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THE RANKING OF EFFECTIVE FACTORS ON LABOR PRODUCER WOMEN'S ENTREPRENEURSHIP BY TOPSIS (THE CASE OF A PROVINCE IN IRAN)

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ABSTRACT

The purpose of this research is the ranking of effective factors on labor producer women's entrepreneurship on khorasan-e-Razavi cooperation section. The necessity of observing women's job necessitate presenting labor producer's activity which can decrease the rate of entrepreneurship's of unemployment women and solution to women's entrepreneur job. Besides, noticing to the situation of women's job and leading them to labor market can provide better society utilization of this potential power. So, recognition of factors that underlie more participator capable population in social and economical fields of country has especial priority. After studying background research and different dimensions of women tendency to employment, at first decision tree of effective factors hierarchy on women's entrepreneurship and labor productivity is identified. Then, effective factors on labor productivity are graded by TOPSIS technique and Shannon Entropy weighting. The results of this research reveal that one of the important reasons of women's motivation to having job is remove material needs; accordingly, having well-paid job for women cause removal their financial needs and it helps to improve family finance. The last option between different options that effect on labor productivity of women is depression preventing factor.

KEYWORDS

labor productivity, women, entrepreneurship, TOPSIS technique, cooperation.

INTRODUCTION

Noticing to the situation of women's job and leading them to labor market can provide better society utilization of this potential power. So, recognition of factors that underlie more participator capable population in social and economical fields of country has especial priority. Different research have been done about Related Factors that are effective on women's tendency of employment; Harandi and Jamshidi (2008) realized that with increasing age and education level increase probability of women's employment significantly. Sadeghi and Emadzadeh (2004) with studying on a pattern in period 1966-2001 with OLS technique showed increasing women's higher education increase probability of finding job in labor market for women. Also increasing gross domestic product and investment size increase share of women's employment. Azizi va Azarkamand (2010) with field and documental method analysis and survey women's education and employment as an important factor in create and improve civilization. Also, Rostami (2004) survey about women's employment on Mazandaran in handy craft and in this part evaluated effect of education and social, cultural, economical positions, in quality of women's presence. According to general trend of scientific research, should be Said this research, after survey different dimension of women's employment, change it to the research question and is tried to survey and grading of effective factors on women's tendency to employment by TOPSIS technique on Khorasane-e-Razavi cooperation section. Because this kind of research with this method about effective factor on women's tendency to employment didn't survey, its new research and the range of factors that are surveyed is widespread in this research. Most of researchers have considered on some limited factor that effect on woman's tendency to employment. But in this research is studied about effect of 12 variables in subset of 4 main factors for women's tendency of employment in cooperation section.

THEORETICAL BACKGROUND

Women in labor market have different situation with man in some cases such as job kind, position of women's employment and amount of income on same situation of work with men that some theories are created for analysis and explanation of these differences. The main related theories are, neoclassic, theories of labor market division and theory of gender: Neoclassic theory explains difference of gender and income between women and men such as familial responsibility, population power, public education, absence and mobility of labor and they are known as effective on amount of efficiency workforce.

Theories of segregated labor market are claimed there is difference between two groups of professions, first group of profession have better payment have more secured and more chance of better situation, second group with low payment faced to less secure and limited chance to improve. In first group stable worker is important for employer, it is seen that is more absorption probability of women to second group because of mobility in women's work. Gender based theories claim that women subjective situation in labor market and family is related and it is a part of social system that women are subjected by men.

There are different ideas about women's employment that some of these ideas are opposite to women's employment and some agree that it will be overruled in brief on agreed and disagreed votes. Some of researcher and theorist with some reason survey negative aspects of women's employment, this group with emphasis on mother's innate duty (task inherent) and responsibility of women toward family and children need unemployment women and their permanent presence at home. In general all theories and results of research of this group can be divided into two groups:

Sarokhani(1991) say: Some of them believe that women have mission innately that are upbringing children, married, doing house chores and father of family with job and income is the main leader of family and if woman has breadwinner job it may cause competition with husband; its an issue that is harmful for unity and coordination of family.

On the other hand, researches show an important issue that with increasing women's employment decrease rate of fertility and birth; and generation will be faced to reduction. Keleher (1991) say: it seems 20 million of employees are exposed to Reproductive hazards that most of them are invisible and their influence maybe became visible after years. Ali Yee (1999) say: Certainly, pregnant women and their fetus are not secure of this kind of accident.

