



Participation of Women in Managerial and Decision-making Fields in the Islamic Republic of Iran

The High Council for Human Rights
of The Islamic Republic of Iran
(April 2024)

*In the Name of God, the Most
Compassionate, the Most Merciful*

**Participation of Women in Managerial
and Decision-making Fields in the Islamic
Republic of Iran**

Special Committee Investigating the 2022 Unrests

April 2024

Improving the status and position of women in the administrative system and the fields of management and decision-making is one of the important indicators of human rights in evaluating the protection and promotion of women's rights. After the Islamic Revolution of Iran, with the increase of awareness and the expansion of higher education for women and the improvement of their capabilities, women's participation in political and social participation has undergone a wide transformation and development, so that political involvement and participation in decision-making positions are both a right and a duty that has been identified for them.

In addition to addressing this issue in the constitution, upstream documents, and the general policies of the system, the Supreme Leader of the Islamic Revolution has repeatedly emphasized the importance of women's presence in society and the social responsibilities and role-playing of this important segment of society. Among other things, in the recent meeting of the Supreme Leader with different classes of women (27 December 2023), in this regard, he said "The presence of women in various managerial, political, social and cultural jobs has no restrictions, and the criterion is Meritocracy." In ministerial or parliamentary positions, if an experienced and efficient woman is better and more worthy, according to Islam, there is no limit for her to hold office.

This report deals with the presence of women in managerial and decision-making fields in the Islamic Republic of Iran.

Laws and regulations to support women's participation in managerial and decision-making fields

Table No. (1) shows the support of women's participation in managerial and decision-making fields in the laws and regulations of the Islamic Republic of Iran.

Table No. 1: Supporting women's participation in managerial and decision-making fields in the laws and regulations of the Islamic Republic of Iran

Laws and Regulations	Contents and Provisions
The Constitution	<ul style="list-style-type: none"> • All people of the nation, both men and women, are equally under the protection of the law and enjoy all human, political, economic, social, and cultural rights (Principle 20) • The government's obligation to guarantee women's rights in all aspects and create favorable conditions for the development of a woman's personality and the restoration of her material and spiritual rights (Principle 21)
<p>The General Policies of the Administrative System (announced by the Supreme Leader, in 2010)</p>	<ul style="list-style-type: none"> • The 2nd clause: justice-oriented in recruiting, continuity of service, and promotion of human resources • The 3rd clause: Avoiding biased and unprofessional attitudes in the selection of human resources • The 4th clause: Knowledge orientation and meritocracy based on Islamic ethics in the appointment and promotion of managers

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<p style="text-align: center;">Charter of Women's Rights and Responsibilities in the Islamic Republic of Iran (Approved in 2004)</p>	<ul style="list-style-type: none"> • Clause 46: Upholding the Shariah and legal rights of women in all fields • Clause 49: The right of women to participate in policy-making, legislation, management, implementation and supervision • Clause 82: The right of women to participate in policy-making and decision-making and educational and scientific administrations and active presence in domestic and international cultural and scientific forums • Clause 109: The right of women to participate in economic policies and to create and manage economic organizations and be members of them • Clause 115: The right to establish parties and other political organizations and to work in them • Clause 116: The right to participate in elections and to be elected in various assemblies or councils • Clause 119: The right to active and effective presence in regional and international assemblies • Clause 130: The right to benefit from training and holding police jobs • Clause 135: The right of women to hold legal and judicial jobs
<p style="text-align: center;">Civil Service Management Law (Approved in 2016)</p>	<ul style="list-style-type: none"> • The employees of the executive bodies have the same rights regarding the use of facilities and privileges and appointment to organizational jobs if they have the necessary qualifications, and the executive bodies are obliged to protect the rights of their employees in the cases mentioned in the law (Article 89)

<p>Vision document of the Islamic Republic of Iran on the horizon of the year 2025 (Approved in 2003)</p>	<ul style="list-style-type: none"> • Realization of equal opportunities and eradication of discrimination until 2025
<p>Instructions of the Supreme Administrative Council (Approved in 2016)</p>	<ul style="list-style-type: none"> • The need to increase 30% of female managers in managerial positions
<p>Citizenship Rights Charter (2015)</p>	<ul style="list-style-type: none"> • The right of active and influential participation of women in policy-making, legislation, management, implementation, and supervision and to enjoy equal social opportunities (Article 11) • Women's right to have suitable job opportunities and equal rights and benefits with men for equal work (Article 83)

The status of women's employment in the administrative system of the Islamic Republic of Iran

According to the statistical yearbook of the country's administrative system, the total number of official, contract, fixed-term, and labor employees of the country's executive bodies at the end of 2022 is 2,246,397, of which 1,247,559 are men, equal to 56%, and 998,838 are equal to 44%. percentage are women.

Table number (2) shows these statistics and graph number (1) shows the comparison of the gender ratio of employees in the

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country's administrative system until the end of 2022. Based on this, in Iran's administrative system, gender justice is evident in the recruitment and use of labor.

