SIE 2015
6th International Symposium on Industrial Engineering
24th-25th September 2015
FACULTY OF MECHANICAL ENGINEERING
STEINBEIS ADVANCED RISK TECHNOLOGIES
INNOVATION CENTER FME

# EMPOWERMENT AND ENTREPRENEURSHIP IN JOB ENVIRONMENT

Reza Shafiezadehgarousi[1], Mohammad Omid[2], Mohammad Shahverdy[3]
[1]Member of Faculty, Department of Management, Islamic Azad University Saveh Branch and President of Islamic Azad University Tafresh branch Iran.Email: shafiezadeh@iautb.ac.ir
[2]Ph.D Student of Management, Faculty of Economic and Demography Sciences, Academy of Sciences of the Republic of Tajikistan, Assistant of Self-Sufficiency and Employment, Imam Khomeini Relief Foundation: ssf@emdad.ir
[3]Member of Faculty, Department of Computer Engineering, Islamic Azad University Tafresh Branch, Iran shahverdy@iautb.ac.ir

***Abstract.*** *In modern world the entrepreneurship think and using it in organizations is inevitable matter. As birth and death of organizations is depended on sight, vision and abilities of their originators, however the growth and duration of these organizations is depended on factors such as ability, creativeness and innovation of their human source. If planners, decision makers and employees of an organization be entrepreneur they can understand economical opportunities better and they will more able to use available sources for innovation, thus they will grow faster and can be persistence in competition arena.*

*From late of 1980's the small financial institutions as one appropriate and effective solution for economical empowerment in development programs reached to special place in developing countries; so that during two last decades the number of these institutions rigorously increased. These programs due to making proper financial services and conveniences for poor groups in society and by redistributing the incomes and increasing the self occupation and thus by increasing the production, could provide income in reduced the unemployment. For empowering the susceptible people for being entrepreneur, it should promote the entrepreneurship activities, nurturing the entrepreneurship moral and finally an entrepreneurship environment should be dominated by Imam Khomeini Relief Foundation. This require to cognition, contrast and description the entrepreneurship sense and process for job through empowering the susceptible people that have minimum economical and financial resources. This article try to describe process entrepreneurship sense and also it want to offer a model for promote and nurturing this sense through empowerment in job environment and small and medium sized enterprises.*

**Keywords:** *entrepreneurship, job entrepreneurship, empowerment, job environment, self adequacy*

## 1. INTRODUCTION

Due to occurrence various events in social, cultural and job levels, nowadays there is a special interest to entrepreneurship and entrepreneurs in different countries and supporting to current entrepreneurship in job and making proper beds for development is among economical developing tools for nations particularly in developing countries. Entrepreneurs are present in any environment and it should try to increase their ability and more important, the economical- organizational structures should be let to entrepreneur for express itself and its abilities. Those who believe to their gifts frequently affect to create things themselves. They desirous to responsibility and they have a rigorous need to introduce themselves and more freedom. When they haven't such freedom and their needs aren't supplied, they will be unhappy and this situation cause to reduce the person productivity and even person may become depress and may not be look for useful work. Sometimes those entrepreneurs that aren't supported may go out of economy round by supporting from risky investigators and these entrepreneurs may decided to passivity or exit from economy market. For preventing from such problems and for keeping the capable and creator human resources, some methods for promoting the entrepreneurship moral are considered that these methods can bring worthwhile advantages.

The occupation and entrepreneurship subject is so serious for human nations and is considered as an indicator for measuring the development in nations and most cases lake the job is considered as violating the poor line. Based this in present article we tried to introduce the empowering conditions for subsistent persons (that are prone to entrepreneurship) under cover of Supportive Organizations in empowering plan for entrepreneurship. In this view supportive organization included in charity, NGOs and governmental institutes.

## 2. ENTREPRENEURSHIP DEFINITION

Entrepreneurship definitions that were introduced in different books and articles from several theorists significantly are similar. McKensy and Dikambo (1986) believe that entrepreneurship activity can be includes developing a new product so that making a process can be effective. Jing and Yang (1990) define entrepreneurship as a process for developing the products or new markets. Coratiko, Montagno and Horensby (1990) describe entrepreneurship as making new jobs in framework of mother companies. McGrath, Bolind and Vankatarman (1992) define entrepreneurship as a tool for companies to increase their economical stability in a long period and Arilla (1960) believes that entrepreneurship has three dimensions that are: innovation, extending new products, processes and services, and risk taking. All definitions that were offered for entrepreneurship significantly are consistence and Zahara by investigating the entrepreneurship history found that most definitions that were presented in entrepreneurship field, introduce it as an innovation activity in job environment or organization (Hisrich, Peters, 2002, p22).

## 3. EMPOWERMENT AND ENTREPRENEURSHIP CULTURE

The social and job condition came to a new arena. This era is entrepreneurship period. Entrepreneurship is known as a key factor for development and growth in modern age. One action that is necessary for using the entrepreneurship tool is bedding and one of the most important aspects of it is culture bed making for entrepreneurship. The culture bed is the most important infrastructure agent or even is the base of other necessary beds for entrepreneurship. Culture is a set of rules that specify how an organization or job environment should do its tasks and what is unappealing or acceptable. In traditional culture the conservative decision making is favorable; in other word in such culture the emphasis is on gathering a lot of information as a base for logical decision making and crucial decisions typically are delayed until gathering enough information (Histerich, Pitters, 2002, p 48-49). These instances may chill the prone persons for entrepreneurship due to having minimal financial possibilities so that in this case the empowerment essence is visible more than any other time.

