

FINAL REPORT

IRAN: Country Gender Profile

March 2007

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IRAN

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List of Abbreviations

CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CWS	Center for Women Studies at University of Tehran
FAO	Food and Agricultural Organization, UN
F/P	Family Planning
GAD	Gender and Development
HIV/AIDS	Human-Immunodeficiency Virus/ Acquired Immune-Deficiency Syndrome
ILO	International Labor Organization
IUD	Intra-Uterine Contraceptive Devices
NGO	Non-Governmental Organization
PHC	Primary Health Care
UNDP	United Nations Development Programs
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNHCR	United Nations High Commissioner for Refugees
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women
WID	Women in Development
WHO	World Health Organization
WDR	World Development Report

Important Note: In this document, Years refers to closest Iranian Calendar, for example, 2007 refers a year from 21 March 2007 to 20 March 2008 that is equivalent to 1386 in Iranian Calendar.

1. Basic Profiles

1-1 Socio- Economic Profile

Economic Indicators Source: 5), 15), 17), 21), 22)

GDP/ Capita (US\$)	Growth rate of real GDP	GDP deflator	Gini index		Aid/GNI
			urban	rural	
1496(2000)	5.6%(2000-2004)	25.2% (1999)	42.03(1997)	39.99(1997)	NA
1606(2001)	6.1%(2004-2005)	12.1% (2003)	41.8(2002)	39.29(2002)	NA

Demographic Indicator Source: 9), 12), 13), 17), 21)

Total (millions)	% of female population	% of urban population	Population growth rate	Total fertility Rate	Life Expectancy	
					Male	Female
60(1996)	49.1	61.3	1.5	2.96	65.16	69.60
70(2006)	49.1	68.4	NA	NA	66.77	74.51

Public sector Expenditure to sectors Source: 12), 13), 17), 21)

	Health	Education	Social security	Defense	Others
1999	6.3%	14.7%	15.9%	9%	54.1%
2003	4.6%	5.1%	17.8%	14.7%	42.2%

Industry / GDP Source: 17)

	Agriculture	Industry and Mineral	Oil	Construction	Water, Electricity and Gas	Service
1995 summer	29.96%	11.33%	16.97%	3.3%	0.96%	38.38%
1997 summer	31.15%	13.08%	12.50%	4.26%	1.48%	37.51%

Labor Indicators Source: 13), 17), 21)

Total	Total No.	Unemployment Rate	Minimum Wage
1996	15659000	9.1	254,460 R
2004	NA	10.3	1,066,030 R

Female	% of total	Unemployment Rate	Minimum wage
1996	NA	13.3	254,460 R
2004	NA	17.8	1,066,030 R

Female Proportions in Sectors Source: 6), 13), 17), 21)

Female	Agriculture	Industry	Service
1996	16.7%	34.5%	48.8%
2001	31.2%	31.8%	37%
2004	34.6%	24.7%	40.7%

Women in decision-making source: 11) 19)

	Member of parliament	Ministries	Deputy and Managers	Technicians
2001	4.13%	6.45%	7.44%	NA
2006	4.48%	6.25%	NA	NA

Women employee in public and private sector source:

Sector		Employment		Total
		male	Female	
Public		21.9%	28.1%	22.7%
Cooperation		0.2%	0.1%	0.2%
Private	Employer	6.3%	1.5%	5.7%
	Self-employed	32.9%	18.5%	31%
	Wage and salary earner	33.9%	19.2%	31.9%
	Unpaid family worker	4.8%	32.6%	8.5%

1-2 Health Profile

Life Expectancy at Birth (estimate) source: 6) 24)

Year	1990	2000	2005
Women	67.2	69.6	72.3
Men	62.2	64.3	69.6

Maternal Mortality Ratio Per 100,000 Live Birth source: 24)

Year	1990	1995	2000
	120	130	76

Expansion of health service source: 1), 9), 13), 20)

No. of Physicians	No. of Hospital Beds	Public expenditure on health (% of GDP)
(per 1000 people)		
1.06 (2000)	154 (1984)	6.3 (1999)
1.13 (2001)	164 (2000)	4.6 (2003)

Child's Mortality Rate source: 25)

	Mortality Rate	
	Infant (per 1,000)	Under-5 (per1,000)
1990	36	72
2005	31	54

Child's Vaccination: source 6) 9) 25)

