The Role of Informal Jobs in Relieving Informal Settlement (Case Study: Hesaramir of Pakdasht)

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Abstract: New theories in empowerment have been focused on the role of spontaneous solutions of suburbanites in the recent years. One of the scientific strategies that inhabitants of informal settlements use for solving the problems of marginalization is to choose informal economy and spontaneous jobs. This research has descriptive-analytical approach emphasizing on questionnaire in order to study the role of such occupations as a solution arisen from these societies in order to relieve the issue of informal settlement among informal habitats of Hesaramir in Pakdasht. Cochran Formula was used to determine sample size. 25303 people of total population of Hesaramir were considered as a statistical population; therefore, 378 people were selected. SWOT technique indicated that development of spontaneous jobs in the informal settlements of Hesaramir of Pakdasht has very high strengths (3.33 scores in terms of internal factors and 3.34 scores in terms of external factors). One sample t tests and chi-square were used to analyze the questionnaires. Chi-square test results showed that there is a significant relationship between the gender of the studied people and tendency to spontaneous jobs with the probability of 95%. T and Kolmogorov-Smirnov tests were used to show the impact of spontaneous jobs on economic recovery. The results of Kolmogorov-Smirnov test indicate that tendency to such jobs has leaded to the improvement of economic situation. T-test indicates the significance level less than 0.05 showing the impact of these jobs on the improvement of economic situation.

Keywords: informal settlement, spontaneous jobs, informal economy of the city, SWOT
Jel Classification: C38, E26, J62, R21

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1. Introduction

Towards the end of the second millennium and beginning of the third millennium, urbanization has been as a global concern facing with many developing and industrial countries (Sarrafi, 2002). Many believe that the issue of living is, as one of the most important latent and even indirect factors, is main factor in informal settlement (Davis, 2006). In the wake of changing policies and increasing migration, cities have been considered as a shelter to increase revenue and improve economic status. Nevertheless, contrary to expectations, suburbs welcome newcomer immigrants from the countryside and the poor living in the city since expensive housing, inability to pay rentals, and not having adequate income make them leave city and hold them behind the wall of metropolises. Once Tehran Metropolis had informal settlements around it that currently, they have changed into urban areas. Constant process of suburbanization is similar to a chain with a missed ring; it has been created around formerly suburban settlements. As a result, we may consider increase of these settlements beside former slums (Naghdi, 2010). Once, Pakdasht was considered as one of the informal settlements for Tehran, informal settlements are still increasing in its suburbs by changing into an urban area and then into the center of the city (currently, the core of suburbanization of this city is Hesaramir area). Given that many its residents enjoy low level of literacy, training, and work skills, many of them, particularly women, have started spontaneous activities in informal sector in order to escape economic problems, and they could earn a living from it however, temporarily. In fact, informal economy, despite many problems, including irregular income and non-payment of taxes, since it does not need much skill and training, it may be considered as a temporary solution to escape economic problems of slums. This research tries to study the role of spontaneous jobs (in other words self-employment) in slums' empowerment of this are. These questions will be answered in the following:

Main question:

What is the extent of self-employment and spontaneous jobs among slums?

Sub-questions:

1- Are women more likely to have these jobs?

2- Can self-employment and spontaneous jobs in suburban areas lead to improvement of marginalized people's economic status?

3- What spontaneous jobs are chosen by marginalized people of Hesaramir?

4- How is distribution of spontaneous jobs in Hesaramir area?

2- Literature Review

One of the most important measures done about self-employment is establishment of Grameen bank by Muhammad Yunus in Bangladesh (Yunus, 2007). By studying lives of the poor in Bangladesh who were occupied in handicrafts, he considered that they pay 10 percent interest daily or 300 percent monthly by borrowing money from usurious. For this purpose, they work a lot, produce very beautiful goods, and create a huge wealth, but they earn small amount. He designed an innovative and non-governmental banking system for the poor in 1976 to solve this problem that later became known as the Grameen Bank.

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Its purposes include 1. Expanding banking facilities for poor men and women 2. Eradicating usurious exploitation of the poor 3. Creating job opportunities for the poor 4. Using poor people participation to improve their socio-economic conditions through supporting each other (www.grameen-info.org). Self-Employed Women's Association (SEWA) in India is an organization of women engaged in income generating activities. SEWA means service in the local language. This organization is a unique union servicing unorganized self-employed women. SEWA is a branch of Eternal Forces Association founded by Mahatma Gandhi in 1918. This association is composed of self-employed women. Main activity of this organization is training, production, organization, and job efficiency. Production unit of this association support women in activities such as sewing, knitting, crocheting, doll making, weaving, printing on fabric, typing, and other artistic and handicraft activities.

In a study in 1970s, lack of organizational and governmental support and job security were introduced as main problems of self-employed women. Following this issue, in 1972, self-employed women association was formed. SEWA believes that assistance should be taken to promote self-employment by activities of training sector. According to a socio-economic research done by this organization, women who are engaged in spinning, weaving and cleaning the house uses very difficult traditional methods. SEWA was founded to develop the skills of marginalized poor women. In 1974, SEWA bank was started to grant loan to self-employed ones (McGrath et al., 1994). Sao Francisco de Assis Municipality, located in 500 kilometers to Port Alegre in Brazil, has established a place for cooperative management by 18 to 24-year old men and women, presented a planning to create revenue through producing clothes, arts, leather crafts, recycling paper, and wood (Frota, 2008).

Among Iranian experiences in empowerment through expanding self-employment, Shirabad neighborhood can be noted. Shirabad is located in the northeastern city of Zahedan, with an area of 100 hectares and a population of 60 thousand people, as a full sample of informal settlement in Zahedan (Piran, 2002). One of the considerable points in empowerment experience of Shirabad in Zahedan is governmental and local council support in establishing women's non-governmental organizations namely Makran and Zeytoon, covering 250 derilict households by reviving handicrafts. Kermanshah can be noted in empowerment and organizing plan for resodents of Jafarabad neighborhood in Kermanshah. Facilitating conditions of economic improvement of suburban households mostly depends on macro-economic and managerial policies of the city. For example, waste collection, that is one-third of jobs for Jafarabad inhabitants, can be regarded. Experiences of cities such as Isfahan that collected and separated wastes mechanically during recent years indicate that employment of these activities can be reduced to one-tenth in machinery methods compared to existing ones in Jafarabad. It is necessary to improve existing methods of waste collection in Kermanshah,

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particularly in terms of sanitary and increasing efficiency for city, and to improve neighborhood. It can be achieved by considering Jafarabad neighborhood background in this activity, participating people who are active in it, and creating loops of recycling activities to open new employment opportunities for the replacement of previous jobs. Vocational training programs to the youth and teenagers who are engaged in collecting wastes or construction jobs is another necessity of measures in city scale (Khatam, 2002).