## 4. EXPERIENCE OF OTHER COUNTRIES AND EMPOWERMENT ROLE FOR ENTREPRENEURSHIP:

### 1. Bangladesh: intellect credits

Bangladesh can be considered as intellect empowerment start point. The experience of this country in providing financial resources for small units, poor people and special groups particularly for women, caused that other countries consider Bangladesh as a model for taking proper guideline about small credits specially successes of Gramine Bank in this country. For evaluating the performance rate and service quality of small financial institutions in Bangladesh we can mention to some projects such as Gramine bank, rural development committee of Bangladesh, rural development project “12”, reconstruction organization of Bangladesh, Shakti institute, rural services of Ranjpoor Donyajpoor, and development project of small and marginal agriculture systems (Kautz et al, 2003).

### 2. India

Until before starting the financial reform programs (1990’s), empowering the susceptible people as a governmental plan in a subvention model was prevalent in India. This vision was dominated among most of bankers and politicians; but regulation removing from financial system could transform perspectives of financial system gradually; for example by liberating the interest rates, many banks by supporting of rural and agricultural developing national bank communicated links with informal groups of self aided poor people for featuring the poverty guarantees and paying credits to them with proper interest rate .

### 3. Pakistan

In 1989 Pakistan established the first women bank with a capital equal to 100 millions rupee for empowering this susceptible group. In years after it by increase the capital of this bank, the structure of its capital changed so that 90% of it provided by five main banks of Pakistan and reminding 10% provided by government. Establishment of this bank was considered necessary from economical, social and cultural aspects because this country regarded to juridical aspects. The main aim for establishing this bank was eliminating the prejudice from women in credit problems for bank bonds.

### 4. Indonesia

Increasing trend of crowd growth in Indonesia that reached to its maximum in 1970’s resulted to facing

with a high rate of unemployed young work force in this country. In other hand dependence of national income on oil export and so little contribution of agriculture in this income (while 70 percent of employed people in this country are working in agriculture segment) faced Indonesia to additive crisis such as reduction of national income due to falling the oil price, and a wave of unemployed young people. From meddle of 1970's the Indonesia government acted for developing the industry and job making through developing the small firms by making basic changes in immense economical programs. Needing to limit worth sources, needless to many skilled manpower, and enjoying from creature innovator and entrepreneurship management, all are among prominent features of small industries so that Indonesian statesmen respect to this fact tried for developing this part (Asian Development Bank, 2000).

## 5. EMPOWERMENT ABILITIES OF ENTREPRENEURS

1. Planning and purpose defining: Planning is means that manager already thinks about objects and desired activities and his/her tasks are based on a logic, program or method (Stoner, Freeman and Gilbert, 2000, p12).
2. Decision making: Process decision making is selecting a particular method for solving a special problem or project (Heresy and Blanchard, 2000).
3. Human communications: Based on significant researches that were done in 1930's and 1940's, it can conclude that the job environments factually are complex social contexts that understanding behaviors in these environments is possible by considering to employee's perspectives, social communications, informal communications and other variables. Marry Prakter Fault believes that in any collective work, the important problem is making and keeping the stable and orchestrate human links (Alagheh Band, 1999).
4. Marketing: In Bennett vocabulary, marketing is a process of planning, designing, pricing, enhancing and distributing ideas, goods and services for making an exchange to meet individual and organizational objects. The marketing skill is one of other necessary skills for entrepreneurs (Islam, 2003).
5. Job making: Many factors such as government, financial resources that are available for person, role models and etc have effect in making new jobs. Also entrepreneur should have necessary contest for operating job (Hisreach and Pitters, 2004).
6. Accounting and financial skills: Accounting is including record technique, sorting and précis the financial activities of an institute in framework of measurable numbers as money and interpreting the results that are obtained from considering these numbers . Accounting is named as trading language. Whatever entrepreneurs can learn this language more, they will dominate better on their life and job (Poordariani , Azizi, 2004).
7. Management: The management process is related to a task that is based on trust gain about activities means that these activities are done in a manner that will caused to meeting the certain purpose (Pirnia, 2003, p21).
8. Control: Control is interesting to work results (feedback) and pursuit them for comparing the conducted works with programs and applying appropriate modifications in any offset respect to prospects (Alagheh Band, 2000). Control helps to entrepreneur for monitoring the effectiveness, planning, organization and directing the activities (Stoner, Freeman and Gilbert, 2000).
9. Negotiation: Negotiation is a very complex connecting process and is an important skill for entrepreneur success. In trade as a part of life, the negotiation starts based on this fact that people or individuals need to each other (Haggy, 2003, p79).
10. Develop management: In the last managers worked in a relatively stable and predictable world for reach to success but today they are faced with precipitous changes. They are faced with continuous innovations in computer and information technology and a stormy world, variable markets and unstable life styles of consumers is places against them (Harvey and Brown, 1998).

## 6. THE NECESSARY ENVIRONMENT FOR EMPOWERING ENTREPRENEURS

For creating entrepreneurship it is should be proper conditions in environment. Thos agents that affect the entrepreneurship extend are named entrepreneurship environment and empowerment is one these agents (Spilling, 1998, p59). Now we want to see how it can make an environment for entrepreneurship in job. Doing this task entails certain factors and features of empowerment. The typical specifications of organizational entrepreneurship environment are summarized in table 1-1.