	% of the vaccinated (1-year- old children)			
	BCG	DPT	Polio	Measles
1984	20	20	20	20
2001	95	95	100	95
2005	99	97	95	94

Family planning source: 9), 19), 21)

Contraceptive prevalence rate	Births attendan ce rate	Maternal mortality rate (per100,000)	Age at first marriage (years old)	Total fertility rate
NA	NA	140 (1984)	25.6(m) , 24.4(f) (1996)	1.96 (1996)
NA	NA	37.4 (2000)	26.1(m) , 23.4(f) (2001)	1.2 (2000)

HIV/AIDS source: 1) 10) 25)

HIV/AIDS	identified ¹	Estimated
Male	12,949	66,000
Female	735	1,100

Nutrition source: 4), 9)

% of infants with low birth weight	Oral re-hydration therapy use rate
NA	NA
7(1998-2002)	NA

Community Health Service source: 1), 4), 7), 9), 20)

Access to Safe Water		Access to Adequate Sanitation	
Urban	Rural	Urban	rural
96.8% (2000)	86% (2000)	NA	NA
99% (2004)	95.8%(2004)	100% (2001)	93 % (2001)

¹ The people who are officially numbered as having HIV/AIDS until September 2006

1-3 Education Profile

Educational System (years) source: 12), 13), 7)

Compulsory	Primary
8	5

Public expenditure on education (as % of) source: 12), 13), 7)

GNP	Gov. expenditure
3.40(2000)	14.7 (1999)
3.54(2005)	5.1 (2003)

Adult Literacy Rate source: 13), 17)

	Total	Male	Female
1986	61.8%	71%	52.1%
1996	79.5%	84.7%	74.2%
2001	81.9%	86.4%	77.2%

Enrollment Ratio source: 7)

	Primary school (Gross enrollment ratio)	
	Total	Female
1996	95.5%	NA
2004	99%	NA

	Secondary school (Gross enrollment ratio)	
	Total	Female
1996	74.43%	NA
2004	77.5%	NA

Female Ratio in Higher Education source: 11), 14), 19)

	Agriculture and Veterinary	Medical Science	Social Science and Humanities	Basic Science	Engineering and Technology	Art
1996	24.37%	52.2%	39.55%	43.29%	5.6%	52.64%
2000	43.69%	63.52%	53.79%	56.49%	17.43%	60.09%
2004	51.84%	66.68%	62.57%	65.58%	22.27%	69.56%

2. General Situation of Women and Government Policies on Gender

2-1 General Situation of Women in Iran

General Situation of Women in Iran

- 1- In most of cultural fields, due to changing values and norms, the situation of women has improved.
- 2- There is a big difference in the rate of economic activities between men and women. In 2005, the rate of economic activity has been 18.7 for women and 66.4 for men. Unemployment rate for women is doubled compared to men.
- 3- Women's presence at the managerial level is very low compared to men.

In terms of cultural values, traditional norms on women have made rapid changes. This includes changing norms in society and family as well as some specific cultural endowments. In general, it seems that changing norms in the family have resulted in more egalitarian family values.

In the world, stereotyping beliefs about the role of women in the society and the definition of femininity have undergone lots of changes. Factors such as mass media, urbanization, enhancement in literacy rate, globalization and the economic enforcement has resulted in the higher demand of female in the labor force.

In addition, women in Iran have tried so hard to improve their situation. For example, number of female screen writers has been increased from 21 to 146 between 1997 and 2001. In the same period, numbers of books written by female authors has been increased from 3 % to 56%. In addition, many women are working for publishers in Iran.

In recent years, the issue of women and family has received lots of attention. For example between 1974 and 1978, 359 research on women and family issues have taken place, while between 1994-1998, 3304 research have been conducted. The number of books published on women's issues has increased from only 2 in 1996 to as much as 128 in 2002.

Despite the fact that in many sports fields Iranian women are not allowed to participate international competition due to the strict dress code, recently, the situation of women has improved remarkably in sports. For instance, the number of female trainers (coaches) rose to 35,597 in 2005 as compared to 1,382 in 1995. The same is also true for female referees as their number increased from 449 to 17578 in the same period.

The rate of unemployment is a prevalent problem regardless of gender. The rate of unemployment was 9.5% for males in 2005 whereas it was 16.1% for females for the same year (source 11). The rate of economic activity shows a great gap between men and women. This rate was 66.4% for males in 2005 whereas it was 18.7 %for females in the same year.

