

Challenges Facing Iran's Professional Urban Development Organizations from the View of Professionals; Case Study: Construction Engineering Organization*

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ABSTRACT

Professional organizations, despite their significance and position in strengthening professional status, are still ignored in urban development literature. In the meantime, they encounter numerous serious challenges and barriers to the realization of the multiple roles they are entrusted with, as with the passage of around three decades since the experience of professional urban development organizations, no clear perspective has been envisaged for them. Thus, this present research used a critical approach to investigate the challenges facing these organizations, and to present a picture of their current situation and future vision by focusing on the Construction Engineering Organization as one of the most active organizations in urban development. For this, critical discourse analysis was used to identify these challenges. Using snowball sampling, a purposive sampling technique, a total of 20 informants from among the professional and managerial members of the organization was selected. Research data were gathered via discursive interviews. As a result, the analyses led to the identification of three groups of challenges, including external factors, internal factors, and intra-group factors. Here, external factors which refer to the absence of a context for the role-play of these organizations contributed most, as this was followed by a more diverse range of intra-group factors that indicated urban developers' criticisms of their professional society. The last group includes internal factors which mainly involve intra-organizational relations. A total of these challenges suggested a difficult path lying ahead of the professional urban development society.

Keywords: Urban Development Profession, Professional Urban Development Society, Professional Urban Development Organizations, Critical Discourse.

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1. INTRODUCTION

The position and role of professional organizations began to be investigated in the 1940s when researchers increasingly focused their attention on the nature of professions; meanwhile, the role of these organizations in strengthening and supporting professional status in professional development was greatly emphasized (Abbott 1988; Pemberton 1994). Professional organizations, as an integrated and united society of professionals, are what distinguish professional from unprofessional (Bickenbach and Hendler 2014; Stoltz and Govender 2005; Campbell and Marshal 2017). Today the necessity of transiting from traditional approaches and disparaging the professional-unprofessional dualism has become an accepted perspective, it is still increasingly critical for the younger professions to enjoy professional organizations due to the undermined professional status. These professional organizations are introduced as establishments capable of qualification assessment, outlining the sphere of profession, controlling and organizing the performance of professionals, and preventing incompetent people from entering into this sphere; for this, they can play a major role in presenting a professional picture and giving credits to the professions, especially younger professions (Fridson 2001). Therefore, it is increasingly important for the younger professions to enjoy professional organizations in order that they can strengthen and solidify their own positions compared to older and more established professions.

As a young profession, urban development is no exception to this, with some of the critics still casting doubt about its ability to achieve a status of this kind, thereby pessimistically suggesting the need to de-professionalize and disregard it as an independent profession. Under such circumstances, the role and position of professional organizations as a characteristic of legitimate and organized professions is assuming significance. These organizations are significant since they play roles in multiple arenas, including strengthening of collective aspects of the profession (Geley 2015), qualification assessment and control of membership movements and promotion of foundations of common perceptions (Elliot 1972), and strengthening of ethical aspects that develop and organize a common working culture (Greenwood 1996). Giving a status like this to professional urban development organizations will consequently create challenges for them to play the roles expected of them and cause criticisms against their performance. This article also takes into account criticisms that are raised within the professional urban development society. The identification of these criticisms and challenges that face professional urban development organizations can lead to the identification of paths to strengthen them.

2. ROLE AND POSITION OF PROFESSIONAL URBAN DEVELOPMENT ORGANIZATIONS IN GLOBAL LITERATURE

Professional organizations were initially formed as small associations of professionals engaged in certain areas which were mainly aimed to establish social relations among professionals engaged in common occupational groups. These associations provided an opportunity to share views and discuss occupational issues (Carr-Saunders and Wilson 1993, 301). Later, these associations extended their initial emphasis on meeting this social role to make professional competency their focus of attention (Marshal 2000, 17). These associations became a source of professional credit by accepting qualified and competent professionals and keeping out unprofessional people, with the former group as members of the associations gaining credit as professionals and coming under the support umbrella of those associations by complying with the professional code of ethics and conduct criteria, thereby having their individual interest supported by the associations.

In the meantime, the dominance of positivism and growing belief in specialism led to the formation and development of professions. That said, a perfect picture of complete professions based on distinguishing features of professional occupations, including enjoyment of the body of abstract knowledge and an exclusive right to control certain working activities, was considered to be the criterion to measure the professions. This ideal picture of pure and perfect professionalism turned out to be an ideal destination for the professionals aspiring to be professional, with the young professions turning to imitate this picture and gain qualities expected of the pure professions. For this, professional organizations play a key role in the professionalization process.

