

ANNEX V

Women's Statistical Status in the Islamic Republic of Iran

Introduction

The advancement and remarkable progress of women's situation during the long years since the victory of the Islamic Revolution is an undeniable issue deriving from the viewpoints of the founder of the Islamic revolution, the late Imam Khomeini in the areas of cultural, social and economic development.

Code three of the Constitution of the Islamic Republic of Iran emphasizes on the equal rights of the citizens and elimination of unequal discrimination and stresses on providing equal facilities for all in all material and moral areas. Moreover, Code 20 of the Constitution states: 'All individuals of the nation including men and women are protected under the law and enjoy all humane, political, economic, social, and cultural rights under Islamic laws' and Code 21 of the Constitution which is the main code over the women's rights charges the government to protect the rights of women under the Islamic laws in every area and in this way enlists major duties upon the government. In addition to the Constitution there are also other special supportive laws in the area of employment, economic and social supports for women since the revolution which have been ratified by the Islamic Consultative Assembly (Parliament).

Currently, in addition to playing the significant role of motherhood and wifehood and nurturing of their children as architects of Iran society and culture they are also wholly active in various areas of science, education, politics and economics without any legal restriction. Close to 60% of university admissions are engaged by young girls and women. More than 30% of academic seats at universities and seminaries are engaged by women and this is when that the same statistics before the Islamic Revolution (1979) was only 1 %. Also 40 % of medical specialists in the country and 98% of gynecologists are women. In addition, a remarkable number of women hold decision making and political positions such as MPs, advisors to the President,

The deputies and advisors to the ministers, governors and other decision making structures and executive managements. Indeed, the real objective of the Islamic Republic of Iran is to achieve the stage where there is not even a single illiterate or deprived in the society. For many years efforts have been made to eradicate poverty, deprivation and deficiency. The truth depicts that some developed countries despite their access to long social welfare indexes are still witnessing confusion with regards to the individual identity of women and family instability. This is when in the Islamic Republic of Iran by observing the genuine teachings of Islam the advancement and promotion of women's status is fully regarded in every walk of life based on the principle of balance and strengthening of the family union.

The cultural roots emphasize on family among Iranians and this has been proved based on the researches conducted over men and women before and after the revolution.

Hence, regarding the cultural approach of the Islamic Republic of Iran the mere qualitative statistics on the advancement of women's status is not the sole view of the Iranian scientists and experts.

The problem with women in the international system is the creeping and continual oppression which are emphasized under the beautiful mottos of equality and similarity in the gender roles which are imposed upon women. Whereas global inequality includes a wider range than gender issues and the unstable economic situation at mass level has caused some countries

to have no access to their basic living resources and the slogan of equality is not a cure to the deep wound of poverty which these countries experience.

The international prescriptions have failed to solve the many problems that are faced by women due to ignoring their indigenous and cultural issues. Perhaps it is time to find the root causes of the present situation of women in the contemporary age instead of emphasizing on the current international indexes and instead review the recommendations and prescriptions offered already to the countries and provide new approaches to this end.

The statistical report indicates only a small part of the achievements of women gained since the Islamic revolution including the promotion of women's status in various areas during the recent decades.

1996 gender population combination:

Women's population 49/05 %

Men: 35866362

Women: 34629420

Total: 70495782

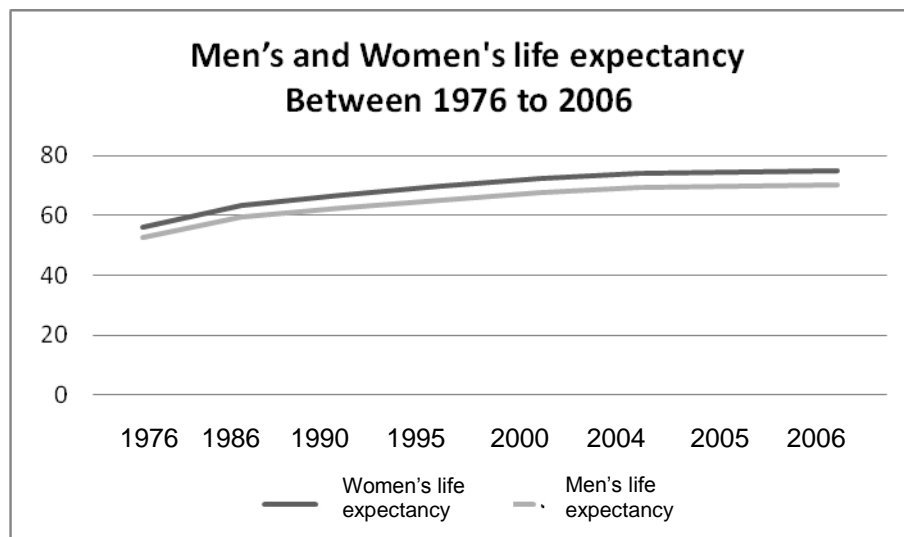
Health index

Life Expectancy

The statistics show an increase in the rate of life expectancy from 56/23% in 1976 to 74/51% in 2007

-The index for life expectancy from birth during the years 1976-2007 indicates that for both men and women it has had an increasing trend by 33%. This has been even higher for women.

Life expectancy for men and women during the years 1976 -2007



- **Access to clean drinking water and safe sanitation**

Access to these facilities in almost every developed country with few exceptions is 100%. In Iran this rate is 93% and the rate of access to safe sanitation is 84%.

-Rate of birth delivery under supervision of specialists or trained individuals

In countries with high man power resources it is 97% in the mid developed countries this rate is 68% and in the less developed countries is 35%. In Iran this rate is 95%.

-At national level more than 95% of children are fully immunized (via vaccination) .

parallel to advancements achieved in the areas of training ,scientific and physical training for women during the past three decades empowerment, support of female headed households and eradication of poverty and expansion of family doctors programs have been implemented as part of the main policies of the government. In more than 30 provincial visits during the first two years of the presidential round trips of Dr. Ahmadinejad there have been special allocations for these purposes.

- One GP per 1000 population

One of the most significant indexes for assessing people's access to health facilities is the ratio of GP per 1000 population of the country.

It is noteworthy to mention that in Iran the ratio of every one GP to every 1000 population is 105. Another point to mention is in 7 countries around the world the ratio of GP to every 1000 population is less than 20.

Percentage of GP

From the years 1986- 1996 there was a 301% increase and from 1996 to 2006 it was 150% increase. 99% of gynecologists in Iran are women.

Statistics on GPs of medical students based on gender desegregation during the past three decades

1 1996-2006		1986-1996		1976- 1986		عنوان
%	NO	%	NO	%	NO	
39/49	15305	29/9	4890	25/19	754	Female GPs
60/51	23449	70/1	11467	74/81	2239	Male GPs

Rate of growth for women GPs has increase by 301% from 1986 to 1996 and from 1996-2006 by 150%

The ratio of women specialists to men specialists in the medical universities and health treatment services during the past 3 decades

1996 - 2006		1986 - 1996		1976 - 1986		Title
%	NO	%	NO	%	NO	
40	4210	35	2304	15	597	Female specialists
60	6257	65	4322	85	3465	Male specialists

The growth for women specialists from 1986-1996 has increased by 260% and from 1996-2006 by 51%

The ratio of women post specialist to men post specialists in Medical universities and health treatment services during the past three decades

1996-2006		1986-1996		1976-1986		عنوان
%	NO	%	NO	%	NO	
30	121	%9	33	%9	10	Female post specialists
70	286	%91	318	%91	100	Male post specialists

The growth rate of female post specialists from 1986-1996 has increased by 151% and from 1997-2007 by 151%

The ratio of specialists and post specialists for women diseases based on gender desegregation during the past three decades

Woman	Man	Gender	Year
%16	%84	1	1976-1986
%93	%7	1	1986-1996
%98	%2	1	1996-2006

As it is clearly indicated the percentage of specialists and post specialists on women diseases has had a considerable decrease among men in so far as it has declined from 84% to 2%. This rate has increased among women from 16% to 98% and has in fact had a 512.5% increase.

Physical training and physical fitness

In line with health and physical fitness for women, hundreds of physical training centers have been established for women. 216 of Iranian women have won medals in the international championships in various sports fields. The number of women trainers is 88352.

Sport umpires comprise 59490 and the number of female athlete is more than 7882118 people. Further details will follow on physical trainings.

Indexes on women physical training during the years (1980-2006)

Statistics on sports associations

The activities of these associations have increased from 8 sports fields in 1982 to 38 in 2003 and have reached to 44 federation sports in 2006.

Statistics on sports delegations

The activities of various sports fields have increased from 90 delegations in 1982 to 5981 in 2003 and have reached to 6641 in 2006.

Statistics on trainers

The number of trainers has increased from 12 in 1979 to 125 in 1982 and 32466 trainers in 2003 and 88353 trainers' in 2006.

Statistics on umpires

The number of 8 umpires' in 1979 has increased to 42 in 1982 and to 16489 umpires in 2003 and to 59490 in 2006.

Statistics on life guards

After conducting several life guard courses in 1994 a number of 573 life guards were trained. This number was increased to 2566 in 2003 and increased even more to 3460 in 2006.

Statistics on sports championship

The number of sports champions at international level has reached to 179 in 2003 and in 2006 it reached to 216.

Domestic Games based on courses

Domestic Games have reached to 90 in 1992 from one in 1980 and to 1238 in 2003.

International Games

Participation in games at international level has reached from 2 in 1991 to 31 in 2003 and to 65 in 2007.

Dispatch of sports delegations

From 6 in 1998 it has reached to 14 in 2003 and to 56 in 2006.

Number of Sports seminars and congresses

The number of congresses and domestic seminars convened in 1988 was only two but it increased to 2128 in 2003.