Ansari (2001) say: Orlanis presented a report to global conference, followed this discussion seriously that women employment with same situation to men could cause decreasing birth rate and he said: the most important thing in social factors that affect birth rate is women's situation. He added that fertility rate

between Russian labor women is 138 in thousand and between unemployment labor women is 1999 in thousand and he conclude with this number that women's entry into social work is a main factor of birth decreasing.

Sarookhani and Majd abadi in a research said that: working out of house cause some problem such as taking care of children in women's absence at home, psychological and physical problem and so on. Akhavi raad an Hatami(1983) make conclusion in a research that most of people emphasis effect of women's job on rate of fertility that the reason is lake of time to taking care of children. Aslon Fider(1984)say:Another point is seeking financial independence, nowadays women, don't endure pressure of ? previous women and often say to their self: "I'm do not have to have this situation. I can control a life".

Another group of disagreed believe that because of multiple roles and increasing women's duty and joining outside work and inside job of home, and tolerate and tiredness of this hard responsibility, damage psychological and physical health of mother. Barj and barft (1986) after some researchers conclude that: accordingly, fans of deficiency hypothesis believe that playing important and different roles like motherhood and wifely and employment, cause pressure and exhaustion for employment women and in conclusion their health threatened of mental health and related issues. Zohreh Khosravi (1985)say:Also based on this hypothesis each extra role cause extra pressure on time and person's energy, main role such as role of being mother, job and wifely roles needs real facility, time and trying. A person can't do all demands of different roles, so, she feels just have strong commitment to one of them. So, based on employment theory especially full-time employment has negative physical and psychological effects like feeling of guilt and stress.

Yazdi Khasti(1979)say:, Also because of society needs, their education and awareness level increases and as a result dismiss role of colonialism. In general, in lasts century because of especial economical and social situation, lots of researchers believe that women's employment outside of home and its expanding is necessary because women's employment is very effective on removing illiterate problems, increasing uncontrolled population, moderate incomes and solving problems and income's gap and so on.

In the other side, fans of women's employment predict improving of employment effect on self-concept for married women is that: women's employment and playing important role provide different resource for satisfaction and privet rewards for women and it cause positive self concept and increasing self esteem and mental health.

Zohre khosravi (1985) say: Some research express that if women can make balance between house and job responsibilities, rather than women who just do house responsibility full-time feel less pressure. Ferank arabi (1987)say: Another result and positive effect of women's employment that is known is decreasing responsibility of breadwinner; with this meaning that: in industrial country each person supports one person's life. Although in developing country each person supports life of 4 people. Decreasing Sponsorship increases per capita income and one of development indexes is Sponsorship amount.

Sheybani and Afshari (1987) with method of input-output, calculating women's employment coefficient in different economical part, in two parts of public and privet based on education and skill level. Results of this research shows continuity of privatization process is limited in making job for high educated women, but its influence in making job for medium and less educated is positive; in the way that low educated women in industrial part (textiles), women with medium education in hygiene section, and post graduated women in two part of high training and hygiene training have more coefficient in employment. Shaybani and Afshari (1989) calculated coefficient of women employment with different level of education and skills in different parts of industry and in three section of state, privet, cooperation, by input-output technique. The result of research shows that more coefficients are connected to subsections allocated to fish, marine, sugar, clothing, pharmaceutical, and electronic and subsections of fish, clothing, electronic, tobacco, and cigarette, respectively, have biggest coefficient of women occupation in state section. Noroozi (1990) with survey of gender dimension of employment structure (job's diversity, job promotion, income from work) in Iran, the result of census with use of descriptive method and statistical analysis in 1982, census of the cost of household income in 1986, and census of employment and unemployment 1989, shows that job's diversity and chance of job promotion for women are limited and their income is less even in the same level of education with men. This income difference in villages and cities had been, in order, 2.2 and 8.1 times more than women. Sadeghi and Emadzadeh (1990) show that with survey of effective economical factors on women's employment in Iran in period of 1952 to 1987; increasing high education, increase probability of finding job for women; it means, gross domestic product and investigating size, increase share of women's employment in labor market.

about women's employment there are different variety of ideas. Also, about effective factors on women's tendency to employment, generally previous studies considered on some macro level coefficients considered limited coefficients for explanation of women tendency to employment. This study starts with asking this question: what's the main effective factor on women's tendency to employment? And the main goal of that study and get priority to effective factors on women's tendency to employment, in these research 12 coefficients are graded in four dimensions, economical, social, psychological, and legal by TOPSIS technique.