Following an ideal picture of perfect professions, professional organizations play controlling, organizing, monitoring, and supporting roles. Professional organizations meet these roles through member qualification assessment and selection, the definition of standard competencies, regulation of moral principles, and also monitoring of professionals' performance (Abbott 1988). This is a picture that still plays a pivotal role in evaluating professional stance and serves as a basis to define a professional group (Stoltz and Govender 2014). Professional urban development organizations, aspiring to meet this position, have long sought to play these roles and to throw their support behind the professional urban development position by providing institutional legitimization, legal and political support, monitoring the quality, enacting moral codes and professional norms, and hence establishing constant training processes (Meyers and Benerjee 2005, 127). In the

meantime, by emphasizing the differences between these characteristics and those of urban development, researchers doubt the professional status of urban developers and the role of its relevant professional organizations.

3. PROFESSIONAL URBAN DEVELOPMENT ORGANIZATIONS; CHALLENGES AND BARRIERS

Professional urban development organizations were founded to introduce their own professional independence claims. These organizations, initially established with the participation of professionals who had concerns about various urban issues, have, today, become a wide-spreading umbrella to include urban development professionals, and are still associating with the profession in the new millennium. Some researchers have expressed optimism and interpreted these transformations to be what makes urban development mature and prosperous (Sanyal 2017). However, the profession of urban development, and consequently, its professional organizations, have constantly faced a range of criticisms, which fall under two main categories of validation foundations and professional realms.

3.1. Criticisms at Foundations

One of the criticisms specifically leveled at foundations providing professional authority and credibility for professional urban development organizations arises from positions of gaining authority and legitimization. Professionalization can have an internal (professionalization from within) or an external origin (professionalization from above) (McClelland 1990). Internal professionalization is created by the professionals themselves, as they rely on their capacities to construct an occupational identity and gain a credible position. Hence, internal professionalization requires strengthening goodwill aspects and compliance with clients' interest picture. By complying with this, professionals will garner support from society (Shafiei 2005, 156). Professionalization from above, on the other hand, has an external origin, with the professional organizations reducing into a covering legitimizing profession whose authority is essentially dependent on external supports. In this connection, the famous interpretation by Bernard Shaw who called professional organizations "Conspiracy against the laity" was repeatedly cited. In line with this interpretation, professional organizations have been introduced as a covering for the protection of the vested interest of the members (Richards 1990). Despite the attempts made to strengthen the ambitious picture of professional organizations, they seem to be evaluated by such perspectives, especially in professions with an external origin.

One of the serious criticisms of professional urban development organizations arises from the externality of its authority source. Critics consider urban development to have an external professional position, introduced by the government. This external position regards legitimization and gaining of professional urban development authority to be dependent on the relationship with the government as the main employer of urban development. This relationship is an undeniable and undistinguishable one. In this view, ignorance of excellent goals such as public interest is a price that should be paid by urban developers for gaining a professional position (Barr 1972). Using this perspective, urban development, for critics, is defined as an occupational group that lacks the ability to claim professionalism; rather it only sells its expert knowledge to its own employers, which are mainly the government and relevant bodies (Beauregard 1983). This focus on market-led and business approaches along with the sale of expert knowledge will help strengthen the professionals' relations with the employers than with the specialized organization, as this relationship can, in some cases where the government is the employer, be more challenging (Evetts 2014, 38). The growing privatization of urban development activities has also failed to strengthen its professional position. With the dominance of private ideas, professionals offer what employers are ready to pay its costs, as they are also eager to pursue their own interests than an abstract concept called public interest (Dalton 1986, 150). Thus, the growing privatization of urban development activities has not led to the strengthening of professional urban development positions nor the provision of internal foundations gaining credibility and professional authority. In sum, compliance of urban development with excellent goals such as the meeting of public interest and improvement of life as well as qualities of the urban environment, as well as the adoption of sources of external authority can be enumerated as major challenging sources ahead of professional organizations.