One of main ways for supporting the entrepreneurship management for entrepreneurs is that without any fear and with a proper program establish his/her desired job. (Shabani, 1998,p154)

| Table 1: organization entrepreneurship environment |
| --- |
| • Organization should be coordinate with advanced and updated technologies<br>• New ideas should be encouraged.<br>• Test and try should be encouraged.<br>• Failures and loses should be accepted.<br>• No barrier should be against making and developing new products<br>• Multi purpose team work method<br>• Long term horizon time<br>• Voluntary program<br>• Proper compensation system<br>• Existence of supporter and backer<br>• Supporting and bickering should be done |

## 7. EMPOWERING MODEL OF ENTREPRENEURS

The ideal model is that can define all constituents of a system and all relations between them. Practically it can not to have such model and if we have a model that can determine 70% of relations between system constituents it will be a good model but 100% isn't possible (or it can be reached difficulty) (Nateghi et al, 2010). The empowering model that was used in Supportive Organizationshas a proper effectiveness and proficiency. Aims of this model are:

1. Enhancing the economical, cultural and social knowledge of subsistent persons
2. Enhancing the technical knowledge and professional skills of subsistent persons
3. Making proper context for efflorescence the hided creativity of subsistent persons
4. Increasing the economical power and authority in individuals and families under cover until self adequacy

This model is based on a continuum and defined process; a process that all administrative body and its staff are deal with it directly or indirectly and all of them support it. Now the conceptual model of economic empowering for entrepreneurship is showed , Fig.1

In refer to role of desirable raw materials in quality of made goods and its effect in stability of jobs, speedup the timely productivity of job plans and fostering the executive ability of subsistent persons, the preoccupation and self adequacy assistant of Supportive Organizations tried on supporting program of occupation plans with a supply framework; and in this direct he could provide various kinds of machines and equipments required for conducted plans with lower price and with higher quality for subsistent persons during this period. For this purpose the empowering model of entrepreneurs could be conducted by follow guidelines.

**1- Help for marketing and selling products of subsistent persons**

The Supportive Organizationsby establishing the trading and producing services center of Imam's Supportive Organizations and through making constant stores and seasonal small markets effectively helped to subsistent persons for selling their products in massive production and this action caused to selling a massive volume of produced goods of subsistent persons thus these persons insured about selling their product goods and they were pursuit their works with more confidence.

**2- Standardizing and enhancing the quality**

For parallelism in production and for enhancing the products quality, the assistant of self adequacy and preoccupation assigned the first prefer to standardize the subsistent persons' products in current plans of assistant zone and in this regard all plans and available production maps imparted for reconsidering and standardized according to market needs.

**3- Marketing**

Marketing for subsistent persons' products is one of very useful services of Supportive Organizations committee. Center of trading and producing services of Imam's Supportive Organizationsby its presence in national and international special exhibitions, introduces products belong to subsistent persons and it could have a good contribution of markets in country and abroad. This action in handicraft industry sector was significance and salient. Presence in Ramazan ceremony small market, making exhibition in margin of superior entrepreneur and Supportive Organizations experts' celebration, and contribution in yearly sell exhibition of country, are among these actions. Also presence in abroad exhibitions is among programs of trading and producing center of Supportive Organizationsand each year different exhibitions are considered so that if presence in these exhibitions is cost effective, the committee will participate in it.

**4- Products sell**

By extending the self preoccupation and by increasing the various products in this sector, it seems that help for marketing and product sell is necessary for subsistent persons and in this regard very good actions performed and self adequacy and preoccupation assistant of committee by making continuum stores and by presence in seasonal small markets and exhibitions aided to subsistent persons.

The mentioned rate is except provincial sell that its statistical isn't considered in this part.