Table No. 2: Statistics of administrative system employees by gender at the end of 2022

Gender	Number	Percentage
male	1247559	56
female	998838	44
Total	2246397	100

Chart No. 1: Comparing the gender ratio of employees in the country's administrative system until the end of 2022

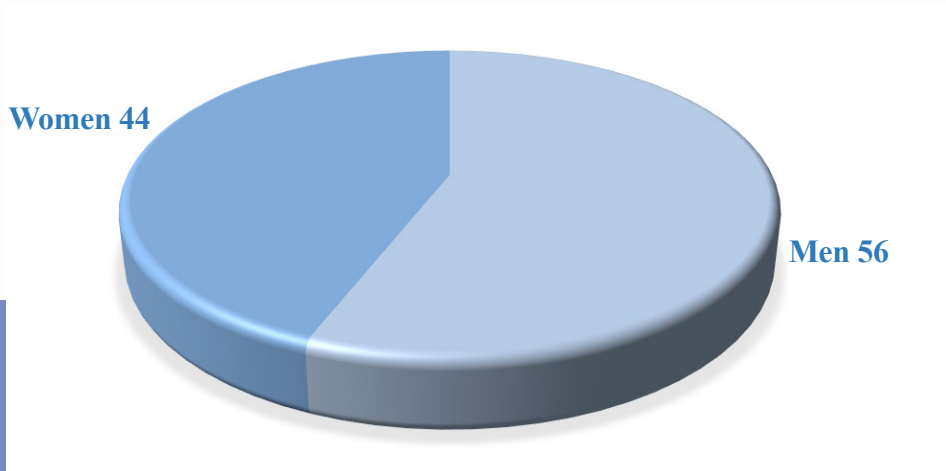
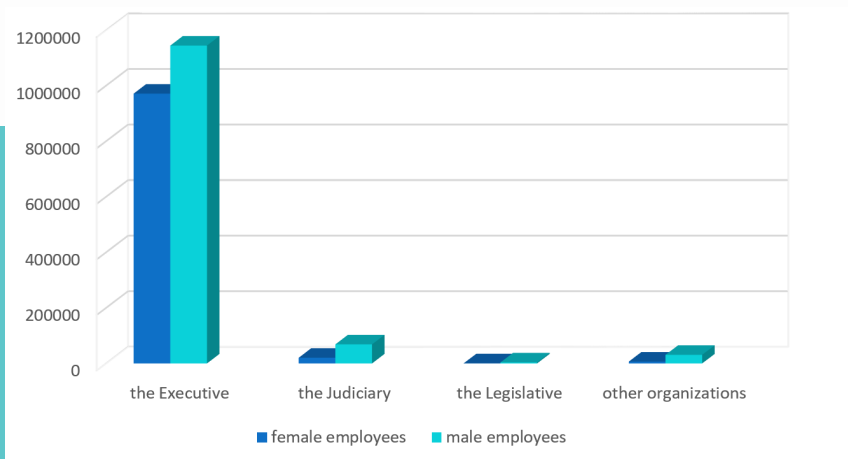


Table number (3) also shows the statistics of employees of the country's administrative system by executive body and gender until the end of 2022, and chart number (2) shows the comparison of the gender ratio of employees in the administrative system by type of organization.

Table No. (3): Statistics of administrative system employees by executive branch and gender at the end of 2022

Organization	Female	Male	Total	Employees (%)	Female Employees (%)
The Executive	971193	1144269	2115642	94.17	45.90
The Judiciary	20497	68668	89165	3.96	22.98
the Legislative	561	3652	4213	0.18	13.31
Other bodies	6587	30970	37557	1.67	17.81
Total	998838	1247559	2246397	100	100

Chart No. (2): Comparing the gender ratio of employees in the administrative system by type of organization



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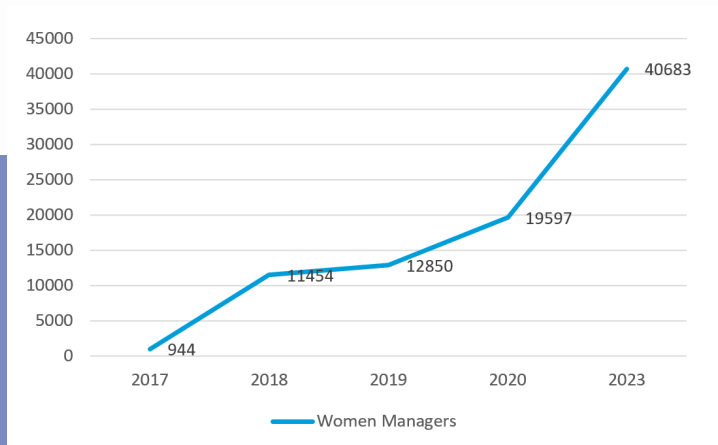
The status of employing women in managerial and decision-making levels

Table number (4) shows the number of female managers in different years and chart number (3) also shows the growth trend of the appointment of women in management positions in the country in recent years. Based on this, the appointment of women in managerial positions in 2023 compared to 2020 has grown more than twice, from 19,597 people in 2020 to 40683 people in 2023.

