

(06-026) - The changes that have occurred in Iranian women's society in two years (The effect of women's revolution, life, freedom)

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The changes that have occurred in recent years in the women's society in the Middle East, especially in Iran, show the natural path of women's growth in any society.

The fact that the paths of change in women's lives have been created, it is an unavoidable fact that the speed of the presence of women and their change in the Middle East and the country Like Iran, it has increased a lot.

This speed of change has led to the revolution of women, life, and freedom, and has finally led to the women's movement in Iranian society.

What is very important in these changes and movements is the change of women's attitude towards each other and building a unified society of women and men in the form of changeable groups has been very obvious and valuable.

What will be investigated in this research shows the impact and role of unity, support and as a result, the revolution of unanimity in the societies of the Middle East.

A development that has changed not only the voice of women in the society but also the impact of their presence in work communities, domestic conferences and other strata of society.

Keywords: Individual growth; Cultural changes; Political growth; Women's revolution;

Los cambios se han producido en la sociedad de mujeres iraníes (revolución de las mujeres, vida, libertad)

Los cambios que han ocurrido en los últimos años en la sociedad de mujeres en Medio Oriente, especialmente en Irán, muestran el camino natural del crecimiento de las mujeres en cualquier sociedad. El hecho de que se hayan creado caminos de cambio en la vida de las mujeres, es un hecho ineludible que la velocidad de la presencia de las mujeres y su cambio en Medio Oriente y en países como Irán, ha aumentado mucho. Esta velocidad del cambio ha conducido a la revolución de las mujeres, la vida y la libertad, y finalmente ha conducido al movimiento de mujeres en la sociedad iraní. Lo que es muy importante en estos cambios y movimientos es el cambio de actitud de las mujeres entre sí y la construcción de una sociedad unificada de mujeres y hombres en forma de grupos cambiantes ha sido muy obvio y valioso. Lo que se indagará en esta investigación muestra el impacto y el papel de la unidad, el apoyo y como resultado, la revolución de la unanimidad en las sociedades de Medio Oriente.

Palabras clave: Crecimiento individual; Cambios culturales; Crecimiento político; Revolución femenina;

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Individual development opportunities for women



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The effect of women's self-actualization in recent years in Iran

The effect of cultural improvements on the promotion of Iranian women

1. Introduction

In this paper, we tried to analysing the changes that have occurred in Iranian women's society in two years (The effect of women's revolution, life, freedom). (Arastoo, 2023) All changes that have occurred in recent years in the women's society in the Middle East, especially in Iran, show the natural path of women's growth in any society. The fact that the paths of change in women's lives have been created, it is an unavoidable fact that the speed of the presence of women and their change in the Middle East and the country Like Iran, it has increased a lot. This speed of change has led to the revolution of women, life, and freedom, and has finally led to the women's movement in Iranian society, companies, work environment and specially in the projects with different types and visions. What is very important in these changes and movements is the change of women's attitude towards each other and building a unified society of women and men in the form of changeable groups has been very obvious and valuable. What will be investigated in this research shows the impact and role of unity, support and as a result the revolution of unity in women-related societies, which as a result has important effects in works, projects. (Roxana, 2003)

There is profitability and even a reference to the results of some projects and missions after the presence of women in them and the difference from the time when only men played a role in them, and this is a development that not only the voice of women in society but also the effect of their presence in It has also changed business meetings, internal conferences and other sections of society.

Our technique in this research is that by reviewing the literature of all reports, articles, news and analysis and presenting the output related to the achievements, realized projects, their financial and business aspects, the changes that happened in the Iranian society in the last 2 years. We will present what has happened in the form of a comprehensive report including the main points, the realization of key goals, and the effects of important things on each other.

Perhaps in the first picture, this report cannot be seen in the form of a project, but at the end it will be clear that the beginning, continuation, some ending points and achieved achievements are happening in the form of separate projects and finally a big proforma.

Instead of showing discriminations, numerical outputs, management reports or purely statistical data analysis, focusing on failure and discrimination, we have tried to combine the achieved success, the human dimensions that have given life to the figures, the achievements that lead to successes in small dimensions. We will present it as it grows and finally present some solutions or road maps for the continuation and development of our research as well as the future.

