

Structural equations modeling of citizenship rights based on cultural policies and sustainable social development in government organizations (Case study of Kerman)

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Abstract

This study aims to find the structural equations of citizenship rights based on cultural policies and sustainable social development in government organizations. The existing research is applied and developmental in terms of purpose and in terms of the method is descriptive correlational research. The statistical population of the research includes all employees of government organizations and departments in Kerman in 2020 and the sample size using Cochran's formula is 378 people. Classes are selected randomly. Data collection includes three research questionnaires: 96 questions about Cultural Policies with a validity of 0.84, a reliability of 0.971, a questionnaire of 71 questions about sustainable social development with a validity of 0.94 and a reliability of 0.935 and a questionnaire of 71 questions of citizenship rights with a validity of 0.91 and Reliability was 0.966. For data analysis, Pearson correlation, multiple linear regression and structural equation modeling were used using SPSS and AMOS22 software. The results showed that the proposed model to explain the provision of citizenship rights based on cultural policies and sustainable social development in government organizations has an acceptable fit. According to the research results, there is a significant relationship between cultural policies and citizenship rights in government organizations. There is also a significant relationship between sustainable social development and citizenship rights in government organizations.

Keywords: sustainable social development, cultural policies, citizenship rights, government organizations
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1 Introduction

Citizenship rights are one of the main issues related to human social life in modern times. Historical developments and fluctuations in human social life and the relationship of individuals with governments and statesmen have reached a point where the need for rules to set acceptable standards to ensure proper conditions in the state of social relations and citizenship. The special features of modern life, along with its complexities, required that advanced principles comprehensively and fully meet the needs of human beings in this field and support the members of society against the ruling class [27]. Today, more emphasis is placed on citizens' rights than on the duties and responsibilities of their citizens. These rights are civil, political, social rights, and among these, the rights of individuals, ie natural rights for

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the benefit of the minimum standards of economic, security, social security, health and etc. are more important [10]. Citizenship law and its dimensions are one of the most important preoccupations of legal, political and thinkers in the history of human thought, as it is considered in most fields of humanities such as law, politics, and philosophy [17]. Citizenship is an integral part of civil society and is the basis for its formation, as it enables the voluntary participation of all individuals in all spheres of society. Thus, in the transition from traditional to modern societies, changes occur in the direction of the realization of citizenship rights at the individual and structural levels. With the events that have taken place in the world system, such as the expansion of communication, globalization, and multiculturalism, countries, including our country, have been influenced by new theories and perspectives on citizenship, and this necessitates further research on citizenship rights [16]. On the other hand, today more emphasis is placed on the rights of citizens than on the duties and responsibilities of their parents. These rights are civil, political, and social rights, and among these, the rights of individuals, ie natural rights, to benefit from the minimum standards of economic, security, social security, health, etc., are more important [10].

The need to raise citizens' awareness of human rights and dignity is a fundamental issue that should be addressed through education and awareness-raising programs, as well as the level of awareness of citizens to better advance the goals of awareness-raising [31]. Citizen awareness of citizenship rights calls for purposeful participation, that is, for citizens to participate better in their community and neighbourhood, that is, for people to be actively involved in the decision-making process about their city and place of residence. This gives citizens the opportunity to participate in planning and providing public services. This kind of citizenship awareness requires people not only to claim their rights but also to take on broader personal and social responsibilities. It is thought that now, in the 21st century, other traditional power structures such as governments, large and private companies, schools and the like cannot solve all the problems of urban life and without the active participation of the citizens themselves, it is possible to solve the problems of existence [12]. It should be borne in mind that citizens' awareness is not created by themselves and by their gathering together. Rather, urban institutions should be responsible for their creation. On the other hand, it is not enough just to have rights and duties and be aware of them, these rights will have no meaning if they are not demanded and are not properly implemented. It is clear that awareness is the first and most fundamental step in this direction, but developing countries (including Iran) have not made much progress in this area. Recent research shows that the general knowledge of Americans living in San Francisco is up to ten times higher than the general knowledge of Jakarta residents in Indonesia, although this is directly related to education [28].