Number of participation in foreign sports congresses

While only participating in three major congresses in 1990 this increased to 7 in 2003.

Number of experts dispatched to scientific congresses and symposiums

Number of experts sent to symposiums in 1990 were 4 which increased to 10 in 2003.

Statistics on under support

The statistics on athletes has increased from 76952 in 1982 to 1273006 in 2003 and to 7,182,181 to 2006 among female athletes.

Training classes

In 1980 only one training course was conducted this increased to 504 in 2003.

Trainers' training classes

Trainers' training classes has increased from 10 in 1982 to 353 in 2004.

Umpire classes

In 2002 only 8 umpire classes were held; this was increased to 151 in 2003.

International and foreign sports classes

In 1987 two international courses were held this reached to 16 in 1999 and in 2003 5 classes were held and it reached to 21 in 2006.

Conducted research

Researches conducted in 1994 were only three which increased to 17 in 1997 and all together it increased by 65 in 2003.

Number of umpires sent abroad

In 2002 three and in 2003 three others to a total of 6 were sent abroad for umpiring.

Number of State-run sports complexes

In 1994, 968 sports complexes existed for both men and women. By 2003 these places were increased by 1184 and 166 state-run places for public functions.

Number of private complexes

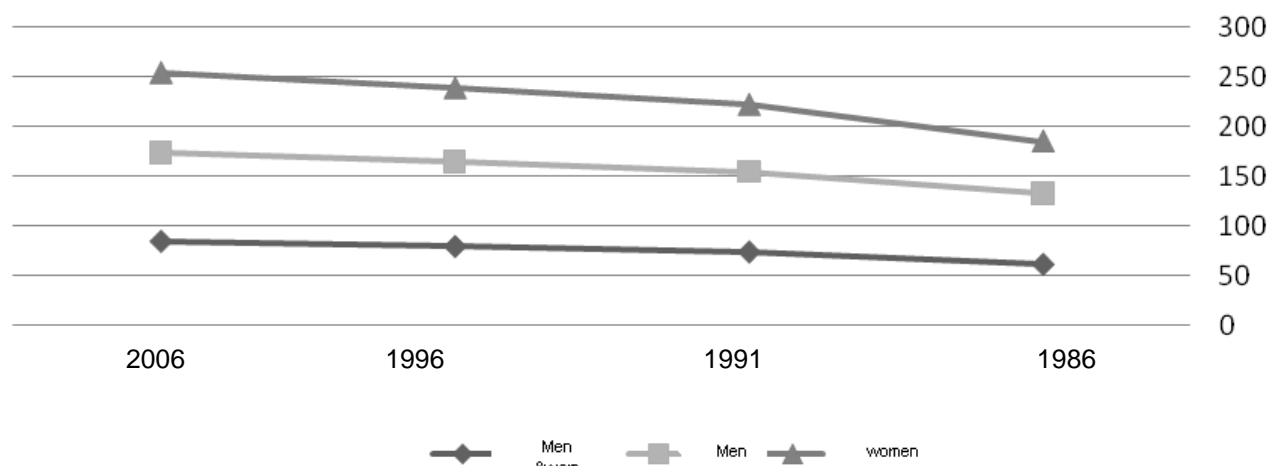
In 1994 a number of 1867 private sector hall existed for both men and women currently in 2003 there are 1170 private sector places for women.

Education indexes

Educational Advancement is one of the main elements of human development. The expansion of knowledge not only directly provide the grounds for human choice but also through better access to job opportunities and health improvements it creates better life conditions.

Rate of literacy among populations of 6 years and above during years 1986-2006

Rate of literacy among populations of 6 years and above during years 1986-2006



With regards to educational indexes the statistics indicate that the rate of literacy among women has increased from 35.55 in 1976 to more than 80.34% in 2006. The rate of literacy in the country in urban and rural areas has shown an increase of 30.7% among women in the urban areas and in the rural areas this has increased by 90%. The literacy rate among women has increased from 52.08% in 1987 to 80.34% in 2007.

The number of female students during the years 1976 to 2006 has had a 1831.4% growth, while for men this number was increased by 500%. On the other hand the percentage of female students out of the total has increased in these years in such that in 2001 the number of men and women students was equal and in 2006 the number of women students increased to nearly 58% more than men.

The number of women graduates increased from 28.6% in 1976 to 50.3% in 2006 i.e. 75.9% growth. In 2005 the number of male and women graduates was almost equal.

With regards to equal scientific and educational opportunities there is a 58% of women in various fields in Academic centers and also a 40% of women's presence in academic seats of universities which show the capacities and opportunities available to women and young girls.

Women's literacy rate

1976 men 52.61 women 56.23
 1986 men 59.41 women 63.47
 1996 men 67.61 women 70.07
 2006 men 69.77 women 74.51

Literacy rate among 6 years above (%)

1976 men 58.9 women 35.5
 1986 men 70.99 women 52.08
 1996 men 86, 07 women 80, 3
 2006 men 88, 74 women 80,34

Literacy rate among the youth (15-24) (%)

1976 men 71, 05 women 42, 67
1986 men 84, 85 women 65, 52
2001 men 97, 3 women 94.1
2006 men 97, 14 women 96, 13

Gender Combination of primary level school students (%)

1977 men 60, 28 women 39, 72
1986 men 55, 66 women 44, 34
2001 men 52, 40 women 47, 60
2006 men 51, 64 women 48, 35

Gender combination of intermediate level school students (%)

1976 men 62, 79 women 37, 21
1986 men 61, 58 women 38, 42
2001 men 54, 68 women 45, 32
2006 men 53, 34 women 46, 65

Gender combination of high school level students (%)

1976 men 63, 64 women 36, 36
1986 men 57, 62 women 42, 36
2001 men 50, 83 women 49, 17
2006 men 51, 15 women 48, 85

Gender combination of university students (%)

1976 men 68, 23 women 31, 77
1986 men 68, 90 women 31, 10
2001 men 52, 61 women 47, 39
2006 men 48, 87 women 51, 12

Gender Combination of University and Education Centers' Staff

1976- Men 74/13 women 15/74
1986 – Men 84/01 women 15/99
2001- Men 81/68 women 18/32
2006 - Men 79/60 women 20/39

Gender combination of Azad University (private University) Staff

1996- Men 87/46 women 12/54
2001 – Men 84/52 women 15, 49
2006- Men 78, 82 women 21, 17

Women's socio-political participation

The growth rate of women volunteering as parliament members during the first to seventh parliament terms were equaled to 165.06. Also, women's share in the parliament membership during the 1st to seventh terms shows an equal of 227.8 % increase. The number of women

volunteering to represent in the Urban and rural Islamic Councils have increased in the third term as compared to the previous terms and the growth rate of women representatives in the Urban and Rural Islamic Councils during the 1st to third terms equaled 61,9.

As with women advisors to at least 40 ministries and governmental bodies in 31 provinces there have been 250 advisors to governors and 400 to rural areas which comprise only a part of women's participation at decision making levels. The number of women county officers has increased by 156% within two years. They are selected by rural councils and by rural inhabitants themselves. They play an effective role in construction activities such as water and sewage development, road works, transportation, cultural activities at rural levels. All these structures and organizational charts for this position indicate a strong determinacy of the authorities of the I. R. of Iran in promoting the women's status and their full participation in all walks of life including at decision making levels.

In all governmental structures there are budgets allocated from the public budget for the women's empowerment and their cultural activities. Moreover, in addition to public budgets there are special budgets targeted for family and women's status in the I.R. of Iran.

Allocating 88000 million Rials in the year 2007 for empowerment of women and strengthening of family by the Center for women and Family affairs as well as allocating 47000 million rials as a fund for NGOs and 50,000million rials to girls and women's sports and physical fitness are examples of such supportive attempts.

Socio-political participation

NGOs	technical and professional staff	directors-legislators and senior staff	Councils representatives %	parliament representative%	Year	Title
0	33/10	0/16	0	2/00	68	First program
0	42/57	0/16	0	3/30	72	
55	32/12	2/32	0	3/30	74	Second program
137	23/96	1/92	0/84	5/6	78	
248	7/72	2/31	0/84	4/4	79	Third program
420	29/20	2/50	1/51	4/4	83	

Proportionate dispersion of women volunteering as MPs

elected		volunteers		Terms
%	نفر	%	نفر	
1/66	4	3/02	90	1
1/66	4	1/98	32	2
1/6	5	1/99	47	3
3/6	9	3	86	4
5/6	14	6/43	351	5
4/4	13	7/3	504	6
4/4	12	9/89	806	7

Gender combination of members of Rural and Urban Islamic Councils (%)

women	men	Terms
0/84	99/16	1
1/50	98/49	2
1/36	98/63	3

Gender combination of representatives at rural and Urban Islamic Councils (%)

women	men	Terms
2/16	97/84	1
2/68	97/32	2
2/87	97/13	3

Percentage of directors

The growth rate of directors, legislators and senior staff among women working from 1376 to 2006 has had a significant change. Women's share at senior level has increased from 0.16% in 1986 to 2.32% in 1996 and 3, 36% in 2006 and in 2006 with a small decline has reached to 2.04 %. The growth rate of men from the years 1976-2006 equals 473.1% and for women equals 1754.5%

Percentage of directors, legislators and senior staff from the total of employees:

1976- Men 0.52 women 0.11
 1986- Men 0.43-women 0.16
 2001- Men 2.11 women 3.36

Percentage of directors, legislators and senior staff from total of employees

women	men	Year
0.11	0/52	1976
0.16	0.43	1986
0.16	0.59	1991
2.23	2.21	1996
1.71	2.11	2001
2.5	2.5	2005
3.36	2.9	2006
2.04	2.98	2007

