

Sociological Analysis of Favoritism Production in the Distribution of Job Opportunities

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Purpose: Favoritism affects the distribution of job opportunities; therefore, the aim of this study was the sociological analysis of rent production in the distribution of job opportunities.

Methodology: This study in terms of purpose was applied and in terms of implementation method was qualitative. The research community was the employees of Tehran municipality and 10 people were selected based on theoretical saturation by purposive sampling method. Data was collected by semi-structured interview. Data analysis was done in three stages of open, central and selective coding.

Findings: In this research, the main phenomenon was called favoritism allocation and the rest of the categories were related to it. causal conditions are:

Male exclusivity: 1- ideological structure 2- gender hegemony

Dramatic bureaucracy: 1- Bureaucracy in the service of appointments

Background conditions:

Structural oppression: mixing fair standards with unfair methods

Gender oppression: unequal access in the distribution of facilities

Intervening factor: the possibility of perceptual error

Participants' strategies:

Targeted communication action: Self-identification and self-improvement

Affordability: 1- Women's self-reflection

Value oriented rationality: 1- Superiority of the role of mother and wife to the social role of women

Unreasonable Tolerance: 1- Normalizing discrimination

Consequences:

Organizational failure: 1- Unbalanced organizational growth 2- Inconsistent social organization

Acquired sense of helplessness: 1- Role conflict

Conclusion: The designed pattern of sociological analysis of favoritism production in the distribution of job opportunities in Tehran municipality can help the specialists and planners of Tehran municipality in the equal distribution of job opportunities.

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1. Introduction

Favoritism and favoritism-seeking is an economic activity by which a person or an economic unit can increase their income without producing more added value. With these activities, available resources are only transferred between different departments. In other words, sometimes people or organizations spend their resources to achieve a benefit more than its value (Esmacili, Mahdipour Azar and Yarmohamadlo, 2017). The term favoritism and favoritism-seeking were first introduced by Krueger in 1974 in his famous article on the political economy of favoritism-seeking society. In this article, special attention was paid to third world countries and the overall estimates of welfare reductions resulting from favoritism and import licenses were examined in two countries, India and Turkey, but Krueger himself points out in his article that the theory of favoritisms was originally related to Tulloch in 1976. which raises many important issues of favoritism theory with the names of welfare costs of tariffs, monopoly and embezzlement (Moradi, Sadeghi and Akhavan Kazemi, 2022).

Favoritism is a process by which a person, institution or group becomes the owner of information, opportunities and privileges which others do not. And by seizing these opportunities, they get financial capital and privileged political, cultural and social positions, which in this concept of favoritism is a kind of committing corruption and this conscious use of special privileges that others do not enjoy under equal conditions is often the result of monopoly (Bina, 2003).

One of the variables affected by favoritism is the unfair distribution of job opportunities. Expert, experienced, committed and interested human resources are considered as a valuable asset in any organization and human resource managers always try to hire suitable and elite people. Because this method avoids the bad consequences of employing incompetent and unqualified employees and wasting the organization's resources (Gu, Zhang, Li and Huo, 2023). The issue of employment and human resources has a special place in economic issues and in Iran employment is one of the main concerns of economic policy makers. Employment and job opportunities as one of the necessities of life refers to a set of activities that are very important and valuable for all people and can be effective in meeting needs and fulfilling life goals (Fallah, Beheshti, Beheshti and Rezvani, 2017). The law of equality requires that job applicants be treated equally, and human resource managers must hire people who have the best conditions for the desired position. In every organization, there are various jobs and the proper performance of job duties requires the possession of special abilities and personality traits that human resource managers should pay special attention to (Shirbagi, Salimi and Barkhoda, 2018).

