoods. The latter of the three types was established after the revolution but the former two existed prior to it.

#### **c. Housing Co-operatives**

Housing co-operatives were promoted particularly after the revolution. Government subsidies on housing are provided only through these co-operatives in practice.

#### **d. Procurement and Distribution Co-operatives**

The procurement and distribution co-operatives are generally organised by various trade or industrial guilds. They emerged from 1980 onwards, following the imposition of strict government controls on foreign trade. They are aimed to banish intermediaries between producers or importers and retailers. There are three groups of these co-operatives; producers, public services and distributors. The first two groups form the bulk of these co-operatives.

The public service co-operatives, for example, of taxi drivers, truck owners and inter-city bus drivers, receive some subsidies in the form of supplies of their required commodities such as spare parts, etc. at prices lower than those of the free market.

### **13.2 Promotion of co-operative development**

There are number of governmental organizations promoting all co-operatives throughout Iran and each works under a separate ministry. But recently the Parliament has approved a bill that all these organisations, except the Central Organization for Rural Co-operatives which is leading and supervising agricultural and rural co-operatives, act under the supervision of Ministry of Co-operatives. And its organizational chart is given later in this report. It is hoped that the establishment of this ministry causes the integration of co-operatives and fulfilment of their progress and development. The names and activities of all co-operative organizations which have been functioning in Iran upto to now, in primal order, are as follows:

The most expanded co-operative organization with the greatest number of personnel and members in villages of Iran is Central Organisation for Rural Co-

operatives. This organization was established in 1983 to lead and supervise rural co-operative unions and societies and provide services to villages.

The most significant activities of this organization are:

- \* Training villagers on co-operative principles and methods of managing rural co-operative unions and societies,
- \* Developing co-operative network in villages,
- \* Training directors and employees to supervise and audit rural and agricultural co-operative societies and unions,
- \* Auditing rural and agricultural co-operative unions and societies,
- \* Collecting, keeping and buying products produced by villagers-through rural and agricultural unions and societies and selling them in markets or special stores,
- \* Processing, sorting and packing agricultural products,
- \* Procuring or producing and selling required inputs, machineries and professional tools of rural and agricultural co-operative unions, societies and their members,
- \* Establishing and managing necessary installations such as storage, cold store, etc. to keep the products and consumer goods of rural and agricultural co-operative unions, societies and their members,
- \* Acquiring loans and cash credits required by rural co-operative unions and societies from Iranian Agricultural Co-operative Bank,
- \* Providing facilities or concluding contracts and/or accepting representatives or co-operating with insurance institutions to do insurance services for the benefit of rural and agricultural unions, societies and their members,
- \* Defending trade rights of rural and agricultural co-operative unions and societies,
- \* Establishing ties and becoming member of international co-operative and agricultural organisations,
- \* Participating in seminars and conferences abroad and holding similar ones in Iran.

The original capital of this organisation had been more than Rials 1 billion, and has increased to Rials 2.61 billions. According to their Articles of Association, rural co-operative unions can gradually buy the shares of the organization and one day, the entire capital of the unions will belong to themselves and their members. One of the important programmes which this organization has in

process of execution this year is attending to special tasks and self-reliance of co-operatives. This project is being done in three provinces; Mazandaran, West Azerbaijan and Yazd, experimentally. By removing the problems in completing this project, the development in the field will be expanded to other provinces.

Upto the end of 1981, the number of rural and agricultural co-operative societies under the supervision of this organization has been 6511 with a membership of 4,868,001 and 1900 unions with 3,084 members. The number of employees in this organization is 4,200 who undertake the task of leading and guiding these co-operatives. This organization is affiliated to the Ministry of Co-operatives.

### **13.3 Central Organization for Country Co-operatives**

The Central Organization for country co-operatives was established in 1967 to explain co-operative principles and generalize them throughout the country, prepare rules in keeping with social conditions of Iran, provide the field development and support urban co-operative activities, coordinate urban co-operative societies' affairs and give necessary aid to them, mobilize required manpower, establish co-operative system in different sectors of the economy, consolidate the affairs of co-operative unions and societies and finally to supervise urban co-operative unions and societies.