Statistics on women judges

Statistics on total number of women judges divided at provincial levels

Total	Assistant judge	Accessory to judge	advisor to judge	Assistant	Place of service	Rank
16	-	-	1	15	East Azerbaijan	1
16	-	-	2	14	West Azerbaijan	2
1	-	-	-	1	Ardebil	3
41	-	-	4	37	Isfahan	4
3	-	1	-	2	Ilam	5
7	-	-	2	5	Bushehr	6
177	12	-	24	141	Tehran	7
9	-	-	3	6	Chahar mahal and Bakhtiari	8
1	-	-	1	-	South Khorassan	9
54	-	1	8	45	Razavi Khorasan	10
4	-	1	2	1	North Khorasan	11
20	-	-	2	18	Khuzestan	12
8	-	-	6	2	Zanjan	13
3	-	-	1	2	Semnan	14
5	-	-	2	3	Sistan and Baluchestan	15
32	-	-	4	28	Fars	16
3	-	-	1	2	Qazvin	17
6	-	-	2	4	Qom	18
2	-	-	-	2	Kurdistan	19
21	-	-	4	17	Kerman	20
11	-	-	4	7	Kermanshah	21
1	-	-	-	1	Kohkiluyeh	22
9	1	-	1	7	Golestan	23
8	-	-	3	5	Gilan	24
11	-	2	1	8	Lorestan	25
28	-	-	5	23	Mazandaran	26
1	-	-	-	1	Central	27

4	-	-	-	4	Hormuzagan	28
7	-	2	-	5	Hamedan	29
19	-	-	3	16	Yazd	30
528	13	7	86	422	total	

Statistics on women judges per judiciary divisions

total	Judiciary representative	Martial Assistant judge	Place of service	RAnk
1	1	-	Senior level of Judiciary power	1
4	4	-	Administrative judiciary Dept.	2
6	6	-	Legal Undersecretary and judiciary development	3
1	1	-	Special judiciary supervisory	4
1	-	-	Judiciary organization for armed forces	5
13	11	1	total	

Legal attempts for advancement of women's status

Ratified recommendations

- 1- draft bill on women early retirement for women heading households
- 2- reform on law for promotion of adequate nutrition for women during breast feeding
- 3- recommendation on increasing employment facilities for staff who have children at nursing age
- 4- facilities for women headed households without insurance to benefit from rural insurance funds
- 5- Bill on employer's exemption from insurance share of women headed households
- 6- Recommendation on family planning law reform as ratified in 1993
- 7- Documentation on family and women's affairs development

As with Articles 1,2,3,5 on women's employment and articles 6 and 7 on family issues the following recommendations are pursued:

- 1- recommendation on bill for promotion of job facilities for women
- 2- Formulation of a statute on insurance for housewives with priority on women female headed households
- 3- Bill on job facilities for rural and nomadic women

- 4- Recommendation on financial assistance to women prisoners (unintentional crimes)
- 5- Recommendation on the reform of articles 945,946,947,948 of Civil Code on inheritance of wife
- 6- Review on Civil Code Articles on family rights
- 7- Review on article of Labor Code for women laborers
- 8- Executive Planning for the Document on Comprehensive System for Women and Family Rights and Responsibilities
- 9- Reform on Regulations of Planning Council and Provincial Development and Specialized working group's ratified number 89224/ 35365 ratified in 2008 by the government cabinet and participation of Women's Advisor to provinces in the specialized working groups.

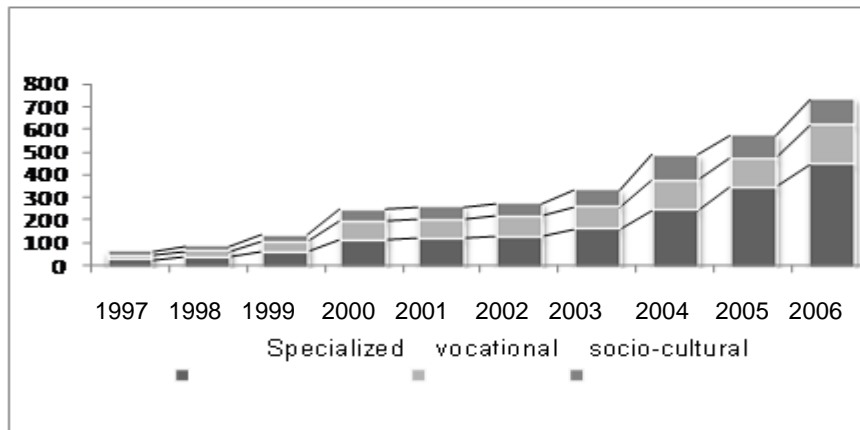
-Articles 1,2,3,7 on women's employment in particular, in article 7 for executive plans on comprehensive women and family legal system and the need to identify the challenges and legal obstacles in various areas.

-Recommendations on amendment of some of the regulations of Labor Code as follows which is under examination by the order of the government cabinet and through chairmanship of Ministry of Labor and Social Affairs:

- 1- Recommendation on amendment of article 73 of labor Code (family leave)
- 2- Recommendation on amendment of article 75 of Labor Code (prevention of night shift work)
- 3- Recommendation on amendment of article 76 of labor Code(increase in maternity leave)
- 4- Recommendation on amendment of article 77 of Labor code (Prevention from expelling during pregnancy and breastfeeding)
- 5- Recommendation on amendment of article 78 of Labor Code (providing day care centers)
- 6- Recommendation on annexing an article to the fourth topic of Labor Code on reducing the working hours
- 7- Early retirement without age limit
- 8- Recommendation on amendment of article 86 of Labor Code (women laborer representative in the council of technical security)
- 9- Recommendation on amendment of article 167 of Labor Code (women laborer representative in the Islamic Labor Council)

Social Participation

- The growth rate of the number of women NGOs has increased during 1997 -2006 by 998.5 and the majority of the growth has been for women NGOs with socio-cultural themes indicating a 1500% growth.



Institutional mechanisms for women's advancement (related organs and bodies on women's issues)

- Committee on women and children of the Expediency Council
- Women Socio-Cultural Council
- Women's Fraction of the Islamic Consultative Assembly (Parliament)
- Center for women and Family
- A'zahra University
- Women Rural Cooperatives
- Imam Khomeini Relief Committee
- Literacy Campaign Organization
- Women's Seminary in Qom

Women's Socio-Cultural Council

The Women's Socio - cultural Council is an institution which was established in 1987 and came to effect in 1988 with the aim of policymaking and mass scale planning on socio-cultural issues of women in various political, social, economic, cultural and artistic activities and to find ways and plans to solve the existing problems.

Center for Women and Family

As the highest ranking governmental institution on women's affairs The Center for Women and Family was established with the aim of identifying women's problems in society, in family and in the workplace and to plan and provide grounds to promote women's empowerment in economic, social, cultural and political activities.

It also offers recommendations to the President, the governmental bodies and legal institutions on women and family issues as well as formulate ways and means of recommending and follow up of matters related to women for equitable allocation of facilities and resources in various regions of the country as well as prevention and control of social vulnerabilities which affect women and family in particular are among the many responsibilities of this center.

Welfare Organization

The Welfare organization is one of the most significant governmental bodies which support the disabled, deprived and women headed households and parentless children through public revenues. The rehabilitation of the disabled includes mental handicaps and disabled and those groups of people which are socially vulnerable. Support is also given to children and women without caretakers or poor caretakers or homeless, provide job and support to women headed households and organize thousands of teams whose main jobs are to support women headed households. These are just some of the responsibilities of this organization. Since these women and children are the main receivers of such supports thus this organization is enlisted as one of the special institutions dealing with women's affairs.

National Youth Organization

The National Youth Organization is established with the objective of organizing the employment, marriage and free time and housing situation for the youth as well as to draw plans and supportive measures for their participation and enhancement of social welfare. Considering the high population rate of youth in the country and as girls and women comprise half this population thus 50% of the budget for the youth in this organization is allocated to women and young girls.

Rural Women Cooperatives Organization

Considering the fact that more than 12 million people of the total population of the country comprise rural women and they play an effective role and hold a major share in the agricultural products, rural handicrafts and services which help develop rural areas, the idea of establishing rural women cooperatives was recommended by the office of Rural Women Activities Promotion of the Ministry of Agriculture in 1992 so that this body came into effect through the expertise and recommendation of the Central Organization of Rural Cooperatives with the aim of developing, guidance, support and supervision of such cooperatives. Their number has now increased to 807 at national level with 34000 members with the aim of enhancing life standards, increase in the productions and productivity and promotion of participation, providing training classes needed for rural inhabitants and to achieve sustainable development at rural areas.

Imam Khomeini Relief Committee

Poverty is one of the gravest problems of any society and a large portion of human beings and societies at large as well as any schools of thought aims to fight this problem. During the many years before the Islamic Revolution in Iran due to negligence to a wide group of society in Iran such as the nomads, the rural inhabitants and remote towns, poverty was widely prevalent with many social and cultural side effects due to overlooking this class of society at large. With the victory of the revolution and restart of activities in the country there was an ardent need to support the deprived and the needy as part of the main priorities of the country's plan and in exactly 22 days since the victory of the revolution, the Imam Khomeini Relief Committee was setup following the order of the leader of the revolution The Late Imam Khomeini in March 1978. This committee is a public institution with its center located in Tehran with many branches in every province. The main objective of this committee is to identify the needs and the needy of the country in order to eradicate poverty from all groups of society in need at national level. The aim of this institution includes women, children, the elderly and the no-income or low-income families and a large portion of its budget is allocated to granting self-sufficient and income generating loans to women beneficiaries, granting loans to rural women-headed households, offer services and

counseling to the beneficiaries and to grant health care insurance to women and young girls as well as to pursue legal matters for all beneficiaries of this institution.