Table No. (4): The number of female managers in different years

Year	Women Managers
2017	9444
2018	11454
2019	12850
2020	19597
2023	40683

Chart No. (3): The growth trend of the appointment of women in management positions in the country in recent years



Evaluation of women's participation in the Islamic Republic of Iran at different management levels

In this report, the participation of women in the Islamic Republic of Iran at different management levels has been evaluated in the following areas:

1. Political Affairs
2. Scientific, cultural, and social affairs
3. welfare and health affairs
4. economic and infrastructure affairs
5. Legal and judicial affairs

The reviewed management levels include political managers and professional managers as follows:

A) Political managers: Based on Article 71 of the Civil Service Law, political management positions are known as positions and are as follows:

- the heads of the three powers;
- First Vice President and members of the Guardian Council;
- Ministers, representatives of the Parliament, and vice presidents;
- Governors and ambassadors;
- Deputy Ministers.

B) Professional managers (field, operational, headquarters) include senior, middle, and basic managers. Based on the provisions of Clause 1 of directive No. 579095 dated 21 June 2016 of the Supreme Administrative Council, professional managers, include four general groups:

1) Senior managers: those managers who are responsible for policy-making, macro planning, directing, and supervising the performance of the organization in the headquarters units.

2) Middle managers: refers to those managers who are in charge of coordinating, and creating communication between high levels or senior managers in headquarters units, such as the director general and their deputies, deputies of organizations, government institutions and independent centers, and equal managerial positions.

3) Basic managers: refers to those managers who are responsible for the implementation of policies, and organizational plans in headquarters units, such as heads of departments, heads of groups, and managerial positions of the same level.

4) Operational managers: include the managers of those operational or executive units and executive bodies such as schools, hospitals, stadiums, museums, technical and professional centers, and centers for the disabled who are in charge of producing, supplying, and providing the main and final services of the organization.

In this report, Deputy Ministers, Deputy of Organizations, Advisors to Ministers, Advisors to Vice Presidents, Advisors to Heads of Organizations and their equivalents as senior managers; General Managers and Deputy Directors, Heads of Centers, Affairs and their equivalents as middle managers; and all heads of departments and their deputies, responsible experts and all their peers were counted in the group of basic managers.

It should be noted that the statistics presented in this report do not include law enforcement, defense, security, intelligence, some banking and insurance departments, and female school principals (who are more than 32 thousand people).

1) Management of women in institutions related to political affairs

In this section, the status of women managers at different management levels in the following institutions as institutions related to political affairs has been examined:

- Parliament
- vice president for parliamentary Affairs
- Ministry of Interior
- Ministry of Foreign Affairs

Table No. (5) shows the number of female managers at different management levels in the institutions related to political affairs until January 2023.

Table No. (5): The number of female managers at different management levels in institutions related to political affairs until January 2023

Organization	Managerial Levels				Number of female managers
	Political managers	Senior managers	Middle managers	field and operational managers and experts	
The Parliament ¹	16	-	-	-	16
Vice President for Parliamentary Affairs	-	1	3	7	11
Ministry of Foreign Affairs	2	1	3	20	26
Ministry of Interior	-	-	187	216	402
Total	18	2	193	243	455

1. includes only the representatives

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The status of women's appointment at management levels in governorates and other provincial organizations and institutions

Among the cases of women's presence in the power structure and political participation, we can mention their appointment as governors, mayors, district governors, general managers of women's affairs in governorates, etc.

Table No. (6) shows the number of women in management levels in the posts of governorates and other provincial organizations and institutions by province until November 2023, and Table No. (7) shows the number of women in management levels in the Ministry of Interior and governorates all over the country until November 2023. Based on this, a total of 7,511 women have been appointed at managerial levels.

Table No. (6): The number of women at managerial levels in positions under the governorates and other organizations and institutions by provinces until November 2023

Provinces	Positions Under Governorates							Other Organizations	Total
	Director General and Equivalent	Deputy DG and Equivalent	Governor	Deputy to Governor	District Governor	Head of the Department	Senior Expert		
East Azerbaijan	2	2	-	-	-	7	6	3	19
West Azerbaijan	1	2	-	1	2	3	4	453	466
Ardabil	1	3	-	1	-	-	-	44	49
Esfahan	1	2	-	-	1	1	1	600	606
Alborz	1	2	-	-	1	5	6	289	304