The fact that the Iranian women's movement has been moving and struggling for years, but at some points in Iran's history, this movement continued as a large and international project between different societies, is true and forms the main premise of this review. (Janet & Kevin, 2023) Perhaps the main point of research about a country like Iran is that in reality all countries have very special cultures, but Iran has been much more special than other countries in its time and history, and this research about their issues is different and challenging. Among these changes have been notable alterations in women roles and status. (Nikkie, 2000)

In this research, Key achievements as the outputs of the women's revolution project by using the texts of the top authors of this field to introduce, its dimensions from the economic and cultural point of view and finally by introducing 2 projects, the effects after the start of this revolution in organizations for the presence of women and the outputs of the works Current is

presented in terms of organizational improvement and reduction of operating costs. (The Islamic Republic News Agency, 2023).

The presented results of the research show that not only the restrictions applied to women from the cultures of their families have not been created in a large part of the society, but families, the real culture and the real belief of the people of the society, a large part of the organizations in the private sector and even some of the government groups do not believe in the inequality of men and women, and the reality is different with what are trying to save and show in public views the governmental and political level of country of Iran.

The rest of the article is analyzed as follows:

In the second section, we will present the most important output of the Iranian`s women revolution as a biggest proforma in the last years of the Middle East. In the third part, we report the We will present a report of some successful projects of Iranian`s women during the years of the revolution, as well as financial and social achievements and the effects of the presence of women compared to men. In the last part, as much as possible, the main lessons learned during these projects and their experiences are shared.

2. Output of Iranian`s women revolution as a biggest proforma in the last years of Middle East

on September 13, 2022, Mahsa (Jina) Amini, a twenty-two-year-old Kurdish woman, arrived in Tehran with her family on vacation, Mahsa Amini was from Iranian Kurdistan, an impoverished, marginalized area with a long history of revolutionary resistance. When she was born, her family had wanted to give her a Kurdish name, Jina, but the policies of the Islamic Republic restricted their choices to Persian and Arabic names. In Kurdistan, the 2022 uprising has taken over whole towns—and the regime has not hesitated to use live. (Janet & Kevin, 2023)

In the first steps of the research to reconstruct the starting points of the Iranian revolution, I see that even families have not had the freedom to choose the names of their children in recent decades, that religion has imposed on them that they should name their daughters and sons from the names of the famous "Let's Choose Islam" can be mentioned as the first invasion of politics and culture into the framework of Iranian families. (www.sabteahval.ir)

The main core of the formed protests has been 3 main demands for equality, which include : Mandatory hijab, Iran's protests, politics of hair, gender, activism. (Tara, 2022)

The slogan "Woman, Life, Freedom," which has been used in all of the demonstrations that have taken place both inside and outside of Iran, shows what the Iranian people exact need, woman's rights, the ability to provide at least essential living requirements, and the possibility to talk against dissatisfactions. Now "Woman, Life, Freedom" has become a movement not only for Iranian`s women but also for all women from over the world to make changes in their life for equality and movement. (Arastoo, 2023)

We should remind that demographically, Iran, with a population of 85 million, is a very different country than it was in 1979. Fully 75 percent of the country is urbanized, literacy stands at almost 100 percent among people under twenty-five, and there are 4 million university students, the majority of whom are women. Meanwhile, the fertility rate has fallen to 2.1 births per woman, from 6.5 in 1979, (Janet & Kevin, 2023) so the political men cannot control everything with the past ideas, cultures and use force, one side judgment and religion to make big decisions for humanity. This aspect not only includes the government but also has the same way in the companies but with other ways for happening.

In the public sphere, women are pushing for space in city councils, parliament, ministries, and mid-ranking to executive positions in economic organizations. Moreover, the

politicization of women's positions in Iran, by both the Islamic government and its opposition, transforms every action taken for or against women into a new social energy for further change. Given the wide spectrum of women's activities and focused demands on the state, the interaction between the state and women has become a major source of change in the country. However, despite the broad spectrum of women's activism, the movement is diffuse and uncoordinated. Different sectors of the movement pave the way for the activities of the other sectors without any direct coordination. (Ali, 2004)

Women are fighting hard through NGOs and civil society organizations to build steps necessary for climbing to the height of their strength and demands.