In 2001 29.24% of working women has been involved in agricultural sector. The percentage of those employed in industrial sector and service sector are respectively 33.19% and 37.56%. The governmental statistics shows that the number of men employed in private sector is twice as large as those women employed in the same sector. This trend has been remaining stable for the last 30 years (source 11).

The statistics from Statistical Center of Iran shows that the number of men working in governmental sector is twice as many as that of women. This ratio has been the same for the last three decades. Another significant difference is related to the percentage of those who are working in the family without receiving wage. The number is 29.9% for women and 3.9% for men. This percentage has decreased during the last 30 years, as it was 40.9% in 1976 but decreased to 37.4% in 1996 and 29.9% in 2006.

However the number of women involved in decision making level is still very small as the presence of women in government, Parliament and other governmental offices are far behind the number for men.

2-2 Government Policy on Gender

Government Policy on Gender

- 1- For strengthening the institution of the family, government policies have been aimed at removing women's problems in Socio-economic sections.
- 2- The government has attempted to improve its supporting policies on women, especially on female-headed households.
- 3- In recent years, the parliament has reformed some Laws to improve women's status.

Government Policies on Gender

The new government's policies towards women emphasize on removing economic barriers for women particularly female-headed households. Improving the cultural stereotyping and on the other hand since poverty is high among these families compared to other kinds of families.

Family has a prominent place in the Iranian culture. The main goal of government's policies is to strengthen the foundation of the family institutions. Family is one of the most important social institutions and is even responsible for the functions of other institutions in areas such as economic and education.

In parallel with solving the socio-economic problems of women, Islamic values among women will be upgraded too. The government's policies on women are as follows:

- 1- Using Islamic principles to identify educational and cultural needs of women, and introducing suitable research projects
- 2- Introducing research projects to provide jobs for women and upgrading their job opportunities.
- 3- Introducing suitable projects facilitating laws pertaining to women.
- 4- Using the social service of women in the fields of finance, legal, consulting, education and sport.
- 5- Implementing necessary projects to give priority to female-headed households in semi-deprived and deprived areas.

Development Plans for Women

In the fourth development plan, the government of the Islamic Republic of Iran is obligated to strengthen the role of legislation number 111, which aims to expand women's participation in the country and their opportunities as follows:

- 1) Drafting and implementations of laws and executing the plans necessary for the expansion of women's participation in society which includes revising the laws and regulations, especially civil

laws, strengthening the skills of women according to the needs of the society and recent technology, identifying and increasing investment opportunities in job creating sectors, with attention to job availability for both sexes, increasing the standard of living for women, increasing public awareness with regards to women's abilities

2) Planning and introducing draft legislature in order to strengthen the family institution.

3) Implementing necessary steps including preventive plans and legislations in order to prevent violence against women

4) Introducing a bill to the parliament on the creation and expansion of NGOs, civil and women's organizations

Amendment: All executive branches are obliged to put aside the necessary budget for the legal implementation of this topic, which is part of their legal duty, in their yearly budgets under the current plan with the cooperation of the Center for Women's Affairs and Family.

In act 97, protective policies including income support has been anticipated to support female headed households. In act 117, the enhancement of sport centers for women has also been emphasized.

Gender related laws and regulations

1- Project of supporting, Iranian women's rights and responsibilities in national and international fields:

This project includes two acts and one Amendment based on this project, the government is obliged to provide a pragmatic approach to women's rights and responsibilities based on declaration in the Islamic Republic of Iran issued by the supreme revolutionary council for cultural affairs. The government is obliged to present necessary Acts to the parliament. Also all the Acts which contradict the constitution are void and without merit.

2- The necessity of attention to consequences of inflation and the trend of decreasing or increasing inflation rate regarding the payment of women's. In years 1996, there have been some dowry reforms in case of dowry.

Based on this reform, two amendments were made to 1802 Act relating women's dowry. According to the above amendments, the dowry should be calculated based on the rates at the time of payment.

3- Unlawfulness of marriage with girls who have not reached the legal marriage age. In this case, punishment laws were issued in 1996 in order to achieve prohibition. In case of breaking the above law, the punishment of imprisonment was incorporated into the law.