3.2. Criticism of Professional Realms

Another category of basic criticisms challenges professional urban development organizations from a professional realm perspective. These criticisms tend to be leveled at the professional missions of these organizations and their reliance on a set of competencies to judge the applicants' demands to enter the professional urban development body. The problematic nature of adopting goals like public interest as a foundation legitimizing the urban development profession has been a subject of much research. Difficulty translating these goals into practice rendered in doubts over regard for it as a foundation of professional practice (Murphy and Fox-Rogers 2015, 240). The basic question is: "How does urban development survive without its

own original foundations?" This is what results in pessimistic viewpoints over the urban development's utilization of public interest as a void covering to take on a legitimate face. Under such circumstances, a number of theories on new urban development foundations, including the return to land use planning (Teiz 2000), master plan (McClelland 2003), and adoption of new foundations such as communication (Innes 1998) and sustainable development (Birch and Silver 2009) theories have been suggested. However, no comprehensive agreement is noted in this regard. It is clear that professional urban development organizations are faced with serious challenges in complying with past foundations and adopting new perspectives. Criticisms of the qualification assessment procedures of professional urban development can be described as clear examples of the said concerns. Professional organizations have organized processes to evaluate the professionals' competencies and prevented the entry of incompetent people; thus, supporting qualified and competent professionals who have met professional ethics standards (Evetts 2011). These competencies are achieved within specialized training which others lack (Campbell and Marshal 2005, 199). Measures by professional urban development organizations to organize the specialized knowledge realms have been brought about for them challenges due to the widespread and ambiguous urban development knowledge sources. Attempts to restrict these boundaries have subjected organizations to charges of the incomplete definition of professions and the creation of barriers to creative growth. On the one hand, when accepting these widespread realms, they are also faced with the criticism of extending these undermining ambiguities caused by indefinite professional boundaries. On the other hand, in the course of these developments, they meet with new competencies (e.g., communication skills) which are basically assigned no position in their formal training courses. This situation has been described in the most telling phrase "if urban development is everything, it may not be anything" (Wildavsky 1973). This issue has been interpreted as a threat to the credibility of urban development as a given specialty (Sanyal 320). These criticisms all arise from ambiguity with the core identity of urban development and its professional realms. In this connection, professional urban development organizations seem to face difficulty defining competencies, and professional realms and regulating relations with similar professions.

4. ORIGIN OF IRAN'S PROFESSIONAL URBAN DEVELOPMENT ORGANIZATIONS

The commencement of training courses on urban development¹ and the rising number of trained urban developers, together with the growing need for urban development and its recognition as an independent

profession, have given rise to demands for setting up organizations with the ability to organize and guide this professional group. Despite the passage of several decades since the start of professional urban development measures in Iran, the profession of urban development still lacks an independent professional organization. Currently, urban development serves along with other professions under the heading of such organizations as construction engineering organizations, the union association of architecture engineers and urban developers, and Iran's society of consulting engineers. In this connection, construction engineering organization has a more prominent role in organizing professional urban development activities. The Construction Engineering Organization was formed following concerns about low-quality construction and the strength of the buildings. This organization was founded to organize professional activities in the construction field. Following the identification of this need and recognition of these concerns, the Architecture and Construction Organization Code was adopted in 1973. This code envisaged two independent organizations including the Architecture and Urban Developer Engineer Organization and the Construction Engineers Organization, and relevant establishments to organize activities in construction arenas.

This code did not come into force until two decades later, and in the 1990s, following the merger of these two organizations and the introduction of new disciplines, the ground was laid to found the Construction Engineering Organization. In this regard, urban development as a field of study (with two areas of interest of Urban Planning and Urban Design) was recognized to be one of the seven² fields of study falling under the set of the construction engineering organization. However, the field of "Urban Development" was viewed as a secondary field of study, especially in the early years, as four disciplines, Architectural Engineering, Civil Engineering, Electricity, and Mechanics were still regarded as key majors as consistent with regulations and by-laws, and even administrative correspondence. In 1992, the Construction Engineering and Control Organization Code was implemented in a pilot form in various provinces for three years and was finally ratified by the Islamic Consultative Assembly in 1995. The executive regulations of this code were approved and promulgated in 1996. Hence, the Construction engineering Organization was founded in the form of a non-profit organization to realize the Construction Engineering and Control Organization Code which would see it provide a more inclusive engagement for the engineers to organize their professional measures. Article 2 of this code has set out ten goals, including promotional, advancement, and union goals for this organization. The urban development profession has been significantly taken into account by these goals. In addition to the key position of urban development

in organizational goals, a wide range of macro levels (e.g., national structural plans) and micro levels (e.g., urban land partition plan) was also considered for it. However, recognized and active tasks of (real) urban developers include a few cases of land partitioning, preparation of justification reports on land use adaptation and preparation of land adaptation plans,

and recently passive defense. In the meantime, the number of members of the professional urban development society is still highly limited³ despite the considerable development of training courses on urban development and the rising number of graduates, indicating the low growth of the professional body of urban development.