By effectively de-legitimizing state gender ideology, the movement has reduced state control mechanisms to the use of violence. Many legitimization tools used by the state in the 1980s have become ineffective. On women's parts, their higher self-consciousness and self-activity has resulted in a penetrating change in the public's attitudes towards women, especially within the government and media. Women's activism, empowered by a higher level of awareness and access to education and modern technology, has put tremendous pressure on the Islamic state to ease up on its control and restrictions. (Mahnaz, 1994)

As a new social movement, the current movement lacks the necessary ingredients of the classical social movements, such as clearly defined goals and direction, strong leadership, and necessary organizations. However, despite the lack of coordination between different forms of women's activism in different sectors of society, thus little predictability associated with them, the gradual and evolutionary effects of these activities on both women and the Islamic state are undeniable. On the government's part, this social activism has increased the cost of its social control, requiring higher energy and social investment at a time of declining effectiveness in policy and lower compliance by women. By effectively de-legitimizing state gender ideology, the movement has reduced state control mechanisms to the use of violence. (Farrah, 1983)

3. Successful projects of Iranian`s women during the years of the revolution

In this section, we have statistically analyzed the successes of Iran's women's revolution as a big project in two parts, the first part includes the achievements of women's presence in key jobs and the second part is the increase in the level of trust in women to participate in executive projects and their results.

3.1. Analysis the presence of women in the field of power and decision-making

After the beginning of the Iranian women's movement, changes in the infrastructure of the Islamic government of Iran began to work against the will of senior managers and forced. Of course, these changes were not what the women of the freedom movement were looking for, but the first steps were started inside the government and ministries, for example, the National Headquarters of Women and Family was started in the meeting of April this year. 27/1401, with the presence of the president, a resolution regarding the structure of the deputy and the structure of the advisers related to the deputy of women and family, because these advisers are based in different ministries and organizations, was approved for this purpose, the relationship of the deputy with these consultants and their position in the ministries and organizations were investigated. (www.irna.ir)

Table 1: "Active sectors for women in the last years after revolution"

Active Sectors	Number of active women
Active women in the profession of judges	1.121

Voluntary to attend the Islamic Council of the government	111
Total	1.232

Note: Last year, attention was paid to the management position of women, and many efforts have been made to improve this situation, so that now 25.2% of government administrations at the high, middle and executive levels in the field of power and decision-making are in the hands of women.

Table 2: Increasing the literacy rate of women

Year	GENDER	The share (%)
1976	WOMAN	3
	MAN	97
1978	WOMAN	27
	MAN	73
2021	WOMAN	59.55
	MAN	40.45

Note: According to historical process of Iranian`s people, the existence of Iranian`s women are increasing during the time, so the government can not stop anything.

Table 3: Women in the “key jobs”

Key jobs	Share of women (%)
The domain of writers	35%
Active in the field of environment and nature	40%
NASA	0.05%
Sport	41%
Entrepreneurship	32%

Note: Based on this information, the presence of women in artistic and scientific fields is accepted more easily than in political fields.

3.2. Increasing the level of women's confidence in participation “In executive projects and their results”

In this section, after obtaining a license from the supervising company (Barook), the conditions of two projects as the main projects of the country were carefully examined and their output before the presence of women and after the presence of women in terms of productivity, order, financial output and profitability.

