Investigating Effective Obstacles on Iranian Women Entrepreneurship

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Abstract

Entrepreneurship is rapidly expanding and women's entrepreneurship particular topic of interest around the world. Economic activities of women in the world and their orientation towards entrepreneurial activity for several reasons, including unemployment, income, low wages and lack of job satisfaction. Women's entrepreneurship and community development plays an important role in women's authority. In many societies and cultures, including our country, women have increasingly turned to entrepreneurship, but despite this era of women entrepreneurship has always been faced with many obstacles. Statistics show that less than 10% of entrepreneurs are women in Iran and various factors prevent growth potential in the era of women's entrepreneurship. In this article we have tried to identify and review obstacles to women's entrepreneurship in Iran. In order to identify obstacles and constraints has been the first to examine the meaning of entrepreneurship, so the consequence of empirical research on the topic suggests that using information and results of all studies conducted and the characteristics of the obstacles women entrepreneurs to overall results and influencing entrepreneurship of women in Iran reached and then to offer suggestions and solutions.

Keywords: obstacles to entrepreneurship, women's entrepreneurship, entrepreneurship in Iran, entrepreneurship.
Introduction

Entrepreneurship is a process that plays a crucial role in the continuing, global economic growth and development and even plays. Therefore, creating the right atmosphere for reasonable support, including financial, spiritual, and cultural, research and practice of entrepreneurship and entrepreneurs already be felt in our country. Unfortunately, in Iran there is no institution or correct organization dedicated to entrepreneurship. The employment of women in Iran in recent years has been especially sensitive to various reasons. Employment problems in the country in general there is more acute in women. Because of these limitations are often discriminated against different is that at a deep level of cultural practices of the communities have been registered and among women entrepreneurs, the largest group of the population that suffer from such discriminatory practices and business career. Unfortunately, in many developing countries, including Iran, to increase the presence of women in the labor market commensurate with their education level not increased and there are many obstacles in the way of women's economic activities in the outdoors. Women experience different work environments often face restrictions. In Iran, obstacles affecting women’s entrepreneurship index and are much in common with the world in addition to new work culture obstacles has added.

Chapter One: General investigation

Definition of research topic

A significant increase of employed women in Iranian society is undeniable fact. Many researchers believe that entrepreneurial activity by women has a prominent role in the economy. (Ghanbarali, Rostami 2015) shortly women have been able to enter the era of business, a great development in economic development in addition to the global challenges that women entrepreneurs and set up a business for themselves and others face it. Iranian women are facing obstacles to control a separate part of the obstacles arising from environmental experts and other parts personality and training of women is subject to restrictions that it is clear that the development of women's entrepreneurial activities, identify and eliminate obstacles and there are several problems that will lead them to facilitate this. So study to identify obstacles to women's entrepreneurship limitations, the future direction of reform and ultimately helps to increase personal and social performance.

The purpose of the study:

Women's entrepreneurship in the world today as one of the sources of growth, job creation and innovation has been recognized. With higher educational levels and ages for marriage among unmarried women increased tendency towards economic independence, as well as married women increasingly participate in financing their family life. Thus, the share of women in the economy, but the need to develop and female unemployment crisis, it is essential that the necessary conditions for business development of women entrepreneurship be provided to women by creating business and employment opportunities for the community to end the problem. The purpose of this paper is to examine the problems and constraints that women entrepreneurs face in the process of entrepreneurial activities with them. Although women make up 49% of the total population, the economic participation rate of this group is only 18%. (Ghanbarali, Rostami 2015)
Method:

ake a look at the growing number of women business owners in different years, reflects the movement of Iranian women set up in business. Therefore, to the extent of entrepreneurship and new business at the international level and in the area of women's entrepreneurship smaller and more detailed "obstacles affecting women's entrepreneurship in Iran" ahead as field research, library and using research conducted in wrap the past for adoption in general in order to identify these obstacles and provide recommendations.