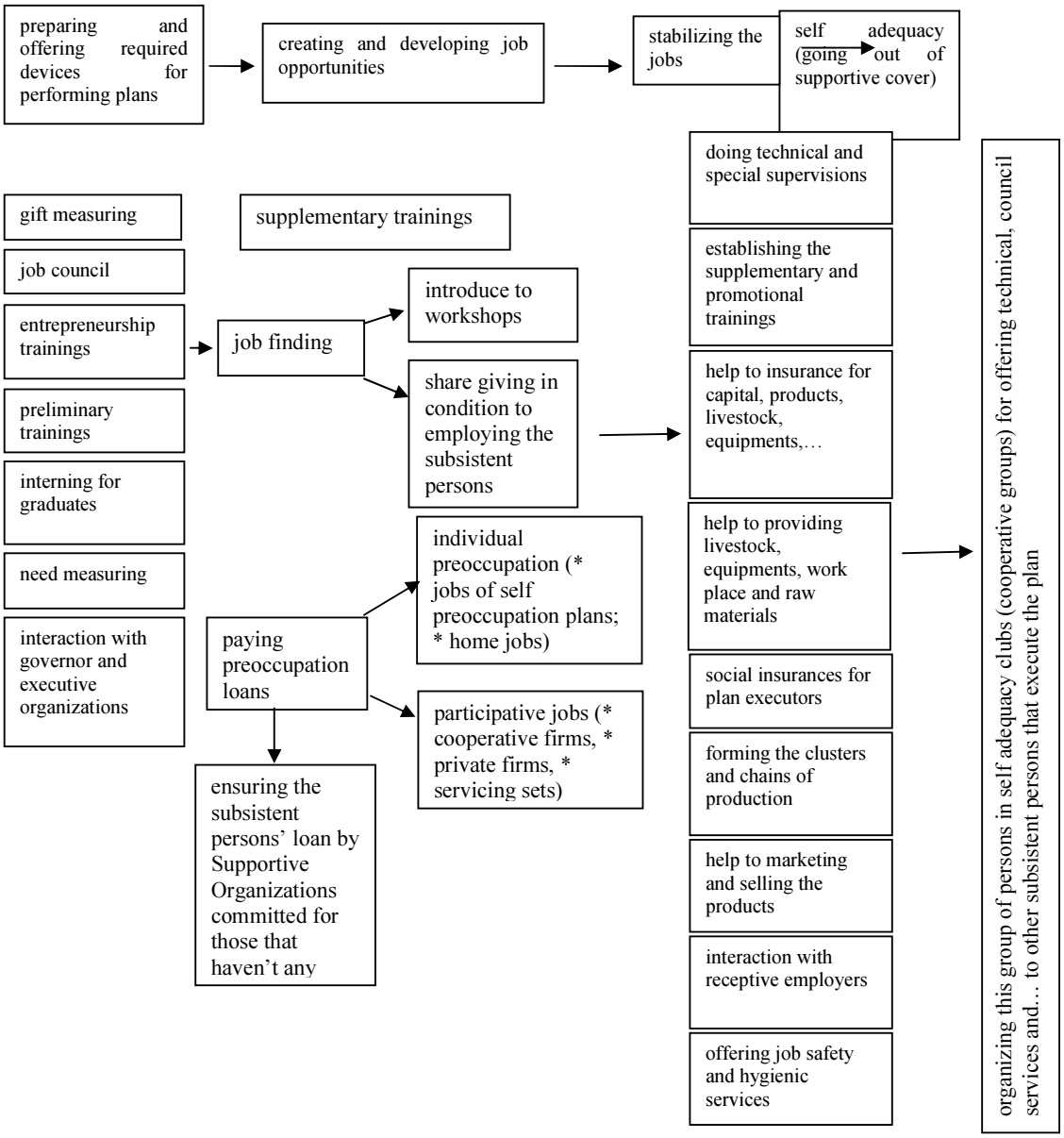


**Figure 1:** Conceptual model of economical empowering of Supportive Organizations with central emphasis on preoccupation(Imam Khomeini Relief Foundation, Self-Sufficiency and Employment)

## 8. SUPERVISION ON PERFORMING PREOCCUPATION AND SELF ADEQUACY PLANS

To be sure about good performing the preoccupation and self adequacy plans, the quality control for subsistent person's products and stability of created jobs and also surveillance about worth (gifted conveniences) all are among task works of committee assistance for supervision and continuum survey to self adequacy and preoccupation plans for subsistent persons and this committee was resolute. Totally 9448166 visits were done from 2005 to end of 2012 autumn. Performing this program caused to yield these conducted plans in determined time and it was so effective in durability of created jobs. Among the most important yields of this program during 2005-2011 period we can mention to: products' quality, resounding disadvantages and inadequacies in performed plans to related responsible and understanding the quantity and quality of plans, supervision on individual and environmental hygiene in workshops and vaccination program for livestock, interesting to professional insurances and

workshop events, watching for investments and also offering technical council for subsistent persons. The performed supervisions were done in three levels as follow.

**a) Direct supervision by technical supervisors, responsible persons and branch experts**

In this type of supervision that mainly is workshop supervision and has a technical aspect, technicians and responsible persons of self adequacy in branches with related job description and recipes have adequate supervision on all performing stages for self adequacy and preoccupation plans and provide a visit report for each plan after accomplishment the mission and they offer this report to their superior responsible person.

**b) Supervision by responsible persons in province**

In this type of supervision, the assistance of self adequacy of committee and experts of province are bounded to revisit all current plans of province according to certain schedule and evaluate these plans. In addition to technical supervisions for instances such as evaluating the preoccupation activities, regarding to recipes, they should evaluate the performance of staffs in preoccupation department in each executive units.

**c) Supreme supervision by preoccupation responsible of center**

Supervision on performance of executors in self adequacy sector of province administration and its branches and confident on favorite performing and directing plans and activities related to job making, regarding to issued recipes in all provinces and their accessory executive units, all are undertake by responsible persons and experts of preoccupation sector of center office that these activities are performed according to a regular scheduling table. Responsible and experts of assistant headquarter visited preoccupation department of all province administration offices and also their accessory branches. These activities are done systematic as follow, Fig 2.

**Objects:**

1. Enhancing the scientific and cultural knowledge and vocational skills in subsistent persons;
2. Enhancing the economic power of individuals and prone families until full self adequacy so that the poverty and privation signs eliminate from their life;Creating effort and work culture in subsistent persons for reaching to a better life;
3. Maintaining the family strength resurrecting the individual, domestic and national honor and munificence.

**A) Executive programs:**

1. Gift measuring, job guidance and determining the level of skill and executive power in subsistent persons;
2. Enhancing the scientific level and vocational skills in subsistent persons;
3. Establishing the Intern system for university graduates (children of subsistent persons);
4. Job finding for ready subsistent persons for work (headman of family and children);
5. Loan donating and making proper job opportunities for subsistent persons (performing job making plans);
6. Preparation and technical supporting to entrepreneur subsistent persons;
7. Identifying the market need (inside and outside the country);
8. Help in marketing and selling products belong to subsistent persons
9. Preventing from falling again to poverty cycle through executive social insurance for subsistent persons;
10. Supervision on favor performing the job making plans and self adequacy and quality control for products;
11. Identifying resources, possible and potential features of different areas of country for exploiting them in extending job opportunities;
12. Improving the systems and executive methods.