Women's cooperation on Khorasan-e-Razavi: The first women's cooperation on Khorasan-e-Razavi is founded in 1974 that production services cooperation with 14 members was founded. Forming women's cooperation with low growth had continued but after formation ministry of cooperation and provincial cooperation office, women's cooperation had impressive growth, so that till end of 1990, 973 active and in forming cooperation with 44797 members were working. Now, after separation Khorasan province, number of women's cooperation on Khorasan-e-Razavi, is 1686 Cooperation Company with 333950 members that shows women's favorite to have activity in producing and services especially in cooperation section. Currently, sum of members in all cooperation in province is more than 337982 members. Women's presence in cooperation besides helping economical improvement is a way to cultural, economical and social independence, that of course in this way there are lots of problems to face with.

METHODOLOGY

Method in this research is analysis-mathematics. In this way that at first, collected information with statistics method by SPSS software was analyzed and then by TOPSIS method that will be explained, the effective factors on labor producer of women in cooperation section will be grading. Nowadays one of the methods that are used very much in giving priority of option and different parts use is TOPSIS analysis.

Population and statistical sample: Statistical population of this research contains active women in cooperation section on Khorasan that were founder of Cooperation Company and they are aware of women's problems in this section. Also, some of experts and university professors those are aware of women's labor producing in cooperation section.

Statistical sample: Because size of Statistical population was big so in this research a sample was chosen on Khorasan-e-Razavi. With Cochran formula size of sample that is estimated, number of Statistical population in this research is equal to 337982 members that based on 0.05 errors and 0.95 accuracy, 384 members for sample is needed. So, 384 employment women were chosen on Khorasan-e-Razavi cooperation section and questionnaire had been asked effective factors on women's tendency to employment in cooperation section.

COCHRAN FORMULA

$$n = \frac{Nt^2pq}{Nd^2 + t^2pq} = \frac{337982(1.96^2)(0.5 \times 0.5)}{337982(0.5)^2 + (1.96)^2(0.5 \times 0.5)} = 384$$

The number of needed sample is 384 questionnaires for research, for covering needed number of sample, was distributed 390 questionnaires that 385 number of it had been responded and useful, rate of returned questionnaire is 99%.

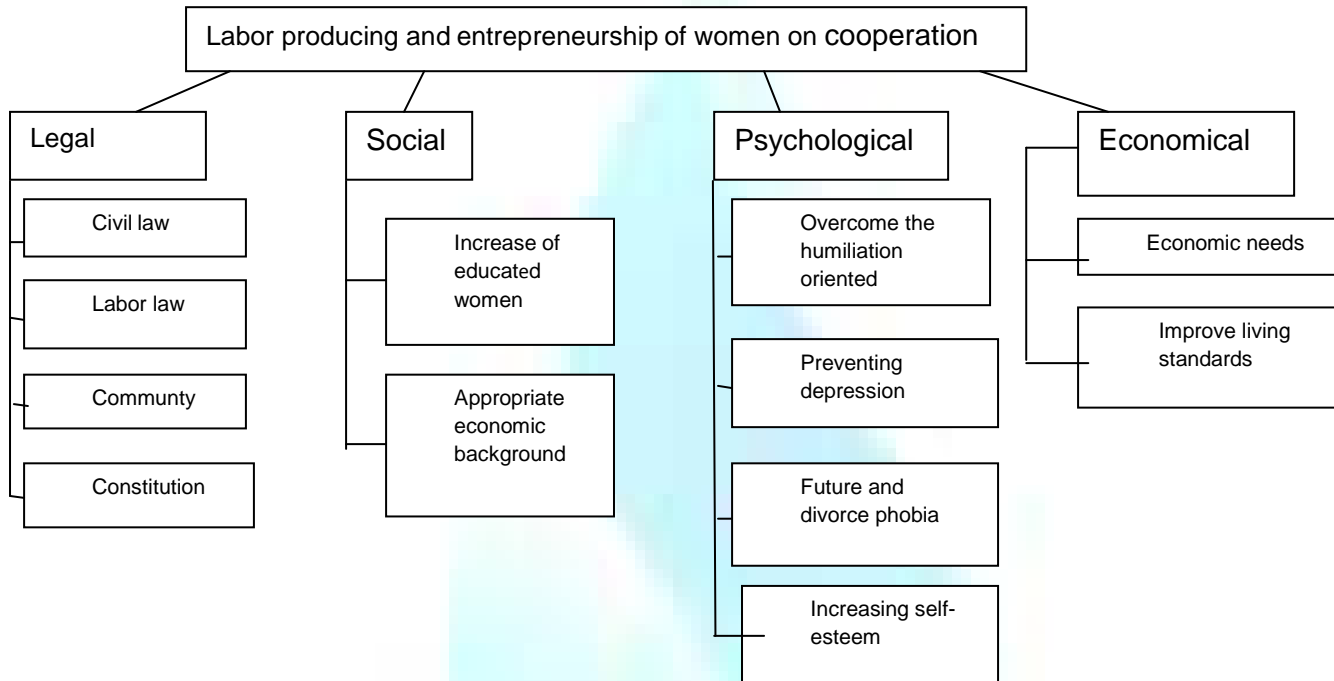
Hierarchical decision tree: With survey of literature's research and its discussion that are related to labor productivity and entrepreneurship of women, decision tree was designed and collected as bellow. In this decision tree labor productivity and entrepreneurship of women on cooperation section Khorasan-e-Razavi divided into four main factors and 12 sub factors.