Jamali et.al. (2009) in a research to identify socio-economic features of employed people in informal sector of Sabzehmeydan in Tabriz concluded that most of them live in informal settlements. They stated that their most important problems are lack of capital, no fixed place, and lack of access to social facilities. Most of them were low-educated living in rural areas.

3- Theoretical Principles

Marginalization, in a concept that households and people living around cities have undesirable conditions in terms of residence, health, public and social services, and urban infrastructures, and they are engaged in activities named non-productive ones in labor market because of not having capital and skill to be employed in urban economy, is a phenomenon that has been happened in all developing countries since independence eras and implementation of renovation and economic development plans. Generally, it is rooted in rapid expansion of unbalanced urbanization (Hajyoosefi, 2002).

According to UN studies, marginalization and slum will be main concern of the third millennium. If we look at the statistics of this organization, among 920 million people in 2001 living in marginalized areas in the world, 45 million of them, i.e. 5 percent are in developed countries and 860 million people i.e. 93 percent live in shacks of west Asia. In 2020, the world urban marginalized population will be reached to about 1400 million people. About five million people in industrial and rich countries and people in slums in developing countries will be reached to 1355 million people (http://www.Asiannews.peit.p.v). UN report emphasizes that it is not an urban demographic issue, but it is a socio-economic phenomenon and it should be considered as the first objective in development plans (Mahmoodiyan, 2007). In reformist approach framework, to solve social problems of informal settlement, enablement strategy is the most suitable solution accepted strongly in the last global documents according to various experiences (UNESCO, 1998). Enablement idea was first proposed by Rappaport in social psychology. He considers enablement as "targeting improvement of people's opportunities to control their lives." If power means people's ability in forecasting, controlling, and participating in environment, it can be said that enablement is a process in which people and communities can apply such power and use them effectively in changing their lives and environment (Sharifiyansani, 2001). This approach is rooted almost in ideology of pluralism or collectivism originality. Thus, it tries no determined and in line group politically, economically, and socially have absolute

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dominance on other society groups in constructing society (Shokuyi, 2001). Enablement strategy emphasizing on available properties and potentials among marginalized people is based on property-based approach against need-based approach. In property-based approach, total assets of a local community constitutes development base while requirements of local community are base of development in need-based approach. Property-based approach has three features: 1. It emphasizes on capacity so it is process-oriented 2. It is holistic because of the mobilization of all social and physical social assets of local community 3. It has instrumental importance since it uses social and physical capital as an instrument for other purposes. Unlike it, need-based approach is outcome-oriented. However, since poverty signs are considered as failures that they should be regarded separately (Arefi, 2001). It is better that planning about enablement and organization of informal settlement to be in line with transferring an immigrant individual' ability and capability to a city. Ability to create handicrafts, home products, and such skills will affect immigrants' economic enablement and the poor (Cobas, 1986). Many informal communities have started spontaneous acts in order to adapt their living environment in different economic, social, and cultural fields in the form of informal sector that it is not supported by any governmental or private organization in many cases. One of the most important and innovative measures of these communities to escape from poverty and adapt to current situation is tendency to informal and spontaneous jobs. Improving such jobs and removing its barriers and problems is due to be informal or in other words attempt to support their positive aspects fully in line with primary principles of enablement strategy. Improvement livelihood is directly linked to create socio-economic opportunities for men and women living in informal settlements inside and outside of the cities; therefore, in order to create and improve economic opportunities for men and women, and sustainable finance for households living in margins of cities, it is necessary to prepare ground for learning technical and professional skills in fields that are required in local market, and training in priority fields of household management in order to improve home skills to improve life style and household environment particularly for young couples. Lack of skill and wisdom is a big obstacle to combat poverty. Thus, the main purpose of enablement program should be to reduce skill gaps through creating development opportunities of creative technical and entrepreneurship skills for men and women including the youth in order to employ them in formal markets or develop self-employment and learning techniques for unskilled or less-skill forces (Housing ministers meeting, 2008). One of the newest strategies to combat poverty in informal settlements is spontaneous jobs or in other words self-employment. Spontaneous jobs are generally counted as divisions of informal sector of urban economy. In this research, informal jobs have been divided into two groups of legal and illegal ones. Legally informal jobs are those that have not been recorded in gross national income, yet

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they do not have bad effect for community members and national economy, and they are a source of supplying livelihood for the poor. These occupations are called literally home base ones as well as informal jobs that are not based on home and done in small workshops or everywhere but home. The second category may be called informal self-employment and not independent earners (Thomas et.al, 1997). Divisions of informal economy have been shown in figure1.

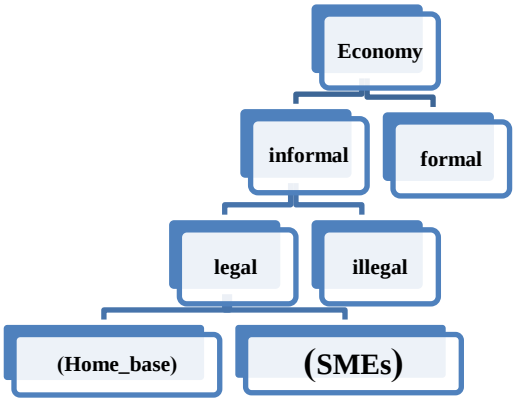


Figure1. Divisions of informal economy
Reference: (Researchers' findings)

The outcome of rapid urbanization growth in Iran is the emergence of large cities and marginalized neighborhoods with abnormal fabric and housing. Generally, their residents are rural immigrants or urban less-income groups with false jobs. Spatial marginalization generates socio-economic marginalization of people living in these neighborhoods (Etemad, 2003). Several theories have been proposed in analysis of informal settlements and each of them has analyzed informal settlement according to different views. Sheykhi, 2001 used the most important works of the world and Iran theorists to collect available ideas in the field of physical, economic, and social differences of such settlements and formal ones. According to him, economic differences of auto-settlements and other ones are the indexes of informal settlement that they extremely are root of many other features and differences of these settlements. Table1 represents theorists' ideas in economic field of informal settlements.