One of the important factors that affects people's performance and increases the motivation or demotivation of employees is meritocracy in organizations and society. Meritocracy is a system in which benefits and job positions are based only on merit and not to assign people based on gender, social class, ethnic group or wealth (Ahmadi et al., 2012). Ersli et al. (2006) found that partying reduces employee job satisfaction and leads to an increase in employee turnover. Considering the existence of ethnic and cultural diversity governing many developing countries, it can be said that favoritism can become a dangerous phenomenon; Because it can be used in many aspects including hiring or employing human resources with low education and expertise in positions or jobs that have special sensitivity. Perhaps the reason for the spread of this phenomenon in public and government organizations compared to the private sector is that the private sector is more interested in profitability and this requires effective and expert employees in this field. But the form of this phenomenon is different in the public or government sector, especially in developing countries, often due to the lack of measurable goals, where citizens are forced to accept public sector services, regardless of the excellence and quality of those services. Because the government and government institutions are in contact with all social layers of society, and provide services to all members of society, this is very necessary that the selection of employees in affiliated institutions should be done in the correct way and without the interference of influential people (Al-Shawara, 2016).

On the other hand, the policies of the organization, especially in the field of distribution of job opportunities and organizational positions, may cause inconsistency and conflict in the work environment Because political

behavior may only be directed towards a specific person or group and it may even end up ruining the goals of the organization or other colleagues. In this case, people feel uncomfortable and believe that their work environment is a political environment and creating this impression among employees leads to the fact that a person feels that even with a lot of effort in such a work environment, there is no possibility of promotion, which reduces the productivity of the workforce. What the researcher observed during the study in Tehran municipality was the change in employees' perception of organizational commitment, equality and reduction of job satisfaction by working employees after understanding and experiencing favoritism.

Favoritism and favoritism-seeking in the process of hiring and employing employees due to the recruitment of non-specialist employees who do not have the necessary ability and competence to perform assigned tasks leads to the overall weakness of individual and organizational performance. Since the government and government institutions are related to all social layers of the society, it is therefore necessary that the selection of employees in affiliated institutions is done in the correct way and without the intervention of influential people, so that capable, talented and qualified people are hired (Al - Shawawreh, 2016).

The current research contains two complex concepts of favoritism production and distribution of job opportunities, and talking about favoritism production in the distribution of job opportunities shows the need for correct, real and expert identification of this concept in the society, labor market and organizations. Few researches have been done about favoritism generation, and the researcher of the present study, using the data base theory method, intend to investigate the nature of favoritism generation in the distribution of job opportunities in Tehran municipality and take an effective step towards the development of the frontiers of knowledge. In other words, researchers are trying to develop existing knowledge in the field of how and why favoritism is generated in the distribution of job opportunities based on sociological analysis.

2. Methodology

Using methods appropriate to the research topic is the best way to reach a logical, scientific and standard result for any research. In fact, scientific methods suitable for research are the means to reach the desired goal. Accordingly, this study was applied in terms of purpose and qualitative in terms of execution method. Qualitative research is a collection of activities such as observation, interview and extensive participation in research activities, each of which somehow helped the researcher in obtaining first-hand information about the research topic. In other words, qualitative data such as observation, interview, documentation, etc. are used and given meaning in qualitative research to understand and explain social phenomena.

The research community was employees familiar with the field of research of Tehran municipality, based on the principle of theoretical saturation, 10 people were selected as a sample with the purposeful sampling method. In the principle of theoretical saturation, there is no special rule or rule to determine the sample size, and sampling and research on them continues until the research findings reach saturation, and in this study, theoretical saturation was reached after interviewing the tenth person.

The data were collected through semi-structured interviews, the questions of which were designed based on the theoretical foundations related to the topic of the current research, i.e. favoritism generation and distribution of job opportunities, on Tehran Municipality. Interviews were conducted with each of the samples individually, and before interviewing them, recording of the interviews was done in order to re-check and not to accidentally lose part of the necessary coordination information. The length of the interview with each of the 10 people in the current research sample lasted between 45 minutes and one hour. It should be mentioned that ethical points were stated for the samples and the researcher committed to comply with them and finally, after the interviews were completed, the samples were praised and thanked. In the present study, in order to verify the quality of the research, four separate but related criteria were used as follows.