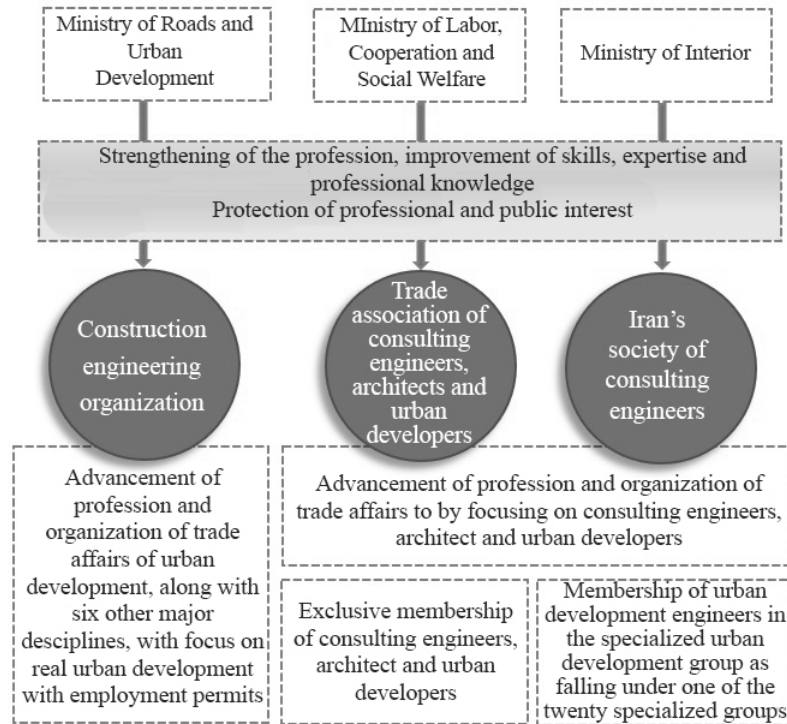


Fig. 1. Professional Organizations Active in Urban Development

5. METHOD

Given the three decades-long experience of the engineering organization as one of the professional organizations in urban development, this article aimed to identify challenges and barriers facing this organization from the view of professionals. To do so, the critical discursive method, which is a qualitative method, was used. This analytical method was deemed appropriate for its ability to uncover manipulations. According to the critical discursive analysis, the researcher maintains a critical distance from the data and adopts a political stance along with a rethinking and self-contemplation process to analyze data in specific social situations (Mohammadpour 2013). The critical nature of this method in de-naturalization and avoidance of abstract simplification to encounter the increasingly complicated current world is focused attention (Wodak and Meyer 2009). Consistent with the research plan, research data were gathered using semi-structured interviews with a group of representative people. Typologically speaking, the conducted interviews fell under discursive interviews.

These types of interviews rely on active bilateral conversations (Kvale and Brinkman 2009). The interviewees were selected via the purposive sampling method and using the famous case sampling strategy. In this connection, some informants in the body of urban development body with a work history of ten years were interviewed, as 20 discursive interviews helped achieve the theoretical saturation required by the research.

6. DATA ANALYSIS AND FINDING

After transcribing the interviews using a holistic protocol and analyzing them, several open codes were elicited and organized in the form of a set of axial codes. Summation of these axial codes led to the identification of the challenges in three groups of external factors, intra-organizational factors, and those within the professional urban development society, as illustrated in Figure 2. In total, external challenges accounted for the highest frequency (with 41% of the total codes extracted from the interviews), followed by factors and challenges within the professional

body (39%) that indicated a slight difference, and intra-organizational factors which ranked the last with the lowest frequency (20%).