Table1. Economic features of informal settlements

Theorists	Economic features
Smith	- Informal sector is defined with features such as easy entrance, reliance on domestic and local conditions, reliance on household's assets, small-scale activity, and user relying on traditional and local technology, non-classical and non-formal skill, and irregular market and particularly without license, tariff and taxes. - Economy of these settlements has close relationship with economy of informal sector.
Perlman	- Residents living in informal settlements have chosen those places. There are many households, who are self-employed or engaged in informal jobs.
Aref Hassan	- Informal sector in Asian cities prepares ground of services not only for informal settlement but also for formal one.
Barudar et.al.	- Features of these settlements' economy include producing in small-scale, having several jobs, self-built housing, occupation in illegal activities.

Reference: (Sheykhi, 2001)

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This article tries to introduce self-employment as an appropriate strategy to alleviate the marginalization in reformist approach framework and emphasizing on the newest solution to organize informal settlement. It has been tried in this research to look at marginalization from a different angle this time. It has considered marginalized people as informal entrepreneurs and self-employment as a new strategy to solve their problems. Today, self-employment is counted as one of the strategies of urban development and one of the signs of god governance. Shane considered self-employment as one of the practical definitions of entrepreneurship (Shane, 2003). The new era of self-employment that started in the late 1970s, has been marked by two trends:

First, fixing the percentage of self-employment after several decades of decline, and presenting reports from many industrial countries based on that self-employment percentage is slightly higher than previous decades. Second is emergence of qualitative transformation in "modern self-employment." Major part of this trend is originated from a new tendency to self-employment among women in the U.S., Canada, Germany, Britain, and other western industrial countries (OECD, 1986).

This research did not study independent employers as self-employed ones, but self-employed are those who engaged in informal jobs (of course, not drug trafficking, prostitution, cigarette selling and generally false or black jobs). Urban economy in an undeveloped society can be divided into modern, formal, and traditional or informal sectors. Informal sector (traditional) is specified with features such as small-scale, non-skill jobs, low wage and payment, and lack of regulatory requirements. It interprets sectors like small businesses, home jobs, repair jobs, and workshops (Yuki, 2007). According to this definition of informal employment, home jobs and workshops, as a kind of self-employment are in this category. One of the most important issues about informal settlements is marginalized people's activity in informal sector of economy. Thomas divides product activities of informal economy into four sectors including household, informal, irregular, and illegal. Household sector produce goods and services that are consumed in this sector. Informal sector includes component manufacturers and their employers, artisans without workers, staff in business and transport services, and other informal services. However, small workshops without workers, generally located in homes (home workshops) are of more importance in terms of number. All categorized activities in this sector have somewhat a kind of illegal entity such as tax evasion, evasion of regulations (like labor law and the observance of safety measures in workshop, fraud in social security, and so on. Products of illegal sector include activities and producing goods and services against law including robbery, extortion, drug production and sales (Thomas et.al, 1997). One way to deal with poverty among marginalized people has been restoring to self-employment and entrepreneurship informally so that thee jobs are the only livelihood resource of many of them.

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4- Research Method

In this research, survey method was used and descriptive-analytical method was used for data analysis. The most important data collection tools were questionnaire and observation. To study self-employed people who are not engaged in formal sector (independent employees), but in informal sector of economy in a kind of spontaneous job, random sampling method was used. To determine sample size, Cochran formula was used. 25303 total population of Hesar Amir were considered as statistical population. In this regard, 378 people were selected as samples. By field-study and observation, samples were divided into two groups: first group was those people who were not self-employed and they have not had any spontaneous job. They were 166 people and about 44 percent of studied samples. The second group was 212 self-employed people about 56 percent of research samples.

The second group consists of two groups:

1- Spontaneous employees who have left their jobs; this group includes 20 people and about 9.5 percent of second group samples.

2- Spontaneous employees who are engaged in their works currently; this group includes 192 people and about 90.5 percent of people in the second group.

In order to measure validity of the questionnaire, experts' ideas were used in this field. It was confirmed by sending questionnaire via email and referring to them and applying their ideas. However, ambiguous and unclear points that existed in the questionnaire according to experts were removed. After pre-test, 20 questionnaires in the studied area were distributed, and their problems were removed from the perspective of statistical population. In order to study reliability of questionnaire, Cronbach alpha coefficient was used. Calculations indicated that it was 0.84 at an acceptable level. In order to answer main question of the research, descriptive findings and studying number of self-employed people among samples were used. To answer the second question and to determine employees' genders, Chi Square- X2 test was used. To answer the first part of the third question, one-sample T-test was used. To answer the second part of this question, SWOT technique was used. In should be mentioned that to weigh weaknesses, strengths, opportunities, and threats, 20 experts and professors' ideas were used. To answer the last two questions, types of jobs and their approximate distribution were represented in GIS 9.3 by using researchers' field observations.