**B) Executive policies**

**C.1) subsistent part:**

1. Segregating and classifying the self adequacy and preoccupation plans proportionate to subsistent persons' executive power;
2. Identifying job capabilities in subsistent persons and their skill level through council;
3. Making proper context for preoccupation and stable gaining for subsistent persons through job finding and executing preoccupation and self adequacy plans with preference for rural subsistent persons;
4. Directing the children of subsistent families to useful and productive preoccupation and helping them until self adequacy;
5. Directing the subsistent persons toward performing economical small plans in an individually or family manner;
6. Cooperation in performing collective plans that is more cost effective than individual plans.

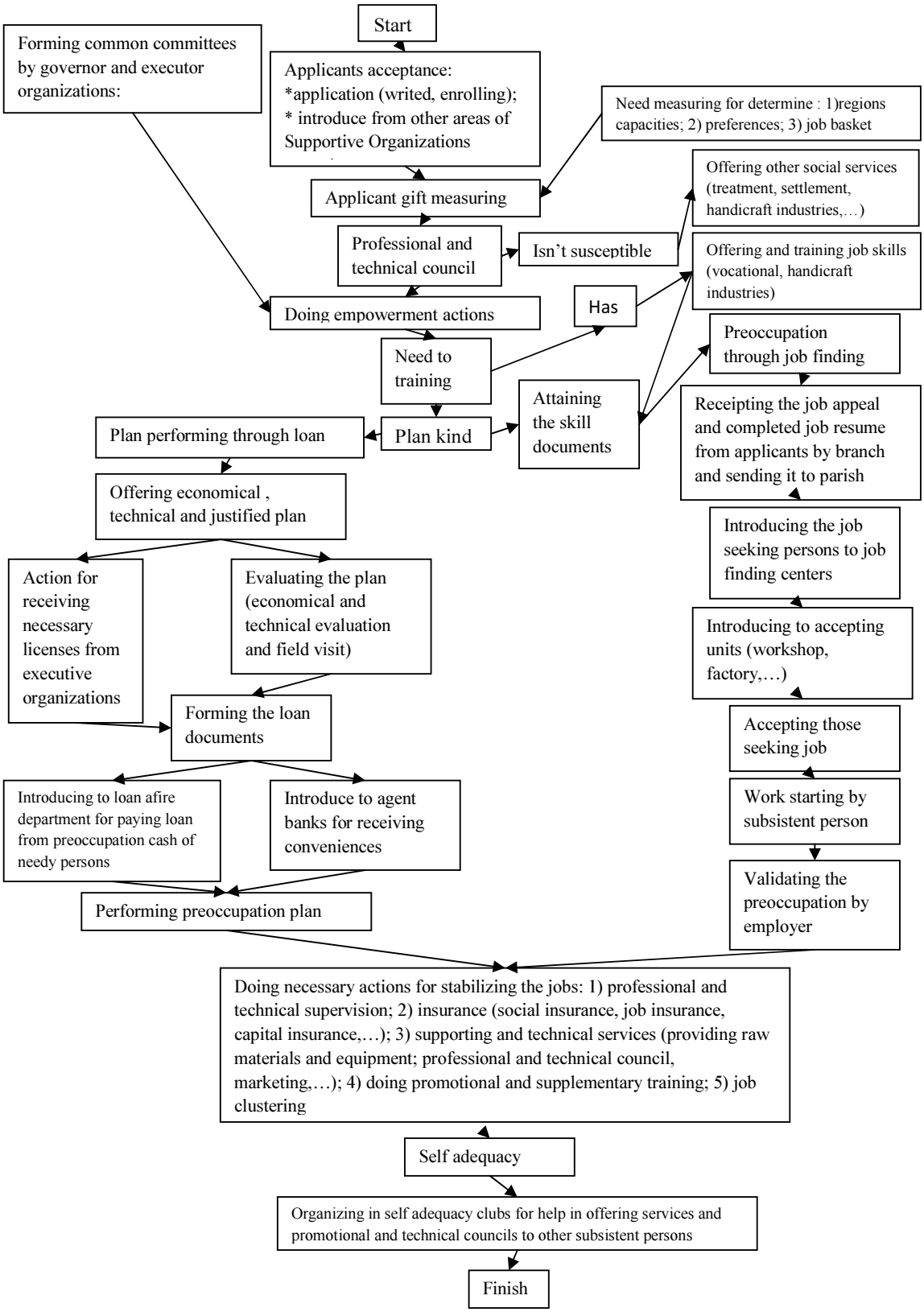


**Figure 2**:Empowering procedure for entrepreneurs
(Imam Khomeini Relief Foundation, Self-Sufficiency and Employment)

**C.2) organizational part:**

1. Marketing and help for selling products belong to subsistent persons and also effort for gaining more share of national and global markets pro introducing products that are made by subsistent persons;
2. Help for providing raw material and work tools that are needed for subsistent persons;
3. Improving the structure and executive methods in self adequacy area (executive and headquarter departments) according to assigned missions;
4. Endeavor of headquarter areas for better policy making, planning and supervision;
5. Continuum supervision on favorite performing the self adequacy plans to be sure about success of plans and products quality by using real and legal persons out of organization;
6. Preventing from falling again to poverty cycle and taking proper tactics for establishing the performed plans through executor social insurances and by using life insurance, event insurance and capital insurance for subsistent persons.