Chapter Two: Theoretical Foundations

What is entrepreneurship and entrepreneur who is?

If entrepreneurship is a vital requirement for world population, we must have the most basic element of the empowerment conviction. (Hosseini, 2011) A number of scientists consider entrepreneurship as a form of behavior and lifestyle, it's a work of art they encounter but Peter Drucker states that entrepreneurship is meant to respond to the ongoing search for and exploit change as an opportunity. Schumpeter as someone for the first time in the category of stating their views for the entrepreneur knows the process of creative destruction. According to him, the entrepreneurial process takes place at the beginning of innovation, creativity and creates a temporary monopoly and monopoly profits obtained in its wake. Employers generally distinguished director. Entrepreneur catalyst mainly changes in the economic activity they encounter different reactions from others because of his courage in the face of the event. Entrepreneur In fact, the economy is benefiting from the opportunities created by the use of factors of production and markets their firms to trade and productive work life. Jalil Agha Samadi along with entrepreneurial organizations collecting the concept of entrepreneurship from the perspective of scientists, provide the definitions as follows:

- The process of wealth creation.
- The process of creative destruction.
- Directed process to create a new organization, regardless of the potential of the organization.
- The development of innovative action associated with the risk positions and what the organization already established or to be free.

Entrepreneurial businesses in general can be considered innovative. Currently, the university education system in our country to foster people who can only fill job gaps defined and so have tremendous momentum in order to produce entrepreneurs in universities and training centers to be made.

Conducted research methods

- In a study that Ms. Zahra Karimi has done about "the role of government support in the development of female entrepreneurship", the impact of the application of this policy by reviewing the performance of the women's cooperatives in the province of Mazandaran expressed. For this purpose, in addition to studying the statistics and relevant articles to collect the necessary information through questionnaires and interviews action.
• Seyed Nabiollah Hosseini in an article titled "challenges facing women's entrepreneurship" Just studies relied library and have to use the research to express obstacles.

• In research on the "Properties of college-educated women entrepreneurs and business start-up problems in the business." was performed by doctor Zahra Arasti and doctor Mohammad Mohammad Reza Akbari Jokar, in order to get an overview of college-educated women entrepreneurs and their businesses and identify factors influencing the successful launching of entrepreneurial businesses by their large scale national study on women entrepreneurs using a questionnaire designed for this purpose and with experts in entrepreneurship and pre-test, has been modified.

• In another study entitled "Identifying the problems of women entrepreneurs in Kermanshah province" in the journal "Entrepreneurship in Agriculture" was published in 2015, the method was used. The study started by purposive sampling and continued by theoretical sampling. Collection and analysis of data was carried out simultaneously using semi-structured interviews and take notes.

• Women entrepreneurship in terms of education, Roza Khorshidi, women's entrepreneurship is a way to examine the library.

• Explain and analyze the obstacles affecting women's entrepreneurship of Yazd by Seyed Habibollah Mirghafoori, Hossein Sayyadi Touranlou, Mohsen Taheri Demneh in 2009 as a library and a questionnaire applied research method is descriptive - survey.

Features of Women Entrepreneurs

Over the last two steps as many women entrepreneurs have turned to business environments. The presence of women in places as small business organizations and entrepreneurs to manage a huge effect on employment and business environments around the world. Statistics show the growth of women entrepreneurs by 2002 was in the world, particularly North America. (Mirghafoori, Touranlou, Taheri 2009)

However, in relation to the employment of women, including the Iranian government has made efforts can note the employment of women in the Ministry of Interior to set up office in 1992 that its activities on the website of the Ministry of Labor and Social Affairs is as follows:

1. Investigation and adjust the labor market women
2. The promotion, development and career guidance for women
3. Investigating the possibility of self-employed women

ISNA news agency said in a news release female employment rate in European countries has more than four Iranian women. Also the world's lowest female employment in the country knows. (Khorshidi 2005) Unfortunately, in our country the education system of universities
for entrepreneurship not growing, and given that a large number of university students are women and social experience has shown that a small number of women entrepreneurs. For the emergence of entrepreneurial activities, existence of appropriate terms and conditions of socio-cultural is essential. Employers generally distinguished from the manager. Entrepreneur and catalyst change is mainly engaged in economic activities because he has the courage to be different from others in reaction to the events.