This organization is in charge of supervising, leading and guiding urban co-operative societies according to the rules of the co-operative societies. Besides giving training, the organization is also involved in the following activities:

- a. Statistical and research activities;
- b. Legal activities, including:
  - i. preparing articles of association, by-laws and guidelines,
  - ii. prosecuting offenders of law, articles of associations and assigned co-operative principles,
  - iii. legal guidance;
  - iv. supervising co-operative affairs including checking of prices and examining claims and problems;
  - v. supervising the functions of urban co-operatives and their staff;
  - vi. auditing urban co-operative societies;
  - vii. examining and approving required loans of urban co-operative societies,
  - viii. establishing stores for urban co-operatives.

This organisation is one of the affiliated organisations to Ministry of Commerce. This organization has had 10,592 co-operative societies with 5,373,726 members and 5 unions with 3,702 members under its supervision upto the end of 1991.

#### **13.4 General Office of Supervision of Labour Co-operative Societies**

In 1948, the Ministry of Work and Social Affairs took measures in establishing consumer co-operative societies to provide welfare and to guide workers and consequently to improve the upliftment of workers throughout the country. Therefore, labour co-operative societies were established under the said ministry and undertook the following tasks:

- a. Dissemination and promotion of the philosophy of co-operative spirit among workers through:
  - i. establishing co-operative training classes for workers of workshops and factories, managing directors, members of the board of directors and inspectors of co-operative societies and also training experts to promote and guide co-operative societies at places of work.
  - ii. encouraging and leading labour co-operatives to provide consultancy and training in co-operation among them,
  - iii. compiling co-operative subjects by local authorities or writing and translating co-operative publications and books in order to distribute among workers.
- b. Supervision and guidance established in co-operative societies through:
  - i. delegating experts to the places of work to provide assistance in establishing co-operatives and participate in general assemblies thereof,
  - ii. holding training meetings in workshops and factories to make workers aware of the management techniques of labour co-operatives,
  - iii. establishing ties with international labour and co-operative organisations.

Labour co-operative societies have a central consumer union. As it is said before, this organisation is one of the affiliated organisations to the Ministry of Work and Social Affairs which has had 6,385 societies with 1,410,045 members upto the end of 1991.

#### **13.5 Country Coordination Council (Expansion centres of production and development services)**

In 1979, the Ministry of Interior took measures to establish expansion centres of development and production services. The purpose of establishing these

centres has merely been to attract jobless people in every province, especially manpower graduated from high schools and major training institutions. The expansion centres of development and production services take measures in developing villages through organisation of co-operative societies in the field of industry, development and services by employing unemployed people at co-operative societies. This organization supervises 6,602 service, development and industrial co-operatives and comes under the Ministry of Work and Social Affairs.

### **13.6 Nomads' Affairs Organization**

There had not been any established co-operative societies under the supervision and guidance of the government in nomadic regions except rural co-operative societies before revolution. So, for paying attention to nomadic affairs of the country, the Nomad's Affairs Organization was established in 1981. This organization has resorted to establishing nomadic co-operatives for the following reasons:

- \* the difference between nomadic life and similar groups,
- \* lack of communication means, lack of required funds,
- \* the existence of numerous brokers in nomadic regions, publicizing affairs, taking the task of distribution from government, establishing ties between government and nomadic society, promoting traditional animal husbandry, handicrafts, etc.

This organisation is affiliated to the Ministry of Reconstruction Jihad.

### **13.7 Seven-person delegations of Land Cession**

To handle problems of agricultural lands released from landholding or commandeered by courts in 1980, the way for establishing 7-person delegations of land cession and 'joint' agricultural co-operatives were introduced by law. This assists in leasing and reviving land approved by the Islamic Revolutionary Council, to take decisions on the said lands and settle the disputes among landlords and farmers. Joint co-operatives are organized by mobilising a number of farmers, often 5 to 15 people, who resort to farming by taking a piece of land from 7-person delegations of land cession. And in this way, while every member works on his own land, their common activities such as irrigation and using agricultural machinery are done collectively. The formation of these kinds of co-operatives will help to strengthen the co-operative spirit and thoughts. And consequently to produce strategic agricultural produce which are needed by the society. This organization works under the Ministry of Agriculture.