4- Setting reforms to prevent the uncontrollable divorce rate:

In 1992, a law was implemented which required divorce application's to get a by the Expeditionary council of the Islamic Republic of Iran.

5- Banning unofficial divorces to preserve the institution of the family, in 1992, a reform law related to divorce was passed. Based on this reform, if a man divorces his wife without registering in official he is going to be imprisoned up to one year.

6- To put limitation on issuing divorce after the reform law was passed in 1992, in 1997, if a couple want to divorce each other, it has to be done in three months after the certificate is issued.

7- To establish family court and making of a female councilor necessary presence. In 1996, the project for the family court was passed. Base on this law, permanent marriage, temporary marriage, divorce, dowry, custody of children and so on is exclusively within the jurisdiction of the family court. In these courts, the presence of a female councilor is obligatory

8- A reform low related to the pension of retired women:

In 2005, the Act 9 of the Constitution related to the retirement of women was reformed. According to this law, all governmental employees and non-governmental employees who are retired, disabled or deceased will be paid a pension according to the amount of monthly pension reduction from their pay checks in the last two years they worked.

9-Reform laws related to working married women with full benefit. In 2005, a number of reform laws were presented by the women committee of the parliament.

These reform Laws which are under consideration by the women committee are as follows:

- Sponsoring pension and insurance laws for women
- Insurance for housewives
- Reducing the working hours of married women with complete wage and retirement benefits.

2-3 National Mechanism

Vice-Ministry of Gender and Generation Issues

The “Center for Women’s Affairs and family” is the highest organization responsible for Women’s affairs and coordinates different Sections of the government to improve Women’s Status.

Background

The first council of policy makers on women’s affairs in Iran was established in 1987 in the name of “socio-cultural council of women”. This council is related to high council of “Cultural Revolution “and is the first policy maker and planner in the field of women. This council was founded at the end of Iran-Iraq war.

In 1991, following the proposition of the President Rafsanjani, the “Center for Women’s Affairs” was established to develop and upgrade women’s status in Iran. In 1998, at the time of President Khatami, this Center had some structural adjustments. In 2005, with the new administration of President Ahmadinejad, its name changed to the “Center for Women’s Affairs and Family” and its functions have extended to family area too.

National Machinery

Goals and Responsibilities of “Center for Women and Family Affairs” are as follows:

- 1- To increase women’s participation in the family and society
- 2- To develop attitudes and beliefs of people towards women’s issues
- 3- To strengthen family’s foundation
- 4- To present a role model of Muslim woman as an intellectual and effective individual in the society and its socio-cultural and political consequences
- 5- To illustrate the problems of women in the family and the labor market
- 6- To follow up the rules and regulations for solving women’s problems
- 7- To co-ordinate among different organizations on women’s affairs
- 8- To monitor and evaluate effects of different programs and actions of national and provincial organizations working on women’s affairs and family.
- 9- To follow up and facilitate fair distribution of resources to different parts of the country
- 10- To collaborate with international associations and agencies