Characteristics of entrepreneurs in economic literature are usually expressed as follows:

- Initiative to move beyond job duties.
- Descent to the timely fulfillment of contracts and agreements concern and commitment.
- Decision-making power and individual follow-up.
- Careful and concerned about the quality of the work.
- The opportunity to recognize and act in a timely manner.
- The risks calculated move.
- Having self-reliance and trust your inner abilities.
- Flexible and open to accept criticism.
- To express their opinions have the courage and boldness.

Entrepreneur of the economic part is that the use of factors of production and taking advantage of opportunities arising in the market, in his own firm to trade and productive work. Individual entrepreneur is someone who has the ability to identify and evaluate business opportunities and can collect resources and it has exploited and the practical foundation for success. Psychologists aimed at providing theories based on personal characteristics as well as the distinction between entrepreneurs, managers and entrepreneurs are the psychological characteristics of entrepreneurs and know the characteristics necessary condition for entrepreneurship. They agreed the most important features can be noted the achievement, willing to accept moderate risk, ambiguity tolerance, independence, internal control center, energetic, motivated and committed. (Golrad, 2005) According to research conducted in Iran, the majority of women entrepreneurs are highly educated in Iran and most of their activity in the service sector the studies also show that most of the fathers of entrepreneurs, independent business, respectively. Because leadership is one of the characteristics of an entrepreneur, failure to promote women to management positions leads to mental structure and personality system, they thrive in entrepreneurial activities.

**Obstacles to women's entrepreneurship**

Women for business and entry into the labor market and pursue different aims its survival. In most cases, women prefer the profitability of inner satisfaction and less interested in developing their business. On the other hand, despite increased awareness and knowledge of women in various spheres, role conflict at home and outside the home and quantity of the
isolation of women's entrepreneurship among women is communication within the group. In many communities, some social groups that face social and economic discrimination, making them true and accurate access to the labor market and achieve maximum potential deprive, in the meantime, discrimination against women and promoting entrepreneurship apply them in reducing their role in GDP and thus contribute to economic development. Women's economic activities may be limited to direct and indirect discrimination. For example, direct discrimination in access to education and support mechanisms such as financial and credit problems. On the other hand, indirect discrimination is usually due to lack of knowledge or lack of acceptance of different roles of women in society and its impact on employment is applied. Increasing women and girls' academic, lack of so many well-educated workforce ready to work of the public sector and the private sector due to low available capacity due to the limited scope and finally the possibility of seeking independence and more flexible working hours in the private business, which makes the balance between work and family life, has led to a tendency to set up business in recent years. Has led to a tendency to set up business in recent years. The more research in the field of women's entrepreneurship. Identify obstacles to women's entrepreneurship in the field of research that has been done in the country can be mentioned the following:

- The research on gender inequality in Iran was conducted in 2005 by Javaheri, the most important obstacles to entrepreneurship under the names Family obstacles, education and training, inconsistent role expectations, stereotypes and dominated organization expressed.

- During the survey among women entrepreneurs in the province cooperatives, financial difficulties, differences between members, discrimination against women as the major obstacles to women's entrepreneurship has been proposed. (Karimi, 2005)

- Some of the problems of women, obstacles to the country's development and non-development and non-structural part of those obstacles are. The development obstacles, social obstacles, cultural and economic development can be named and other obstacles to women returning to the personality and physiology. (Mohammadi, 2011)

- In another study only discuss the problems of setting up business conducted by university educated women concluded that more women managing businesses based on the quantity and quality of women business owners to attract more number of customers by providing products and services with better quality, more important day. The most important problems they are vague and changing laws and regulations, administrative bureaucracy, obtaining multiple licenses, financing, and in the later stages of discrimination, market access, staffing and control costs up.