### **13.8 Iranian Fishery Joint Company**

Iranian Fishery Joint Company has an expanded activity in two regions, south (Persian-gulf and Oman sea) and North (Caspian sea). This organization caters to a large number of fishermen or generally those who are employed in employed in hunting profession and hence established a co-operative unit in each of the regions. With the establishment of these co-operatives, all legal regulations and by-laws are adhered to more strictly.

This organization which has 185 co-operative societies with 52,201 members and 3 unions with 79 members is under the supervision of the Ministry of Reconstruction Jihad.

### **13.9 Central Organization for Mining Co-operatives**

The Central Organization for Mining Co-operatives was established in 1985 to form mining co-operative societies, to impart technical and financial supervision on mining and to aid, install and equip the mines of the country. The main activities of this organization are: fulfilling all kinds of financial, trade, industrial and mineral operations which will provide development, growth and assistance to these co-operatives, giving technical, trade, mining, consultative and training services, presenting mining and production projects for its members, exploiting and extracting mines and performing other activities in relevant fields of the said organisation's scope. This organization is under the supervision of the Ministry of Mines and Metals.

Generally, so far, all co-operative societies in Iran have been functioning in economic affairs in relevant fields and under supervision of organizations concerned. But from now on, all these organizations will work under the supervision of the Ministry of Co-operatives. Therefore, generally all functions of the society comes under co-operatives, be it agricultural, including water and soil operations, cultivation, planting and harvesting, processing industries of agriculture and live stock products, packaging, buying, selling and exporting products, importing requirements of member co-operatives, breeding fish and fish farming, reviving and exploiting forests and pastures, industries and mines, housing, rural and urban development, credit, trade and service, etc. According to the latest statistics, the growth in co-operatives annually had been 2.3% during the period 1976-1979, while the rate of growth has reached 11.3% after the revolution (1979-1990).

### **13.10 Difficulties**

The following are the problems affecting the consumer and production co-operatives, which have important roles with regard to the needs of the society:

a. *Consumer co-operatives*

- \* Shortage of allocation of goods quota to co-operatives proportionate to the requirement of the society,
- \* Lack of effective co-operation between production units and co-operatives,
- \* Deficiency of management in consumer co-operative societies,
- \* Deficiency of necessary credit and financial resources in most co-operative societies,
- \* Existence of multi-price system of goods,
- \* Deficiency of existing rules and regulations to prevent malpractices in the co-operative societies,
- \* Lack of effective motivation in members of co-operatives to promote their level of activities,

b. *Producers' co-operatives*

- \* Lack of technical knowledge in co-operatives and insufficient training programmes,
- \* Multiplicity of decision-making authorities for issuing necessary permits for activities of producers' co-operatives,
- \* Lack of financial resources for activities of the producers' co-operatives,
- \* Lack of suitable technology and equipments to improve the production.

# 14

## PRESENT STATUS OF WOMEN IN THE CO-OPERATIVE MOVEMENT

Special attention is paid to the co-operative sector in the constitution of the Islamic Republic of Iran and due to equal rights of men and women for participating in co-operatives, there is no special reference to women.

Article 43, section 2 says "ensuring conditions and opportunities of employment for every one, with a view to attaining full employment, placing the means of work at the disposal of every one, who is able to work but lacks the means, in the form of co-operatives, through granting interest-free loans or recourse to any other legitimate means, that neither results in the concentration or circulation of wealth in the hands of a few individuals or groups, nor turns the government into a major absolute employer. These steps must be taken with due regard for the requirements governing the general economic planning of the country at each stage of its growth."

Article 44 says: "the economy of the Islamic Republic of Iran is to consist of three sectors, state, co-operative and private, and is to be based on systematic and sound planning.

The state sector is to include all large scale and mother industries, foreign trade, major minerals, banking, insurance, power generation, dams and large scale irrigation networks, radio and television, post, telegraph and telephone services, aviation, shipping, roads, railroads and the like; all these will be publicly owned and administered by the state.

The co-operative sector is to include co-operative companies and enterprises concerned with production and distribution, in urban and rural areas, in accordance with the Islamic criteria.

The private sector consists of those activities concerned with agriculture, animal husbandry, industry, trade and services that supplement the economic activities of the state and co-operative sectors.

Ownership in each of these three sectors is protected by the laws of the Islamic Republic, in so far as this ownership is in conformity with other articles of this chapter, does not go beyond the bounds of Islamic law, contribute to the economic growth and progress of the country and does not harm society.

