Decent Work in Rural Regions of IRAN

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Extended Abstract
1. INTRODUCTION

In development literature, human capital—which includes labor force as one of its components—is not only a source of economic growth, but also a basic factor in development. So labor marketing as a component of four economic markets, plays an important role in economic, social and cultural development in each country. In recent years, unemployment rate and job creation are the most challenging topics for the politicians. Paying attention to labor market in Iran is based on this proposition, as an example, in the first development plan (1989-1993); it was accentuated on the creation of about 400 thousand jobs and decreasing the unemployment rate from 15.9 percent to 13.4 percent at the end of the plan. In the second development plan (1995-1999) creating 400 thousand jobs and decreasing unemployment rate are the most important aims and in the third plan it was expected with a job creation of about 765 thousand in each year, unemployment rate decreases from 16 percent in the beginning of year to 12 percent at the end of the year. Also, it was expected in the fourth plan with a job creation of about 900 thousand in each year, Iran economy will experience the unemployment rate of 8 percent at the end of the plan. Moreover, fifth plan forecasts the unemployment of 7 percent for Iran. At the first time, the notion "decent work" and its indicators were submitted in the fourth development plan and at the end of the 90s this proposition was supplied by international organization of labor. This organization persuade countries to investigate the international, regional and zonal labor markets by decent work indicators. Regarding to this, present paper tries to analyze and compare the development of rural labor markets in Iranian provinces from the decent work indicators perspective. To the best of our knowledge, this subject has not been dealt with adequately in Iranian rural regions.

2. METHODOLOGY

For investigating decent work index in rural regions, firstly, the homogenous and heterogeneous regions are recognized by numerical Taxonomy method and then, TOPSIS method with the Shanonentropy has been used for weighing, combining the indicators and determining the level of the labor market development in rural regions in provinces. After weighting the indices and ranking the regions, it is sufficient to arrange the relative distance from large to small. In this case, the choice which has the most relative distance than the other choices will have the highest ranking. Regarding this approach and 23 decent work indicators, in Iran during the fourth development plan, accessibility to 9 indicators is possible which consist of: economic participation rate (indicator 1), unemployment rate (indicator 2), ratio of employee to population (indicator 3), over working hours (indicator 4), youth unemployment rate (indicator 5), rate of paid women in agricultural sector (indicator 6), rate of paid women in industrial sector (indicator 7), rate of paid women in service sector (indicator 8), rate of women participation in management working (indicator 9). Analyzing decent work in rural regions in Iran is based on these indices.

3. DISCUSSION

At the first stage, results show that the provinces namely Tehran and Sistan-Balochestan are not homogenous; therefore, the analysis is done without these two provinces. Moreover, with weighting the ninth decent work indicators, the results of this survey demonstrate that unemployment rate and economic participation rate have the most and the least weight. With respect to the weight of indices, the figure below shows the ranking of labor market development's level in rural regions in terms of decent work and also regions' differences regarding to variation in two sectors. The comparison of 1388 and 1384 show that the decent work decreases in most rural regions and only three provinces namely Mazandaran, Qom and Golestan are excluded. Additionally, based on the
changes in decent work (increase or decrease) rural regions are homogenous.

4– CONCLUSION
The results of this paper indicate that the decent work index in 2009 has been decreased in most rural regions in Iran in comparison with 1384. Moreover, based on the decent work changes, rural regions are completely heterogeneous. Whereas Mazandaran experiences the highest increment in decent work in rural regions, Zanjan faces the lowest level. Based on these findings, labor market policies, despite the emphasis on the fourth development plan, not only cannot improve the decent work indicator in rural regions, but also decreases it heterogeneously. Regarding to these findings, the decrease in rural-urban immigration is not expected. So, if control of population in rural regions or inverse immigration (urban-rural) are treated as the targets of this scope, it is required that the most important considerations be given to the improvement in decent work index in rural regions.

**Keywords:** Labor market, decent work, rural areas, rural development, Iran.

**References**


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