The main factors are:

- Economical factors that has two subsets:
 - 1- Economic needs
 - 2- Improve living standards
- Psychological factors that has three sub factor:

- 1- Overcome the humiliation oriented
- 2- Increasing self-esteem
- 3- Preventing depression
- Social factor has three subset:
 - 1- Increase of educated women
 - 2- Future and divorce phobia
 - 3- Appropriate economic background
- Legal factors that has four subset:
 - 1- Constitution
 - 2- Civil law
 - 3- Labor law
 - 4- Community rules

FIGURE 1- DECISION TREE



SHANNON ENTROPY WEIGHTING METHOD

Before calculating process by TOPSIS method based on theoretical research, at first importance of coefficients of the indexes should be determined. In this research for index's weighting by Shannon entropy method and based on decision matrix it will be used. When data of decision matrix are determined, entropy method for weight evaluating can be used.

Azar, Rajab zadeh (1995)say: Entropy in information theory is an uncertainty criterion that by certain probability distribution P_i is expressed. Measuring uncertainty with Shannon as follow:

Relation 1:

$$E_i = S(p_1, p_2, \dots, p_n) = -k \sum_{i=1}^n p_i \ln p_i$$

i-1,2,...,m

In this relation k is a constant value. This above relation is used in statistics calculation with entropy named probability distribution P_i . Words of entropy and uncertainty are used in one concept. When p_i 's are equal (for value that is given to i and j) so $p_i = 1/n$.

In decision matrix p_i can be used for different evaluation of options. In decision matrix this research m option and n indexes (criterion) are considered.

TABLE 1: DECISION MATRIX

		X ₁	X ₂	...	X _n
D=	A ₁	r ₁₁	r ₁₂	...	x _{1n}
	A ₂	r ₂₁	r ₂₂	...	x _{2n}
	⋮	⋮	⋮	⋮	⋮
	A _m	r _{m1}	r _{m2}	...	r _{mn}

The above result for index j is:

$$p_{ij} = \frac{r_{ij}}{\sum_{i=1}^n r_{ij}}; j = 1, \dots, n \forall$$

Relation2

E_j entropy is calculated as:

$$E_j = -k \sum_{i=1}^m p_{ij} \ln p_{ij}, n \forall_j$$

Relation 3

And k is constant value and calculates as:

$$K = \frac{1}{Ln(m)}$$

That keeps E_j between zero and one.

In continue D_j 's value (deviation degree) is calculated that express index of (j) how much useful information for making decision gives to determiner. Whatever this value that is indexation measured be close it shows that component options are not different very much. Therefore, role of that index should be decreased as same.

$$d_j = 1 - E_j, \forall_j$$

Relation 4

Then w_j 's weight will be calculated for choosing best weight:

$$w_j = \frac{d_j}{\sum_{i=1}^n d_j}; \forall_j$$

Relation 5

By fixing decision matrix with decision tree criterions and respondents ideas weight of each index calculate by relation 3 to 5.