The (precise) scope of each of these sectors as well as the regulations and conditions governing their operation will be specified by law.

By mentioning the above articles, we get that co-operatives have important role in economic development of the country and as women form half the population of the country, we cannot ignore their roles in the general development of the country. Therefore, if we provide special and certain possibilities to establish specific women co-operatives as other countries, their active roles will become more obvious in the country.

# 15

## STATISTICS ON THE CO-OPERATIVE MOVEMENT

### 15.1 Type and number of co-operatives with membership (1991)

	<i>Type</i>	<i>No. of Co-ops</i>	<i>Membership</i>
i.	Thrift and Credit	167	71,896
ii.	Consumers	5,747	4,925,270
iii.	Multi-purpose (rural)	3,100	4,325,331
iv.	Agricultural	1,158	561,578
	Production	1,272	534,593
	Marketing	-	-
v.	Handicrafts	142	64,606
vi.	Textile Weavers	100	8,000
vii.	Women's	-	-
viii.	Housing	5,562	70,244
ix.	Industrial	2,300	16,313
x.	Servicing, developmental	2,202	16,314

### 15.2 Special Women's Co-operatives

There are no special women co-operatives in Iran.

### 15.3 Leadership

There is no leadership role for women in the co-operatives of the Islamic Republic of Iran.

# 16

## DECISION-MAKING IN CO-OPERATIVES

There are no specific co-operative establishments for women. Women don't participate in general meetings. However, they represent 75% of the clientele of co-operative shops. 4% of co-operative membership consists of women.