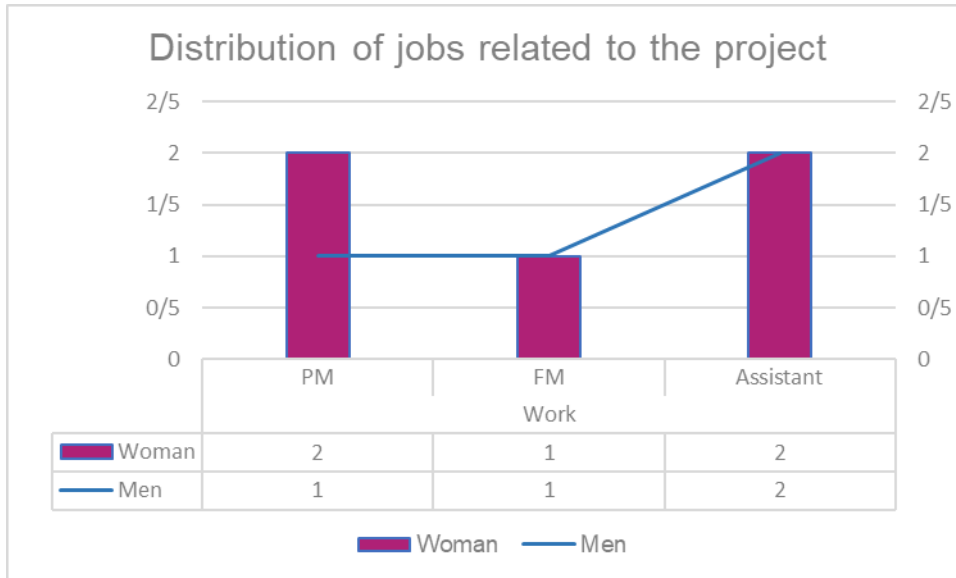
Table 4: Comparing the status of similar projects in the comparison of men and women management in “Barook”

Gender	Initial Investment (\$)	Profit (%)	Cost (\$)	Recourse	Final contract
Men	78.000	12	45.150	10	1

Women 46.875 51 23.437 5 7

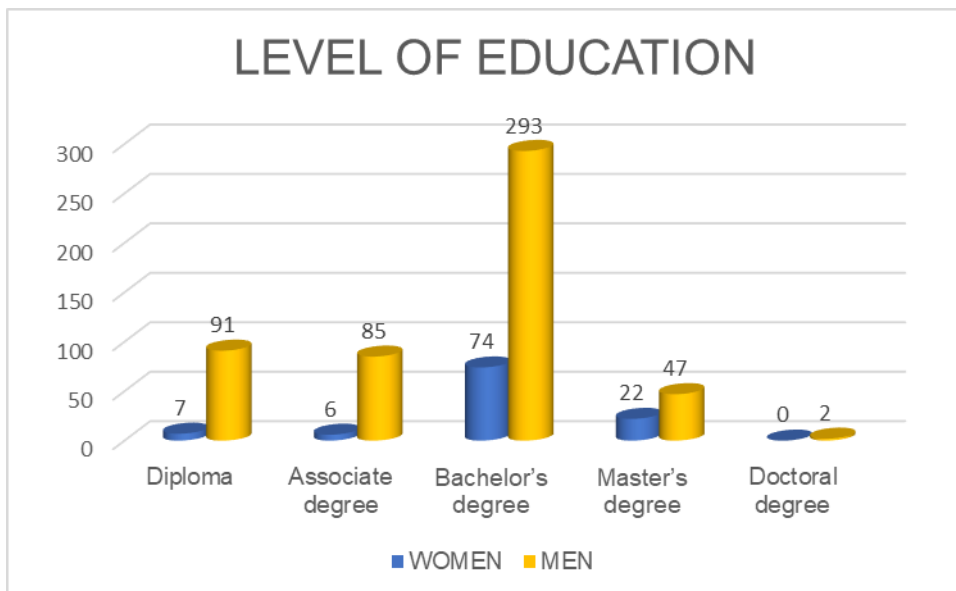
Note: According to the research conducted in the project documents of Barouk Company, women have managed to complete the project with approximately 4 times the profit and installation cost compared to men.

Figure 1: Analysis the distribution of jobs related to the project in “Barook”



Note: In this figure we can see that because of the good results in projects, women have more chance to being PM in Barook company.

Figure 2: Analysis of the distribution in “Education Level”



Note: It presents the level of education between men and women in Barook company right now, after changing the rules and giving more and equal opportunities to women, we have 29 workers that 15 number of them are women.