TOPSIS TECHNIQUE

This method is presented in 1981 by Hwang Yoon. In this method m options and n indexes will be evaluated and per year can be considered as a geometric system that contains m point in n-dimension space. This technique is base on this concept that chosen option should has less distance to positive ideal solution (best possible, A_i^+) and more distance to negative ideal solution (worst possible, A_i^-).

Azar, Rajab zadeh,(1995)say:Assume that desirability of each index is uniformly increasing and decreasing. Solving a question with TOPSIS method has 6 steps that are explained as follow.

1- Matrix D with Euclidean norm is changed to scale matrix.

$$r_{ij} = \frac{r_{ij}}{\left(\sum_{i=1}^m r_{ij}\right)^{\frac{1}{2}}}, (j = 1, \dots, n)$$

Relation 6

Counted matrix, called ND.

2- Weighted scale matrix will be calculated.

$$V = N_D \times W_{n \times n}$$

Relation 7

V is weighted scale matrix and W is a diagonal matrix of calculated weight for indexes.

3- Ideal positive solution (A_i^+) and ideal negative solution (A_i^-) is determined.

Positive Ideal option

$$= A^+ = \left\{ (\max_i V_{ij} \mid j \in j_1), (\min_i V_{ij} \mid j \in j_2) \mid i = 1, 2, \dots, n \right\}$$

Negative ideal option

$$= A^- = \left\{ (\min_i V_{ij} \mid j \in j_1), (\max_i V_{ij} \mid j \in j_2) \mid i = 1, 2, \dots, m \right\}$$

$$A_i^+ = \{v_1^+, v_2^+, \dots, v_n^+\}$$

$$A_i^- = \{v_1^-, v_2^-, \dots, v_n^-\}$$

4- Amount of distance based on Euclidean norm for negative ideal solution and positive option and same amount for positive ideal solution and negative option will be calculated as follow.

$$d_i^+ = \left\{ \sum_{j=1}^n (V_{ij} - V_j^+)^2 \right\}^{\frac{1}{2}}, (i = 1, 2, \dots, m) \quad d_i^- = \left\{ \sum_{j=1}^n (V_{ij} - V_j^-)^2 \right\}^{\frac{1}{2}}, (i = 1, 2, \dots, m)$$

5- Proximately close to A_i to ideal solution is calculated as follow.

$$c_i = \frac{d_i^-}{(d_i^- + d_i^+)}, (i = 1, 2, \dots, n)$$

Relation 8

If $A_i = A_i^+$, then $d_i^+ = 0$ and $C_i = 1$. And If $A_i = A_i^-$, then $d_i^- = 0$ and $C_i = 0$. So, each A_i option that is closer to ideal solution, c_i amount will be closer to 1.

6- Grading labor productivity and women's entrepreneurship on cooperation section will be done in this step. Based on decreasing rank of C_i can be graded labor productivity and women's entrepreneurship on cooperation section based on more importance.

Data collection methods and measurement tools: In this research collecting data is field that with researcher questionnaire and asking statistics sample to answerer will be collected. This questionnaire contain 12 questions about factors of labor productivity and women's entrepreneurship on cooperation that in table 3-2 is shown, also measurement tools of this questionnaire is 5 degrees range that is graded as very low to very much.

Validity and reliability of measurement tools: In presence research in order to calculate and final amount assessment of questionnaire is used by Keronbakh Alfa method, if amount of keronbakh alfa is more that 70% stability of questions is acceptable. In order to calculate stability of questionnaire after preparing 10 questionnaires it is distributed between women’s entrepreneurship and after collecting amount of Keronbakh alfa is calculated. Amount of that is 0.8533 and it shows stability and reliability of this questionnaire is high.

EMPIRICAL RESULT

Factors and indexes weightIn this research with Shannon entropy method and based on decision matrix, this coefficients are counted. And K is counted as constant amount that is equal to 0.2941

$$K = \frac{1}{Ln(m)} = \frac{1}{Ln 30} = \frac{1}{3.4} = 0.2941$$

That keep amount of E_j between zero and one.