Literacy Campaign Organization

After the Islamic Revolution in Iran and the historical order of the Great Leader of the Islamic Revolution, the Late Imam Khomeini on establishing an organization for literacy of a large group of society including men, women and children who were illiterate due to the oppression imposed by the ruling regime and their neglect towards these groups of people this organization was established. With regards to the considerable number of illiterate women and young girls and dropouts from schools and allocation of a large portion of their budget to the literacy of women and young girls, this institution is considered as one of the main institutions dealing with women's affairs.

Economic participation

Since special attention is given from Islamic view towards women's dignity in particular for married women, within the Labor Code of the Islamic Republic of Iran the regulations are adopted in such a way as to observe both the physical and spiritual features of women whilst also their employment in different vocations so that they could also undertake their family responsibilities. For this reason the following measures have been undertaken:

- 1- Increase in the maternity leave from 4 to 6 months
- 2- Allocate 2 hours for breastfeeding for women employees for two years from child birth
- 3- Women's Exemption from military services
- 4- Legal prevention for hard jobs (work in mines)
- 5- Bill for establishing a fund for housewives' insurance
- 6- Allocate small scale credits to women's businesses. One important point in the Islamic Republic of Iran's system with regards to women's employment is to include housewives as people who are generative, efficient and active. In Iran today women play an effective role in their family as mother and spouses in so far that in order to have a more coordinated responsibility over family and to spend more time with their children and spouses they have either changed their jobs or have entered into those types of jobs which are more flexible thus, either overlooking job promotion or have limited their working hours.

For this purpose and for the sake of strengthening family foundations and considering dual problems of work and family responsibilities for married women the issue of lower working hours for women employees with children in the governmental organizations with full pay has been introduced into the cabinets agenda and the Center for Women and Family has attempted to draw the bill which it is expected that with its ratification and implementation, working women would face less problems in this regard.

In the area of women's economic rights in addition to what is already described above as to the equal pay for equal work there are no discriminations between men and women based on the Civil law. The only difference is the family benefit which only men receive and it also applies to women- headed households.

Rate of economic activities

working without pay	salary in the private sector family	salary in the public sector	Work in the public sector	Work in the services sector	Rate of employment work in the agricultural sector	Rate of economic activity	Women's economic participation	title /Year
21/68	10/13	41/34	45/39	23/10	26/65	74/60	8/15	68
11/94	9/67	31/45	61/33	25/75	12/92	75/52	7/29	72
37/45	14/6	39/55	48/84	34/5	16/66	86/65	9/10	74
34/68	16/21	27/23	34/29	35/17	30/54	86/41	11/70	78
31/86	14/62	27/71	35/51	38/23	26/26	83/54	11/91	79
34/00	18/80	30/80	43/30	24/30	32/50	83/05	11/80	83

The rate of women's economic participation in 2007 equaled 13.9% which has declined by - 3.33% as compared to the previous year. The rate of women's economic activity during the past decade and more has reached from 9.1% in 1995 to 16.6% in 2006 and 13.3% in 2007.

Women's economic activity during years 1996-2007



Percentage of Technical staff out of the total

1977- Men 4.85 women 15.5
 1987- Men 7.07 women 34.78
 2001 – Men 9.94 women 26.43
 2006 – Men 11.17 women 3.24

Commercials

Women's recruitment status in the commercial sector

Contractual3	mission	Contractual2	Contractual1	Formal	Type of recruitment
%5/7	%0/9	%48/9	%6/4	%38/1	Percentage

Number and percentage of women employees to the total number as divided in the commercial sector

(%) no	no. of women	total no. of men and women	Name of index	Rank
20.7	239	1155	women Employees	1
11.62	554	4767	No. + (%) of women in the Commercial sector of provinces	2
7.25	714	9842	No.+(%) of women employees in Affiliated bodies	3
0.19	30	15764	No. + (%) of women employees With position	4

No. of work permit and women working in the commercial sector

no. of women working	Total no. working	No. of work permits	Year
7	24	33	2001
18	58	80	2003
22	60	82	2005
28	71	---	2006

Recruitment status of Commercial sector Personnel

total	men recruits	women recruits	Contractual3	mission	Contractual2	Contractual1	Formal	Name of Organization/ Corporation center	Rank
1155	916	239	15	-	153	27	44	Ministry of Commerce	1
4767	4213	554	41	13	281	31	188	Commercial Organizations Of provinces	2
98429	9128	714	30	-	303	39	342	Affiliated companies	3
15764	14257	1507	86	13	737	97	574	total	

Educational position

(%)	Number	Degree
4.4%	66	Under high school graduate
39.2	590	High school graduate
9.2	142	Undergraduate
40%	603	Univ. degree
6.6	100	MA degree
0.4	6	PhD

Organizational positions

(%)	No	Position
2%	30	Managerial
3%	50	Supervisor
50%	741	Expert
7%	111	Assistant expert
38%	575	Supporting

Women active in commercial sector

No. of women in the commercial	Chamber of
43	Ardebil
13	west Azerbaijan
4	Bushehr
55	Ahwaz
5	Bojnourd
37	Gorgan
7	Hamedan
87	Mashad
28	Kermanshah
35	Kerman
12	Qazvin
37	Qom
20	Semnan
61	Tabriz
16	Rasht
31	Sari
20	Arak

Women Cooperative Companies

Since women's active participation as half of the total population of the country in various socio-economic and cultural fields is of significant importance, they can play an effective role and one of these types of participations would be creating cooperative machineries.

Women' Cooperative companies mean those types of companies with more than 50%women members. These companies are considered as public machineries which engage the public in socio-economic activities. With easy working conditions for women even the deprived women with minimum investment can join these cooperatives and enter into economic workforce to enhance their abilities and develop their stance.

Women can undertake all forms of decision makings management and supervision over the programs and their activities. Women cooperatives are engaged in two main economic areas:

Industrial sector:

There are activities such as hand woven carpets, handicrafts, food industries, medical industries, electronic industries, clothes, socks weaving, toys manufacturing, packaging etc...

Agricultural sector:

Activities such as producing dairy products, agricultural products packaging, green house flower and plants cultivation ,mushroom cultivation, honey bee cultivation, husbandry, fishery , birds etc...

Service sector:

Activities such as health and treatment services, establish non-profit schools and education centers, nurseries and day cares, sports and recreation centers, private training institutes, driving learning institutes, Institutes fro the disabled , old houses, technical and engineering, consultancy and planning services for construction sites, electronic and mechanical services and computer services etc...

Statistics on women's cooperatives at national level-2007

employees	Members	(Capital , Thousand Rial)	No	Investment	Rank
37,688	47,436	157,657,304	5,937	Agriculture	1
1,168	1,305	5,901,280	128	Development	2
84,753	67,852	605,515,665	6,304	Industrial	3
1,077	642	7,272,216	73	Mines	4
118,872	86,818	61,576,869	1,426	Hand woven carpets	5
11,162	10,245	6,090,060	582	Producers' support	6
65,955	73,002	382,353,559	6,514	Services	7
1,627	1,470	3,242,060	201	Transportation	8
335,742	858,338	1,609,702,999	22,562	Total	
560	21,079	29,451,481	123	Credits	10
1,295	151,591	42,746,420	204	Provide consumption Needs	11
11,132	303,935	96,460,620	561	Multipurpose	12
453	640	1,173,490	64	Service sector support	13
7,785	716,573	20,573,627	8,577	Training affairs	14

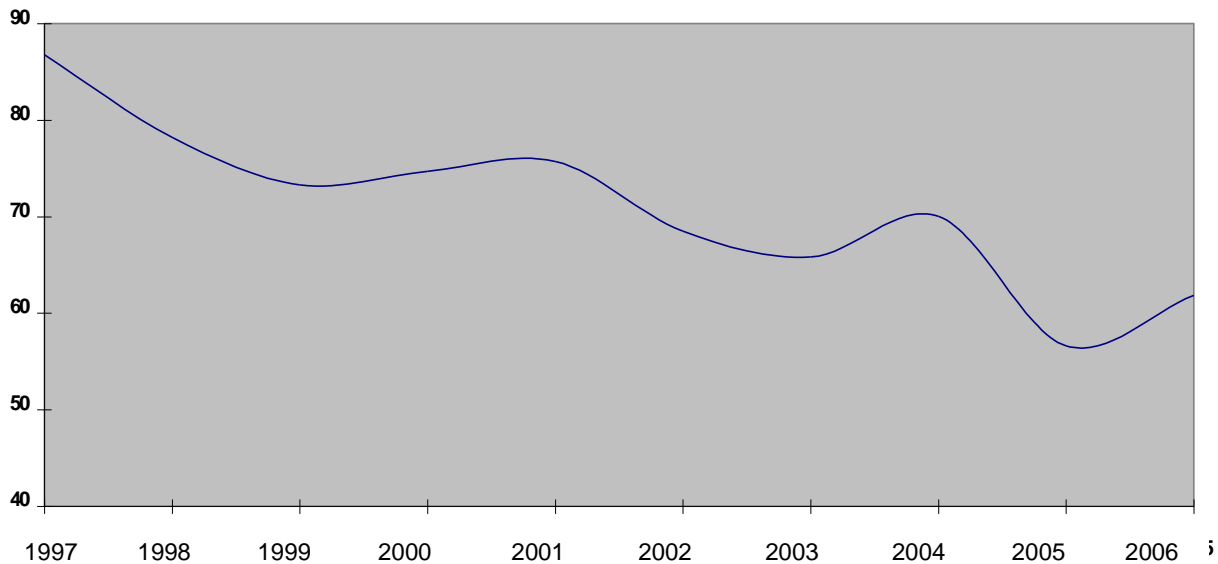
Total number of women cooperative companies and (%) of women members

Total number of women cooperative companies and (%) of women members		
(%) of women members	No	Years
86/78	654	1997
78/21	506	1998
73/28	970	1999
74/68	1266	2000
75/69	1972	2001
68/48	1911	2002
65/84	1948	2003
70/03	1485	2004
56/63	1326	2005
61/83	6924	2006

The growth rate of total number of women cooperative companies has increased by 958.7% during the years 1987-2006.