Studied Area

This research has been done in Hesar Amir area, a core of marginalization in the city of Pakdasht. Hesar Amir is one of the villages of Hesar Amir in the central area of Pakdasht, and it is located in the north of Tehran-Mashhad as one of the urban areas since 2006. Hesar Amir has been located from the north to Alborz Mountains, from south to Tehran-Mashhad road and city of Pakdasht, from west to Enghelab town, and from east to Parchin military zone. Primary residents of Heasr Amir were indigenous people, but by increasing

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immigration, informal settlements in Hesar Amir and its margins has attracted non-indigenous population and many immigrants so that it seems most of its residents are immigrants people. In the past, this area was in the path of the dairy farmers. Gradually, because of suitable quality of soil, more suitable weather than other areas of Paksdasht, and particularly low price of housing, it became a suitable place for dairy farmers and immigrants. Primitive studies in Hesar Amir indicated that most of housings in this region do not have construction license and deed, mostly built on forcible land. Some of the most obvious problems of this region include inappropriate condition of health, lack of access to suitable drinking water (heavy water filled with salt made residents buy water), inappropriate condition of streets and alleys, using inappropriate construction materials only to make a shelter, and lack of access to adequate facilities and equipment. Expansion of auto-settlements in the region is followed by serious problems particularly in providing infrastructure services, such as water and electricity, environmental, economic, social, and cultural problems. Most residents of Hesar Amir are engaged in informal activities. In terms of revenue, they are in average and low households according to income pattern of rural residences in the country (Hosseinoghli, 2007). One of the most important features of informal settlements is rapid growth of population in very short time intervals. Hesra Amir is not excluded from this rule, and statistical study in this region confirms this issue. Population rate of Hesar Amir have been very high in two decades of 1976, and 1986 compared to the whole country and city of Paksdasht. In a way that, it reached to 14 percent in 1986 (Statistical Center of Iran, 1976). In the decade starting from 1996, it experienced considerable decline and it reached to the half of the previous period (Statistical Center of Iran, 1996). This figure reached to 1.1 percent in 2006 (Statistical Center of Iran, 2006). Despite changing into an urban area in 2006 and having registration deeds for its houses that they considered as informal settlements not long ago, Hesar Amir still is facing with the phenomenon of informal settlement around its neighborhoods. One of the spontaneous solutions of residents in order to escape from marginalization problems is to restore to spontaneous jobs and self-employment in a form of small workshops and home jobs.

5- Research Findings

Descriptive findings: As it was mentioned before, from 378 samples, 166 people (about 44 percent of studied samples) did not have spontaneous jobs, so they were not considered as self-employed ones. However, 212 people (nearly 56 percent) were self-employed with a kind of spontaneous jobs. Descriptive data of the questionnaire indicated that 60.7 percent of spontaneous employed people of Hesar Amir were women and 39.3 percent were men. As it has been shown in digram1, they are between 15 to 60 years old. In order to facilitate more in this study, employed people were divided into five age groups: first: 15 to 20 (16.7 percent), second; 21-30 (37 percent), third; 31-40

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(23.8 percent), fourth; 41-50 (9.5 percent), and the fifth group; 51-60 (13 percent). As it has been shown in digram1, most of spontaneously employed people are 21-30-yaer old i.e. young people, and least of them are between 41 and 50.

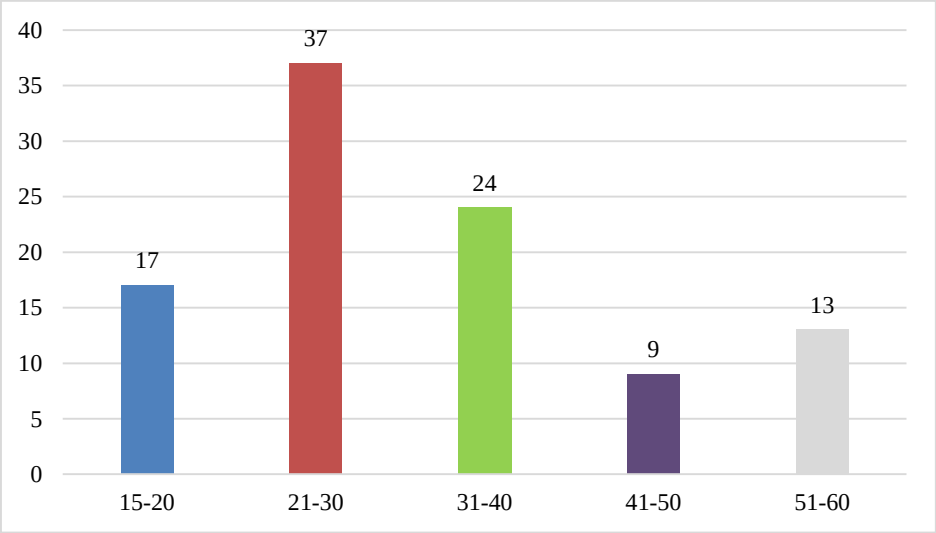


Diagram1. Age groups of spontaneously employed people

Reference: (Researchers' findings)

Studying the activity background of spontaneously employed people indicates that 26.1 percent of them have one-year experience of spontaneous job, 48.8 percent have 2 to 4 years, 17.9 percent have 5 to 15 years, and 6 percent of them have 16 to 20 year experience. Conducted surveys infer that spontaneous jobs in Hesar Amir are very diverse. Many marginalized men and women are self-employed having a kind of spontaneous job. Digram2 shows type of jobs, spontaneously employed people of Hesar Amir. Making bags and stitching are the most important spontaneous jobs in Hesar-e Amir equal to 11.9 percent for each of them. Other jobs in order of frequency are hairdressing at home, furniture making, brushing, packing, preparative embroidering, mat weaving, making packs for Quran, and woodcarving assigned 6 percent of each jobs to themselves. Among spontaneously employed people, 4.8 percent were engaged in basket weaving, 3.6 packed tamarind. Most of these packs were done for tamarind factories around Hesar Amir and Sharif Abad. Studies indicate that employers' share engaged in flowering was 3.6 percent. Cleaning vegetables, cutting vegetables, bolts handling, and making quilts and mattresses were other spontaneous jobs with a share of 2.3 percent for each of them. Basket weaving and mat weaving have been some of old industries of Pakdahst. This tradition has become a source of income to escape poverty for Hesar Amir residents.