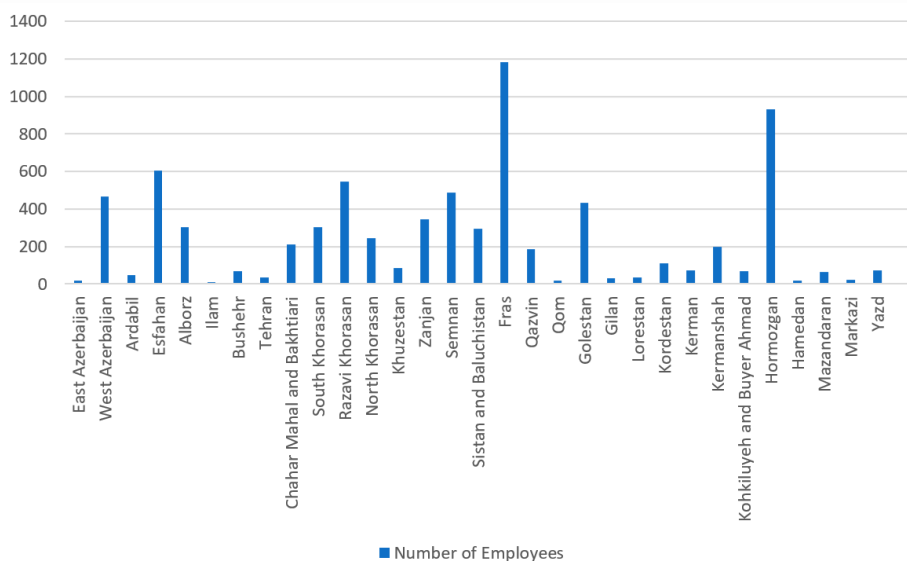
Ilam	1	-	-	-	1	-	-	7	9
Bushehr	2	4	-	-	5	-	-	57	68
Tehran	2	3	-	-	-	-	-	28	33
Chahar Mahal and Bakhtiari	1	6	-	1	1	5	-	195	209
South Khorasan	3	3	-	-	1	4	6	286	303
Razavi Khorasan	1	2	-	-	-	5	-	537	545
North Khorasan	3	2	-	2	-	5	-	232	244
Khuzestan	2	6	-	-	-	-	-	78	86
Zanjan	1	4	-	-	-	5	-	336	346
Semnan	2	9	-	2	-	4	-	470	487
Sistan and Baluchistan	3	5	1	3	3	-	-	278	293
Fras	1	3	-	-	2	2	-	1173	1181
Qazvin	2	4	-	-	-	5	-	173	184
Qom	1	2	-	-	-	-	-	14	17
Golestan	2	4	1	1	1	4	7	414	435
Gilan	2	5	-	1	1	-	-	20	29
Lorestan	1	4	-	-	1	-	-	31	37
Kordestan	1	3	-	-	-	4	5	95	109
Kerman	1	8	-	-	-	-	-	64	73
Kermanshah	-	3	-	-	1	-	-	196	200
Kohkiluyeh and Buyer Ahmad	1	3	-	2	-	1	1	62	70
Hormozgan	2	15	-	-	2	12	8	891	930
Hamedan	1	3	-	-	1	-	-	14	19
Mazandaran	-	5	-	2	1	-	-	57	65
Markazi	1	5	-	-	-	-	-	17	23
Yazd	1	1	-	-	2	1	-	68	73
Total	44	122	2	16	27	73	44	7182	7511

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Table No. (7): Number of women in managerial positions in the Ministry of Interior and governorates all over the country until November 2023

Title	DG	Deputy DG	Governor	Deputy Governor	District Governor	Head of the Department	Senior Expert	Total
Women Managers in Provincial Governorates	44	122	2	16	27	73	44	328
Women Managers in the Ministry of Interior	2	16	-	-	-	40	16	74
Total	46	138	2	16	27	113	60	402

Chart No. (5): Number of appointments of women in management levels in the provinces of the country



The above chart shows that most appointments of women in management positions are related to the provinces of Fars with 1181 managers, Hormozgan with 930 managers, and Isfahan with 606 female managers.

2) Management of women in institutions related to scientific, cultural, and social affairs

In this section, the situation of women managers at different management levels in institutions related to scientific, cultural, and social affairs has been investigated:

- Islamic Propagation Organization
- Islamic Republic of Iran Broadcasting
- The National Library and Archives of Iran
- Secretariat of the Supreme Council of the Cultural Revolution
- Islamic Culture and Communication Organization
- Ministry of Education
- Ministry of Culture and Islamic Guidance
- Cultural Heritage, Handcrafts and Tourism Organization
- Ministry of Sport and Youth
- Vice President for Women and Family Affairs of the President
- Literacy Movement Organization
- Iran Technical & Vocational Training Organization
- Martyr Foundation and Veterans Affairs
- Iran's Red Crescent Society
- Imam Khomeini Relief Foundation
- Municipality of Tehran
- Organization of Municipalities and Villages of Iran
- National Organization for Civil Registration

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- Vice- Presidency for Scientific and Technological and National Elites Foundation
- Ministry of Science, Research and Technology

Table No. (8) shows the number of female managers at different management levels in institutions related to scientific, cultural, and social affairs until January 2023. The number chart (5) also compares female managers in institutions related to scientific, cultural, and social affairs with the total number of managers.¹

Table No. (8): The number of female managers at different management levels in institutions related to scientific, cultural, and social affairs until January 2023

Organization	Managerial Levels				Number of Female managers	Total
	Political Managers	Senior Managers	Middle Managers	Field and operational managers and experts		
Islamic Propagation Organization	-	-	-	3	3	674
Islamic Republic of Iran Broadcasting	-	-	134	12	146	-
The National Library and Archives of Iran	-	2	18	102	122	288
Secretariat of the Supreme Council of the Cultural Revolution	-	2	10	6	18	90
Islamic Culture and Communication Organization	-	2	2	19	23	225

1. It should be noted that in all the charts comparing female managers with the total number of managers, only those institutions that announced the statistics of their total number of managers are shown.

