

## **From Gender Discrimination to Gender Equality and Economic Growth in Developing Countries**

**Zaidullah Zahid<sup>1</sup>, Zahra Nasrollahi<sup>2</sup>, Mansour Mahinizadeh<sup>3</sup>**

### **Abstract**

Human capital is one of the factors affecting economic growth that can enhance and improve economic and social opportunities. At the same time, women represent half of the whole population and are one of the major elements in the family and societies. It is important to make use of their talents and capabilities as human capital to achieve economic growth. However, gender discrimination has been considered as a factor that not only violates basic human rights, but can also reduce the productivity and quality of human capital and economic growth. Hence, the purpose of this study is to investigate the effect of gender discrimination in four areas: education, labor market, social conditions and women's empowerment on economic growth in the developing countries during the period 2000-2018. In this study, Stata and EViews software were used to analyze the results with the Panel data method and using World Bank data to estimate the relationship between gender discrimination and economic growth. The results indicated that Labor force growth and trade openness variables in the developing countries have a negative and significant effect on economic growth, and investment growth has a positive and significant effect on economic growth. In these countries, gender equality has no significant relationship with economic growth.

### **Keywords**

Economic Growth, Gender Discrimination, Dimensions of Gender Equality and developing countries.

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## **Sexual Health as a Social Problem: Meaning Reconstruction of Sexual Health among Married Women of Tabriz City**

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### **Abstract**

Sexual health is the state of physical, mental, and socio-cultural well-being with respect to all sexual experiences. This is regarded as one of the main indicators of human and sustainable development. This dimension of health, in contrast to others, requires a positive and respectful approach to sexuality issues, and having a safe and satisfied sexual relationship without any coercion, discrimination, and violence. This paper, aims at investigating mental and meaning construction process involved in sexual health among Tabriz City's married women. To this end, qualitative method and thematic analysis approach has been employed to analyze semi-structured in-depth interviews among 26 married women, 20 to 45 years old, following the rule of variation. Data, according to the existing standards, is analyzed by the use of a multi-phase inductive coding scheme to drive all common meanings with respect to sexual health. Results showed that mental meaning of sexual health among participants includes four axial codes, including; "sexual informational relationship", "sexual emotional relationship", "mutual and balanced physical sexual health", and "sexual normative balance" which all could be understood as an inclusive (selective) code of "sexual health as a social problem".

### **Keywords**

Sexual health, meaning reconstruction, social problem, married women, Tabriz

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## **Structural analysis of the effects of organizational silence & voice on job engagement and organizational health of female nurses**

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### **Abstract**

Nowadays, in addition to professional capable employees, hospitals need healthy, enthusiastic and passionate nurses. Organizational health and job engagement in employees has been considered by many researchers in behavioral sciences and industrial and organizational psychologists for many years, and has been attempting to identify its predisposing factors. Among the factors that threaten nurses' job engagement and organizational health are increasing the silence and reducing the organizational voice of nurses, which first affects their job engagement and then leads to a decrease in organizational health. In this regard, the present study investigates the effects of organizational silence and voice on job engagement of female nurses and their organizational health. This study was conducted on a non-random sample available of 268 nurses in Ahvaz hospitals. The research method is applied in terms of purpose and descriptive-correlation in terms of data collection. Data were collected by standard questionnaires with validity and reliability and analyzed using structural equation modeling with Smart PLS software. The results of data analysis showed that organizational silence and voice of nurses with path coefficients of -0.44, 0.48 and -0.39, 0.53 and t-statistic more than 1.96, had significant effect on their job engagement & organizational health, respectively. The findings showed that the organizational silence of nurses leads to a decrease in job engagement and, consequently, a decrease in their organizational health, and, organizational voice will increase the job engagement of women nurses and thus improve their organizational health.

### **Keywords**

Nursing, Organizational Health, Job Engagement, Organizational Silence, Organizational Voice.

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## The position of women in the policy of Khajeh Nizam-ol-Molk based on Fairclough's theory of critical discourse analysis

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### Abstract

Today, the status of women in every country is considered as an important indicator for evaluation of social growth and development of that country. In fact, analyzing the historical background of women's role visualize the background of women's individual and social lives and shows their way toward reaching to the development. The analysis will be more completed by studying the reactions of the male politicians in every period of history to the women's social presence and participation in that period. In this paper, the book of Siyasat-Nama (Book of Politics) written by Khaje Nizam Al-molk, the powerful minister of Seljuk kings in the fifth century (Hijra), is selected to study the women's role in this period and recognize Khaje Nizam- al- Mulk's point of view toward them. This is a descriptive-analytical study and is prepared based on the Fairclough critical discourse analysis in three levels of: textual, commentary and explanation. The study aims to answer the following questions: How are woman present in the book of Siyasatnama? How is the reaction of Khaje Nizam Al-molk to their presence? And what are the reasons of his reactions? The results of the research show that, on the contrary to the some previous researches, Khaje Nizam Al-molk did not have any general negative point of view to the woman but the meddling of some of the Seljuk's court women specially Sultan Malekshah's wife, Torkan Khaton, in the royal and ministerial affairs forced Khaje to strongly criticize them to keep his power and overcome to the political rivals. He also warned the Seljuk kings about this meddling.