# 17

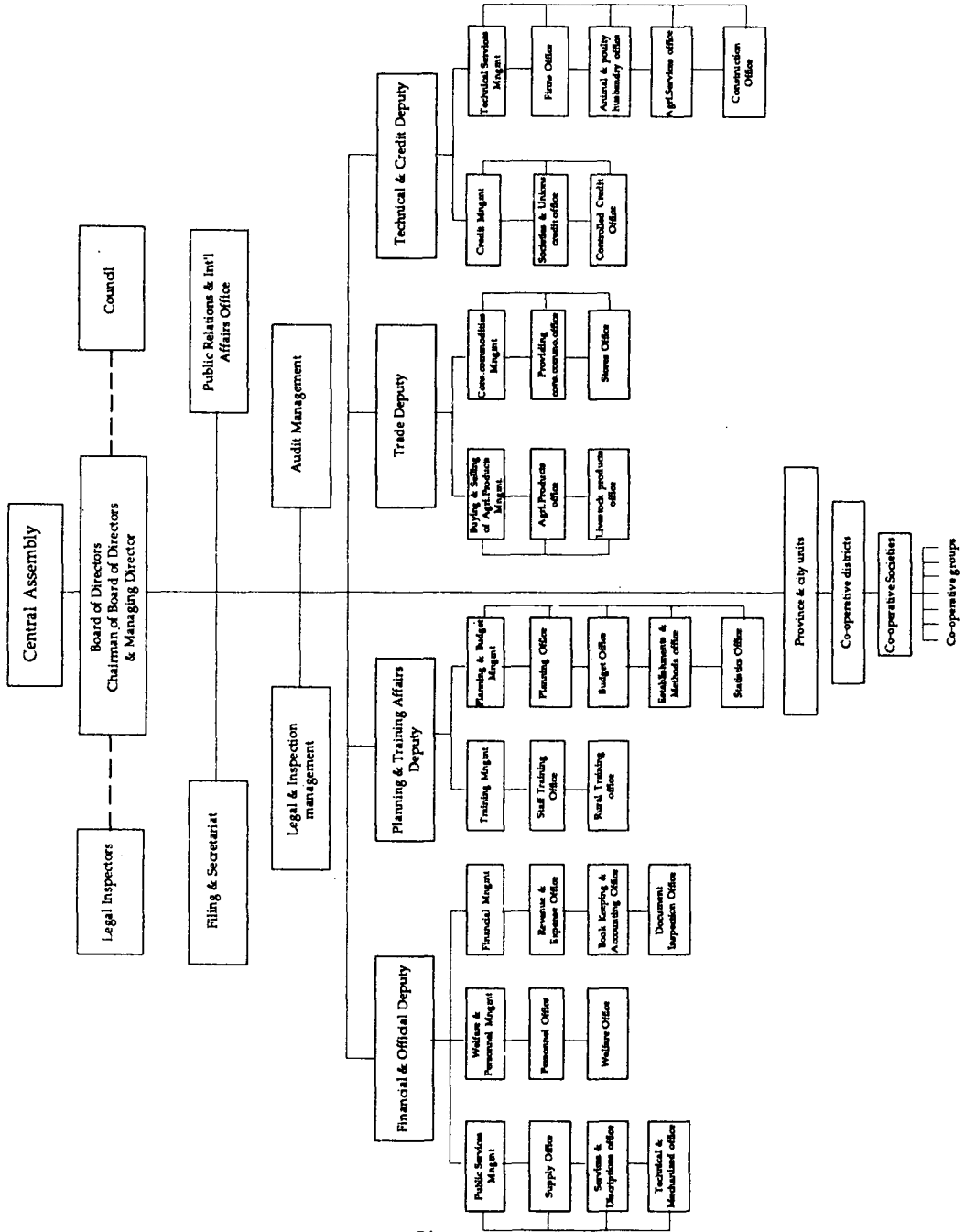
## EMPLOYMENT IN CO-OPERATIVES

(1991)

Job	No. of co-ops	No. of employees
General Managers/MDs/C.Es.	2,000	5,640
Senior Managers	21,378/25,000	100,000
Junior Managers	21378/106,890	100,000
Supervisors/Foremen	21,376/31,378	-
Operational Staff:		
Field level	3,130	4,272,722
Office level	3,130	11,354
Factory level	-	200
Unskilled labour	-	-

In Iran, all men and women employees in government sector and governmental co-operatives are under the supervision of State Employing Affairs Organization. According to the laws of this organization, there is no difference between salaries of men and women for similar jobs. In private sector also, there is no difference except that their jobs are different. 2.5% of the governmental staff engaged in co-operative promotional activities are women. 4% of the co-operative membership consists of women.

# Central Organization for Rural Co-operatives : Establishment Chart





# 18

## CONCLUSIONS

At the time of studying male and female integration in co-operative development, the question has occurred to me that whether this integration has been provided in all social fields or its minimum requirements, as we are taking steps in women and men integration in co-operative development. The negative answer to this question is obvious to me. And I give its evident reason by putting forward this question that how many female leaders, either president of the country or people at the top level positions have we had in the world upto now? I think that the number of them is few and can be counted on fingers. In fact, we can say that the most important and key social jobs are undertaken by men. Certainly we can't ignore this fact that all political leaders are brought up and grown under the care of mothers who are women. And in fact we have brought up our sons, leaders in their own rights, and our daughters. So with this explanation, in my opinion, we can achieve this integration of men and women in all social levels, if we bring up our daughters responsibly, active and as leaders from now on. By bringing up our daughters in this way, we don't mean that they should struggle with men but try to make adjustments and provide a proper situation for females in the next generation.

I should explain about the integration of men and women in co-operative development and becoming more active in Iran due to the intense difference between rural and urban structures. Usually employed urban women, after marriage and giving birth to second or third child, must leave their work, in fact they don't participate any more in social jobs. Consequently they just engage in bringing up their children and doing household jobs. But because working in village and farms need more manpower, more and more rural women work. So

with this explanation, we come to the conclusion that most of the employed urban women in Iran are becoming only consumers and engage in giving birth to two or more children, while in villages, rural women, regardless of the number of children, are always producers and toilers.

So with regard to this reality that the central part of every country's economy is village and farms. Therefore, in my opinion, the development of rural co-operatives and establishment of co-operatives with special reference to women should be the most important goal and objective of co-operative authorities in Iran. As I said before, because the rural women have the most important role in the economy, providing possibilities and making them aware in order to participate in co-operative activities more and more should be of utmost importance to the decision-makers in the co-operatives.

To achieve the goals of social and economic development in my country, the following suggestions are offered:

**a. Overall targets**

- \* Fixing priorities in the programme for reconstruction and renovation of production and fundamental capacities and population areas damaged during the war years,
- \* Providing quantitative and qualitative development in public culture, education and training techniques and science in society with special reference to youth and women.
- \* Providing support for economic growth to increase per capita production, productive employment and reduce the economic dependence with emphasize on self-reliance in strategical agricultural products and controlling inflation,
- \* Controlling population increase,
- \* Determining and reforming the consumption pattern in order to assign the needs of the society.