The growth rate of women members in the cooperative companies has declined by -28.75 during the years 1987-2006 and has experienced many fluctuations during these years.

Percentage on Women's membership in women cooperatives during years 1997-2006



Figures related to the growth trend:

Life expectancy:

Statistics show an increase for life expectancy from 56.23% in 1976 to 74.51% in 2006.

Literacy rate among 6 years above from 19976-2006:

Men 26.84% women 44.84%

Literacy rate of the youth (15-24) from19976- 2006:

Men 26.09% women 53.46%

Rate of women candidates for parliament membership from 1st to 7th rounds: 6.87

Number of elected: 2.74

Rate of women's participation in the councils (members) from 1st to 3rd rounds: 0.52

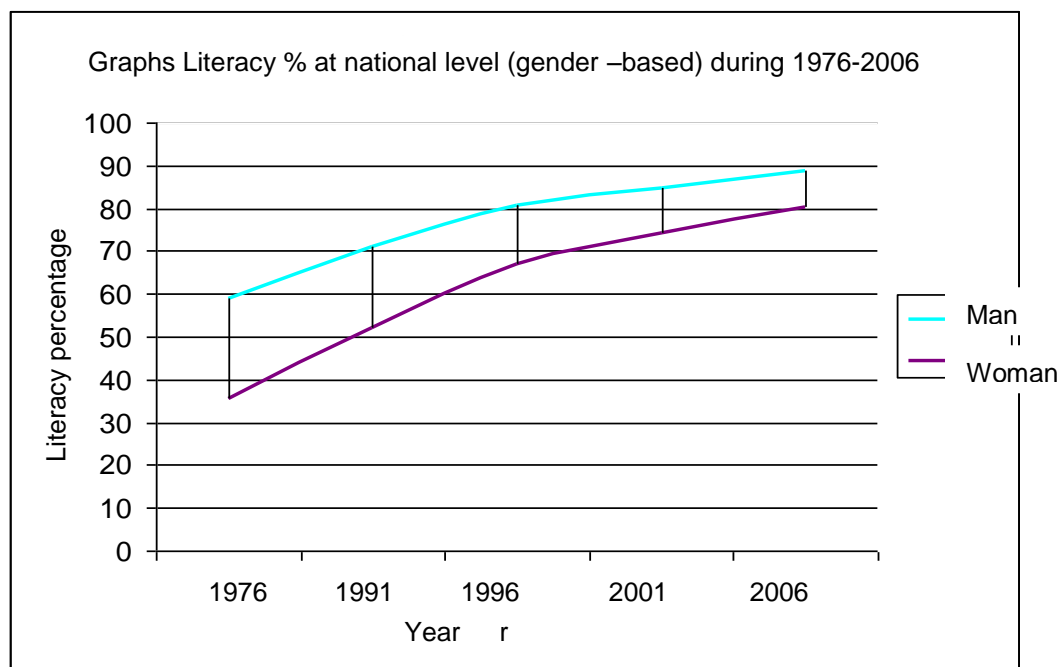
Percentage of total number of managers, legislators and high ranking positions from total number of recruits from 1976-2006

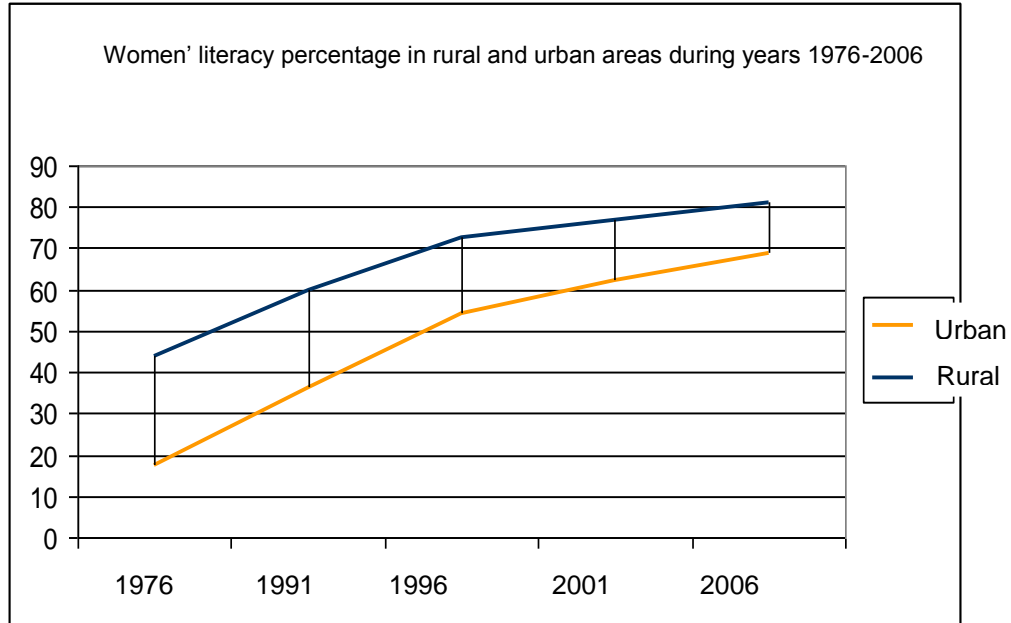
Men 2.38 women 3.25

Percentage of technical and professional personnel (1976-2006)

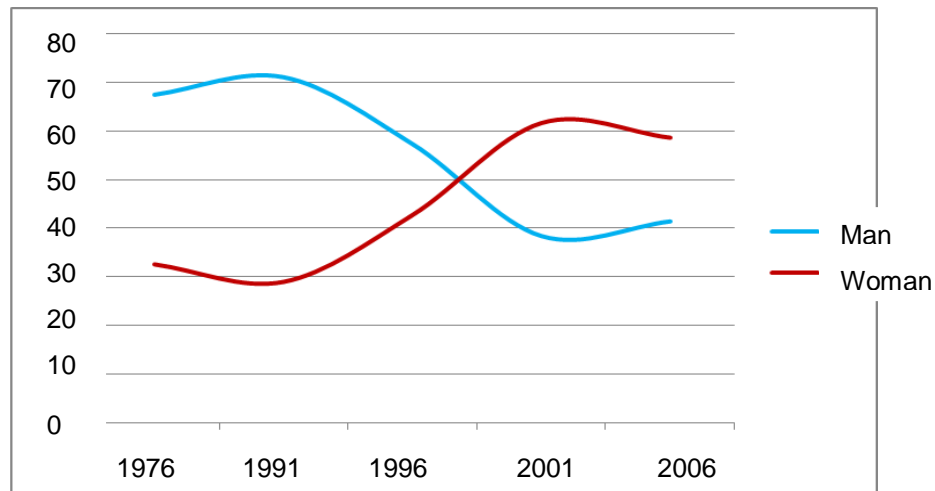
Men 6.32 women 7.4

The result of efforts made for women's advancement has been 18% increase in the education field, 30 % increase of women non- governmental organizations, 48.5% in the women's literacy reaching to 86% out of the total population , rise in the health sector indexes (such as decrease in the maternal mortality rate to 0% in 19 provinces of the country, 20 % decrease in maternal mortality rate in 11 provinces and 12 % decrease in infants mortality rate and health improvements among children at national level.



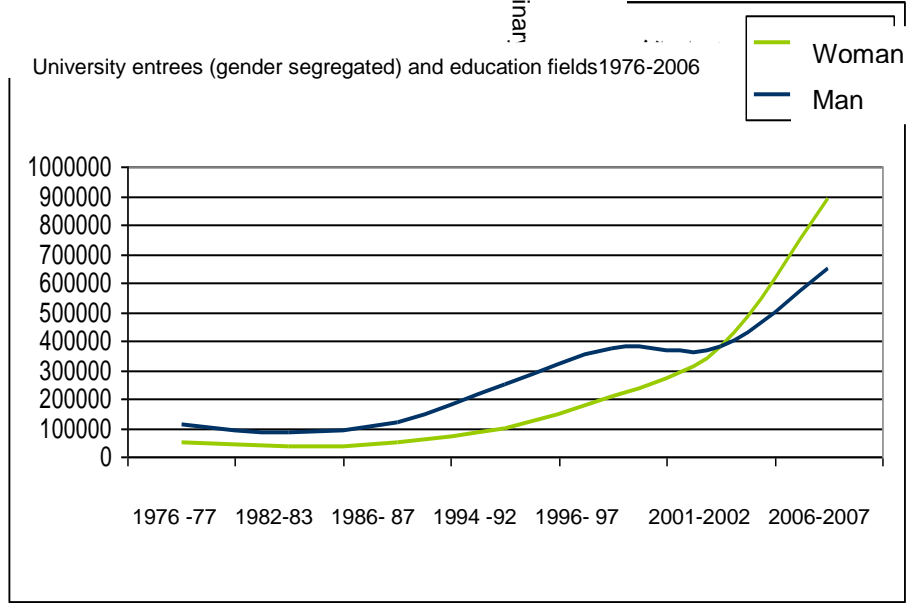
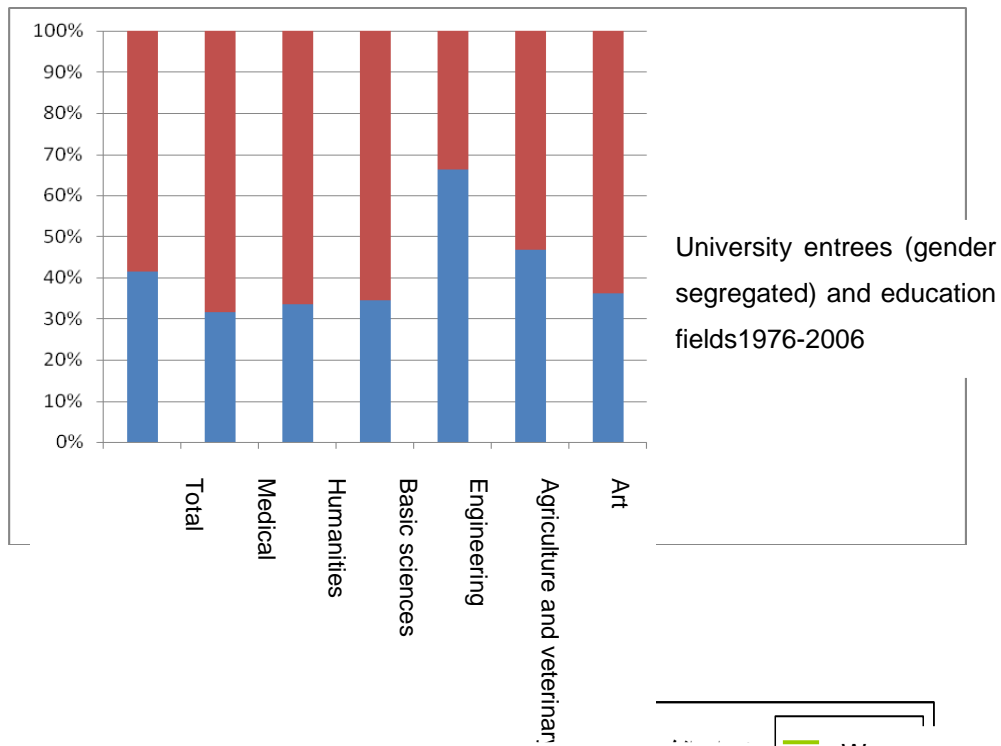