- In another article under the title "Entrepreneur of the challenges facing women in Iran", the limitations and discrimination faced by women entrepreneurs in the cultural practices of the community returns that can be wives of opposition activities, society expects women to work in environments protected and women are also expected to limit their activities to housework and child care. The major constraints for women entrepreneurs is as follows:
1- Highlighted their role in the family
2- Despite the negative thoughts and beliefs about the role of women
3- Relatively lower educational levels for women.
4- Women in the public sector are much more restricted opportunities for skills development.
5- Inadequate access to technology support services for women entrepreneurs and so on.
6- Women have less access to credit due to the weakness of issues related to low credit guarantees and values

A study that examines the obstacles to women's entrepreneurship Iran has expressed, since one of the characteristics of an entrepreneur's constant willingness to learn, so limited mobility and job loss supplements and non-formal education opportunities for entrepreneurial women reduces the cognitive and executive functions. In this study as well as the constraints and obstacles by entrepreneurs studied is divided in three sections:

1. Individual obstacles: restrictions arising from personal and family entrepreneurial women. (Family constraints and scientific hurdles)
2. Organizational obstacles: within the company or institution related to their business these obstacles include: financial obstacles, physical, marketing, sales and human resources.
3. Environmental obstacles: obstacles are cultural, social and partly legal.
   - In another study of "women's work and its role in development of the country" as saying. The study concluded that even though the economic factor in women's employment is most important, common cultural values and beliefs in a society has a direct impact on the employment of women. Of the most important cultural obstacles in the way of women's employment, women's lack of employment-based social misconceptions, women's lack of awareness about the rights of citizens, higher rates of illiteracy and the low percentage of women than men professionals and degree holders work in women than men.
   - In 2009 a change management study to investigate the obstacles to female entrepreneurship was published in Yazd. In this study, only special government programs for women entrepreneurs to help low of Agricultural Bank and supported by Ministry of Cooperatives with 70% of women said that unfortunately it is not necessary efficiency and effectiveness and to rent has become.
   - Alborzi and Samani (2002) have outlined their findings as check the status of women unemployed in the province following obstacles to women's employment: lack of production, limited approach to women, such as lack of proper facilities, child rearing, prioritizing and unemployed men.
• Ghasemi Esfahani in 2002 are also three categories of obstacles to the employment of women in Iran: problems of democracy, rule of thinking, the obstacles that women have created their own educational inequality at higher levels.

In addition to global problems and shortcomings in the field of employment of women in Iran is this double whammy. Review the problems of employment and entrepreneurship of women from different perspectives brings to mind the hypothesis that perhaps unlike the majority of internal factors and in particular, lack of creativity and self-respect, a major hurdle in the way of employment of women for various reasons, reducing the charge of the government's policy of a serious shortage of job opportunities in the public sector. The private sector does not seem to have the necessary elasticity to absorb the large number of women seeking work.

• In an article from Ghanbarali Ali Rostami on the issues of women's entrepreneurship in the province of Kermanshah, the obstacles in the form of a six-story concept is derived as follows:

1. Personal obstacles: lack of confidence, low motivation, and women tend to command accountability, lack of appetite, lack of knowledge and information, fear of failure.

2. Financial obstacles: loans and grants, lack of financial security, time spent during the process of taking loans, poor financial management, the inability to provide collateral

3. Cultural obstacles: negative attitude of society to the social role of women, married and children

4. Marketing obstacles: lack of knowledge market, the existence of intermediaries, please inadequate, lack of support for the export market, store locations

5. Family obstacles: Responsibility for the children, husband opposition, the dual role of women

6. Scientific obstacles: the lower level of education, lack of access to adequate training, lack of knowledge and skills in management, law, etc.