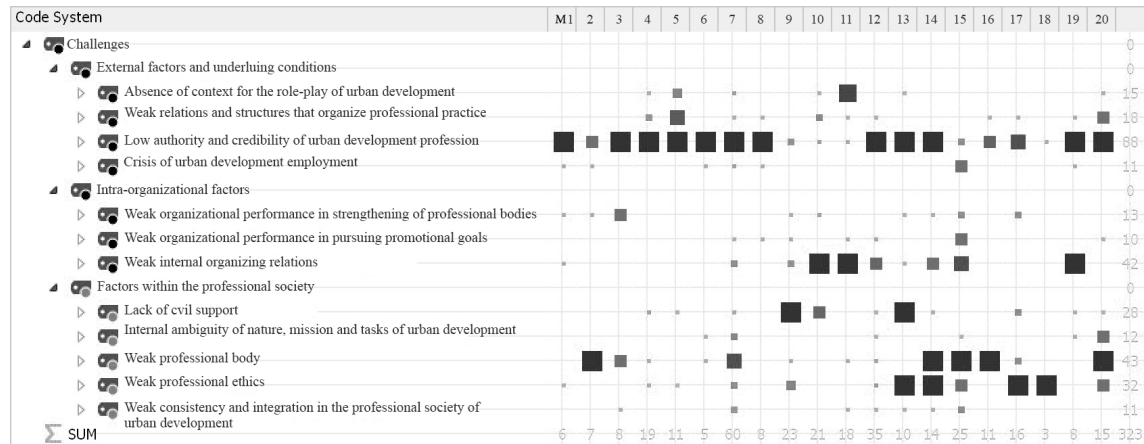


Fig. 2. Frequency of Concepts under the Category of Challenges and Barriers to Professional Urban Development Organizations

6.1. External Challenges and Barriers

The group of external challenges involves a set of axial categories, including “Absence of ground for the role-play of urban development”, “weak relations and structures organizing professional practice”,

“low authority and credibility of the profession of urban development”, and “crisis of urban developers’ employment”. Below, Figure 3 illustrates the classified concepts falling under these categories and their contribution.

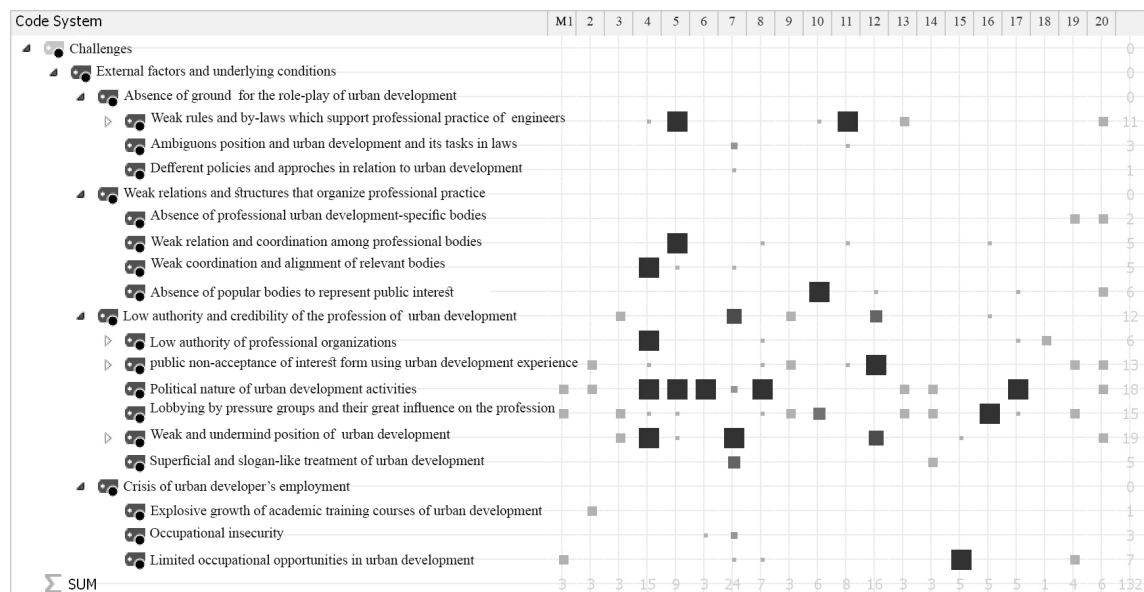


Fig. 3. Frequency and Alternating Frequency of the Concepts under the Category of External Challenges

The problem of low authority and credibility of urban development and its undermined position against the government top the list of underlying conditions that affect the organizational activities. Cases such as weak and vulnerable position of the organization against external pressures, limited sphere of its powers, public non-acceptance of interest from using urban development expertise, political nature

of urban development and power group's lobbying, as well as superficial and slogan-like treatment of urban development were included in this challenge. In one of the interviews, the government's relation with the organization was described to be based on a pessimistic view, or as the proverb goes on to say: it may amount to “nourishing a viper in its bosom”, with the government easily rendering what it has,

itself, developed ineffective as soon as it feels being in danger; that indicates the growing dependance of urban development on the government's support. This really suggests the weakness of urban development to garner public support and to accept it as a serving profession. On the other hand, when the "society is passive", and the citizens are not aware of their own rights as there is no call for claims, urban development will have a difficult situation to adhere to the public interest. In fact, urban development should defend interest for which there is no claim. When denounced by citizens, urban development will fail to galvanize support from urban managerial bodies.