University admissions from 1976-2006 (gender segregated)



As it is shown here the percentage of women accepted into universities and higher education centers has increased from 32.5% in 1976 to 58.6% in 2006 i.e. a 80.3% growth while this figure has declined for men to 37.8%.

University entrees (gender segregated) and education fields 1976-2006



As it is indicated the number of women entrees in universities has increased in all education fields except in the engineering field during the years 1976-2006 the total percentage of women entrees equals 58.6% and the highest % is in the medical group with 68.3%.

Students

Total number of University students (gender segregated) during 1976-2006

Students			Year
Total	Men	women	
154215	108196	46019	1976 -77
117148	80792	36356	1982-83
167971	118886	49085	1986- 87
344045	247076	96969	1994 -95
579070	369907	209163	1996- 97
759870	381505	378365	2001-2002
1538874	650075	888799	2005-2006

Number of women students during 1976-2006

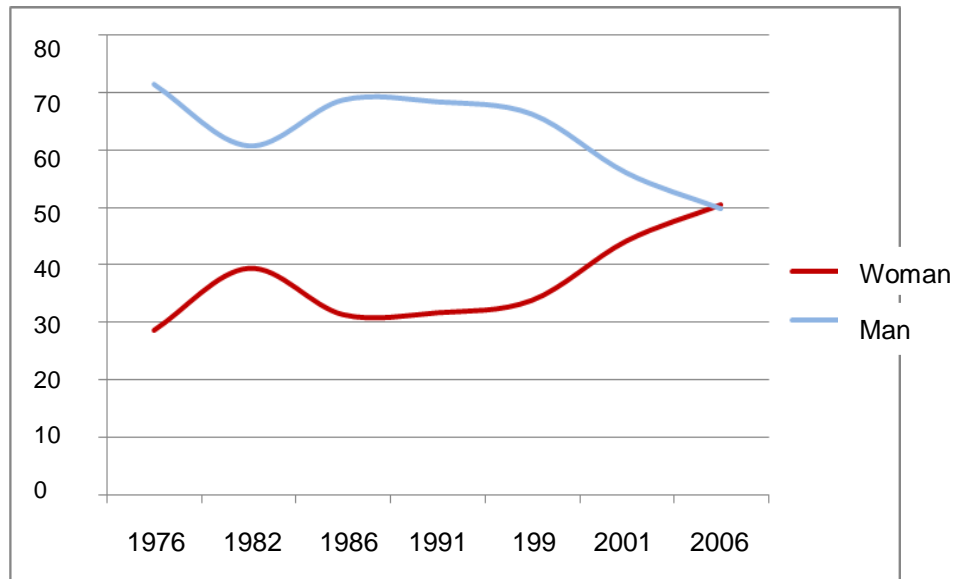
The number of women students has shown an 1831.4% growth during 1976-2006 whilst this figure had a 500% growth for men. On the other side the percentage of women's students out of the total has increased during these years and in 2001 the percentage between women and men were equal and in 2006 the percentage of women students with nearly 58% was more than men students.

University Graduates

The number of university graduates during 1976-2006 (gender segregated)

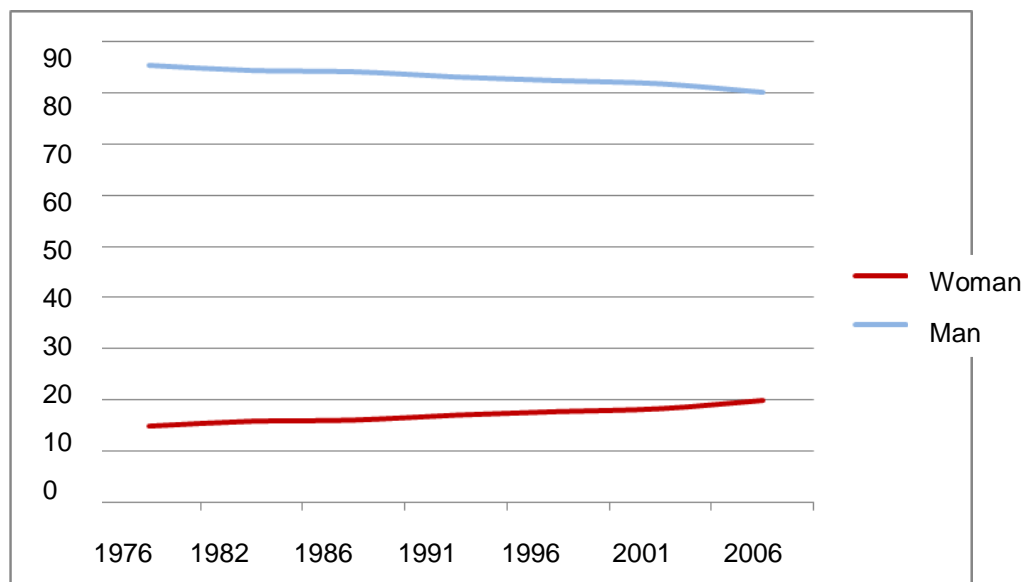
Graduates			Year
Total	Men	women	
45047	32163	12884	1976 -77
5793	3513	2280	1982-83
26927	18488	8439	1986- 87
52353	35777	16576	1994 -95
83882	55521	28361	1996- 97
127117	71080	56037	2001-2002
340246	168947	171299	2005-2006

Graph on university graduates 1976-2006 (gender segregated)



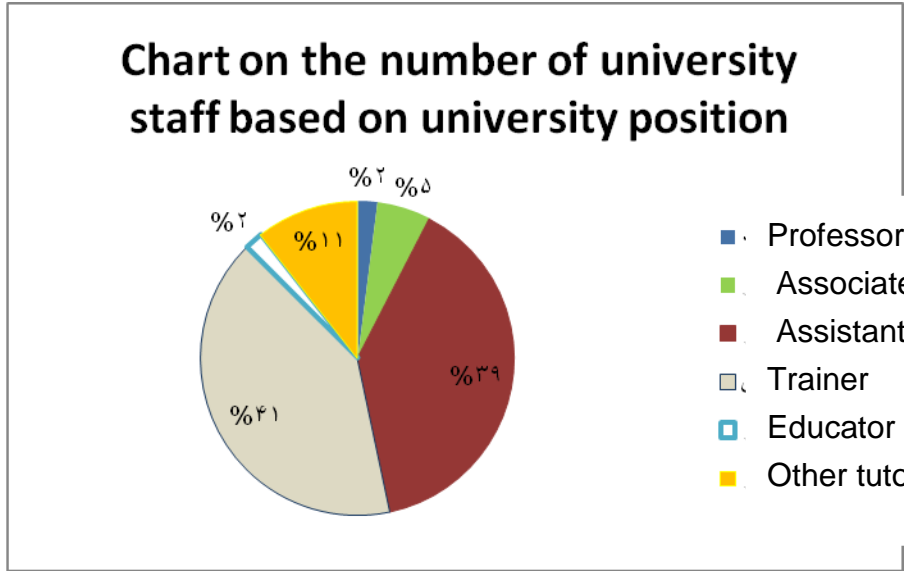
The percentage of Women University graduates has increased from 28.6% in 1976 to 50.35 in 2006 i.e. a 75.9 % growth. The percentage of men graduates during the same years has had a 30% decrease. In 2005 the percentage of men and women graduates was almost equal.