According to the reached results weight of factors is: factor of economical women’s need by weight 0.0391 is in lower rank in weight, less weight shows that its effect of factor for all options and answerer was been equal and importance of that in decision in order to choose an option is invisible. In continue weight of each factor is as follow; factor of improvement of living level has second rank by weight of 0.0561, factor of suitable economical has third rank by weigh 0.0613, factor of increasing educated women has fourth rank by weight 0.0666, factor of Overcome the humiliation oriented has fifth rank by weight 0.0701. Factor of Community rules has sixth rank by weight 0.0771 and factor of increasing self-esteem has seventh rank by weight 0.0812. Also factor of Constitution has eighth rank by weight 0.0864. factor of Labor law has ninth rank by weight 0.0911. Factor of Future and divorce phobia has tenth rank by weight 0.1186. Factor of preventing depression has eleventh rank by weight 0.1215. Factor Civil law has twelfth rank by weight 0.1308.

TABLE 2: RESULTS OF ENTROPY SHANNON CALCULATION

factors	E _j entropy of each index	D _j deviation degree of each index	W _j normal weight of each index
Economic needs of women	.9933	.0067	.0391
Improve living standards of women	.9904	.0096	.0561
Overcome the humiliation oriented	.9880	.0120	.0701
Increasing self-esteem of women	.9861	.0139	.0812
Preventing depression of women	.9792	.0208	.1215
Increase of educated women	.9886	.0114	.0666
Future and divorce phobia	.9797	.0203	.1186
Appropriate economic background	.9895	.0105	.0613
Constitution	.9852	.0148	.0864
Civil law	.9776	.0224	.1308
Labor law	.9844	.0156	.0911
Community rules	.9868	.0132	.0771
summation		.1712	

Ranking factors by TOPSIS method: In order to solve this model at first decision matrix with help of Euclidean norm is changed to weighted scale matrix Nd. Next, based on calculated indicator’s coefficients, diagonal matrix W, calculate weighted scale matrix (v). After calculating scale matrix, coefficients of factors weight that with help of entropy Shannon method gained on act on factors and weighted scale matrix (V) calculated. After these steps positive ideal solution and negative solution should be fixed that with explained relations, calculating of this issue has done. Next step for grading factors is calculating amount off distance based on Euclidean norm for negative ideal solution and positive ideal solution that results of this calculating has shown in table 3.

TABLE 3- INDICATOR OF GROUP OF NEGATIVE AND POSITIVE d_i

Size of positive distance d _i ⁺			Size of negative distance d _i ⁻		
rows	factor	Amount of d _i	rows	factor	Amount of d _i
1	Economic needs of women	.0906	1	Economic needs of women	.1432
2	Improve living standards of women	.2000	2	Improve living standards of women	.1792
3	Overcome the humiliation oriented	.3763	3	Overcome the humiliation oriented	.1769
4	Increasing self-esteem of women	.4035	4	Increasing self-esteem of women	.2307
5	Preventing depression of women	.8466	5	Preventing depression of women	.3772
6	Increase of educated women	.2390	6	Increase of educated women	.2163
7	Future and divorce phobia	.3286	7	Future and divorce phobia	.2446
8	Appropriate economic background	.2522	8	Appropriate economic background	.1863
9	Constitution	.4870	9	Constitution	.2867
10	Civil law	.8297	10	Civil law	.4192
11	Labor law	.3527	11	Labor law	.3564
12	Community rules	.2837	12	Community rules	.2561

Last step in TOPSIS technique is calculating amount of each factor’s C_i that with use of distance size based on Euclidean norm for negative ideal solution and positive ideal solution index’s amount calculated and finally based on C_i effective index factors on labor producing on Khorasan-e-Razavi had been ranked.

In table 4, amount of C_i of each factor is defined. Each factor that has more distinction effects and importance of that is more in labor productivity. According to the results, it has been defined that women Economic needs has the first rank by the index 0.6126 between effective factors on labor productivity Khorasan.

The factor of Also Labor law has second rank of importance by the index 0.5026. the Factor of Increase of educated women has the third rank by the index 0.4752, Increase of educated women is a factor that labor productivity and women’s entrepreneurship especially in cooperation section that in this research gained the third rank.