Ensuring citizenship rights occur properly when attention is paid to cultural indicators and sustainable social development. And one of the duties of managers of government organizations is to pay attention to cultural indicators. Despite the fact that for more than three decades, cultural indicators have been proposed as one of the important criteria for sustainable social development and securing civil rights, today we see that in our country, especially in government organizations, less attention is paid to cultural indicators. If we pay attention, the results are not tangible at the community level, so cultural problems in society are increasing day by day. In other words, in practice, we see in sustainable social development, cultural indicators have not been implemented or used as expected, which is one of the reasons for the lack of a comprehensive, objective and operational model in organizations to ensure citizenship based on policy, cultural development and sustainable social development. Accordingly, it is necessary to provide a comprehensive and operational model to explain the provision of citizenship rights based on cultural policies and sustainable social development in government organizations. According to the background, no such model has been presented in Iran so far. And this is a research vacuum in this area. Therefore, the present study seeks to fill this research gap by conducting a field study to provide an indigenous model based on cultural and contextual conditions to explain the provision of citizenship rights based on cultural policies and sustainable social development in government organizations. So the question that this study seeks to answer is what is the pattern of citizenship rights based on cultural policies and sustainable social development in government organizations?

2 Theoretical framework

[10] concluded that Iranian citizens are not well aware of citizenship rights. While the Islamic Revolution and the Constitution are based on respect for civil rights. In such circumstances, policies, programs and regulations in the public awareness vacuum will not achieve significant results and in addition to disrupting the management of cities, citizens will also face many problems. In other words, having a proper life alongside others and enjoying the benefits of the city cannot be achieved without being aware of the rights, duties and responsibilities associated with it. One of the factors that play a decisive role in ensuring citizenship rights in different societies is sustainable social development [21]. Development is a concept whose ultimate goal is to raise the living standards of all people. The concept of development is a relatively new and western concept and is closely related to the process of modern industrialization because, through mass production and mass communication, the standard of living is improved [2]. Development is

one of the concepts that have found a special place in scientific, economic, social, political and state issues as well as in international issues after the Second World War [9]. Therefore, development can be considered as a comprehensive process, as a result of which society should move towards the elimination of underdeveloped factors (such as hunger, poverty, disease, social vulnerability and unemployment in a positive and rapid direction and lead to the stability of societies [29]. The fact is that the current development process cannot lead human societies to their true ideals and aspirations. The current understanding of the development and the methods used to achieve it is incomplete and in some cases contradictory for example, the apparent gap between rich and poor countries, and even between groups within a single country, is not only narrowing but deepening. A term has been accepted by many as sustainable development [25].

According to [20], the first theories of sustainable development were developed around the 1650s and the English Valley. And the pioneers of economics have had an important influence on the formation of the thought of later thinkers, but what is now called the field of development is the result of developments after the Second World War. In fact, post-World War II developments are the beginning of a general effort among different thinkers to understand the development process and formulate appropriate development policies [26]. Sustainable development emphasizes quality and human standards, public welfare, social justice and cultural richness. This view seeks to bring back to the cities the totality, vitality, diversity and beauty that have faded in modern urban planning. Therefore, in this view, the macro policies of land use, transportation, environmental conditions and social welfare are described and guide the process of natural and intra-urban evolution and growth towards balance. In addition, it responds to the social, cultural and psychological demands of the people and provides the ground for their participation and mobility [23]. Sustainable social development is a process in which energy circulation in the city is maximally efficient under minimum operating conditions and creates an even distribution of moving elements as an integrated and connected set. This space, while acting as an internal stimulus motor in order to actualize the capabilities of the components, also acts as an external growth stimulator and connects latent or isolated currents by connecting to internal currents. It moves on its own, in addition to having the least harmful environmental effects on its environment. A sustainable space city is one in which the vast majority of its inhabitants are satisfied with living in space [14].

The project of sustainable social development can be considered as the basis for restructuring the economic, social, political, cultural and legal citizenship, which aims primarily to improve the urbanization process and urbanization process, repair the urban environment, organize the urban economy and strengthen the political aspects, social and cultural urban life. The efficiency of developing mentalist views, which are based on the unbridled rapid growth of support and excessive use of resources, has led to new perspectives, attention to justice between consolation and consolation, the use of world facilities and industries, as well as environmental considerations, pay more attention [6]. Sustainable social development in classical models has three dimensions: economic, social and environmental [13]. Due to the growing importance of culture in sustainable development, in newer models of sustainable development, culture is also known as the fourth pillar or pillar of sustainable development [15]. Sustainable social development is a form of development today that ensures the potential for sustainable development of cities and urban communities of future generations [7]. On the other hand, paying attention to cultural indicators has a decisive role in ensuring citizenship rights. Cultural policy-making is one of the most important and noteworthy topics in the texts of modern societies. Hence, the understanding of community managers and planners of the concept of cultural policy has a special place. Cultural policy in the general and conventional sense is a set of goals, principles, principles, priorities and executive policies. In fact, the cultural policy indicates a kind of formal agreement and consensus of officials and experts in identifying, formulating and explaining the most important principles and priorities necessary to guide the cultural movement [8].