**b. Procedures**

Applying the policy of controlling population increase to reduce the rate of natural growth of population from 3.2% to 2.3% or less.

To fulfil this goal, the following attempts are needed:

- \* promoting literacy and general knowledge of people and especially girls (would be mothers) under the coverage of education,
- \* uplifting the women's position through extension of education and

increase the fields for women participation in social and economic affairs of society and household,

- \* promoting health of people and reducing the mortality of mothers and children,
- \* abolishing all regulations encouraging population growth and adopting suitable decisions for the policy of restricting births in the country.

**c. Manpower and employment**

- \* gradual transformation of inefficient jobs to productive professions,
- \* promoting expert manpower,
- \* applying and exploiting suitable technical methods which not only ensure the growth of economy, but also provide the maximum utilization of manpower in society.

**d. Economy and agriculture**

- \* providing economic balance money growth,
- \* making expanded foundation in establishing ties between production centres and industrial and agricultural survey, train researchers and improve the quality of surveys through establishment of communication between research centres, either state, co-operative or private, and state universities and similar establishment in industry and agriculture in developed countries,
- \* paying special attention to the development and scientific practical training on agricultural affairs, promoting the awareness of village and adjusting the policies of cultivating strategic products,
- \* expanding co-operative societies, especially increasing the number of co-operatives in production fields.

About the last item, the economic progress which means the development of co-operative movement and integrated participation of women and men in it, the principal subject of the survey, while analyzing the statistics especially in the co-operative activities, we could see that the share of women in Iranian co-operatives is little. But as it was explained before, women in handicrafts co-operatives, weaving - carpet and gallium, and producing other kinds of handicraft products have just the role of productive workers. In fact, they don't have any role in co-operative decision making and setting up co-operative establishments. Briefly, in urban society of Iran, there is no special women co-

operatives. And in rural societies women are active in handicraft co-operatives in order to meet the economic needs of the household and there are also no special arrangements for women co-operatives.

Any way, although women have trivial roles in handicraft co-operatives, this can be a turning point in the development of special co-operatives for women, it means that we can start from handicrafts co-operatives and extend it to establish other types of co-operatives.

While concluding this survey, the G-77 Conference (UNCTAD) was held in Tehran.

The results of this conference declarations are briefly as follows:

'According to the countries of G-77, 1990 is a decade of historic changes. This decade saw the end of cold war, establishment of democracy, peace and world safety, while one of its important items is the elimination of poverty and starvation.' In order to achieve these goals and solve the problems of third-world countries, they decided that developed and developing countries, South and North, should negotiate and this negotiation must be based on mutual trust.'

It is hoped that third-world countries, in the near future, solve their vital economic problems by using proper applying of methods and finding a way to the market of the world economy, because solving this important problem will affect the other special problems, including education, health, literacy and other items which are in fact bound to be multi-lateral socio-economic programmes of the third-world countries.

# 19

## RECOMMENDATIONS

In executing the law for co-operative sector in the economy of the Islamic Republic of Iran and fulfilling its goals, a short-term programme should be formulated. Meanwhile the function of the existing policy-makers and executive organisations in the field of co-operatives and duties assigned for Ministry of Co-operatives should be studied. And first of all, we should attempt to organise the establishment of newly founded Ministry and concentrate on their tasks to fulfil middle and long-term programmes towards the development and expansion of co-operatives. The plans of action of the proposed programmes are as follows:

- i. providing grounds and adopting necessary policies to exploit credit facilities and bank resources to strengthen the financial power of co-operatives,
- ii. establishing necessary trade relations between co-operative units, especially to provide coordination and unity between sub-organizations of co-operative sector and planning for more wider participation of people in economic affairs.

The above proposals are presented, generally, for qualitative and quantitative growth of co-operatives, whereas the most important proposed plan is related to the establishment of specific co-operatives for women and ensuring more effective participation of women thereby establishing integration of men and women in developing co-operatives.

In my point of view, ICA, as a catalyst to exchange experiences of successful co-operative movements, can help in introducing the best examples and provide cohesion to the co-operative movement in Iran.

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