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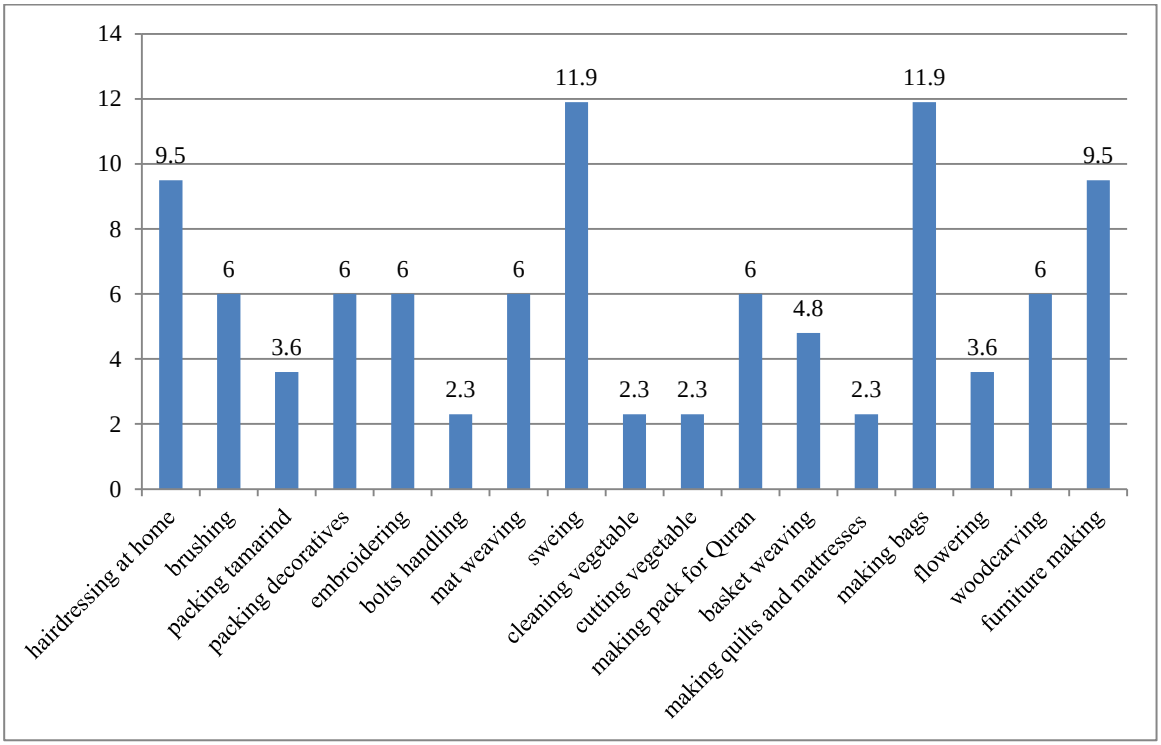


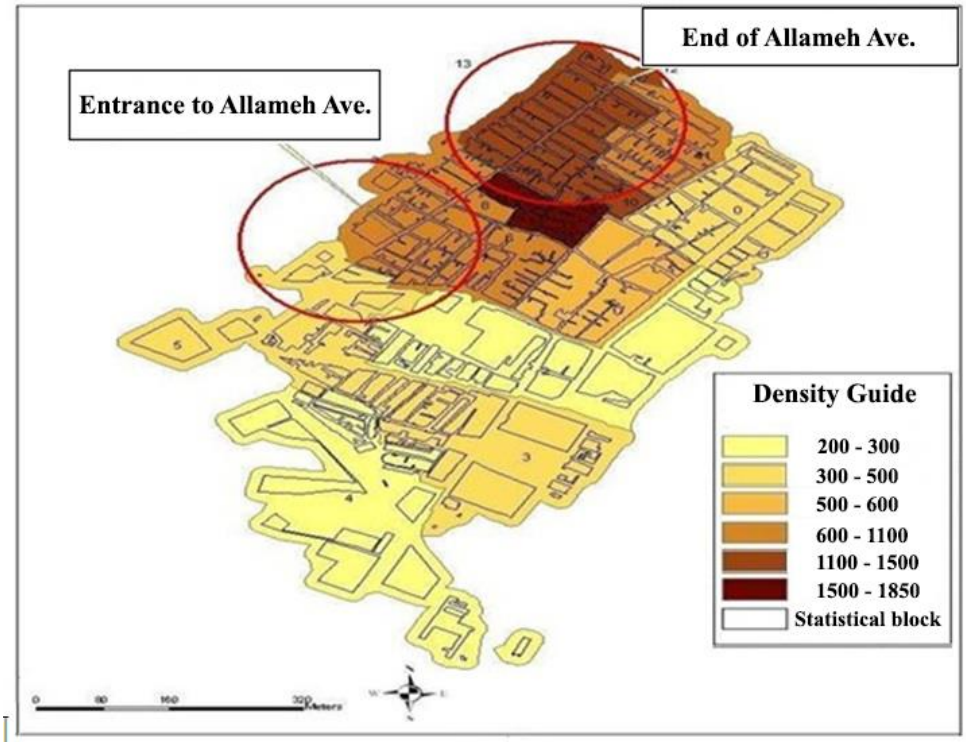
Diagram2. Distribution of spontaneous jobs in Hesar Amir

Reference: (Researchers' findings)

Field surveys indicated that most jobs of Hesar Amir that they were informal settlements not long ago and they service newly marginalized neighborhoods have been focused in poor neighborhoods. In fact, regions that had the most spontaneous jobs were compatible with areas with higher population. As it has been shown in map1, focus of home and spontaneous jobs have been formed around Torkabad neighborhood and near Allameh Avenue, indicating that spontaneous jobs have been focused in poor neighborhoods with more population. Circles marked on the map show Torkabad neighborhood and Allameh Avenue. These areas had more tendency to such jobs, as it was specified in field surveys.

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Map1. Population density and focus of home and spontaneous jobs in Hesar Amir
Reference: (Information and Technology Organization of Statistical Center of Iran, 2006, and researchers' observations)

Studying Hesar Amir employed people's income indicated that minimum income was monthly 300 thousand Rials and it maximum was 5,500, 000. The average employed people's revenue was 2300000 Rials monthly. It is not enough for marginalized people, but it was effective. They could earn monthly 5000000 Rials by some jobs. According to the research, their incomes from spontaneous jobs have been summarized in 5 categories (diagram 3).