(i.e. the degree of belief in the research findings and the correlation of the findings, not scattered and contradictory), reliability (i.e. the ability to identify where the data of a given study came from), how it was collected and how it was used, for this purpose the test of a clear and stable path between the data and their

application is used), verifiability (that is, the qualitative objectivity of the naturalistic report, which in this context the researcher must show that its findings are practically and truly based on the data) and transferability (i.e. the applicability of the research findings or external validity). Thus, the reliability includes all the above four criteria and, in this research, it was tried to firstly adopt suitable samples to ensure the acceptability criteria based on the agreement of the experts, secondly, the research steps are clear and specific, and on the other hand, with the approval of experts, it is valid. An agreement was reached. This agreement covers the field of obtaining the criteria of research legitimacy based on strength and comprehensiveness to some extent, and finally, the transparency and comprehensibility of the research content as another indicator increased the quality of the research.

The stages of the research implementation were as follows: the interview questions were designed, and after that, the samples were identified and the necessary coordination was done with them to conduct the interview. The reason for recording the interviews was explained to them and after the commitment of the researcher to comply with the ethical points, the consent of the samples was taken to record the interviews. Interviews were conducted individually at a predetermined time and place and the audio of the interviews was recorded. In addition to recording the interviews, the researcher took notes of important and key content during the interview, and after each interview question, the content was read to the interviewee and their consent was obtained for the accuracy of the content. After finishing the interview and at a suitable time, the recorded interviews were reviewed and the valid content was added to the interview results. The above process was done for all 10 interviews and after the research reached theoretical saturation, all the findings were combined and analyzed.

3. Findings

The data of the current research were analyzed based on the database theory; Here we found a nuclear category, a category that can be seen in its regular relationships with other categories and phenomena, Then, according to the paradigm model, the categories that are introduced and related to each other in the axial coding will be related to other categories in this section. In this first part, we paid attention to the list of categories, which of them is sufficiently abstract but due to the fact that apparently no single category was broad enough, an attempt was made to choose a name for the main phenomena that is a suitable concept and includes the main story line.

The results of open, central and selective coding of the sociological analysis of favoritism production in the distribution of employment opportunities in Tehran Municipality can be seen in Table 1.

Table 1. The results of open, central and selective coding of the sociological analysis of favoritism production in the distribution of job opportunities in Tehran Municipality.

Row	Open coding	Axial coding	Selective encoding
1	The effect of personality attributes in gaining status	Effective personality traits	The possibility of perceptual error
2	The amount of individual ability affecting equality or inequality	Effective personality traits	The possibility of perceptual error
3	The influence of appearance characteristics on job attainment	Functional appearance features	The possibility of perceptual error
4	The effect of external characteristics on the success or failure of a job	Functional appearance features	The possibility of perceptual error
5	The paradox of playing a romantic role and paying attention to personal gain	role conflict	Feeling of acquired inferiority
6	The paradox of playing a responsible role and paying attention to personal interest	role conflict	Feeling of acquired inferiority
7	Men's attitude towards women's weakness and not accepting them in sensitive positions	Ideological structure	Male monopoly