**C.3) regional part:**

1. Identifying and exploiting the possible and potential features of different parts of country particularly the habitat of subsistent persons to developing job for them;
2. Exploiting the potential training features of country for enhancing scientific knowledge and level of technical and vocational skills of subsistent persons;
3. Effort for attract and directing the state credits, public, cooperation firms and banks for job making particularly in deprived regions;
4. Cooperation for performing special provincial and regional plans that is positive and cost effective and subsistent persons can do these plans;
5. Diversity and variety in self adequacy and preoccupation plans and developing the self adequacy services proportional to contexts and features of regions;
6. Preoccupation of subsistent persons through job finding by exploiting the job opportunities available in production and services sector;
7. Making more variety in self adequacy and preoccupation plans with an Identifying approach for jobs and new technologies proper to gifts and features of region.

## 9. EXECUTIVE GUIDELINES

**a) possible measuring and determining the skill level of subsistent persons**

For performing this policy the following programs and activities were predicted.

- Identifying susceptible subsistent persons for work and their family members that have work ability
- Performing the council program and job guidance for subsistent persons covered by committee
- Introducing the proper, useful and productive jobs in different fields to families' children
- Ordering and rehabilitation program for elderly persons by performing preoccupation plans
- Identifying the skill and technical abilities of job applicants
- Making entrepreneurship centers in sight of Supportive Organizationsand purchasing required services.

**b) designing and performing pervasive courses of vocational training and interning and promoting the work culture**

For performing this policy the following programs and activities were predicted.

- offering vocational trainings to those subsistent persons that haven't any skill
- offering supplementary trainings to executors of preoccupation plans
- offering vocational trainings through un personal method
- offering cultural trainings and life skills
- codifying the training standards
- performing supplemental trainings and special updating for expert forces that are practitioner in preoccupation sector
- training need measuring program in a constantly manner along with needs of work market and developmental programs
- remote and media training
- evaluating the offered vocational trainings
- information technology development program in training procedures
- developing in service trainings (vocational trainings) for high school students
- the program of gradual training for preoccupation plans executors in quick yielding firms
- the program of developing informal training courses
- the program of attracting public participations and benefactor persons
- identifying possible and potential training features of regions

**c) performing preoccupation plans proportional to executive power of subsistent persons**

The preoccupation plans in aspects such as definition, execute process, applicable models, maximum level of payable loan and etc, and proportional to executive power and features of target groups are divided to three classes as: work stimulus plans, power adding plans and self adequacy plans.

**1- work stimulus plans**

These are plans that are performed for increasing the moral and expectancy index for those subsistent persons that are faced with moral and physical problems or senility age and in these plans attaining to economical income and economical self adequacy isn't considered. The mold and model of performing these plans is including "small plans of self preoccupation" and "small plans of home jobs".

**2- power adding plans**

These plans in small jobs framework are performed in two parts of self preoccupation and home jobs with aim of enhancing and helping to family economy. By performing these plans it isn't expect to self adequacy of family in a certain time period but it can provide self adequacy context for family and in other word it can say that these plans promote the effort and work culture among families and provide context for operation bigger jobs. Creating these job opportunities can be considered as a context for growth of self adequacy plans so that after certain period by increasing the plan capital and supplemental trainings, the family self adequacy will be occur. Mold and model of power adding plans are include: self preoccupation plans, home job plans, virtual jobs, rural jobs, seasonal and temporal works and etc.

**3- self adequacy plans**

These are plans that provide income and self adequacy for family after certain period time and cause to exit the family from supporting covers of Supportive Organizationsand provide self adequacy for family. Model and mold of these plans are include: individual plans such as self preoccupation jobs, home jobs and other similar cases; collective or group plans such as family jobs, cooperative plans, various kinds of firms (public joint stock and private firms,…), production service associations, participative plans, continuum and cluster plans, production plans without factory and other cases.

## 10. PROVIDING GEOGRAPHICAL MAP OF PLANS SOCIETY

For performing geographical map of plans society and quick yield, various, low capital, stable jobs with low risk in our country, the following programs and activities were predicted and now are undergone.

- Identifying possible and potential features of different regions of country;
- Codifying the job development document for Supportive Organizations;
- Creating data base for job opportunities and quick yielding jobs
- Gathering, adjust and codifying instruments relating to preoccupation (inside and outside of organization);
- Positioning the individual and group self preoccupation plans in different regions of country;
- Codifying logistic plan of country for preoccupation opportunities by Supportive Organizations;
- Identifying market needs (inner consumption) and other countries (export)
- Dividing available jobs based on sex and age
- Forming specialty work groups including professors and theorists for identifying the potential aspects of different regions in country;
- Identifying active industrial clusters in region and those clusters that can be formed in future;
- Providing bylaw for identify job opportunities;
- Identifying available job opportunities in region and providing demography of exist jobs;
- Positioning the transformational industries respect to native products of different regions of country;
- Identifying supportive institutions and unprofitable organizations and active welfare institutions in field of preoccupation in different regions of country;
- Exploiting the experiences of other supportive organizations inside and outside of country in preoccupation field;
- Identifying capabilities of habitants in different regions of country for enhancing their participation in investment;
- Identifying active, semi active and work stopped industrial factories and investigation their status for using their capacities to make jobs for subsistent persons by supporting from Supportive Organizations committee;
- Investigation and identifying production plans and raw materials that need for big industries;
- Investigation the demography status and immigration type in different regions of country.