Ministry of Education ¹	-	3	60	388	451	4099
Ministry of Culture and Islamic Guidance	-	-	26	224	250	1006
Cultural Heritage, Handcrafts and Tourism Organization	1	-	15	56	72	223
Ministry of Sport and Youth	-	1	41	228	270	1360
Vice President for Women and Family Affairs of the President	2	-	9	8	19	19
Literacy Movement Organization	-	-	1	7	8	31
Iran Technical & Vocational Training Organization	-	-	20	168	188	886
Martyr Foundation and Veterans Affairs	-	-	13	103	115	1183
Iran's Red Crescent Society	-	9	42	397	448	2640
Imam Khomeini Relief Foundation	-	-	14	198	212	-
Municipality of Tehran	-	-	-	-	938 ²	-
Organization of Municipalities and Villages of Iran	-	-	-	-	2632 ³	-
National Organization for Civil Registration	-	-	17	361	378	2468
Vice- Presidency for Scientific and Technological and National Elites Foundation	-	2	26	2	30	139
Ministry of Science, Research and Technology	-	-	11	125	136	-
Total	3	21	459	2407	6189	-

1. There are 480,000 women working in different fields in the Ministry of Education, of which 32,000 are working in different management levels of schools. This statistic is not included in the total managerial statistics of women.

2. Of these, 80 are appointed directors and 858 other directors are elective and non-appointed, that is, they were chosen by the votes of the board members.

3. This statistic does not include all the provinces of the country and only relates to the number of female managers in the municipalities and villages of 20 provinces of the country, including the provinces of East Azarbaijan, Ardabil, Isfahan Municipality, Alborz, Ilam, Bushehr, Chaharmahal and Bakhtiari. North Khorasan, Zanjan, Sistan and Baluchistan, Qazvin, Qom, Kurdistan, Kerman, Kermanshah, Kohgiluyeh and Boyer Ahmad, Golestan, Gilan, Lorestan, Hamedan and Hormozgan, as well as the information of female managers in Isfahan Metropolitan Municipality.

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3) Management of women in institutions related to welfare and health

In this section, the status of female managers at different management levels in institutions related to welfare and health has been investigated:

- Social Security Organization
- Ministry of Health and Medical Education
- Ministry of Cooperatives, Labour, and Social Welfare
- Iranian Blood Transfusion Organization
- The State Welfare Organization
- Iran Veterinary Organization
- Environmental Protection Organization

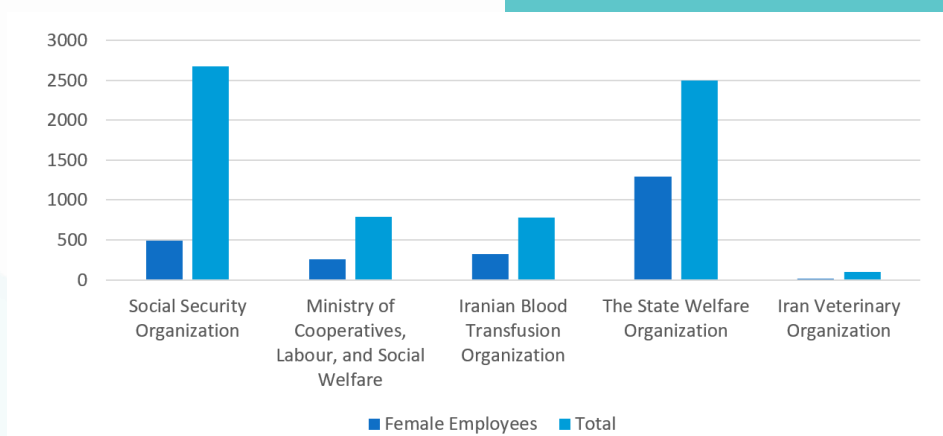
Table No. (9) shows the number of female managers at different management levels in institutions related to welfare and health until January 2023. Chart No. (5) also shows the comparison of female managers in institutions related to welfare and health with the total number of managers.

Table No. (9): The number of female managers at different management levels in institutions related to welfare and health affairs until January 2023

Organization	Managerial Levels				Number of Female managers	Total
	Political Managers	Senior Managers	Middle Managers	Field and operational managers and experts		
Social Security Organization	-	6	15	471	492	2676
Ministry of Health and Medical Education	-	1	647	12883	13531	-

Ministry of Cooperatives, Labour, and Social Welfare	-	-	53	203	256	792
Iranian Blood Transfusion Organization	-	-	22	395	322	776
The State Welfare Organization	-	-	26	1263	1289	2499
Iran Veterinary Organization	-	-	2	15	17	101
Environmental Protection Organization	-	3	20	353	376	-
Total	-	10	785	15583	16283	-

Chart No. (5): Comparison of the number of female managers with the total number of managers in institutions related to welfare and health affairs



4) Management of women in institutions related to economic and infrastructure affairs

In this section, the status of women managers at different management levels in institutions related to economic and infrastructure affairs has been examined:

- Planning and Budget Organization
- National Standard Organization of Iran
- Mostazafan Foundation
- Central Bank of Islamic Republic of Iran
- Ministry of Economic Affairs and Finance
- Ministry of Industry, Mine and Trade
- Ministry of Petroleum
- Ministry of Energy
- Ministry of Roads, and Urban Development
- Agricultural Bank
- National Productivity Organization
- Statistical Center of Iran
- Supreme Audit Court
- Atomic Energy Organization of Iran
- Ministry of Communications and Information Technology
- Post Bank
- Ministry of Agriculture
- Vice Presidency for Executive Affairs
- Administrative and Recruitment Organization

Table No. (10) shows the number of female managers at different management levels in institutions related to economic and infrastructure affairs until January 2023. Chart No. (6) also compares the number of female managers in institutions relevant

to economic and infrastructural affairs with the total number of managers.