Attention to the cultural dimension of development began with the Mexico City Conference, which recommended a global decade for cultural development under the auspices of the United Nations and UNESCO. According to the conference declaration, since culture is a fundamental part of the life of every individual and society, sustainable development, the ultimate goal of which is human-centred, must have a cultural dimension. Accordingly, although culture is an element of development, it is not only one factor among other factors but also the basis of development, its driving force and its ultimate horizon. Cultural factors of development include all psycho-social elements that, like scientific, technical and economic factors, lead to the improvement of the material and intellectual life of society in general and urban communities in particular without making sudden changes in lifestyle or ways of thinking. Now play a role in the technical success of sustainable social development plans or programs [2]. The relationship between culture and development is not well defined in any of these organizations and institutions, and these institutions and organizations often pursue different and diverse goals that may not necessarily be in line with sustainable development goals [30]. Therefore, the first step in managing sustainable development with a focus on culture, defining the elements and indicators of sustainable development to review cultural policies in sustainable social development and citizenship

and recognizing the importance and priority of each of these elements and indicators and the relationship they are together. In this study, an attempt is made to investigate the relationship between cultural upheavals and sustainable social development with the provision of citizenship rights in government organizations.

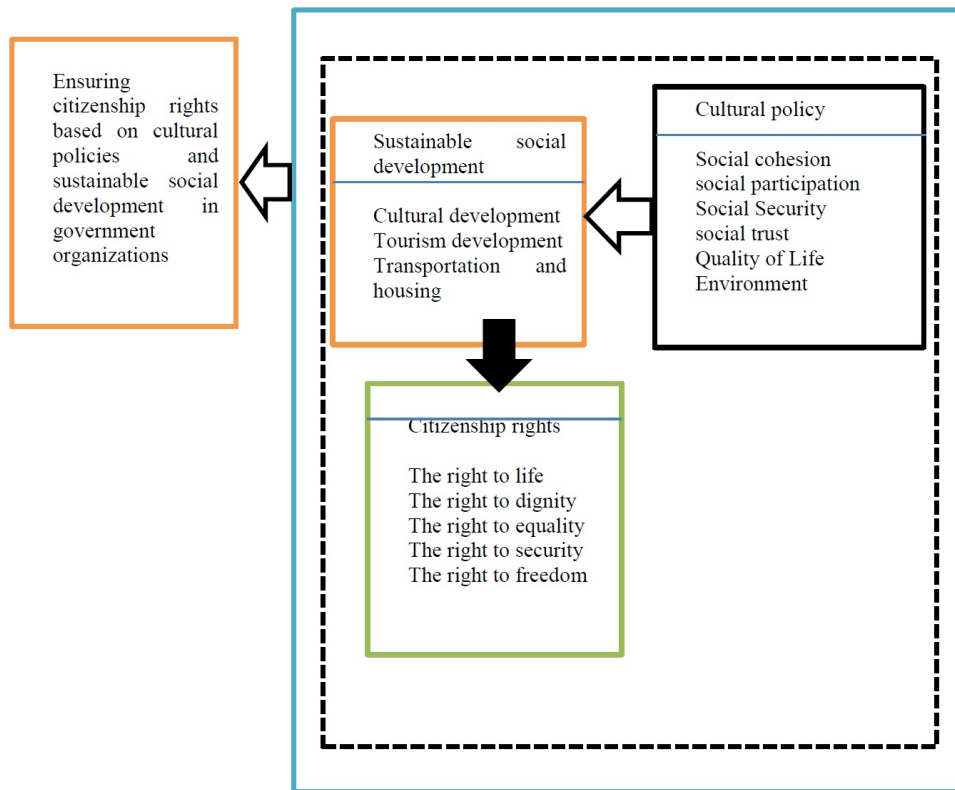


Figure 1: Conceptual model of research

3 Methodology

The existing research is applied and developmental in terms of purpose and in terms of method is a descriptive correlational research. The statistical population of the research includes all employees of government organizations and departments in Kerman in 2020 and the sample size using Cochran’s formula is 378 people.