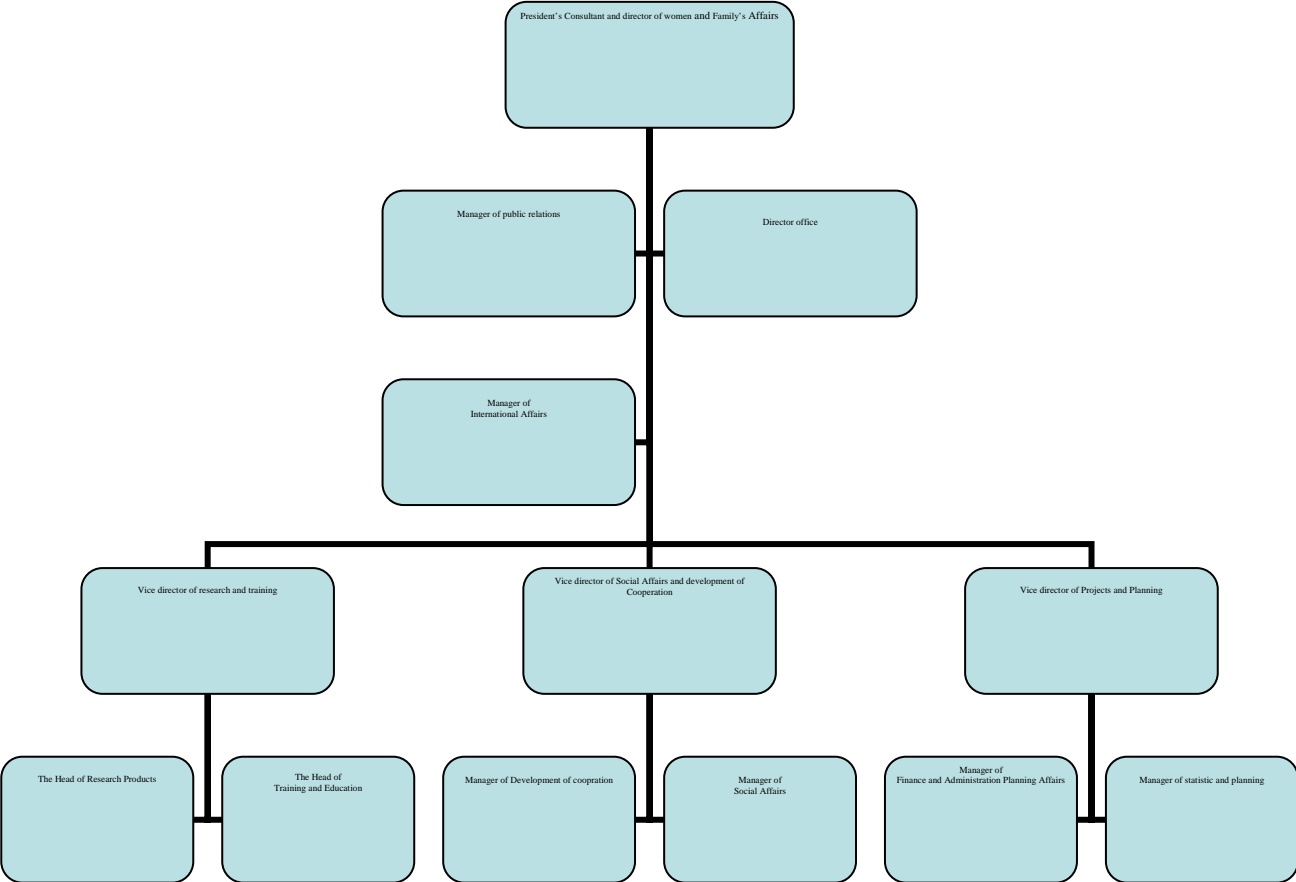
With the establishment of this center, the possibility of introducing a single policy and preventing parallel activities on women’s issues has been achieved. Also a reasonable budget has been provided in order to improve the situation of women. But it seems that one of the major problems of this center is the

fluctuation of its policies due to government changing in Iran. Not only the cultural policies keep changing, but also the areas the center focuses its financial resources change according to political changes in the government. Part of the center's budget is spent directly in the center, while the rest is distributed to other institutions and ministries. For example, with the ninth president taking office, the research budget has decreased, while the budget in medical areas has increased.

With regards to the influence of the center considering that the head of the center is an advisor to the president and also a member of the cabinet, the center has an acceptable degree of influence. Most of the ministries coordinate their activities regarding women issues with this center. Of course this coordination is not hierarchical.

Organizational Chart of National Machinery

Organizational Chart of Center for Women and Family's Affairs



3. Current Situation of Women by Sector

3-1 Education

Education

11- Based on "Fourth Development Plan of Iran", the government is obliged to provide equal educational opportunities for women.

2- During the last thirty years, the rate of literacy for women has doubled and has reached 84%.

4- In recent years, the tendency of women towards education has increased compared to that of men.

Government Policy

Based on Act 52 of Fourth-National Development Plan, the Iranian government is obliged to guarantee equal access to education in less developed regions of the country especially for girls providing them with the opportunity to enhance their knowledge, skills and human resources. In paragraph three of this act, it is mentioned that the educational and sports complex should be distributed in proportion of the population. It is also emphasized that all employees especially women should get the trainings relevant to their jobs to improve their skills.

Literacy

The literacy rate for women was 35.5% during in 1976, which increased up to 74.67% in 1996 and 80% in 2005 respectively. The literacy rates differ between relatively developed urban areas and impoverished rural areas. For example, in 2005 literacy rate in Tehran province was 90%, whereas it was only 60% in Sistan-Baluchestan province. The literacy rate among women in Sistan-Baluchestan province hardly reached 50%.