## 11. SELECTING THE INCOME MAKING APPROACH IN SELF ADEQUACY PLANS

FOR PERFORMING THIS POLICY, follow programs and activities were predicted.

- The program of enhancing quality level of subsistent persons' products;
- Codifying production standards for subsistent persons;
- Directing the subsistent persons toward working in traditional and native industries in villages;
- Increasing per capita of payable loans;

- Reclamation the potential features of subsistent persons and their family members in villages;
- Creating seasonal exhibitions and stores in provinces centers;
- Providing a program for presence of subsistent persons in native different markets for introducing produced goods;
- The computer plan for recording data of income-cost relate to self preoccupation plans.

**12. PROVIDING NEEDED CREDIT FOR PERFORMING PLANS OF JOB MAKING BY USING BANK LOANS, PUBLIC PARTICIPATIONS AND RELATED ORGANIZATIONS**

For exploiting the bank loans, public participation and other related organization in making and developing useful plans of job making for subsistent persons, the following programs and activities were predicted.

- Paying bank loans to subsistent persons under cover of committee;
- Paying a part of revenue and wage of bank loan as bounty;
- Identifying benefactors for investment in job making;
- Assigning some public incomes to preoccupation plans;
- Attraction program for investments in preoccupation sector;
- The program of making industrial centers with aim of abandoning them to subsistent persons in long term.

**13. JOB FINDING FOR READY TO WORK SUBSISTENT PERSONS**

For performing this policy, the following programs and activities were predicted and now are undergone.

- Finding jobs for subsistent persons under cover of Supportive Organizations(those are ready to work);
- Performing intern program for university graduates;
- Creating job finding and job council centers in different regions of country;
- Interaction with employers (offering required trainings to employed forces, paying a part of insurance).

**14. CREATING COOPERATIVE, COLLECTIVE AND ORGANIZED PLANS**

For performing this policy, the following programs and activities were predicted.

- Paying a part of gifted loans' revenue to subsistent persons that want to create cooperative firms;
- Establishing and operating the pervasive cooperative production firms for subsistent persons and those are in three first clusters of society;
- Developing the workshops for gathering and maintenance the products and creating workshops for packaging industries;
- Helping to subsistent persons' marketing in cooperative sectors;
- Offering required trainings in subsistent persons' cooperative firms;
- Exploiting the financial loans as incoming share of subsistent persons in collective plans for more exploiting of bank loans;
- Sympathy with subsistent persons in performing collective plans until exploiting stage and later supervisions.

**15. MAKING EFFECTIVE SOLUTIONS FOR INSURANCE OF JOB STABILIZING EXECUTORS**

For making effective solutions for providing optimum future of family and maintaining the capital and guarantee the products and for insurance the plans and inclusive families and for trustable marketing for introducing products favorably, the following programs and activities were predicted.

- Social insurance program for active subsistent persons and executors of preoccupation plans;
- Establishing the insurance for reimbursement the loans;
- Establishing the events insurance including livestock insurance, agricultural products insurance, aquatic animal and fishes nurturing, guild jobs and industries insurance; third person and car body insurance for executors of transport plans;
- Payment program for employer share of insurance for subsistent persons that have job.

**16. HELPING FOR MARKETING AND SELLING THE PRODUCTS**

- Directing the executors toward performing those plans that are along with current needs of market and future requirements of consumers;
- Providing a context for introduce those subsistent persons' products that have presence capability in national and abroad markets;
- Providing the strategic marketing plan and systematic sell for increasing the presence share of subsistent persons' products in regional, city, provincial, national and abroad markets;
- Creating different exhibitions for produced goods in national and abroad levels.

## 17. HELPING TO FORM PRODUCT CHAINS AND CLUSTERS

- Identifying the jobs that can be transform to clusters
- Justifying practitioners for clustering
- Organizing the executors within clusters

Supportive Organizations along with assigned tasks offered valuable services in framework of economical empowering to poor peoples and other unemployed persons from 2005 to end of 2011 that the main of them discussed in follow. The vocational trainings in Supportive Organizationshave a high prefer and experts in this committee try to identify the potential gifts of subsistent persons and by enhancing their vocational skills and scientific level direct them in a manner so they can learn necessary techniques and sciences and transform from a job seeking person to an active and entrepreneur person. In this regard the assistant of preoccupation and self adequacy sector agreed with providing training possibility for 1068472 subsistent persons from 2005 to end of 2011. These were offered as preliminary trainings (585659 persons) and supplementary trainings (482813 persons) so that 48% of them were women and 52% were men.

**Table2: Number of trained persons during 2005-2011**

| Year | Preliminary trainings | | | Supplementary trainings | | | Total trained subsistent persons |
|---|---|---|---|---|---|---|---|
| | Woman | Man | Total | Woman | Man | Total | |
| 2005 | 285 | 3310 | 6167 | 354 | 399 | 7534 | 137025 |
| 2006 | 247 | 2795 | 5273 | 302 | 341 | 6445 | 117193 |
| 2007 | 298 | 3978 | 6966 | 386 | 511 | 8979 | 159458 |
| 2008 | 3146 | 2617 | 5764 | 404 | 509 | 9138 | 149028 |
| 2009 | 5624 | 5012 | 1063 | 206 | 292 | 4992 | 156299 |
| 2010 | 590 | 5473 | 1137 | 157 | 263 | 4216 | 155914 |
| 2011 | 6933 | 5447 | 1238 | 390 | 306 | 6974 | 193555 |
| total | 299310 | 286349 | 585349 | 220432 | 262381 | 482813 | 1068472 |

## 18. CREATED JOB OPPORTUNITIES

Social workers of this committee from 2005 to end of 2011 created more than 615000 job opportunities for subsistent persons and other needy and unemployed people through performing self adequacy and preoccupation plans that 5.6% of them are in gardening and agriculture field, 31.8% in livestock nurturing field, 0.3% in fishery, 12% in handicraft industries, 16% in mineral and industrial activities, 27.9% in service sector and 6.4% in other activities.