Other challenges in this regard include incomplete and ambiguous laws over the position and role of urban development. The interviews revealed that failure to provide legal context was considered a major factor for the formation of challenges in urban development areas. Under such situations where different organizations claim to support the profession of urban development, and there are no certain and defined relations between them, the situation could exacerbate. This situation is interpreted as a "mix

of organizations and a wastage of sources without a definite outcome". On the other hand, other barriers to professional urban development organizations include the problem of providing jobs for the urban developers. The growth of unplanned training courses of urban development and the growing number of urban development graduates who do not qualify for job opportunities have caused occupational problems for urban developers. These conditions are described as factors that cause ethical and interest problems within the professional society of urban development.

6.2. Intra-organizational Factors

Another group of challenges pertains to internal factors within the engineering organization, especially interrelationships among its main disciplines. In general, there are three main challenges which include "weakness in strengthening of the professional body", "weakness in pursuing promotional goals", and finally, "weak organizing relations and structure". Figure 4 illustrates the concepts classified under each of the categories.

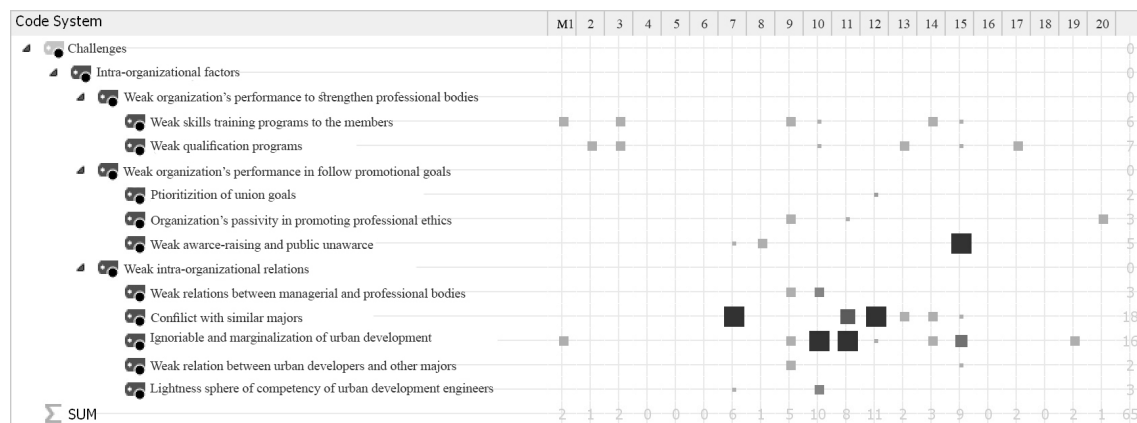


Fig. 4. Frequency and Alternating Frequency of the Concepts under the Intra-organizational Challenges

In this connection, relations with six other professions were given serious attention. Members of the professional urban development society complain about their weaker position against other disciplines, especially already-established disciplines such as Architecture and Civil Engineering. They have interpreted this situation as the organization's abandonment of urban development. Under this situation, urban development is at a permanent conflict of determining its sphere of duties and competencies with those of other professions. The controversial aspect of this relationship has come from the conflict between the union interest and professional interest with other professions, especially more established professions with greater number of members such as architecture and civil engineering. For this, a difficult path lies ahead for urban development in the organization which is

viewed as "complicated and exhausting". Lack of support required by the organization, itself, has been introduced as a major hurdle in this path. To describe this situation, the organization has been interpreted as a "backyard for some specific disciplines and even people with authority" where urban developers as "second degree citizens" have no way in. Despite belief in such a permanent and endless conflict, all the interviewees maintained that separation of urban development from the organization and formation of an independent organization could not help improve the conditions; rather, the current situation could further undermine its professional status. Another challenge pertains to the organization's performance in following its fundamental missions of training. Constant training of the members and acquainting of them with the modern knowledge is a major fundamental mission of professional

organization. In spite of the importance of these courses, the training courses implemented at the engineering organization lack necessary effectiveness. Other criticisms are directed at the qualification assessment procedures which are common at the engineering organization, and relevant inefficacy in the qualification assessment procedure required for the professional practice. Pursuit of promotional goals and enactment and implementation of ethical standards are also included in the missions of the professional organizations which have, however, received little attention within the current performance of the engineering organization. This failure has caused the interviewees to regard the organization to be a body that only focuses on union

duties. This means that multiple missions expected of the professional organization in culture-building affairs, enactment and promotion of ethical standards and establishment of social bonds are not realized as expected.