Primary and secondary education

In 1976, the percentage of female students in primary and secondary schools were 39.72% and 36.36% respectively, it increased to 48.19% and 49.16% in 2005. In this respect, the number of female pupils increased and currently they constitute almost half of the population of pupils around the country.

Higher education

In recent years, the tendency of women towards education compared to that of men has increased substantially. In 1978, the percentage of female students at the universities was 31.77%. This percentage was unchanged for a decade in which the number of students was 31.1% in 1986. In 1996, it increased to 37.28% (source: 11). Currently, it is said that approximately 70 % of the student entering Universities are girls. It seems that the reasons behind this are as follows:

- 1- on one hand, the unemployment rate is high among universities graduates, and on the other hand because of the financial problems men prefer to work in the industrial sector that does not require university education
- 2- After the revolution due to rise of urbanism, progress at all levels of education, progressive cultural interactions and usage of media, the mentality of families and girls has changed positively toward their education.
- 3- Since the revolution education has been an area which is open to women and translated into marked social progress for them.

Of course, this percentage varies for different fields of study. In some fields like social sciences, medicine and art, the percentage of female students is more than male students while in engineering the percentage of male students is more than females (source: 14).

Technical Education

The number of technical-educational Centers for women increased from 31 in 2002 to 184 in 2004. The number of female instructors was 31 in 1996, which increased to 166 in 2001, but decreased to 82 in 2004 (source: 19). Probably, privatization and the reduction of governments share in vocational education is the reason for reduction of female instructors in public sector.

3-2 Health

Health

- 1- Based on "Fourth development Plan of Iran", the government is obliged to provide equal access for both women and men, especially those deprived women.
- 2- Women's Life expectancy has increased from 56.2 to 74 years in thirty years.
- 3- Up to now, 753 women have been identified as HIV positive.

Government Policy

Based on the Fourth Development Plan of the Country, the government is obligated to provide food and nutrition security and to reduce disease and mal-nutrition while guaranteeing the public health of people. In addition, the government has to provide fair access to health facilities and distribution of the resources and this access should be upgraded to 90%. The percentage of vulnerable families must be reduced to 1%. These attentions include physical, emotional, social and spiritual aspects and have to be considered for both men and women. These programs are as follows:

- 1) Concerning about lifestyle
- 2) Concerning about different diseases
- 3) Empowerment

Among government's policies on health in favor of women, there have been some fields of study in which government has allocated more seats at the universities for the girls.

Medical Health

Different indicators of health show progressive trends. In 1976, life expectancy for women was 56.23 and for men was 52.61, which improved to 63.47 and 59.41 respectively in 1986. .In 2005 this rate reached to 74 for women and 69 for men. The fertility rate has declined from 3.6 in 1986 to 1.74 in 2005. With respect to mortality rate which was around 7 in a thousand for women which improved and reached to 2.96 in a thousand. The health conditions of women and girls with respect to mortality rate and vaccination has improved considerably. Also the number of doctors and hospital beds has significantly progressed (increased).

Nutrition Conditions

With respect to nutrition, the government has different plans for the improvement of the country's nutrition system. Unfortunately, in underdeveloped areas, the rate for sub standard nutrition of children is high.

Although in cities malnutrition can be considered differently which has caused a rather high percentage of the country to be fat and overweight.

In this legislation, the planning and execution of educational programs is included. The "Supreme Council for Health and Nutrition of Food" according to the Fourth Development Plan of the country has considered raising society's awareness on the nutrition. In this regard, TV and other organizations have become responsible to ban advertisements which advertise destructive goods. This regulation has obliged the government to put aside the necessary budget; bank facilities for the production and distribution of foods according to the regulation number 84 in order to achieve the aimed food basket and the allocation of the necessary budget in order to start the promotion of safe food among students and helping the nutrition of needy families.

In order to implement these regulations, milk and fruits have been provided to students from grade 1 to 5 in primary schools. Currently it is being planned for students to replace mal-nutritious foods with dairy and fruit products. In addition, there have been regulation memos banning some common mal-nutritious foods like soft drinks such as coca-cola among students in grade six to eight in secondary schools.

Family Planning

During the last two decades, the family planning has been very successful in Iran. As a result, the rapid growth of population decreased remarkably. In year 2001, the use of contraceptive means was 77.4% in urban areas and 67.2% in rural areas. Of course, for some provinces, the percentage is less than the average for country.