Because the characteristics of an entrepreneur are leadership, lack of promotion of women to management positions leads to mental structure and personality system, they do not thrive in entrepreneurial activities. Imbalances in the labor market suggest that structural and cultural constraints significant impact on the business and investment Iranian women. Obviously, the absorption of the funds available national government agencies, most of the swelling human resources faced not scientific. Thus, as the need to develop women's share in the national economy, original and spontaneous approach to overcome the problems and crises of society pay attention to entrepreneurship.

• Shateri (2009) argues that since the beginning of this century the world with a socio-economic phenomenon called economic participation of women who work outside the home have been met. The employment situation of women in Iran similar to developing countries, the situation is not desirable, women have fewer job
opportunities and are often employed in the informal sector with low wages. Shateri many environmental obstacles to women's employment in their field suggests that such obstacles to women's entrepreneurship is mentioned:

1. Social dimension: the division of labor, women's roles, social insecurity and etc.

2. Cultural dimension: the authority of the patriarchal society, culture, gender stereotypes, low self-esteem, lack of awareness of women in family and social dimensions of individual rights and family and community

3. Economic dimension: providing financial

4. Legal and rules dimensions: Part-Time Employment Act, allowing father and husband in many cases, including trips and etc.

Chapter Three: Result, recommendations and solutions

Results

The results of this study due to previous research in this field and comparative studies show that women entrepreneurs are facing numerous problems in their business. In most research work in the financial, familial obstacles, cultural obstacles and obstacles of women entrepreneurs as the most important problem in this research is known. Another factor is gender discrimination context that problems arose in connection with the activities of women entrepreneurs. Increasing women's employment, reduce fertility and thus reduce population growth and per capita income increases with the growth and development. (Mohammadi, 2009) In Iran, women entrepreneurs through the experienced and reliable communication with close friends, a network of support they receive. Environmental conditions, including the political situation, culture and technology in the development of women's entrepreneurship are included. The balance between work and family life is of particular skills of women entrepreneurs. But the results show that in our society, customs, traditions and beliefs of carrying capabilities of the female population, a serious impediment to women's participation in economic scenes. Our traditional culture to not only grows the business but does not provide for women in Iran is the main obstacle to them. Of course, Iran's women entrepreneurs with features such as achievement, independence, flexibility and develop their abilities through improving education, experience and skills have greatly changed society's attitude towards their abilities. Environmental conditions favorable to women entrepreneurs need to exhibit their talents. Women who are usually sustained economic activity or have completed higher education or are not married or have children, often in occupations such as teaching and nursing are working.

Suggestions and Solutions

ased on the results and to promote and strengthen a culture of entrepreneurship and creation of favorable environment for creativity and innovation strategies and women offered the following measures:

- Culture change society's attitude relative to the empowerment of women in economic activities.
- Supporting women entrepreneurs to network and to make the enjoyment of specialized consultants.

- Protect the family and strengthen family ties and develop support programs for women entrepreneurs.

- Revise the negative impacts some organizations with women entrepreneurs and the fight against social insecurity.

- The formulation of policies and training programs to the needs of professional women by the educational system.

Also government support for the creation of employment opportunities, finance and credit facilities and long-term low-interest loans and also provide updated information on the market to solve the problems of women entrepreneurs in market access and finding suitable suppliers may be developing and strengthening women entrepreneurs. Applied courses etc. The entrepreneurship and marketing departments of industry and vocational of province and encourage women to participate in the course, women's representation in entrepreneurial activities provided. To introduce the concepts of entrepreneurship and entrepreneurial activities of high school girls with lower levels of education. The long-term solution requires the use of a variety of methods to raise public awareness and make it happen through seminars, workshops and programs of mass media is possible, by equipping primary schools and preschools the tools they need for the development of creativity and try to beautify and challenging physical environment notifying coaches and teachers than the importance of the role of self-esteem and creativity in the children's future and the future of the country at the macro level and learn ways to nurture them to the people.
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