8	Social justice is a slogan because of the intolerance of men in the advancement of women	Ideological structure	Male monopoly
9	Lack of awareness and cultural poverty among decision-making managers	Gender hegemony	Male monopoly
10	Dissatisfaction of women	Gender hegemony	Male monopoly
11	Abuse of women	Gender hegemony	Male monopoly
12	becoming one-dimensional and male management of the city	Gender hegemony	Male monopoly
13	becoming one-dimensional and male management of the city	Gender hegemony	Male monopoly
14	The unequal nature of creation and the impossibility of negating it	Normalizing discrimination	Unreasonable tolerance
15	The unequal nature of creation and the impossibility of negating it	Normalizing discrimination	Unreasonable tolerance
16	Improving the conditions of women by improving the level of education and social relations	Women's self-reflection	Affordability
17	The importance of key positions among women compared to the past	Women's self-reflection	Affordability
18	The importance of key positions among women compared to the past	Women's self-reflection	Affordability
19	Approximation of legality and systematization of recruitment and hiring and reduction of favoritism	Bureaucracy at the service of appointments	Dramatic bureaucracy
20	Competent selection approach to skill acquisition	Bureaucracy at the service of appointments	Dramatic bureaucracy
21	Systematization of decisions and reducing the will of managers	Bureaucracy at the service of appointments	Dramatic bureaucracy
22	Developing comprehensive rules for equal access to job opportunities and benefiting from standard tests for a livable city	Bureaucracy at the service of appointments	Dramatic bureaucracy
23	Accumulation of management jobs by Apple of one's eyes and the threat of a favorable position for women	Unbalanced access in the distribution of facilities	Gender oppression
24	Men are the priority in choosing jobs	Unbalanced access in the distribution of facilities	Gender oppression
25	Having reasonable items for commons alongside unfair items for properties on the upgrade path	Confusion of fair standards with unfair methods	Structural oppression
26	The presence of auxiliary items for commons along with auxiliary items for properties on the upgrade path	Confusion of fair standards with unfair methods	Structural oppression
27	The superiority of the role of mother and wife to the social role of women	The superiority of the role of mother and wife to the social role of women	Value oriented rationality
28	The priority of taking care of the family from the perspective of working women	The superiority of the role of mother and wife to the social role of women	Value oriented rationality
29	Family damage in the conditions of job equality, especially in crisis conditions	The superiority of the role of mother and wife to the social role of women	Value oriented rationality
30	Job as a social and dignified base	Self-identification and self-improvement	Purposeful communicative action
31	Getting opportunities in return for hard work and in conditions of self-satisfaction and dissatisfaction	Self-identification and self-improvement	Purposeful communicative action
32	Paying attention to increasing ability and waiting for the desired job	Self-identification and self-improvement	Purposeful communicative action
33	The inconsistency of a person's cultural capital with his expectations from the job he holds	Inconsistent social organization	Organizational failure
34	Uneven and tasteful structure	Unbalanced organizational growth	Organizational failure

35	The existence of inequality in the distribution of job opportunities	Unbalanced organizational growth	Organizational failure
36	The backwardness of urban management in the occurrence of natural and unnatural events	Inconsistent social organization	Organizational failure

Table 1 showed the results of open, central and selective coding of the sociological analysis of favoritism production in the distribution of employment opportunities in Tehran municipality. The coding results based on the data base theory of the sociological analysis of favoritism production in the distribution of job opportunities in Tehran Municipality can be seen in Table 2.

Table 2. The results of coding based on the theory of sociological analysis of favoritism production in the distribution of job opportunities in Tehran municipality

database	category	Component	number concept
A central phenomenon	Allocation of favoritism	3 components of gang-banging, sorting based on survival and personalizing decisions	---
	Causal conditions	Male monopoly	2 components of ideological structure and gender hegemony
		Dramatic bureaucracy	1 component of bureaucracy in the service of appointments
Background conditions	Structural oppression	1 component of mixing fair standards with unfair methods	2
	Gender oppression	1 component of unbalanced access in the distribution of facilities	2
Intervening conditions	The possibility of clerical error	2 components of effective appearance characteristics and effective personality characteristics	4
Strategies	Purposeful communicative action	1 component of self-identification and self-improvement	3
	Affordability	1 component of women's self-reflection	3
	Value oriented rationality	1 component of superiority of the role of mother and wife to the social role of women	3
	Unreasonable tolerance	1 component of normalizing discrimination	2
consequences	Organizational failure	2 components of unbalanced organizational growth and incompatible social organization	4
	Feeling of acquired inferiority	1 component of role conflict	2