The factor of Community rules has the forth rank by the index 0.4744. The factor of Improve living standards has the fifth rank by the index 0.4725. the factor of Women’s Future and divorce phobia has the sixth rank by the index 0.4285. The factor of appropriate economic background has the seventh rank by the index 0.4248.the factor of Constitution has the eighth rank by the index 0.3705. Also the factor of increasing self-esteem has the ninth rank by the index 0.3637. The factor of Civil law has the tenth rank by the index 0.3356. The factor of Women’s Overcome the humiliation oriented has the eleventh rank by the index 0.3198. Finally, the factor of women’s Preventing depression has last rank by the index 0.3082 between effective options on women’s labor productivity.

psychological factors has less importance in labor productivity of women and social and economical factors has more effect on labor productivity of women in cooperation Khorasan-e-Razavi. In table 5, factors grading observed based on main factors division.

TABLE 4: GROUP OF C_i AND FACTORS RANK

Amount of C _i of each factor with factor rank		
Factor rank	factor	Amount of C _i
1	Economic needs	.6126
2	Labor law	.5026
3	Increase of educated women	.4752
4	Community rules	.4744
5	Improve living standards	.4725
6	Future and divorce phobia	.4285
7	Appropriate economic background	.4248
8	Constitution	.3705
9	Increasing self-esteem of women	.3637
10	Civil law	.3356
11	Women Overcome the humiliation oriented	.3198
12	Preventing from depression of women	.3082

TABLE 5: GRADING FACTORS BASED ON MAIN FACTOR DIVISION

Amount of C _i of each factor with factor rank			
Amount of C _i	Sub factor	Factor rank	Main factor
.6126	Women's Economic needs	1	Economical factors
.4725	Improve living standards	2	
.5026	Labor law	3	Legal factors
.4744	Community rules	4	
.3705	Constitution	5	
.3356	Civil law	6	Social factors
.4752	Increase of educated women	7	
.4285	Future and divorce phobia	8	
.4248	Appropriate economic background	9	
.3637	Increasing self-esteem of women	10	Psychological factors
.3198	Women Overcome the humiliation oriented	11	
.3082	Preventing from depression of women	12	

DISCUSSION AND CONCLUSION

Based on Obtained results shows those women economic needs have the first rank by the index 0.6126 between effective factors on labor productivity on Khorasan. It seems according to economic situation of most of families and their hard economic needs; obtaining first rank is not unbelievable. As it seems economic needs has more importance in Obtaining job, this result emphasis results that Khadije Safiri (1984) and Akbar Shoari nejad (1978) gained.

Also the factor of labor law has second rank by the index 0.5026; effect of labor law on labor productivity can be determiner. Labor law can act on limiting employment chance or vice versa in opening way of women's employment.

Research show that employment women are more educated that housewife. It means higher education increase chance of finding job. Also it can be said: employment has an important role in making motivation for continuing education and job promotion. (Khosravi, 1985) in this research increasing educated women has the third rank by the index 0.4752, increasing educated women is a factor on labor productivity women's entrepreneurship on cooperation section that in this research this factor gained third rank. The obtained result is emphasis Ali alkbar Shoari nejad (1978), and Michel todaro (1975).

The factor of Community rules has the fourth rank by the index 0.4744. This factor can be limiting factor for labor productivity of women in chance of employment, in most of times Beliefs and social norms Deterrent against women's work and career and therefore some changes is maid in Beliefs and social norms about women's employment, Can be effective on women's employment. Factor of improving living standards has the fifth rank by the index 0.4725. The factor of Future and divorce phobia has the sixth rank by the index 0.4285. The factor of appropriate economic background has the seventh rank by the index 0.4248.

The factor of Constitution has the eighth rank by the index 0.3705. Also factor of increasing self-esteem of women has the ninth rank by the index 0.3637. Psychological factors in labor productivity of women has unimportant role (at least in this research) and concerning other component factors is in lower rank.

The factor of Civil law has tenth rank by the index 0.3356 to measure on factors and others options has less importance in women employment in cooperation on Khorasan-e-Razavi. Factor of women's Overcome the humiliation oriented has the eleventh rank by the index 0.3198. And finally, the factor of Preventing from depression of women has last rank by the index 0.3082 between effective options on women's employment. Psychological factors have lower importance in women's employment and economical and social factors have more effect on women's labor productivity on cooperation section Khorasan-e-Razavi.

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