6.3. Internal Challenges and Barriers

These challenges that indicate the criticisms levelled at the professional organizations by professional urban developers, themselves, include a wider spectrum of factors compared to the two groups. In total, five main challenges have been identified in this regard, which are provided along with the concepts classified under each group, as given by Figure 5.

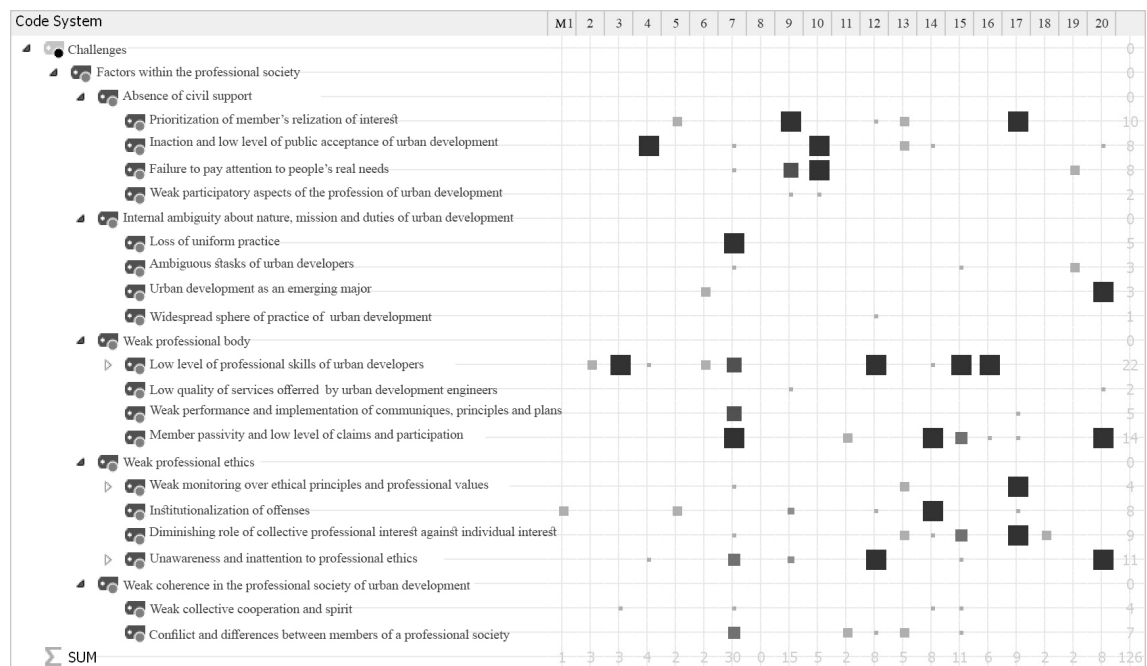


Fig. 5. Frequency of Concepts under the Category of Internal Challenges and Barriers

In this connection, the weak professional body of urban development and their low abilities within the sphere of defined tasks were considered the most critical challenges. The passive position of the urban developers who are members of the engineering organization, and their failure to call for their demands were described as aggravating factors. This is exacerbated by weak professional ethics which is also a major challenge. Ambiguous codes, weak monitoring of members' professional performance, internalization of unethical conducts, and even unawareness of it, compounded by such basic concepts as "disregard for public interest" in the professional society of urban development, were introduced as the missing link in the urban development progress. Another major challenge in this regard relates to its credibility and weak civil support. Criticisms in this connection relate to the weak acceptance of urban

development and the beneficial professional activities in society. In this situation, the professional urban development society has been accused of having been limited to union goals and turning away from the original urban development missions.

Existing conflicts in the professional body and a combination of graduates, who have studied the major of urban development in their B.A.s, with those who took this major in their M.A.s, were also described to be one of the challenging factors. A group of people has suggested that exclusivity in the education of urban development may cause harm, citing the interdisciplinary nature of supporting urban development. In contrast, another group demonstrated the significance of specialized education in the B.A. course to advocate for the exclusive education of urban development, thereby suggesting the admission of non-urban development students to the M.A. course

as the origin of the superficial, imperfect, and single-dimensional understanding of urban development. This conflict of opinion in the professional society led to a low collective spirit in the professional body and made it difficult to achieve a collective agreement.

6.4. A Summary of Barriers and Challenges Facing the Professional Urban Development Organizations

The analysis of interviews conducted elicited 232 codes related to challenges and barriers at professional urban development organizations. The

identification of the relations between those codes led to the categorization of three groups of external, intra-organizational, and intra-group challenges. External factors which pertained to underlying conditions and accounted for the highest frequency were followed by intra-group challenges, including criticisms of the professional body of urban development, and intra-organizational challenges, which were directed at intra-organizational relations that originated from the common nature of the professional urban development organizations. Figure 5 illustrates the frequency of the codes classified under each group.