Table 2 shows the results of coding based on the theory of sociological analysis of favoritism production in the distribution of job opportunities in Tehran municipality. According to it, 36 concepts, 17 components and 12 categories were identified for the sociological analysis of favoritism production in the distribution of job opportunities; In fact, the researcher tried to create categories in open coding And in axial coding, categories are systematically improved and linked with subcategories. Finally, in the third stage of coding, which was selective coding and presentation of the research paradigm model, we achieved the paradigm model of "Favoritism allocation".

The results of the model based on the data base theory of the sociological analysis of favoritism production in the distribution of job opportunities in Tehran Municipality can be seen in Figure 1.

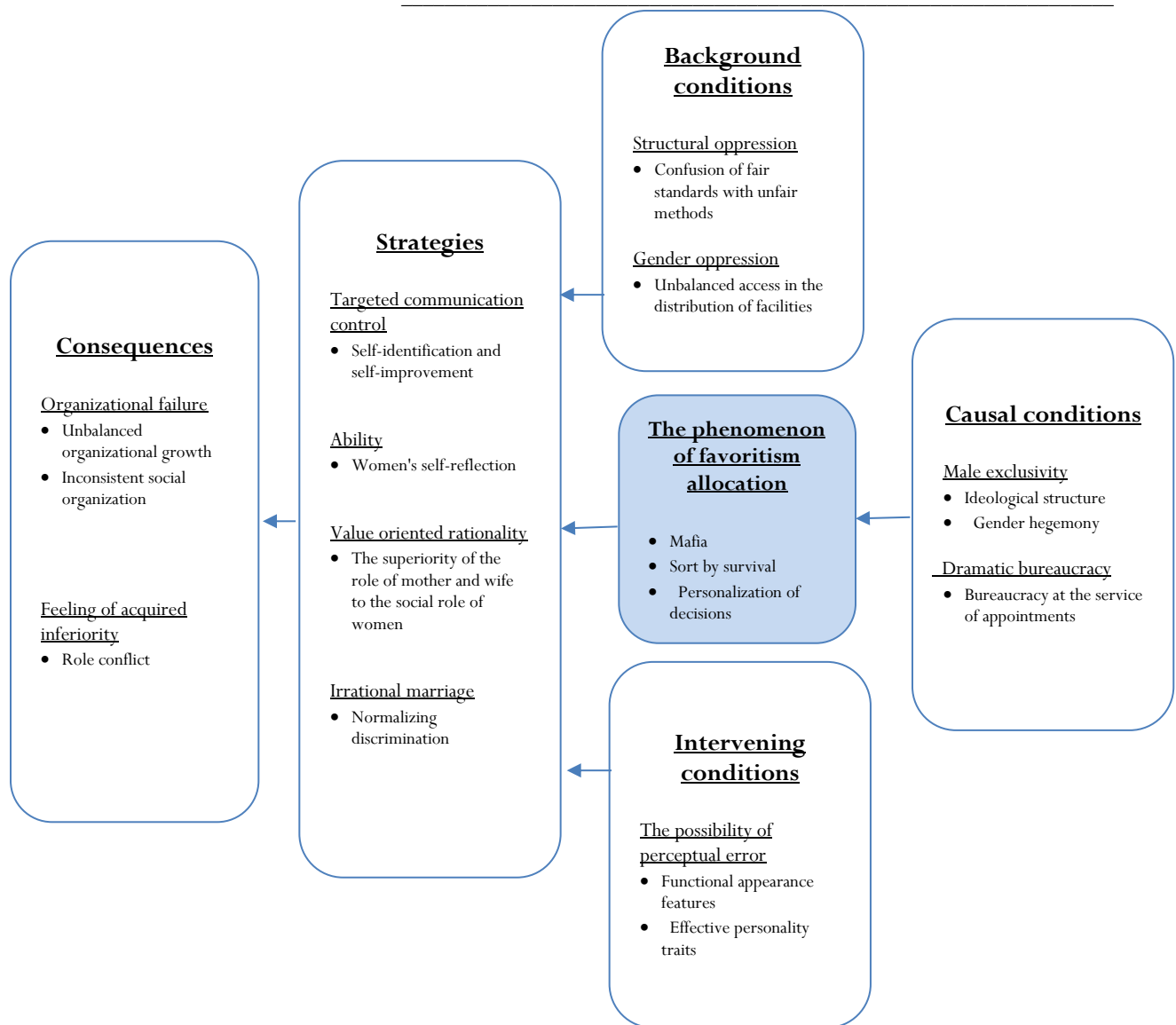


Figure 1. The results of the model based on data base theory of sociological analysis of favoritism production in the distribution of job opportunities in Tehran municipality

4. Discussion

The existence of favoritism in organizations is a phenomenon that with friendly, kinship and self-interested considerations inside and outside the organization leads to discrimination, administrative corruption and priority of relationship over rule.

Favoritism and favoritism-seeking is one of the most effective variables in job opportunities; So that people with favoritism have higher job opportunities. Considering the importance of the mentioned variables and the lack of research in this field, the purpose of this study was the sociological analysis of favoritism production in the distribution of job opportunities based on database theory.

Regarding the central phenomenon of favoritism allocation with gang elements, arrangement based on survival and personalization of decisions, it can be said that favoritism allocation by owning facilities and having connections is an illegitimate tool in fulfilling the illegitimate demands of the administrative system, which according to the opinion of the participants and the samples of the current research It is abundantly seen in Tehran municipality and it has been unfairly taken over by some people. The existence of official and

informal networks together can provide an opportunity to a person or people who have not suffered for it and do not have expertise in it. Most of the participants and samples talked about the existence of gangs, arrangement based on survival and personalization of decisions and introduced it as a normal thing in Tehran Municipality, which is seen as a kind of illegitimate tool at the disposal of employees and especially among managers and higher-level employees who resort to