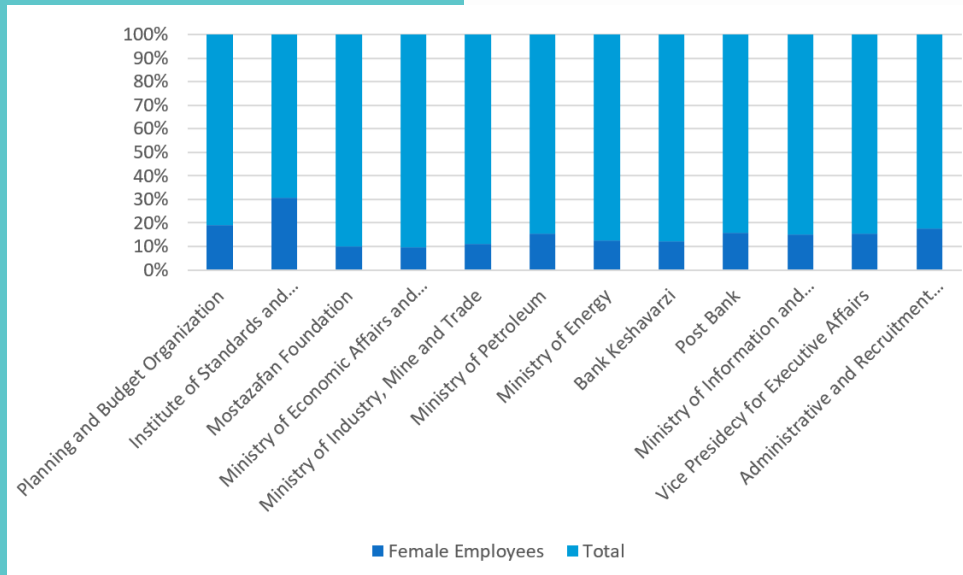
Table No. (10): Number of female managers at different management levels in institutions related to economic and infrastructure affairs until January 2023

Organization	Management Level				Number of Female Managers	Total
	Political Managers	Senior Managers	Middle Managers	Field and operational managers and experts		
Planning and Budget Organization	-	-	16	71	87	367
Institute of Standards and Industrial Research of Iran	-	-	12	39	51	116
Mostazafan Foundation	-	2	390	28	420	3835
Central Bank of the Islamic Republic of Iran	-	1	4	124	129	-
Ministry of Economic Affairs and Finance	-	3	60	657	720	6668
Ministry of Industry, Mine and Trade	-	-	26	119	145	1155
Ministry of Petroleum	-	13	214	684	911	10103
Ministry of Energy	1	35	-	1378	1414	9908
Iran Ministry of Roads & Urban Development	1	2	46	600	649	-
Bank Keshavarzi	-	1	18	834	853	6077
National Productivity Organization	-	1	-	6	7	-
Statistical Centre of Iran	-	1	10	32	43	-
Supreme Audit Court	-	-	40	238	278	-
Atomic Energy Organization of Iran	-	7	98	698	803	-

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Ministry of Information and Communications Technology of Iran	-	1	112	474	587	-
Post Bank	-	-	18	228	246	1295
Ministry of Information and Communications Technology of Iran	-	1	102	3690	3793	21435
Vice Presidency for Executive Affairs	-	7	30	81	118	639
Administrative and Recruitment Organization	-	-	10	21	31	145
Total	2	75	1206	10002	11285	-

Chart No. (6): Comparing the ratio of female managers to total managers in institutions related to economic and infrastructure affairs



5) Management of women in institutions related to legal and judicial affairs

In this section, the status of female managers at different management levels in institutions related to legal and judicial affairs has been examined:

- Judiciary and courts throughout the country
- Ministry of Justice
- Administrative Justice Court
- General Inspection Organization Of Iran
- Real Estate Registration Organization of Iran
- Prisons Organization
- Legal Medicine Organization
- Judiciary Organization of the Armed Forces
- The Headquarters for Combating Goods and Currency Smuggling
- Drugs Control Headquarters

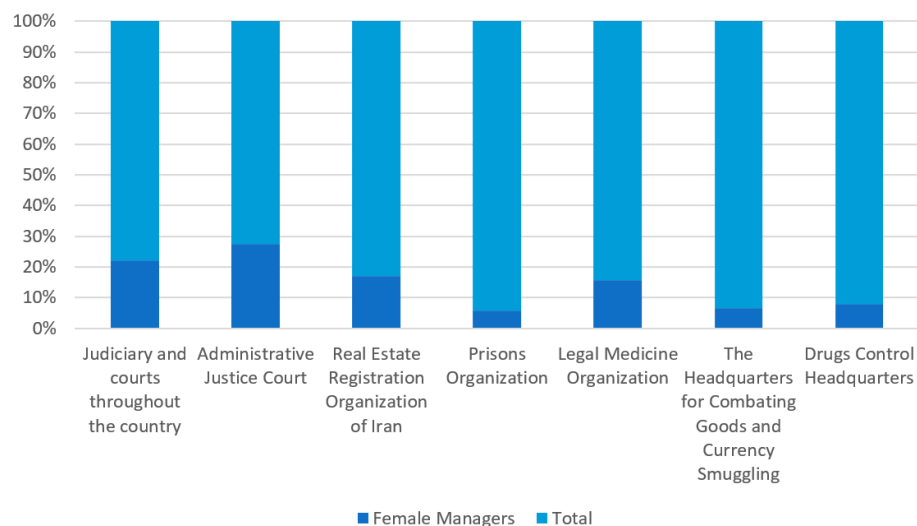
Table No. (11) shows the number of female managers at different management levels in institutions related to legal and judicial affairs until January 2023. Chart No. (7) also shows the comparison of female managers in the institutions related to legal and judicial affairs with the total number of managers.