According to the investigation carried out in the financial offices and the management reports of Barok Company, after the presence of the women and handing over the project to them, not only the women project managers, by deducting additional costs and concluding more contracts, have succeeded in completing the project, but the project is not profitable. has increased significantly.

According to the documents entered and recorded in the documentation department of the Barok company projects and also the analysis done, women are more accurate, more up-to-date and more regular than men even in the department of preparing documents, collecting detailed information, reports, holding periodical and management meetings. Maybe the reason for feeling the difference before the presence of women and after the presence of women in the projects is due to these explanations that women have entered the details and documents related to the projects and therefore the recorded successes are easily noticeable and it is in the situation that have worked in similar projects.

Doing better jobs with higher profitability by women can be seen for various reasons, (Kathleene, 1993) for example, they find themselves in a situation where they need to put in more effort to show themselves successful at work, their courage to declare excess costs is lower than men, (Eva & Hedaa & Ingemar & Bengt & Laura, 2003). women have more organizational and job loyalty than men, they try many times more than men to prove themselves in a role like project management, their influence on the people around them and acceptance (Catherine, 2007) is sometimes more than men.

According to the results of other studies, they also indicated that both men and women assigned to the feminine job expected somewhat less pay and thought their obtained pay was fairer than did those assigned to the masculine job. Furthermore, women thought they deserved less pay for their work than did men, regardless of their job assignment. Implications of these results for gender differences in outcome evaluations are discussed. (Branda & Blythe, 1985), Part of this belief is due to the attitude and type of upbringing of women, who have been given the belief from the beginning of their lives and birth that men will have a higher priority than women and that women's duty is to create peace and excellence for the family, wife, husband and children. It is of particular importance to deal with human rights, especially women's rights, and to establish fair and non-discriminatory implementation of regulations regarding women in society, and to eliminate their legal discrimination. In this study, women's rights refer to the rights that women should have because of their existence. It is very important to deal with women's rights in every society from the point of view of social importance, and in order to create balance and justice in society, it is necessary to examine these issues properly to help social and legal issues in two religions. In order to achieve this, the present study examines women's rights in Islam and Zoroastrianism, which is the closest religion to Islam. There is a lot of similarity between the views of Islam and Zoroastrianism in matters related to women and family, they only have different aspects in matters related to dowry. In general, it can be said that all the things that were not mentioned in the Zoroastrianism have been mentioned in the religion of Islam or have been limited to a brief statement, and the topics have been stated in detail. Therefore, since Islam is the last and most complete religion, it has foreseen the needs and status of women, their rights and duties, and established laws for it. (Susan & Zahra & Mehdi, 2023)

In addition to the explanations and announcement points in the above tables, there are some cases that the most important of them, are:

- Currently, 5.2% of the positions of public administration at the high, middle and executive management levels in the field of power and decision-making are available to women. (Statistical Centre of Iran, 2023)
- 40% of the positions of the deputies of the Environmental Protection Organization are reserved for capable women with high management talent. (Statistical Centre of Iran, 2023)
- According to the available statistics, out of a total of 203,000 community-oriented projects created in disadvantaged and rural areas across the country, 42%, equivalent to more than 85,000 projects, have been dedicated to women entrepreneurs. (Statistical Centre of Iran, 2023)
- According to statistics, more than 16 thousand women's sports clubs are active in the country, which is a sign of the good growth of sports among Iranian women. (Ministry of Sport and Youth, 2024)
- By most objective standards, women's jobs are worse than men's, yet women report higher levels of job satisfaction than do men, an identical man and woman with the same jobs and expectations would indeed report identical job satisfaction, but women's expectations are argued to be lower than men. (Andrew, 1997)

4. Conclusions

According to the information we obtained from our research method, analysis and evaluation of available information from researchers in the field of women's revolution in Iran and a private company in Iran, finally this information is classification, analysis and specific ratios based on the data. The research method was literature review and extract classification and display using SPSS and Excel tools.