$$n = \frac{Nz^2pq}{Nd^2 + z^2pq} = \frac{22159.68}{58.67} = 378 \tag{3.1}$$

$$D = 0.05, \alpha = 0.95, z = 1.96, P = 0.50, q = 0.50, N = 23083$$

Classes are selected randomly. The data collection tool consisted of three researcher-made questionnaires. Structural equation modelling was used to analyze the data using SPSS and AMOS22 software. For data analysis, Pearson correlation, multiple linear regression and structural equation modelling were used using SPSS and AMOS22 software. In this study, a researcher-made questionnaire was used to assess cultural policies. This questionnaire has 96 items with a Likert scale of 5 options from strongly disagree to strongly agree their score was from 1 to 5. To construct this questionnaire, the first 30 university experts and government executive organizations were interviewed and then, after manual coding, the components and items were extracted. Accordingly, the questionnaire measures cultural policies in 6 dimensions (social cohesion, social participation, social security, social trust, quality of life and environment).

A researcher-made questionnaire was used to measure sustainable social development. This questionnaire has 71 items with a Likert scale of 5 options from strongly disagree to strongly agree their score was from 1 to 5. To construct this questionnaire, the first 30 university experts and government executive organizations were interviewed and then,

after manual coding, the components and items were extracted. Accordingly, the questionnaire measures sustainable social development in three dimensions (cultural development, tourism development, transportation and housing).

In this study, a researcher-made questionnaire was used to assess citizenship rights. This questionnaire has 174 items with a Likert scale of 5 options from strongly disagree to strongly agree their score was from 1 to 5. To construct this questionnaire, the first 30 university experts and government organizations were interviewed and then the components and items were extracted after manual coding. Accordingly, the questionnaire measures citizenship rights in five dimensions, including the right to life, the right to dignity, the right to equality, the right to security and the right to liberty.

For each structure, two indicators of average variance extracted (Average Variance Extracted) and composite reliability (Composite Reliability) is calculated to measure the validity (credibility) and reliability (trust) of the structures, respectively. The AVE index shows what percentage of the variance of the studied structure was influenced by the measures of that structure. The AVE index is used to measure validity and it is also referred to as convergent validity. Researchers have set a value of 0.5 or higher for this index to be suitable:

$$AVE = \frac{\sum \lambda^2}{n} \quad (3.2)$$

Composite Reliability (CR) method was used to determine the reliability of structures in this training. If the value of CR for structures is greater than 0.7, they show acceptable reliability, and the closer this value is to one for a structure, the higher the reliability of that structure. Is:

$$CR = \frac{(\sum \lambda)^2}{(\sum \lambda)^2 + \sum \delta} \quad (3.3)$$

The structural validity of the cultural policy questionnaire was tested by the confirmatory factor analysis (CFI) method using AMOS22 software. Comparative Fit Index (CFI), which is also called Bentler's Comparative Fit Index; Today, one of the most used and appropriate interpretive indicators is to confirm the good or poor fit of the experimental model; This index compares the fit of the existing model with the independent model (Null model):

$$CFI = 1 - \frac{\max(X_{\text{model}}^2 - df_{\text{model}}, 0)}{\max(X_{\text{null}}^2 - df_{\text{null}}, X_{\text{model}}^2 - df_{\text{model}}, 0)} \quad (3.4)$$

The second fit index is the RMSEA index, whose value strongly depends on the number of estimated parameters in the model. This index is one of the main indicators of model fit in the analysis of output reports, which shows how bad the fitted model is compared to the saturated model (a model in which all relationships between variables are drawn in the model and the chi-square value in it reaches the minimum possible) estimates:

$$RMSEA = \sqrt{\frac{X^2 - df_{\text{model}}}{(N - 1) * df_{\text{model}}}} \quad (3.5)$$