HIV/AIDS

Iran has been also very successful with regard to prevention of Aids an HIV, as it is encouraged and admired by international agencies and communities. So far, 753 women have been identified for HIV. Drug injection was the main reason for 65% of those who were identified as HIV.

3-3 Agriculture, Forest and Fisheries

Agriculture, Forest and Fisheries

1- Due to climate differences Women's situation is different in different parts of Iran.

2-Since 1994, the government has started to grant loans to women enabling them to work mostly in productive projects in rural areas.

General Situation

Iran has a climate with an average of 220 millimeters of rain yearly, and is considered a semi-dried country. However, this situation is not the same in all regions, as Iran with an area more than 1.6 million square kilometer is a vast country. Some parts of Iran are rainy areas with lots of forests.

This weather variety in Iran allows one to experience the four seasons simultaneously. This has caused not only a variety of agricultural conditions but has also affected the gendered Structure of work. For this cause, the role of women in agricultural field has been very diverse.

In northern parts of Iran, women have got the most central role in production of goods such as tea and rice. In other parts of the country, women also participate in agricultural activities but to a lesser extent. Studies show that women have more active participation in some activities but less active in some activities such as selling products. In general, the agricultural activity of women in more rainy areas of Iran is more than in less rainy areas of central parts of Iran. Of course it does not mean that women are not active in agricultural production in central parts.

Another important field in rural economy of Iran in which women has an important roles are such as animal husbandry and handicrafts. Handicraft industry constitutes an important section in rural economy and in some parts of Iran are the main sources of income.

In forestry, based on Iranian Constitution, the government owns the forests but the utilization of the forests has been given to private companies. The number of these companies is limited in Iran and the workers in this section are men. This is in contrast with agricultural section in which people and not government own the land and same numbers of women have control over them.

The peasants who live in the forests or in the periphery areas mostly use the woods in forests illegally for some commercial and energy purposes.

Culturally, fishery is mostly recognized as men's job, but in northern and southern parts of Iran, some women are active in fishery too, but they are the ones who have lost their husbands, for any reasons.

The development plan of the country in agriculture and natural resources is gender sensitive and there is not any distinction between men and women in different section regarding education, providing facilities and so on.

The percentage of working women in agricultural section has increased between the years 1976-2005. In 1976, 18.81% of working women were in agricultural section, while this percentage increased to 26.63% in 1365 and decreased to 16.66% and again increased to 39.2% in 2005.

In case of financial support for rural female-headed households, in 1994 the Iranian government started to provide loans for agriculture, husbandry and handicrafts and some other productive projects in rural areas.

From 1994 to 2005, the number of women using these loans decreased from 6,160 in 1994 to 3,103 in 2004, but the amount of these loans increased by a 6.94%.

3-4 Economic Activities

Economic Activities

1- 6.3% of working men is managers, while this rate is only 1.5% for women.

2--Based on law, women's wage and men's wage are equal if they do the same job.

Economic in activities other than agriculture, despite their traditional image, Iranian women today take important role in economic activities. Almost as high as 70% of women are engaging in some forms of paid economic activities. Especially, in more than 40% of the labor force in the service sector is women.

Unemployment rate of women remains higher that of men. In 1996, unemployment rate of women was 13.3% (for men 9.1%). The figure worsened in 2004 and unemployment rate of women increased up to 17.8% (for men 10.3%).

Based on law, wage for both genders are equal if they do the same job. Also, there have been some facilities for working women regarding their maternity leave. Also the employees are required to provide day-care for their children. In fact, working women in urban areas employ baby sitters at their own expense. Women can be retired at an early age compared to men. The government has considered loans for self-headed and female-headed households.