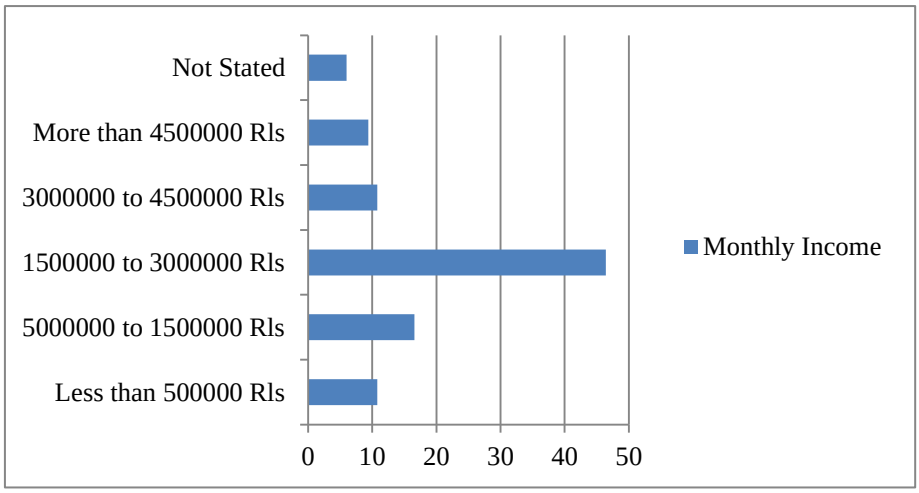


Diagram3. Monthly income of self-employed people
Reference: (Researchers' findings)

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Studies indicated that half of marginalized employed people in Hesar Amir considered these kinds of jobs effectively in improvement of their economic condition and livelihood. 36.9 percent of marginalized people considered their job partially effective in improvement of their livelihood conditions. 9.5 percent considered its effect insignificant. 3.6 percent of them did not consider spontaneous jobs effective in economic enablement. As it can be seen, 50 percent of them considered their job very effective in escaping from poverty and improving their income situation. It was specified in studies that there are no governmental, non-governmental, and related association in self-employment field in Hesar Amir, if any, they have limited activity. In a way that many of them are disappointed of their help. They have always tried to deal with their shortcomings. Studies indicated that unfortunately, only 3.3 percent of them are member in a specific union and organization that the most important of them is Craft Support Organization. According to them, they were not supported in some fields. 96.7 percent of them were deprived of any organizational and governmental support. However, they have continued their spontaneous activities with minimum facilities and without any support. With continuity in these jobs, they have tried to improve their income status and livelihood. It is necessary to establish a union or organization for financial support and other aids in this field. By studying different reasons to leave such jobs by spontaneously employed people of Hesar Amir, it is inferred that not having suitable place and lack of financial supports are some of the most important factors of their jobs. 38.1 of them stated they left their job because of not having suitable place for their activity, and 38.1 other declared it was due to no financial supports. 13.1 percent of them got physical illnesses, and 10.7 percent of them stated other reasons. Continuing these jobs despite lack of support, labor difficulties, not having suitable place for activity, and low payments indicate they need these activities to escape from problems. Lack of governmental support helped jobbers to exploit the poor. Studying self-employed people's expectations, it was specified that 53.6 percent of people introduced using less-interest loans and 23.8 percent of them introduced creating proper place to carry out these activities as their expectations. The government can prevent wasting social capital by supporting spontaneous employed people, encouraging the poor and absorbing them in this group, cooperative activities, granting financial facilities, creating a proper place for their activities, and caring about their health condition. Thus, it is necessary to plan appropriately to solve their problems to prevent leaving their jobs. The role of this kind of jobs in residents' enablement of region in future may be influential by using effective strategies to grant financial supports, creating proper place, and presenting insurance services for spontaneously employed people.

Analytical findings: According to descriptive findings, 56 percent of households had spontaneous jobs i.e. more than half of the studied population

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were engaged in those jobs. Chi-square was used to study the amount of women's tendency to spontaneous jobs than men. Chi-square is used to calculate variables and data that are qualitative or have value. First, two-dimensional table is formed, and then Chi-square test is calculated. It determines amount of random likelihood and chance of correlation between two or more values. After calculating Chi-square, Cramer's coefficient can be calculated (Hafezniya, 2008). As it has been represented in table2, Chi-square is 19.892 with degree of freedom of 1 and significance level of 0.001 and less than 0.05 while there is a significant difference between observed proportions statistically. It is concluded that self-employed women are more than men are. Descriptive results indicate that 128 people among 212 studied sample i.e. more than 60 percent are women.

Table2. The results of Chi-square to study women's tendency to spontaneous jobs than men

Jobs		Total	Degree of freedom	Chi-square	Significance level
No	Yes				
125	84	209			
41	128	169	1	19.892(b)	0.001
166	212	378			

Reference: (Researchers' calculations)

To answer the third question, we refer to one of the questionnaire in Likert scale format. According to the answers to this question, it was specified that 50 percent of statistical population considered these jobs very effective in improvement of their economic status. 36.9 percent of them considered it partially effective in improvement of their economic status. Thus, it can be concluded that tendency to this kind of employment has changed households' economic status in a positive direction.

In the following, one sample T-test was used (table3). It is used to see whether an average of a variable has a significant difference with a fixed variable (test value) or not. Here, significance level is less than 0.05 indicating a significant difference between averages and these jobs are effective on improvement of economic status.

Table3. Statistics of one-sample T-test

	Mean	Standard Deviation	N	t	sig
Index status	3.2	0.0996555	212	17.588	0.000

Reference: (Researchers' calculations)

SWOT analysis: Tables 4 and 5 represent ranking and prioritization of weaknesses, strengths, opportunities, and threats of developing spontaneous jobs in Hesar Amir.