tools, they have opportunities and facilities that others do not have access to. Gang playing refers to behaviors whose movements and behavior are pre-planned and closely aligned with each other. People who are in a gang according to their interests and cause the appearance of favoritism in the society. Also, some managers, by exerting influence against the right, provide special job opportunities to their relatives and confidants, and the policy of the existing gangs is to replace and replace people close to them in the management field to ensure the rotation of power among certain people. In addition, decision-making is choosing a path from two or more paths or options. In fact, the decision to choose the right solution is among the available solutions and in the situation where the decisions are based on the considerations and personal interests of managers and without regard to the experience, expertise and organizational competence, it leads to the lack of meritocracy and the increase of favoritism in the organization.

Regarding the causal conditions with the category of male monopoly with the components of ideological structure and gender hegemony and the category of show bureaucracy with the component of bureaucracy in the service of appointments, it can be said that administrative corruption, discrimination and the influence of relationships instead of rules are very evident in the affairs of the organization and the organizational beneficiaries of influence and power. They are used to accept interested persons and usually people are hired or reach certain positions who have a special relationship with the employer. The patriarchal sexist ideology and gender socialization resulting from the sexist and politicized structure based on the preference of men's employment has changed the unbalanced access in the distribution of facilities and jobs in favor of men. Managers' concern about the responsibilities caused by marriage and pregnancy puts women in the last ranks to be candidates for managerial and key positions and deprives them of obtaining jobs that have a higher base and higher wages. Hegemony is a concept that describes and explains the influence and dominance of one social group over another. Bureaucracy or bureaucracy means a rational and legal functioning system in which the communication between the members is reduced to a great extent and is replaced by administrative communication and roles and it causes order to organizational affairs, but the bureaucracy in Tehran Municipality in some cases, especially in The field of distribution of opportunity and administrative power has got a reverse concept and in addition to creating a faulty and winding administrative routine, it prevents healthy appointments based on meritocracy.