By observing the variance and covariance reproduced by the model, the GFI index indicates the accuracy of the model in repeating the observed covariance matrix. When there are too many degrees of freedom compared to the sample size, the GFI value is reduced. In addition, the value of GFI is strongly influenced by the number of model parameters, and as it increases, the value of GFI increases:

$$GFI = 1 - \frac{F_M}{F_{IND}} \quad (3.6)$$

The AGFI index, which is related to the GFI value, is adjusted based on the degree of freedom of the model; In fact, the purpose of the adjusted GFI (AGFI) is to penalize the model for increasing the number of new parameters to the model, so that adding the number of new parameters to the model has very little positive effect on improving the model fit:

$$AGFI = 1 - (1 - GFI) \frac{dl_{IND}}{dl_M} \quad (3.7)$$

The TLI index is better known as the normalized fit index. This statistic evaluates the model by comparing the chi-square values of the independent model (a model in which there is no relationship between the variables of the model and the covariance between them is equal to zero) and the chi-square of the saturated model:

$$NFI = \frac{(X^2_{null} - X^2_{model})}{X^2_{null}} \tag{3.8}$$

The problem of this index is its sensitivity to the sample size, which shows small values for the number of samples less than 200. This problem was solved by NNFI index or non-normalized fit index when few samples are available. One of the objections that have even been taken to this index:

$$NNFI = \frac{\left(X^2_{null} - \frac{df_{null}}{df_{model}} * X^2_{model} \right)}{X^2_{null} - df_{null}} \tag{3.9}$$

Comparative fit index (CFI), which is also called Bentler’s comparative fit index; Today, one of the most used and appropriate interpretive indicators is to confirm the good or poor fit of the experimental model; This index compares the fit of the existing model with the independent model (Null model):

$$CFI = 1 - \frac{\max(X^2_{model} - df_{model}, 0)}{\max(X^2_{null} - df_{null}, X^2_{model} - df_{model}, 0)} \tag{3.10}$$

According to the statistics obtained in Table 1 and Figure 2, the results of the confirmatory factor analysis model are a reasonable and feasible fit. Acceptance was obtained. Considering the indices of $X^2/Df = 5.51$, $GFI = 0.945$, $GFI = 0.95$, $IFI = 0.95$, $TLI = 0.957$, $NFI = 0.964$, $CFI = 0.96$ and $RMSEA = 0.088$ show that the pattern measuring the latent variable of cultural policy in different dimensions has a good structural fit and validity.

Table 1: Factor loads of cultural policy components of government organizations

Latent factors (Hidden variables)	Measurement indicators (Observed variables)	Factor loads	Significant
Cultural Policies	Social Cohesion	0.46	0.001
	Social Participation	0.83	0.001
	Social Security	0.80	0.001
	Social Trust	0.82	0.001
	Quality of Life	0.83	0.001
	Environment	0.67	0.001

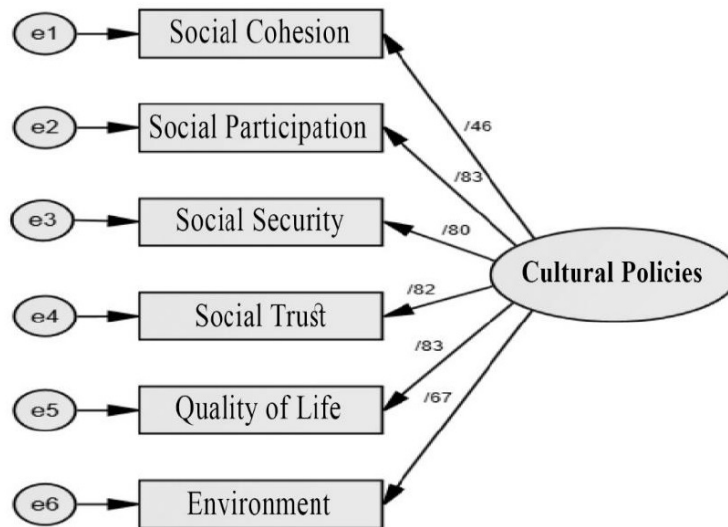


Figure 2: Factor loads of the dimensions of cultural policies of government organizations

The structural validity of the sustainable social development questionnaire was tested by confirmatory factor analysis (CFI) method and according to the statistics obtained in Table 2 and Figure 3, the results of the confirmatory factor analysis model were a reasonable and acceptable fit. Indicators: $X^2/Df = 6.01$, $GFI = 0.918$, $GFI = 0.917$, $IFI = 0.911$, $TLI = 0.911$, $NFI = 0.925$, $CFI = 0.912$ and $RMSEA = 0.085$ show that the measurement pattern the latent variable of sustainable social development in various dimensions has good structural fit and validity.