4. On-going Gender Projects

Project/ Program	Implementing Organization	Donor Organization	Duration	Budget	Relative to Women
Family					
The Protection of Family Institution in Iran	Center For Women's Studies, The University Of Tehran	Parliament	1.5 year	-	Women in Family
Education					
Graduated Girls Over numbering and the Problem Facing them	Center For Women's Studies, The University Of Tehran	Ministry of Interior	1 year	-	Women in Higher Education and its Consequences
Reforms Teaching and Learning in Sistan and Baluchistan	UNICEF	UNICEF	1 year	-	Girls Education in Rural Areas
Health/Medicine					
The Impact of Cancer on the Life of Women Graduates.	Center For Women's Studies, The University Of Tehran	World Bank	2 years	-	Women's Health
Disseminating Key Messages on HIV/AIDS	Government and Non-government Institutes	UNICEF	4 years	-	Women's Health
Effects of Music in Performance of Non-athlete Student	Center For Women's Studies, The University Of Tehran	Center For Women's Studies, The University Of Tehran	1 year	-	Women's Health
Development					
Sensitive Approach to Monitoring and Evaluating Development Planning	Center For Women's Studies, The University Of Tehran	World Bank	1 year	-	The Impact of Development on Women
Crime					
Study of family, social and Mental specifications of criminal women in Iranian Prison	Women's Research Center, The Alzahra University	Women's Research Center, The Alzahra University	1 year	-	Women and Crime
Culture					
Assessment of Women Magazine on Gender Stereotypes	Women's Research Center, The Alzahra University	Women's Research Center, The Alzahra University	1 year	-	Women's Representation in Magazine

Political and Social View of Women in Persian Classic Poem Novel	Women's Research Center, The Alzahra University	Women's Research Center, The Alzahra University	2 years		Women's Representation in Novel
Law					
Foundation of the "Convention on the Elimination of all Forms of Discrimination against Women"	Women's Research Center, The Alzahra University	Women's Research Center, The Alzahra University	1 year	-	Women's Rights

5. Gender Information Sources

5-1 list of Organizations related to Gender

Name of Organization	Director/Manager	Field of Activity	Contact Address Tel/Fax/Email
Center of Women and Family's Affairs (President Office)	Dr. Zohreh Tabibzadeh Noori	Policy Making, Coordinating, Provision and Suggesting Plan Regarding Women's Affair	Tel:009821-664453162 Fax: 009821-66419238 Site: www.women.org.ir
Women's Socio-Cultural Council Office	Dr. Moneereh Nobakht	Social and Cultural Policy Making	Tel: 009821-88674640 Fax: 009821-88674641 Email:info@iranwomen.org Website: www.women.org.ir
The fraction of Women in Parliament	Mrs. Fatemeh Rahbar	Legislation	Tel: 009821-39931 Fax: 009821-33556408 Email:mellat@majlis.ir
General Director of Women's Affairs in Ministry of Interior	Mrs. Fereshteh Sassani	Protecting Family, The Enhancement of Social Security, Empowerment of Women	Tel: 009821-88960567 Fax: 009821-88957523 Email:ravabetomomi@moi.ir
The Office of Women's Affairs in the Ministry of Education	Mrs. Mehri Soveizi	Research, Training and Awareness	Tel: 009821-88804098 Fax: 009821-88894089 Website: www.etwomen.org
Center For Women's Studies The University Of Tehran	Dr. Soheila Sadeghi Fasayi	Research and Education	Tel:009821-88000187 Fax:009821-88012266 Email: cws@ut.ac.ir Website: www.cws.ut.ac.ir
Women's Research Center The Alzahra University	Dr. Shokoofeh Golkhoo	Research and Education	Tel/Fax: 009821- 88049809 Email: women-rc@alzahra.ac.ir
Women's Research and Studies Center in the Hozeh Elmeyeh	Mohammad Reza Zebayeenejad	Research and Education	Tel:0098251-2917577 Fax:0098251-7738777 Email: Info@ womanrc.com Website: www.womanrc.com

Definitions

National machinery

Administrative organization to promote equal opportunities for men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

Inflation rate

Instead, GDP deflator is used.

Gini index

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represent perfect equality, while an index of 100 implies perfect inequality.

Percentage of Women's Income

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agriculture sector.

Total Fertility Rate

Average number of children whom a woman delivers in all her life

Under-One Age Mortality Rate

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

Under-Five Age Mortality Rate

Annual number of infants who die 1,000 newborn babies within 5 years after the birth

Maternal Mortality Rate

Annual number of mothers who die among 100,000 cases of delivery due to pregnancy

Percentage of Births Attended by Trained Health Personnel

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives

Percentage of Infants with Low Birth Weight

The rate of newborn children of which the birth weight is less than 2,500 grams

Oral Rehydration Therapy (ORT) Use Rate

The rate of using oral rehydrate salt or substitute solution for under-infants having diarrhea

Enrolment Ratio of Primary and Secondary School

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.

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