Regarding the background conditions with the category of structural oppression with the component of mixing fair standards with unfair methods and the category of gender oppression with the component of unbalanced access in the distribution of facilities, it can be said that oppression is harming another person with desire and at the same time violating the law. Unequal distribution of employment opportunities in the municipality is in some cases intentional and in some cases unintentional and accidental. Therefore, the role of gender stereotypes and existing structures cannot be ignored, and in the meantime, some employees, including women, are subjected to double oppression and may be oppressed based on their gender. In Tehran Municipality, justice is not equally distributed in the distribution of resources and facilities, and despite the existence of criteria for the fair implementation of laws and uniform distribution of job opportunities, there are unwritten criteria that lead to the unfair implementation of some laws and guidelines. They called Also, the issue of unequal and unbalanced access is a complex concept that is intertwined with cultural, economic, social and political structures, and this unbalanced access refers to the lack of access of people to equal social, economic and welfare situations and opportunities, and this manipulation in The distribution of employment opportunities is done by the ruling and powerful class with the aim of maintaining interests, in which the interests of working women are lost more than men.

Regarding the intervening conditions with the category of the possibility of perceptual error with the components of effective appearance characteristics and effective personality characteristics, it can be said that in Tehran Municipality, every job has its own characteristics and qualification conditions, and some jobs are unusual and require special skills or are required for correct implementation. They are the special capabilities that the researcher mentioned as effective features. For example, employees who are physically different from others are usually better choices for certain jobs, such as security and law enforcement. Also, some personality traits provide conditions that put people in a standard path and flow and choose the environment that best suits their personality traits.

About strategies with the category of purposeful communication action with the component of self-identification and self-enhancement, the category of empowerment with the component of women's self-reflection, the category of value-oriented rationality with the component of superiority of the role of mother and wife over the social role of women, and the category of irrational tolerance with the component of normalizing discrimination, it can be said that identity means It is all the characteristics that we identify ourselves with and shape us. These characteristics can range from appearance issues to moral characteristics and beliefs. Effective identity allows employees to have a clear goal and plan for their work life. Women's self-reflection is another component, and for many years' people lived in traditional society with fixed ideas and attitudes. Rethinking also reproduces the past social system and women usually play roles such as domestic service, emotional support and care of other family members as the main roles, and roles such as bread-making and management and leadership of the family and society are also the responsibility of men. Based on this, it can be seen in Tehran Municipality that with increasing knowledge, awareness and acquiring new information, women always review themselves and change their traditional values by rethinking their roles. Also, due to the change in the increase of women's higher education rate and their greater participation in social activities, as well as the occurrence of changes in values and attitudes regarding the importance of women's social roles, the expansion of individualism and the attention and interest of girls and young women to personal ideals and interests. We are aware that there have been extensive redefinitions and reflections on the proper and necessary roles of women in the family and society, including the meaning and role of motherhood. Motherhood has always been one of the central roles of women to the extent that their employment outside the home due to the fact that motherhood is a full-time activity specific to women, has always been accompanied by disputes, oppositions and obstacles, and on this basis, employees prioritize the role of motherhood over other roles. They prioritize and pay attention to it, so they always face the mentioned problem in their career path. In addition, although the World Human Rights Organization has confirmed the principle of the inadmissibility of discrimination and declares that all human beings are born free and have the same dignity and rights, there are many discriminations and discrimination against women violates the principles of equality. It is the rights and respect for human dignity that these discriminations have become normal in various organizations.