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Table4. Matrix of internal factors of SWOT analysis (ranking and prioritization of weaknesses and strengths)

	SWOT Analysis	Total Weights	Importance Factor	Rank	Final Score	Final Priority
Strengths	S1- Self-employment unit of the Labor and Social Affairs Organization of Pakdasht	798	0.0536	3.41	0.18	7
	S2- Immigrants with high culture and familiar with different art and handicrafts	800	0.0537	3.92	0.21	4
	S3- Residents' high tendency, particularly marginalized housewives, to spontaneous jobs	764	0.0513	2.89	0.15	10
	S4 -No need to training and high education	742	0.0498	4	0.20	5
	S5- No need to much capital	743	0.0499	3.88	0.19	6
	S6= Many industrial workshops in Hesar Amir	764	0.0513	2.13	0.11	11
	S7= weakly market in Hesar Amir and other areas of Pakdasht as a place to supply the products of spontaneous jobs	844	0.0567	3.82	0.22	2
	S8- Talent of Hesar Amir people to develop to investment	820	0.0550	2.97	0.16	9
	S9 - Handicrafts Industries Organization in Pakdasht	841	0.0565	3.71	0.21	3
	S10 -Increasing self-confidence and awareness of local people and immigrants toward cultural and artistic values of each other	752	0.0505	3.42	0.17	8
	S11- High motivation for participation among residents	871	0.0585	4	0.23	1
Weaknesses	W1= Unknown and hidden activities	734	0.0493	4	0.20	2
	W2 =Exploiting spontaneous employers with low payment and abusing their need to these jobs	799	0.0536	3.91	0.21	1
	W3 - Giving up arts and handicrafts that they were considered as a kind of activity in the source of immigration	775	0.0520	2.53	0.13	6
	W4 = Lack of recreational and sport land use for spontaneous jobs particularly children and teenagers	736	0.0492	2.08	0.1	8
	W5= Authorities' neglect to these jobs and lack of investment for self-employment development	781	0. 0524	3.63	0.19	3
	W6= The impossibility of doing some jobs at home because of reasons such as life-threatening ones	744	0.0499	3.68	0.18	5
	W7= Low average of residential per capita to develop jobs at home	798	0.0536	3.33	0.18	4
	W8 = Not having insurance	791	0.05231	1.98	0.11	7
	IFE	**14897**	**∑1**	-	**3.33**	-

Reference: (Researchers' findings)

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Table5. Matrix of internal factors of SWOT analysis (ranking and prioritization of opportunities and threats)

	SWOT analysis	Total weights	Importance factor	Rank	Final score	Final priority
Opportunities	O1 = Different workshops and factories around Tehran and Pakdasht as a source of supplying the products of spontaneous jobs	852	0.0588	4	0.24	1
	O2=Increase of tendencies and attentions to self-employment in Iran and the world	649	0.0488	3.53	0.16	7
	O3= Large land areas around Hesar Amir to develop self-employment workshops	788	0.0544	1.99	0.11	9
	O4 =Expanding employment and reducing unemployment among marginalized people	854	0.0589	3.75	0.22	2
	O5 =Suitably geographical location of Hesar Amir and access to roads	822	0.0567	3.59	0.20	4
	O6= Locating Hesar Amir around Tehran as a sale market	733	0.0506	3.85	0.19	5
	O7 – Reducing residents' comings and goings to Tehran and proximity of residence and work place	747	0.0515	3.98	0.21	3
	O8 –Reducing crimes in the region	716	0.0494	2.75	0.14	8
	O9 –Increasing public spirit and improving sense of belonging to the place	678	0.0468	3.88	0.18	6
	10 –Improvement, promotion, and development of art crafts industries in the country	700	0.0483	1.55	0.07	10
Threats	T1= Lack of governmental support adequately to develop self-employment among informal settlements	713	0.0492	2.11	0.10	9
	T2 = Inattention to identify residents' capabilities living in informal settlements	809	0.0558	2.55	0.14	8
	T3= Lack of suitable sale market for spontaneous employers	776	0.0535	3.98	0.21	2
	T4= Lack of banks and credit institutes' motivation in granting self-employment loans	817	0.0564	3	0.17	6
	T5 = Lack of belief in the role of the existing capabilities of marginalized people in improvement of residents' economic status	799	0.0551	4	0.22	1
	T6= Lack of control on pricing of products and services of spontaneous employers and profiteers' abuse	717	0.0495	3.5	0.17	7
	T7 = Inattention to spontaneous employers' health	775	0.0535	4	0.21	4
	T8=Poor advertisement to introduce spontaneous jobs and their positive results in informal settlements	799	0.0531	3.44	0.19	5
	T9 –Bottlenecks of administrative bureaucracy to give license to construct workshop	749	0.0517	4	0.21	3
	∑EFE	**14493**	**∑1**	–	**3.34**	–

Reference: (Researchers' findings)

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11 internal strengths against 8 internal weaknesses and 10 external opportunities against 9 external threats were identified and examined. Therefore, 21 strengths and opportunities were identified as merits and 17 weaknesses and threats were detected as restrictions and bottlenecks against development of spontaneous jobs. High motivation of participation among residents is the most important strengths, exploiting spontaneous employers with low payment and abusing them are the most important weaknesses. Different workshops and factories around Tehran and Pakdasht as a source of supplying their products are the most important opportunities and lack of belief to the role of existing enablement of marginalized people in improving residents' economic status is the most important threat. Overall, it can be said that these areas need revisions and appropriate policies to remove weaknesses and threats by using strengths and opportunities. Internal-external matrix is used to determine top (ideal) strategies. In this matrix, total score of internal factors is placed on horizontal axis and total score of external factors is placed on vertical axis (Ungson & Wong, 2014). If External Factor Evaluation (EFE) is between 1 and 2.5, it represents external threat, and if it is between 2.5 and 4, it represents opportunity. However, if total scores of Internal Factor Evaluation (IFE) is between 1 and 2.5, it indicates internal weakness, and if it is between 2.5 and 4, it represents internal strengths (Henry, 2008). Given that final score (IF matrix) of weaknesses and strengths is 3.33 and final score (EF matrix) of opportunities and threats is 3.34; therefore, according to figure2, the strategy of developing spontaneous jobs is in line with growth and development. This strategic situation represents to choose aggressive strategy and move with all forces toward growth and development of spontaneous jobs.