Graph on full time and hourly pay staff of universities (gender segregated)
Full time and hourly pay education staff

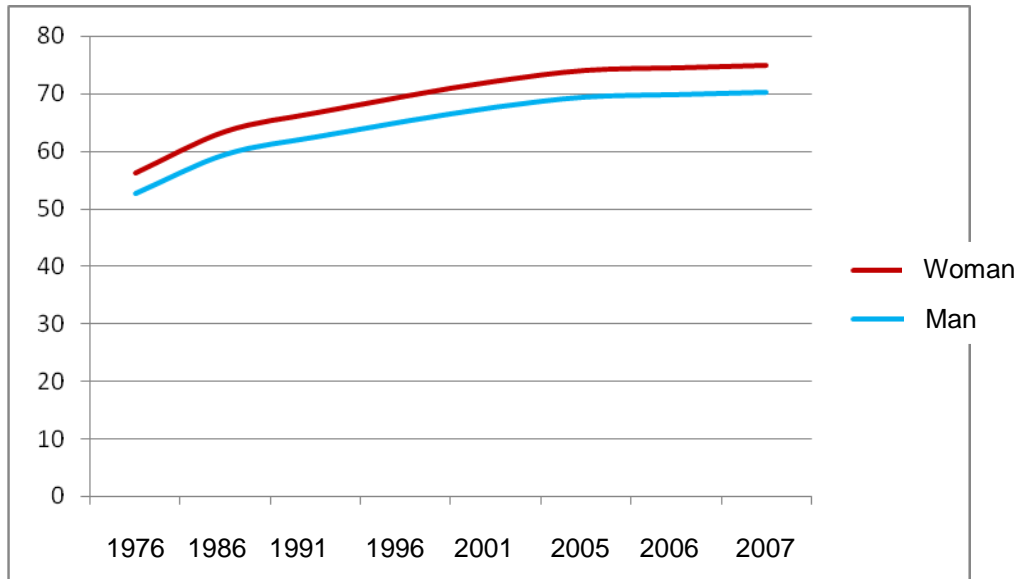


The percentage for these types of staff has increased by 35.5% for women during the years 1976-2006 and for men it has declined by 6.1%.

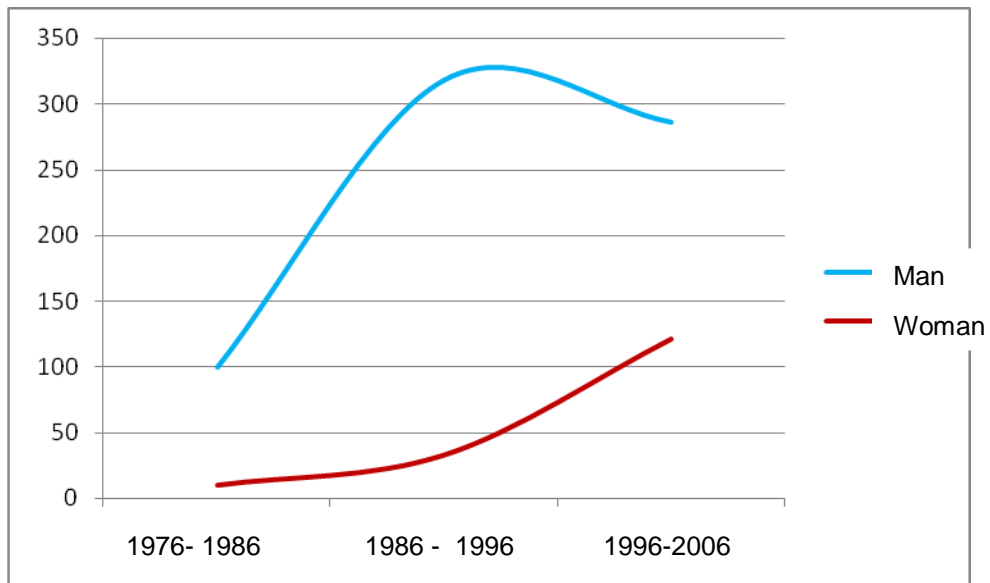
Women staff based on academic rank in 2006-2007



Life Expectancy Gender segregated

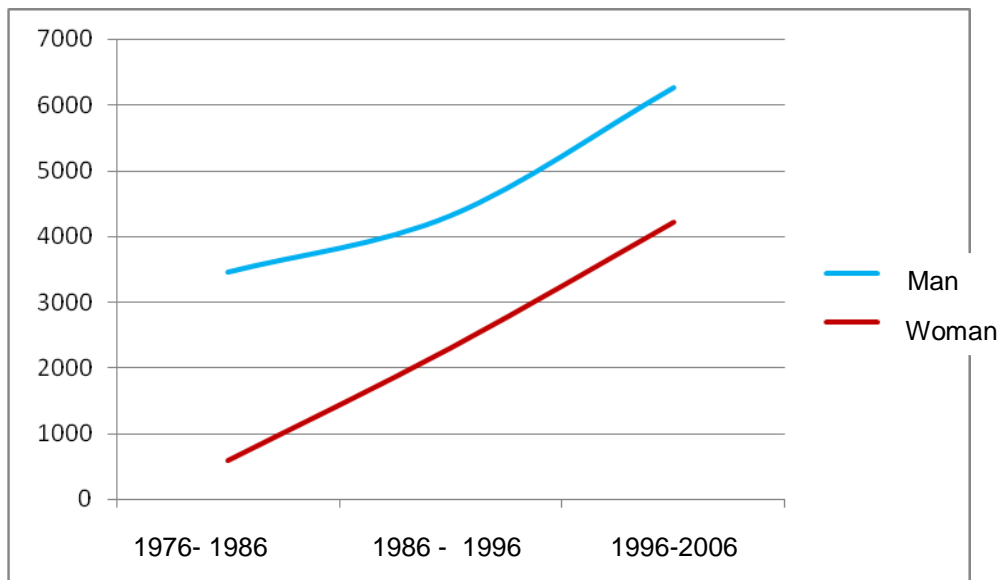


Graph on the number of men and women specialists in Medical universities and health services Sector during the last three decades



The number of women specialists has shown a rising trend during the past three decades by 1110% growth rate this trend has been 1860 %growth rate for men. And it has increased to 30% from 10%.

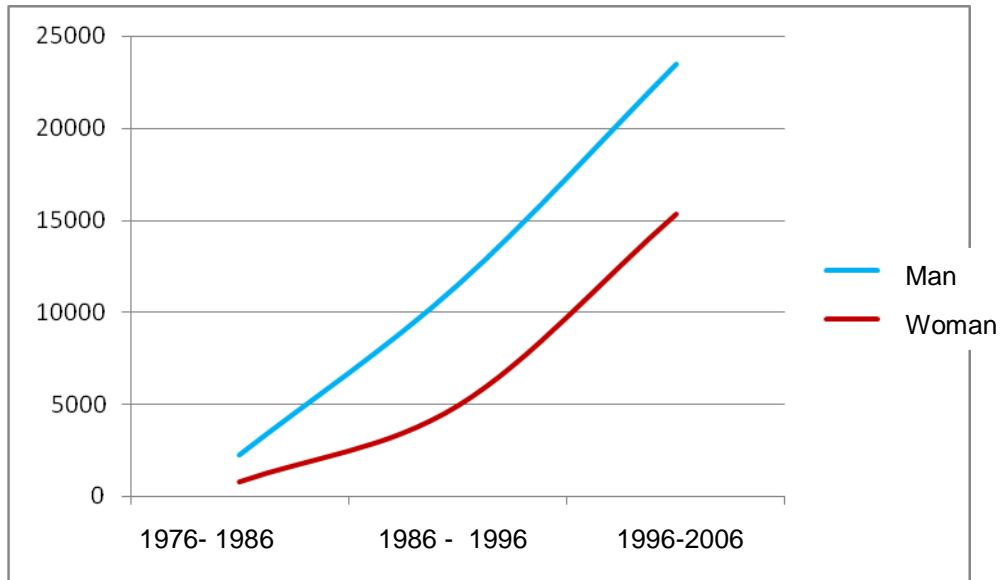
The number of men and women specialists in medical universities and health services in the past three decades



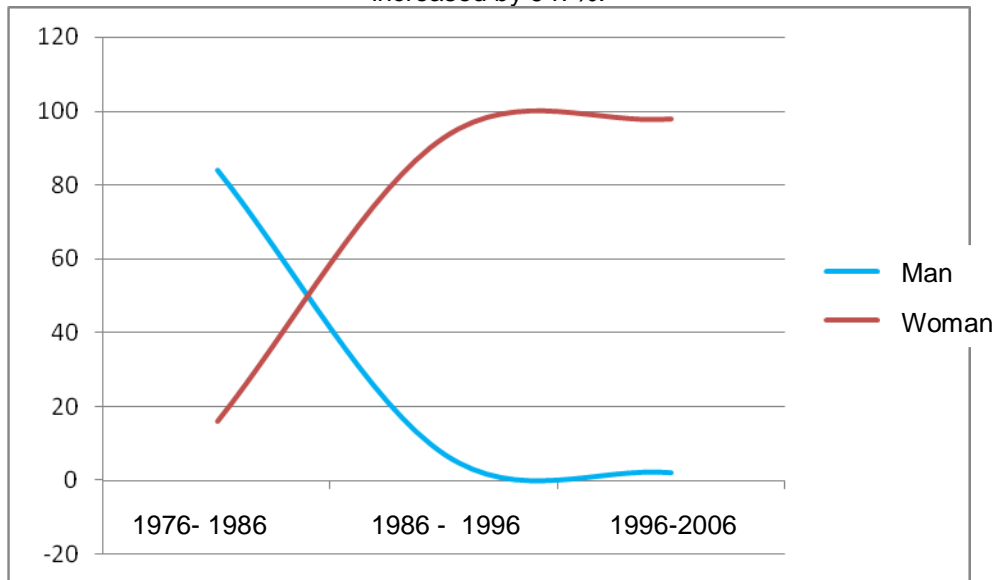
The number of women specialists has shown a rising trend in the past three decades of 605.2 % growth rate. This growth rate has been 806% for men and it has reached from 15 to 40 %

As it is shown the % of specialists on women's diseases has decreased among men during the past three decades so it has been reduced from 845 to only 2% i.e. 97.6 % decrease while this rate has grown from 16% to 98.5 for women and has had an increase of 512.5%