Regarding the consequences with the category of organizational failure with the components of unbalanced organizational growth and incompatible social organization and the category of acquired feeling of retardation with the role conflict component, it can be said that the balanced and principled growth in any organization will lead to the improvement of the performance and productivity of that organization. Any organization that seeks to continuously improve its performance and increase its capacity to adapt to changes should not neglect to pay attention to improving and strengthening strategies, structures and processes. Organizational adaptability is the ability of the organization to respond to internal and external changes. Adaptable organizations have the ability to adapt to changes and can successfully overcome crises and changes and achieve their goals. The samples of this study, according to their lived experience, consider Tehran's large municipal organization to be unbalanced and inconsistent in this field, and they know the existence of some problems directly related to it. Also, role conflict is observed when the participants, despite spending extra energy and time to fulfill the responsibility of their job, did not receive positive feedback and over time they learn to perform their tasks only to complete the assignment and do not involve work conscience in this matter.

Every research is faced with limitations, and the important limitations of this study are the small sample size, the use of non-random sampling method, the limitation of the research community to the employees of Tehran Municipality, and the little research background about favoritism generation in the distribution of employment opportunities. Therefore, it is necessary to conduct research with other employees of Tehran municipality, research with managers and officials, and even research with clients and recipients of services from Tehran municipality, and it may have reached different results. According to the findings of this study, a model was designed and drawn for the sociological analysis of favoritism production in the distribution of employment opportunities in Tehran Municipality, which can help the experts and planners of Tehran Municipality in equal distribution of employment opportunities. For this purpose, they should consider the identified and related categories, components and concepts and provide the basis for the improvement of each of them.

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In this research, the ethical standards including obtaining informed consent, guaranteeing privacy, confidentiality, etc. are observed, and the participants are hereby thanked.

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Sociological Analysis of Favoritism Production in the Distribution of Job Opportunities in Tehran Municipality

Extended Abstract

Purpose: One of the variables that effect on the distribution of job opportunities is favoritism. Therefore, the aim of this study was the sociological analysis of favoritism production in the distribution of job opportunities.

Methodology: This study in terms of purpose was applied and in terms of implementation method was qualitative. The research population was employees familiar with the field of research of Tehran municipality, which based on the principle of theoretical saturation, 10 people were selected as a sample with the purposive sampling method. Data was collected by semi-structured interview. Data analysis was done in three stages of open, central and selective coding.

Findings: In this research, in order to achieve a core category that can observe its regular relationships with other categories and phenomena, and show its high explanatory power and relative and interpretive saturation, the main phenomenon called favoritism allocation (gang play, arrangement based on survival) and personalization of decisions) and gradually related it to other categories. After setting the categories in the final paradigm, the researcher can write down the hypothetical theorem related to the relationship between the categories. With this, one can refer back to the data or data collection field for further validation. The data extracted from the causal conditions are:

Male exclusivity: 1- ideological structure 2- gender hegemony

Dramatic bureaucracy: 1- Bureaucracy in the service of appointments

Background conditions are:

Structural oppression: mixing fair standards with unfair methods

Gender oppression: unequal access in the distribution of facilities

The intervening factor of the possibility of perceptual error, including "working appearance features" and "working personality features" have also been effective in the emergence of of favoritism allocation in the distribution of job opportunities.

Also, the participants' strategies emerged in the following categories:

Targeted communication action: Self-identification and self-improvement

Affordability: 1- Women's self-reflection

Value oriented rationality: 1- Superiority of the role of mother and wife to the social role of women

Unreasonable Tolerance: 1- Normalizing discrimination

The emergence of favoritism allocations in the distribution of job opportunities has brought many consequences, some of which have been mentioned by the participants. These consequences are:

Organizational failure: 1- Unbalanced organizational growth 2- Inconsistent social organization

Acquired sense of helplessness: 1- Role conflict

Conclusion: The designed pattern of sociological analysis of favoritism production in the distribution of job opportunities in Tehran municipality can help the specialists and planners of Tehran municipality in the equal distribution of job opportunities.

Keywords: Sociological Analysis, favoritism Production, Job Opportunities.