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Table No. (11): The number of female managers at different management levels in legal and judicial affairs institutions until January 2023

Organization	Managerial Levels				Number of Female managers	Total
	Political Managers	Senior Managers	Middle Managers	field and operational managers and experts		
Judiciary and courts throughout the country	-	-	-	-	5404	18979
Ministry of Justice	-	-	6	8	14	-
Administrative Justice Court	-	-	4	100	107	281
General Inspection Organization Of Iran	-	-	-	12	12	-
Real Estate Registration Organization of Iran	-	-	13	620	633	3086
Prisons Organization	-	-	1	184	185	3029
Legal Medicine Organization	-	-	8	75	83	443
Judiciary Organization of the Armed Forces	-	-	-	15	15	-
The Headquarters for Combating Goods and Currency Smuggling	-	-	-	9	9	130
Drugs Control Headquarters	-	-	2	7	9	106
	-	-	34	1030	6471	26054

Chart No. (7): Comparing the ratio of female managers to total managers in legal and judicial affairs-related institutions



It should be noted that currently 1006 women are working as judges and 13 of them have been appointed as deputy prosecutors. Table No. (12) shows the statistics of female judges and their respective organizational positions.

Table No. (12): Statistics of female judges and relevant organizational positions

Organizational position	Number
Deputy Prosecutor	13
Assistant Prosecutors and advisers of family courts	897
Civil Judges	96
Total	1006

Overview of female managers in the Islamic Republic of Iran

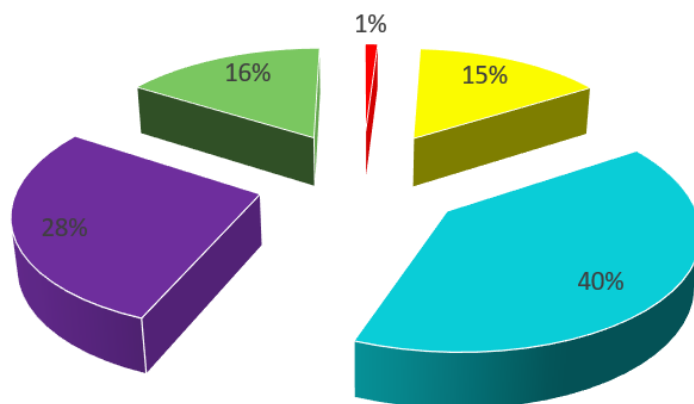
Table number (13) shows the status of female managers at different management levels in the country’s executive bodies.

Table No. (13): Status of female managers at different management levels in the country’s executive bodies

Organization	Managerial Levels				Number of Female managers
	Political Managers	Senior Managers	Middle Managers	field and operational managers and experts	
Institutions related to political affairs	18	2	193	243	455
Institutions related to scientific, cultural and social affairs	3	21	459	2407	6189
Institutions related to welfare and health	-	10	785	15583	16283
Institutions related to economic and infrastructure affairs	2	75	1206	10002	11285
Institutions related to legal and judicial affairs	-	-	34	1030	6471
Total	23	108	2677	29265	40683

Chart No. (8) also shows the distribution of the percentage of female managers in the executive bodies of the country. Based on this, the highest percentage of female managers appointed in the country, i.e. 40%, are in institutions related to welfare and health, and the lowest percentage of female managers appointed is in institutions related to political affairs.

Chart No. (8): Distribution of the percentage of female managers in executive bodies



- Institutions related to political affairs
- Institutions related to scientific, cultural and social affairs
- Institutions related to welfare and health
- Institutions related to economic and infrastructure affairs
- Institutions related to legal and judicial affairs

Some women managers in the Islamic Republic of Iran

Sakine Sadat Pad

Assistant to the President in pursuit of social rights and freedoms



Ensieh Khazali

Vice President for Women and Family Affairs



Elham Azad¹

Representative of Nayin, Khor and Biyabank constituencies in the Parliament



Sarah Falahi

Representative of Ilam, Ivan, and Cherdavel constituencies in the Parliament



1. In the first phase of the elections of the 12th round of the Parliament which was held on March 1, 2024, 245 people were elected and the elections of 21 constituencies were extended to the second round to appoint 45 more representatives. Among the 245 representatives who were admitted to the 12th round of the Parliament, 11 women have been able to get the necessary votes to attend in Baharestan, which are elected by 9 provinces. Out of these 11 female representatives, 4 (Sara Fallahi, Fatemeh Mohammad Beigi, Fatemeh Maqsoodi and Elham Azad) are representatives of the 11th round, who once again entered the House of the Nation. It should be mentioned that the 11th Parliament had 16 female representatives. In the second round of the elections, which will be held in May 2024, 90 candidates will compete for 45 seats in the 12th parliament, 7 of whom are women.