Fig. 6. Frequency of Axial Codes

The diversity of roles expected of professional urban development organizations not only causes challenges for them but also helps evaluate the current conditions, which have brought about pessimistic views of and disappointment with the future of these organizations if the current situation persists. Meanwhile, given the conditions of this profession in the country, it is pivotal for it to associate with professional organizations. This situation indicates hardships that the profession of urban development is grappling with.

7. CONCLUSION

Iran's professional urban development organizations considerably differ from conventional world models due to their common nature and lack of exclusive organization in this area. Experiences of over three decades of official activities of the engineering organization as one of the professional, urban development organizations that involve a professional society of real urban developers, have helped evaluate the performance of this organization as the main professional urban development organization.

Despite the problems that are caused by the common features of this organization and challenges that relate to the weak position of younger professions, such as urban development, there is relatively comprehensive agreement as to the fact that separating from the organization and the formation of an independent organization may not offer an appropriate solution. In this situation, solutions are sought to reform the existing conditions, strengthen the position of urban development at the organization, and organize its relations with other professions. Thus, the position of these organizations should be strengthened at the social level so that their usefulness is accepted by the public. Measures aimed at internalizing the professional position, especially in relation to the urban development profession, which encounters the challenges of the externality of professional credibility, can be promising. Therefore, strengthening professional urban development organizations and increasing their efficacy, require adopting reform approaches. However, the approaches with radical reforms that provide solutions to separate urban development from their own foundations cannot

be effective under current conditions. For this, to tackle the current situation, it is best to go through an incremental and continued process of adopting a range of reforms in different fields. This developmental process, instead of following linear patterns, pursues progressive rotating patterns where opportunities for reform, self-criticism, and redefinition of the urban development profession are provided.

Considering the broader range of challenges facing professional urban development organizations, this developmental path is, by no means, a short and straightforward one, and is difficult to take. Diverse external-organizational challenges, which include a large part of the barriers identified, require adopting solutions beyond the organizational domains. These solutions aim to reform underlying conditions and involve fundamental subjects such as reform of the laws and setting the relationship between the government and urban development. At the intra-organizational level, there is a need for the internal organization to regulate relations between urban development and similar professions to overcome intra-organizational challenges, strengthen the professional body of urban development, and create intra-group coherence. One of the primary steps to internalize the professional position of urban development seems to be efforts to strengthen the belief in the constructive role of urban development among urban developers themselves and to convert it into a collective concern. This belief can cover the internal gaps of the professional body to strengthen the collective identity of the professionals. An identified, united, and demanding professional society can be the first, and in the meantime, the basic step in this path. Avoidance of changes and continuation of the current passive situation, weak

academic and professional education, low quality of professional services, low number of professional bodies of the members of the organization as well as disappointment with the changing situations could aggravate the current situation more.

These measures which are aimed at strengthening the professional body of urban development are also led to academic domains, and the researchers have a key role to play there. Under current conditions, researchers, instead of challenging the future of urban development, need to provide reliable foundations and offer solutions to strengthen the role of professional organizations in playing the roles expected of them. The absence of theoretical literature about professionalism in urban development and the position of professional urban development organizations in the country, which is evident in domestic studies, has led to some unscientific criticisms in this domain, thus itself turning into a barrier to gaining professional credibility. As interviewees noted too, pessimistic and market-led views of professional urban development organizations not only undermined the reliable collective basis of urban development but also threatened their professional position with the risk of collapse. For this, research in this domain can help develop theoretical literature in the field of professionalism and professional position of urban development, and thereby can reveal the constructive capacities of these organizations and remove the existing barriers. Increasing attention to these organizations and raising awareness of their expected positions, as well as assessment of their performance will lay the ground for constructive and thus effective criticisms.

ENDNOTE

1. The selection of the term "urban development" is, by itself, criticized in domestic literature. This term indicates the broad interpretation of construction as relative to its common meanings in such compound terms as house construction and bridge construction, which are quite common in construction engineering areas.
2. These disciplines, referred to as the main disciplines, include architecture, civil engineering, mechanical installations, electrical installations, urban planning, mapping and traffic.
3. Based on the collected data, the contribution of the members of the urban development field was limited to one percent of the total members of the organization, which indicates that urban developers take the minority in the engineering system.

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