Table 2: Factor loads of components of sustainable social development in government organizations

Latent factors (Hidden variables)	Measurement indicators (Observed variables)	Factor loads	Significant
Sustainable Social Development	Cultural Development	0.44	0.001
	Tourism Development	0.88	0.001
	Transport & Housing Development	0.61	0.001

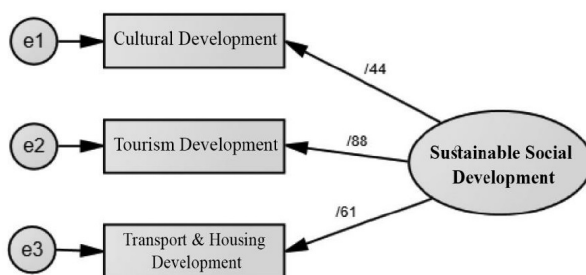


Figure 3: Factor loads of components of sustainable social development in government organizations

The structural validity of the Citizenship Rights Questionnaire was tested by confirmatory factor analysis (CFI) method and according to the statistics obtained in Table 3 and Figure 4, the results of the confirmatory factor analysis model were a reasonable and acceptable fit. $X^2/Df = 58.5$, $GFI = 958$, $IFI = 0.931$, $TLI = 0.967$, $NFI = 0.926$, $CFI = 0.93$ and $RMSEA = 0.079$ show that the measurement pattern is variable The secret of citizenship rights in various dimensions has a good structural fit and validity.

Table 3: Factor loads of citizenship rights components in government organizations

Latent factors (Hidden variables)	Measurement indicators (Observed variables)	Factor loads	Significant
Citizenship rights	The Right to Life	0.98	0.001
	The Right to Dignity	0.66	0.001
	Equal Rights	0.6	0.001
	The Right to Security	0.61	0.001
	The Right to Freedom	0.48	0.001

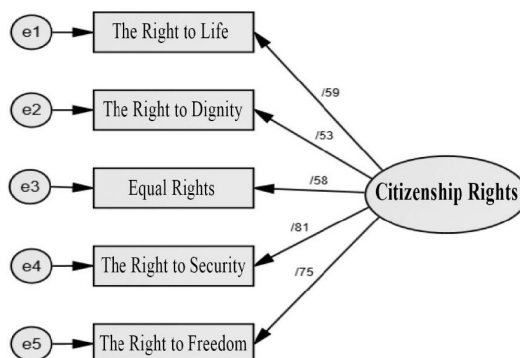


Figure 4: Factor loads of citizenship rights components in government organizations formal validity of the questionnaire

Formal validity of the research data collection tool was assessed based on face and content validity, for which a questionnaire of sustainable social development and citizenship rights was provided to five university professors. Based on that, the validity of the Cultural Policy, Sustainable Social Development and Citizenship Questionnaire was 0.84, 0.94 and 0.91, respectively. And the foot coefficient of this questionnaire based on Cronbach's alpha coefficient was 0.97, 0.93 and 0.97, respectively.

$$\alpha = \left(\frac{n}{n-1} \right) \times \left(1 - \frac{\sum S_i^2}{S^2} \right) \quad (3.11)$$

i : Number of subsets of questionnaire questions

S_i^2 : Variance of scores of each subset

S^2 : Total variance

4 Findings

Among the respondents, 40.7% (154 people) are women and 59.3% (224 people) are men. Among the respondents, 19 (5%) were 30 years and younger, 105 (27.8%) were between 31 and 40 years old, 98 (25.9%) were between 41 and 50 years old and 156 (41.3%) were 51 years old and older. Among the respondents, 15 (4%) had a master's degree, 176 (46.6%) had a bachelor's degree, 124 (32.8%) had a master's degree and 63 (16.7%) had a doctorate. Among the respondents, 22 (5.8%) under 5 years old, 79 (20.9%) between 6 and 10 years old, 103 (27.2%) between 11 and 15 years old, 76 (20.1%) were between 16 and 20 years old and 98 (25.9%) were 21 years old and older.