The clearest results according to the tables, studies and explanations include:

- The past dependency of women's activism on male organization has been replaced by a highly confident attitude and determination to fight this battle for women's rights mostly by women themselves. Despite efforts by dominance religious intellectuals in Iran and Islamic feminists, 58 women activists rely on women for fighting male domination and patriarchal structure rather than on men. The past experiences of depending on men, political parties, and the prior success of national struggles against dictatorship and imperialism have proven to be ineffective for achieving women's emancipation. (Ali, 2004)
- One fact to note is that in jobs, projects, or positions where participation for women was lower than for men, the difference was mainly due to a lower percentage of female applicants compared to men, not a lower success rate or rate. the budget. However, for subsequent grants, both application rates and funding rates were higher for men than for women.
- Based on the previous paragraph, it is very important that women believe in themselves, the way they present their individual abilities in job evaluation meetings, project evaluations, as well as women's official request for the amount of salary they receive, their opportunity to be at higher levels and equal to men. will affect
- We must not forget that the role of women in equality is very important and no change or improvement will be given to anyone as a gift without effort and effort.

- Any changes, especially political and social revolutions, have their own costs in societies, for example, the imprisonment of young people and activists, civil wars, temporary or permanent restrictions that must be implemented in any action or before, with laws. Be familiar and examine all dimensions of changes.
- Before applying for a job, as a woman or a man, you should know the advantages, possibilities, areas of authority, and based on them, accept the position, look at the equality of men and women, or change any path, so only the presence of a woman or a man is not useful in any job with equal consideration, and recognition, awareness and adaptation of special skills and competence will be of great importance.
- According to the studies conducted in the field of Asian women in the last 3 years, Asian and Middle Eastern women are negotiating their new identity because the impact of globalization and different types of feminism have also been effective on them. Gender boundaries, gender roles have faded. Perceptions of masculinity/femininity and ethnicity at the national level are a changing area. (Kim & Kang, 2023)
- In the research conducted regarding the impact of incentives and services for academic progress between women and men and examining the evidence from a randomized trial, it was determined that one treatment group was offered academic support services. Another was offered financial incentives for good grades. A third group combined both interventions. Service use was highest for women and for subjects in the combined group. The combined treatment also raised the grades and improved the academic standing of women. These differentials persisted through the end of second year, though incentives were given in the first year only, this suggests study skills among some treated women increased, in contrast, the program had no effect on men. (Joshua & Daniel & Philip, 2009)
- The use of social media platforms and tools by women entrepreneurs globally has been seen as a very positive and progressive step for women to do what they like to do best, by chatting and interacting in a very positive way in terms of negotiating business activities. Since women entrepreneurs are known to multitask in a lot of roles that incorporate their daily lives, such as procreators, home managers and lastly entrepreneurs running their own ventures. Social Media has enabled them the luxury of being able to adequately manage their time and daily tasks enabling them to represent in all aspects of daily developments of their family and business spaces. (Celestine & Andre & Wilfred, 2014)
- Framework for assessing the success of some projects implementation and empirically verified the model in the context of an Asian country, namely Iran, the offered model examined the relationship between four independent variables, i.e., top management support, teamwork and composition, enterprise-wide communication, and project management program with success of projects implementation as dependent variable. Also, the moderating effect of organizational culture on the stated relationships was tested. The outcomes of the data analysis displayed that all four critical factors had significant relationship with success of projects implementation. Moreover, the findings showed that organizational culture had moderating effect on the relationship between all four independent variables with success of projects implementation. Finally, the results of this study in Iran were compared with the findings of the research carried out in Malaysia. (Shahin & Sulmain, 2012)

Women should not ignore their own influence in the path of personal development, regular training, raising the level of education, focusing on personal and individual dimensions are among the things that women should consider in their lives.

The next step in the continuation of the research will be the constant review of the changes in Iran, career and growth paths of people and focus on newer dimensions of developments. We hope that the results of these studies, along with the efforts of all active people in Iranian society, will lead to more equality, hope and sustainability of collective goals. We should not forget that equality does not mean the superiority of women over men or the struggle to occupy more positions, but equality means creating equal conditions for all people regardless of gender, race, nationality, religion, and the like, and that people based on abilities, Abilities and efforts have the opportunity to be in similar situations.

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