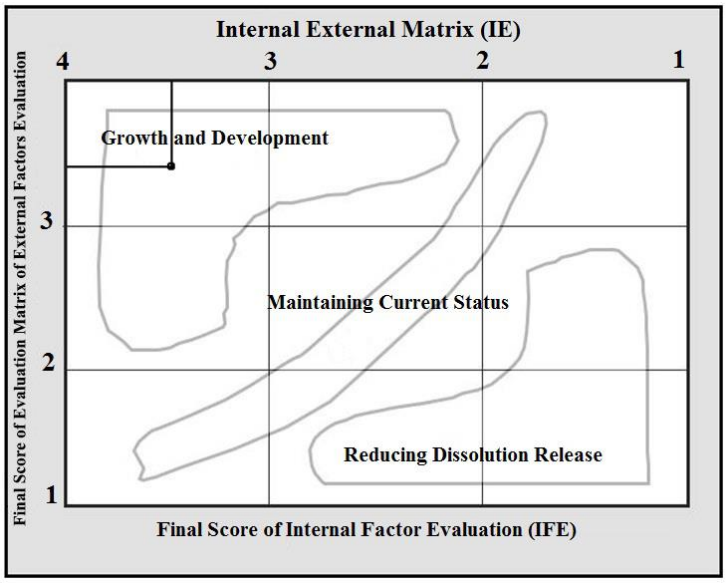


Figure2. Final matrix
Reference: (Researchers' calculations)

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Competitive/Invasive strategies:

- Using highly marginalized people's cooperative motivation and spirit of
- Recognizing immigrants' capabilities, arts, and handicrafts
- Using women capability
- Creating a center entitles "Staff for supporting spontaneous jobs" in the municipality of Pakdasht and in fact, recognizing this kind of jobs in order to deal with self-employment workshops and spontaneous employed people
- Paying attention to weak markets in Hesar Amir and other areas of Pakdasht as a center to supply their products
- Establishing an exhibition particularly in public and crowded spaces including terminals or shopping centers
- Modifying attitudes toward informal settlement and paying attention to marginalized people as spontaneous entrepreneurs
- Taking advantage of national and local media like radio and TV and local press to advertise some of their products and supporting and developing these jobs
- Creating educational workshops and encouraging immigrant marginalized people to attend in classes of sewing, crocheting, carpet weaving, embroidery and other handicrafts
- Attracting investment by philanthropists and other investors to support them
- Developing grounds to study about spontaneous jobs among marginalized people
- Insuring spontaneously employed people
- Considering immigrants' culture entered to Pakdasht, as a strength and for searching industries and handicrafts of each culture, and development of self-employment among them
- Creating a supportive atmosphere in national regulations framework
- Increasing the authorities of organizations such as municipality regarding this kind of jobs
- Tendering activities like producing vegetable, foods, and other activities by hotels, Inns, factories, and companies supporting spontaneous jobs in these tenders and dividing activities among marginalized people
- Government's direct supervision on the activities of self-employment centers and supporting spontaneous jobs to prevent exploitation

6- Conclusion and Suggestion

Undoubtedly, when providing livelihood is along with marginalized person, one may not think about physical organization of one's residence. Spontaneous jobs, as one of the branches of informal economy, with features including productive, requires little skill an capital, teamwork and easy entrance for illiterate, low educated and without professional skills suffering economic poverty, let them escape unemployment that is their main problem and improve economic status to think about physical status of their settlements. The results indicated that marginalized women's role on development of spontaneous jobs are of great importance. Many immigrant women do not have important jobs like before by entering into the region and getting away from rural environment of origin. They mostly spend their time by speaking with each other in the streets

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and in front of the doors. Interviewing with some of them, it turned out that they are not satisfied with their situation and daily unemployment and very willing to do spontaneous jobs. Encouraging them to have activity in spontaneous jobs may create a sense of usefulness among them, yet their free time may be used to make revenue. As mentioned before, one of the considerable points in the issue of spontaneous jobs among residents of informal settlements has been the role of government and informal organizations in developing this kind of jobs. The role of government and municipality in distributing these jobs among marginalized people is very important. The government can prepare the ground for improving and supporting these jobs by granting authorities to municipalities and related organizations. They can create suitable places for employers, monitor team works, build sale markets like weak markets and local exhibitions, and attract investment. Other investors are responsible for achieving it through preparing economic ground for marginalized people and improving informal settlement. On the other hand, granting loans with less interest and suitable conditions to marginalized people is an important step to attract many of them to these jobs. Self-employment unit of Department of Labor and Social Affairs of Pakdasht has announced that self-employment loans are granted to those people who are engaged in industrial townships around Pakdasht. In fact, it has been tried by this approach to exit the industries and avoid their expansion in cities (Shah Hosseini, 2003). These who are not employed in industrial workshops, engaged spontaneously in their homes or inside Pakdasht in one of the industrial units, can hardly use self-employment loans. The other related unit in the field of spontaneous jobs is Handicrafts Industries Organization. In the carried out surveys, a few spontaneous employers engaged in art crafts such as woodcarving, flowering, mat and basket weaving were members in this organization. These limited and few people noted that they did not enjoy much support by this organization. Without governmental and organizational support in the field of self-employment and spontaneous jobs, they may be exploited and work conditions will be more difficult, consequently, they may leave these jobs. Another related organization in this field is center for entrepreneurship and supporting home jobs that is started in many Tehran areas, but there is no such center in Pakdasht and Hesar Amir. These centers have the strategy to change Tehran into an entrepreneur city with purposes such as increasing self-reliance and reducing unemployment, community-based enablement with opportunity-based attitude, reducing social damages through eradicating poverty, attempt for maximum participation, and encouraging and supporting quick-impact activities (www.tehran.ir/scad). Some of these centers work in previously marginalized neighborhoods such as Khaksefid in Tehranpars and Islamshahr. It is necessary to set up such centers in the city of Pakdasht to take advantage of labor forces and organize informal settlement issue through improving

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livelihood and creating jobs. What differs this study from other studies in this area is that it has been tried to look at informal settlement in Tehran with new approach. Attention to marginalized people's strategies is a matter that it has been considered and it was useful in many countries like Bangladesh, as a strategy to escape poverty among marginalized people. However, this issue has been considered less in the studied area. Although this area has had prone conditions, such as access to different workshops and factories in east of Tehran, easy access to Tehran markets, residents' interests, particularly women, and so on, to develop spontaneous jobs, these capabilities remain unknown and they could not attract much attention even from municipality of this district. It has been tried in this research to emphasize on ignored capabilities in this region since the results indicate that strategic direction of developing spontaneous jobs are in line with growth and development. Currently, the best strategy is to choose aggressive one and move toward growth and development of spontaneous jobs, prepare suitable ground to attract and develop these activities, and increase governmental and non-governmental supports.

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