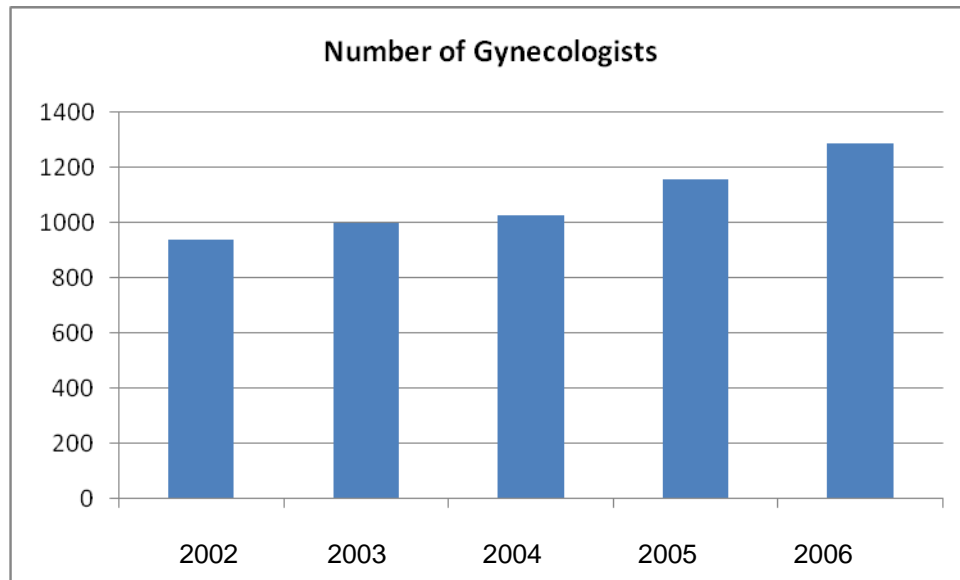
Number of GPs of medical Universities and health services during the past three decades



The number of Women GPs has increased by 1930 % in the past three decades while for men this figure has increased by 947%.



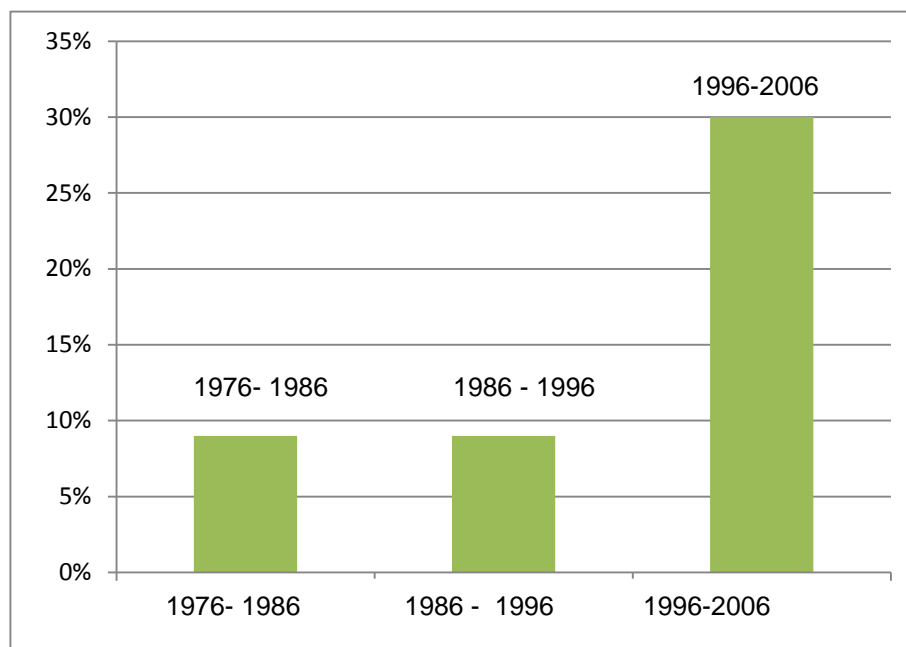
Number of Gynecologists



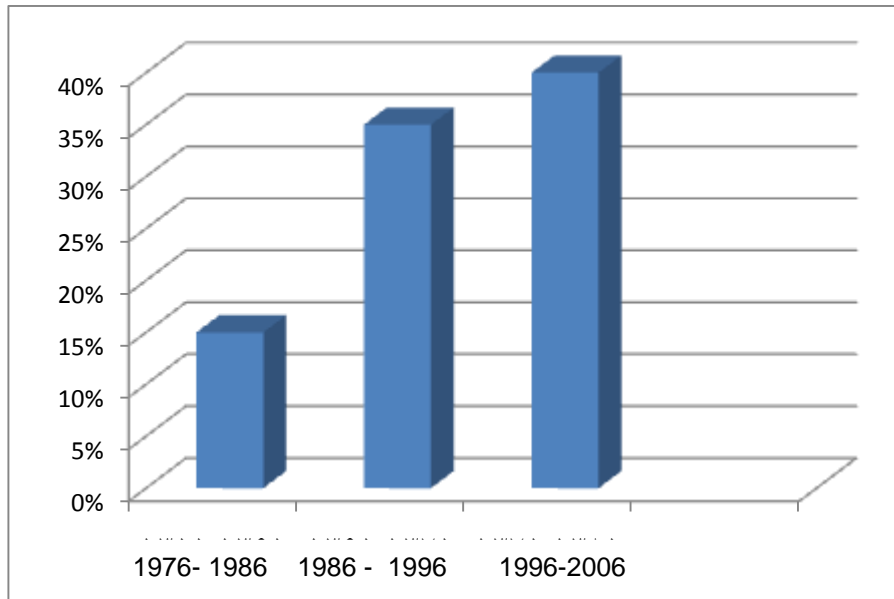
As it is shown the number of Gynecologists in the Health Ministry has had a complete rising trend from 2002-2006 the growth rate was 37%. Also the percentage of gynecologists has increased from 0.3% in 2001 to 0.4% in 2006.

Growth percentage rate of women specialists in the past 3 decades

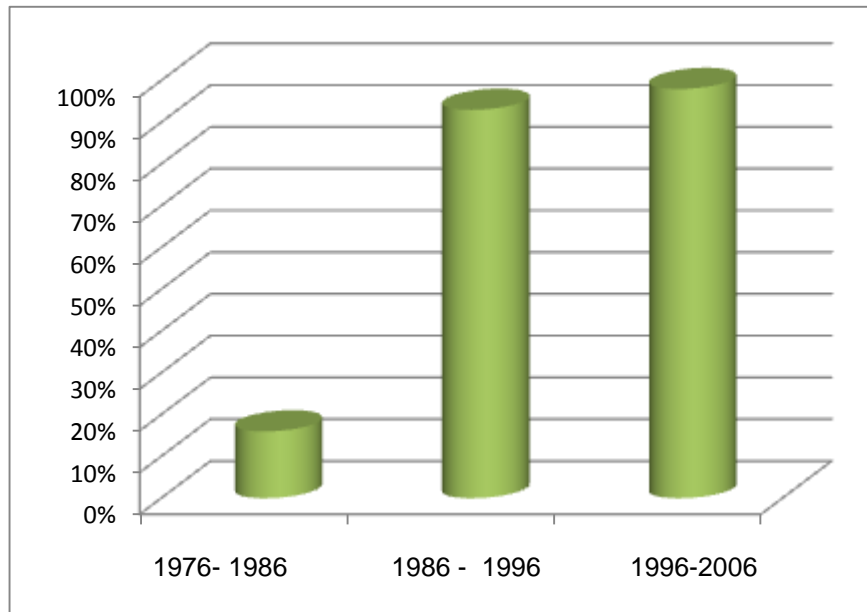
Growth percentage rate of women post specialists in the past 3 decades



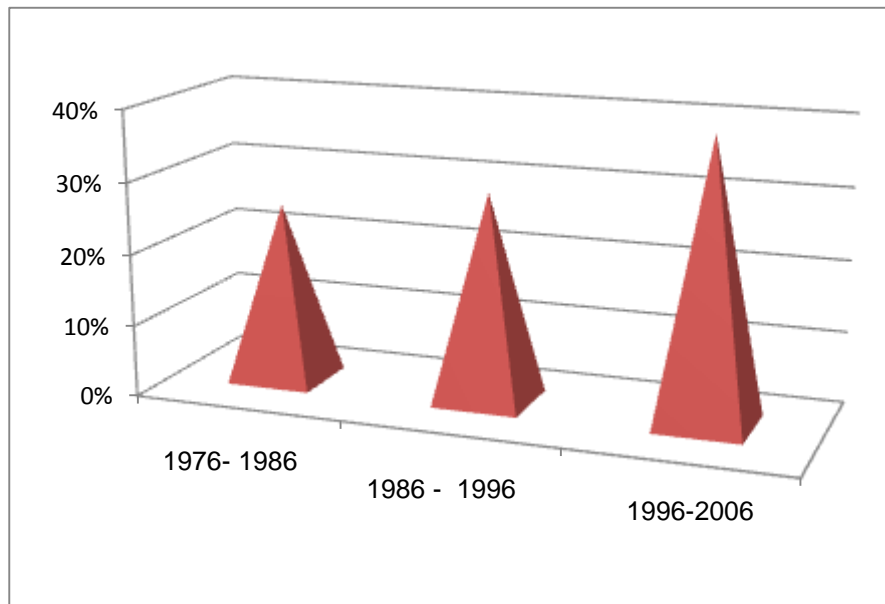
Growth percentage rate of women specialists in the past 3 decades



Growth percentage rate of women specialists and post specialists in The past 3 decades



Growth percentage rate of GPs women in
The past 3 decades



Reference

All statistics are cited from the statistics center of the Islamic republic of Iran, 2009