Maryam Abdollahi
Representative of Mianeh
constituency in the
Parliament



Zahra Khodadi
Representative of Malekan
and Leilan constituency in
the Parliament



Fatemeh Mohammad
Beigi, the representative of
Qazvin Constituency in the
Parliament



Shahin Jahangiri
Representative of Urmia
Constituency in the
Parliament



Fatemeh Maqsoodi
Representative of Borujerd
Constituency in the
Parliament

Alie Zamani Kiasari
Representative of Sari and
Mian Dorud constituency in
the Parliament



Zahra Saidi Mobarakeh
Representative of Mubarake
Constituency in the
Parliament



Behshid Barkhordar¹
Representative of Zoroastrian
Constituency in Tehran
Province in the Parliament



Fatemeh Jarareh
Representative of Bandar Abbas,
Qeshm, Abu Musi, Haji Abad
and Khamer constituency in the
Parliament



1. Behshid Barkhordar is the first female representative of Zoroastrian minority from Tehran constituency. This is despite the fact that in none of the periods, a female representative from religious minorities has been present in the parliament.

Afsaneh Nadipur
Ambassador of the Islamic
Republic of Iran in Denmark



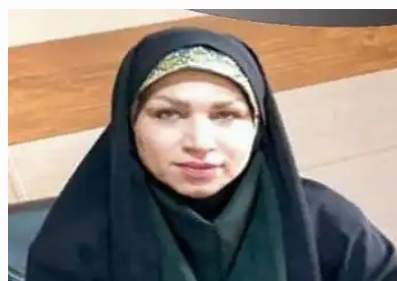
Maryam Kargar Najafi
Deputy Minister for of
Research and Human
Resources, Ministry of Energy



Fereshteh Tork
Governor of Kurdkoy city,
Golestan province



Golnesa Mobaraki
Governor of Lashar city
in Sistan and Baluchistan
province



Marzia Afkham
Advisor to the Minister of Foreign
Affairs and Director General of
Women and Human Rights of the
Ministry of Foreign Affairs

Participation of Women in Managerial and Decision-making Fields in the Islamic Republic of Iran 33

Zahra Ahmadi

Director General of National Divisions of the Ministry of Interior



Zeinab Akhtari

Director General of Women and Family Affairs, Ministry of Interior



Zahra Nazem Bokaei

Dean of Al-Zahra University



Elham Yavari

Head of the National Organization for the Development of Brilliant Talents



Fatemeh Zarean Bani Asadi
Advisor to the Minister of Agricultural Jihad and Head of Public Relations and Information Center

Mona Abrofarakh
 Director General of Cellulose,
 Printing and Stationery
 Industries, Ministry of Industry,
 Mining and Trade



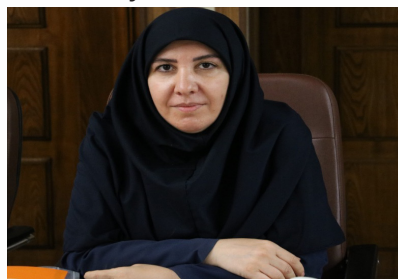
Leila Moradi
 Director General of the
 Business Environment Office
 of the Ministry of Industry,
 Mining and Trade



Gulnar Nasrollahi
 Advisor to the Minister of
 Industry, Mining and Trade
 in textile, clothing, leather
 and shoe industries



Katayon Nematpour
 Director General of the Health,
 Safety, Environment and
 Energy Office of the Ministry of
 Industry, Mines and Trade



Tahira Rezapour
 Head of the Human Resources
 and Organizational Center
 of the Ministry of Industry,
 Mining and Trade

Participation of Women in Managerial and Decision-making Fields in the Islamic Republic of Iran 35

Maryam Sotvan
CEO of Khorasan Power
Generation Company



Maryam Kazemipour
Deputy Minister for Women's
Sports Development, Ministry
of Sports and Youth



Mohanna Mohammadi
Movahed
Mayor of Beris in Sistan and
Baluchistan province



Tayebah Ahmad Piri
The mayor of Abad city in
Bushehr province



Zeinab Azarkhosh
The mayor of Titkan in
Lorestan province

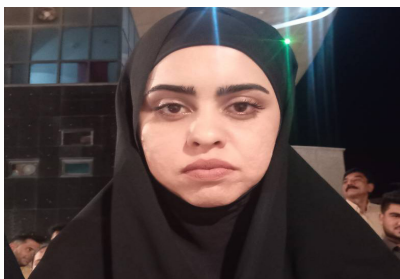
Sediqeh Yazdani
Head of Saadabad municipality
in Bushehr province



Zahra Zeinli
The mayor of Sheshdeh in
Fars province



Arezoo Ismail Zehi
Mayor of Sarjangal in Sistan
and Baluchistan province



Leila Mokari
The mayor of Firoraq city in
West Azarbaijan province



Zahra Ghasemi Najafabadi
Mayor of Safi Abad in
Khuzestan province