**Table3: Number of entrepreneurship plans that performed by credit provided by Supportive Organizationsand other resources (based on job activity and year and kind of economical activity)**

| **Activity group** | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | Total |
|---|---|---|---|---|---|---|---|---|
| **Agriculture** | 3817 | 3907 | 4291 | 2617 | 3356 | 3919 | 12135 | 34042 |
| **Livestock and poultry** | 1398 | 19217 | 2278 | 8626 | 1786 | 24616 | 88616 | 195713 |
| **Fishery** | 319 | 250 | 232 | 102 | 151 | 276 | 367 | 1697 |
| **Handicraft industries** | 5018 | 6427 | 6784 | 6984 | 4986 | 3948 | 39858 | 74005 |
| **Industrial** | 9956 | 14890 | 1363 | 6662 | 11050 | 12831 | 30149 | 99173 |
| **Services** | 3876 | 1880 | 2260 | 10668 | 19036 | 23344 | 73063 | 171399 |
| **Other** | 1944 | 3993 | 3507 | 1932 | 2823 | 2692 | 22274 | 39165 |
| **Total sum** | 38918 | 67488 | 73838 | 37591 | 59271 | 71626 | 266462 | 615194 |

## 19. CONCLUSION

Through empowering it can prepare a primary and proper bed for making a small job and work starting in susceptible persons. Of course is should be defined the proper process from start to supporting and stabilizing stage of each job that these are determined in model offered here. Performing the self adequacy and preoccupation plans in addition to empowering the subsistent persons influenced on many factors that its different results are completely visible. Among the positive effects of this action we can mention to creating culture of effort and work, self belief, self confidence among individuals and families that are covered by Supportive Organizations and these plans created happiness and expectancy to a better future in executors and families of subsistent persons and made an equal opportunity for them in economical and social contexts so in turn had an significant effective role in growth and self adequacy of them. Of course the

social effects of this plan are too, and performing this plan in addition to preoccupation and enhancing the economical power of families cause to reclamation and social development in villages and economical thrive in regions. Preoccupation of unemployed subsistent persons through job finding is considered as a favor method because with least capital (offering vocational trainings) and by using empty capacities of executive organizations, it can make jobs for job seeking subsistent persons. The assistant of preoccupation and self adequacy department in addition to entrepreneurship and making more than 615000 job opportunities (from 2005 to end of 2011), throve to provide job opportunities for 105786 persons of unemployed young men through job finding method. The statistical of unemployed graduates show that most of them due to lake the experience or un adaptation between their field and work market needs can not be attracted to services and production units. Thus for resolving some these problems, performing the intern and novitiate plan for university graduates started in 2007 after that approved in supreme council of preoccupation.

**REFERENCES**


1. Poordariani. A, Azizi. M, Mohammad, 2004 “Entrepreneurship”, Mehrabe Ghalam Publication,
2. Jifer. S, Freeman. Z.F, Edward.R , Gilbert., Daniel R, 2000 “Management”, Translated by Ali Parsian and Seyed Mohammad Aarabi; Cultural Research Office Publication
3. Islam. A, 2003 “ Marketing Planning”, Trading Publication Company
4. Shabani. H,1998 “Methods And Techniques Of Teaching”, Samt Publication
5. Alagheh Band, A, 1999 “Theory Basics of Training Management”, Ravan Publication
6. Alagheh Band. A, 2000, “Introductions on Training Management”, Ravan Publication
7. Harvey Donald F, Brown Donald R, 1998, “Experimental Approach of Organization Development (Transformation Management)”, Translated By Abbas Mohammadzadeh; Public Management Training Center Publication
8. Heresy.P, Blanchard. K, 2002, “Organizational Behavior”, Translated by Ali Alagheh Band; Amir Kabir Publication
9. Haggy. JD, 2003, “Seven Mysteries About Effective Communication in Job”, Translated By Nasiri Gheydari.H, Moradkhani.H, 2004, Rassa Culture Services Institute
10. Histritch, Robert, D., Peters, Michel P; “Entrepreneurship”, Translated by Seyed Alireza Feyzbakhsh and Hamidreza Taghiyari; Scientific Publication of Sharif Industry University
11. Nateghi. A, Et Al, 2010, “Introducing Some Models of Home Jobs”, First National Festival of Developing Home Jobs
12. Asian Development Bank, 2000, Finance for The Poor: Microfinance Development Strategy, AD
13. Kautz, Judith, 2003, Intrapreneurship, Small Business Notes, P(1)
14. Hisrich. R, Michael. P, 2002, Entrepreneurship, Tuta Mc Graw – Hill Publishing Company, Fifth Edition
15. Spilling, Olav R.,1998, Entrepreneurship, Fagnokforlaget.
16. Www.Emdad.Ir