### Keywords

Khawaja Nizam al-Mulk, Policy Letter, Woman, Critical Discourse Analysis, Fairclough Theory.

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## The study of lived experience of surrogate mothers from surrogacy in Tehran, Iran

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### Abstract

Surrogacy is becoming one of the most important strategies available to fight against infertility in infertile families. The purpose of this research is to describes the lived experience of women who rent a womb, who are generally from the weak, despised and marginalized. This research has been done qualitatively using phenomenological method. Participants in this study are 34 women involved in the surrogacy process in Tehran, including 14 women who rent a uterus, 14 with real mothers, 3 with doctors and 3 with mediators related to the phenomenon. The uterus is rented. The interviews continued for a period of 11 months (2019) until the theoretical saturation was achieved and the necessary data were obtained from the participants using phenomenological interview techniques. Grounded theory three-step analysis technique was also used to analyze the data. The results of the study show that women who rent a uterus are generally from the weakest social strata. Most of these women are heads of households. They generally play a passive role in childbearing relationships and are treated as a commodity / object or container carrying the fetus. The results of this study show that renting a uterus requires dehumanization of female recipients and comprehensive domination of all aspects of their lives. The prevailing relationship, the set of rules, and the quality of domination have supervised women receiving the fetus in a position. The key results of the study, which obtained from the continuous presence of researchers in the field and interviews with intermediaries and physicians involved in this operation, show that due to the very high number of applicants for women who rent a uterus, if no protection laws are enacted. We will see the expansion of these relations and the intensification of the level of exploitation of women.

### Keywords

Pregnancy, Commodification of the body, Homeless women, Rental womb, Poverty.

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## Conceptual development of women's right to health and its analysis in Micro and Macro policies

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### Abstract

In developed societies, the right to health has gained a broad attention. Different countries have redefined it in various dimensions. Explaining the right to women's health influenced by gender and experiencing multiple changes during their lifetime is of particular importance and requires the creation of a new structure based on accurate knowledge and awareness of the needs and the factors affecting it. In public law, the securement of public health and maintaining the health of citizens are among the fundamental responsibility of states. Government intervention includes a wide range of measures to improve health through the formulation and monitoring of laws and the implementation of macro-policies in this area. This qualitative research has been conducted by describing and analyzing the relevant micro and macro documents. It has identified the right to women's health in various and high important dimensions such as physical, spiritual, psychological, social, occupational, environmental and intellectual dimensions. The findings of the research and review of upstream documents and macro-policies indicate that only some aspects of the right to women's health have been identified and regulated. Therefore, the development of a comprehensive legislative program for women's right to health in all areas is essential based on macro-transformative policies as one of the indicators of development.

### Keywords

Right to Health, Health system, Gender, Policy, Micro and macro policies.

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## **Improvement in anti-harassment programs in workplace by using social innovation: a 4 stages-change-process model**

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### **Abstract**

Harassment of women is observed in some organizations and one type of that is "Quid Pro Quo sexual harassment", in which the harasser often is the manager or senior employee and offer something to the victim or threat him for participating in certain sexual behaviors. The victim refuses to talk about it for some reason. The purpose of this study is to provide a solution to prevent women harassment in organizations and to provide a solution for victims after the problem. The main question is how to prevent sexual harassment of women in organizations. This research tries to use social innovation, to solve the problem, because the cooperation of all relevant people and stakeholders is needed. This problem was explored by snowball sampling, and four-step social change process model and action research method. Finally, some quick and fundamental solutions were proposed. By quick solutions like prosecute, internal complaint system, organization's oversight and fundamental solutions like culturalization, social support for victims, having a policy to prevent harassment in organizations, and especially the commitment of all stakeholders, can solve the problem fundamentally. This study is one of the first studies to address harassment in organizations that has been conducted with systematic thinking and basic solutions to solve it.

### **Keywords**

social innovation, sexual harassment, systems thinking, 4 steps change processes model.

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