Table 4: Descriptive indicators of research variables

Variable	Average	Standard deviation	Minimum	Maximum	Skew	Elongation
Cultural policies	3.304	0.687	1.45	4.61	-0.616	0.249
Social cohesion	3.124	0.741	1.06	5	-0.095	-0.411
Social participation	3.315	0.824	1.41	4.87	-0.133	-0.533
Social Security	3.495	0.989	1	5	-0.387	-0.765
Social trust	3.528	1.046	1	5	-0.556	-0.611
Quality of Life	3.417	0.857	1.44	4.74	-0.482	-0.454
Environment	3.151	0.817	1.27	4.81	-0.161	-0.271
Sustainable social development	3.087	0.576	1.85	4.52	0.435	-0.313
Cultural development	3.011	0.689	1.45	4.68	-0.318	-0.026
Tourism development	3.134	0.798	1.42	4.95	0.382	-0.461
Transport and housing development	3.156	0.726	1.19	4.71	0.357	-0.513
Citizenship rights	3.096	0.517	2.02	4.61	1.023	1.221
The right to life	3.024	0.712	1.41	4.56	0.133	-0.155
The right to dignity	3.111	0.744	1.41	4.81	0.347	-0.226
The right to equality	3.211	0.693	1.77	4.71	0.516	-0.574
The right to security	3.092	0.671	1.46	4.69	0.312	-0.158
The right to freedom	3.086	0.613	1.58	4.72	0.642	0.225

4.1 Evaluate the proposed model using structural equation modeling

Structural equation modeling (SEM) method was used to evaluate the proposed model. Before examining the structural coefficients, the suitability of the model was examined. The fit of the initial pattern based on the fit indices used in this study is reported in the first row (compiled model) of Table 5, which shows that the values of some fitness indicators of the original model indicated that the proposed model needs to be modified and improved. 1) Added to the model after applying these changes, another analysis was performed on the data, the results of its fitness indices are given in the second row of the table in Table 5. As the contents of Table 5 show, the first pattern does not have a good fit. In the next steps, by adding the proposed correction index (MI) paths, the pattern is improved and the fit patterns of the final pattern are accepted.

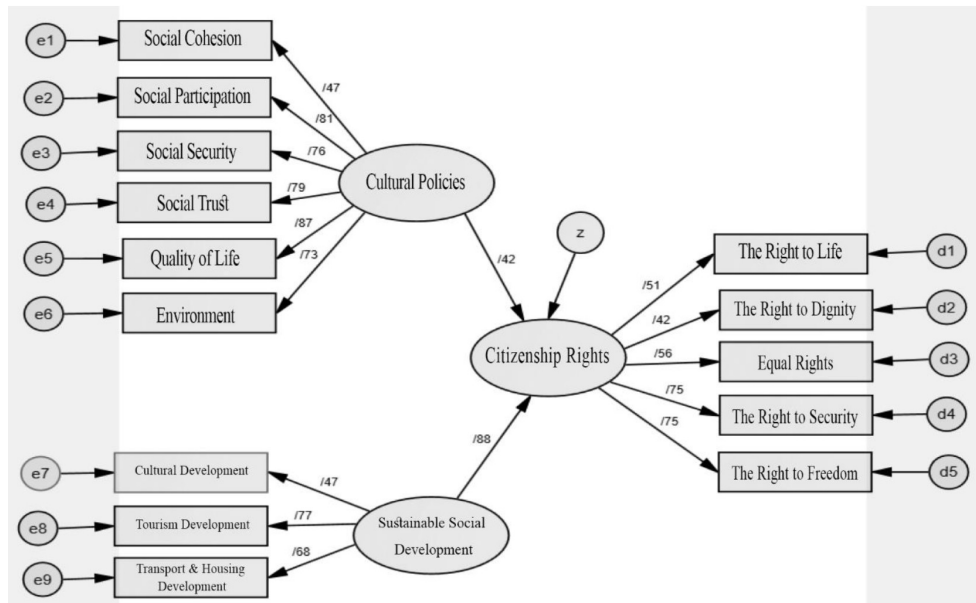


Figure 5: The developed model of citizenship rights based on cultural policies and sustainable social development in government organizations in the present study

For the X^2/Df fit index, values less than 5 are appropriate, and the closer it is to zero, the better the pattern will fit. For GFI and AGFI, IFI, CFI, TLI index, a value close to 0.90 and above is considered as an acceptable good fit, which indicates that the model is good. In relation to the RMSEA index, values close to 0.05 or less indicate a good fit of the pattern and a value of 0.08 or less indicates a logical approximation error; a value higher than 0.10 indicates the need to reject the pattern [11]. Therefore, considering the values of the final pattern fitting indices (formulated model) and the limit of acceptable values mentioned above, it can be said that the model presented in this research is acceptable. The path coefficients between the final pattern variables and their significance level are reported in Table 6. The regression coefficients of the model show that the mentioned variables well explain the sustainable social development based on the cultural policies of government organizations in order to ensure citizenship rights.

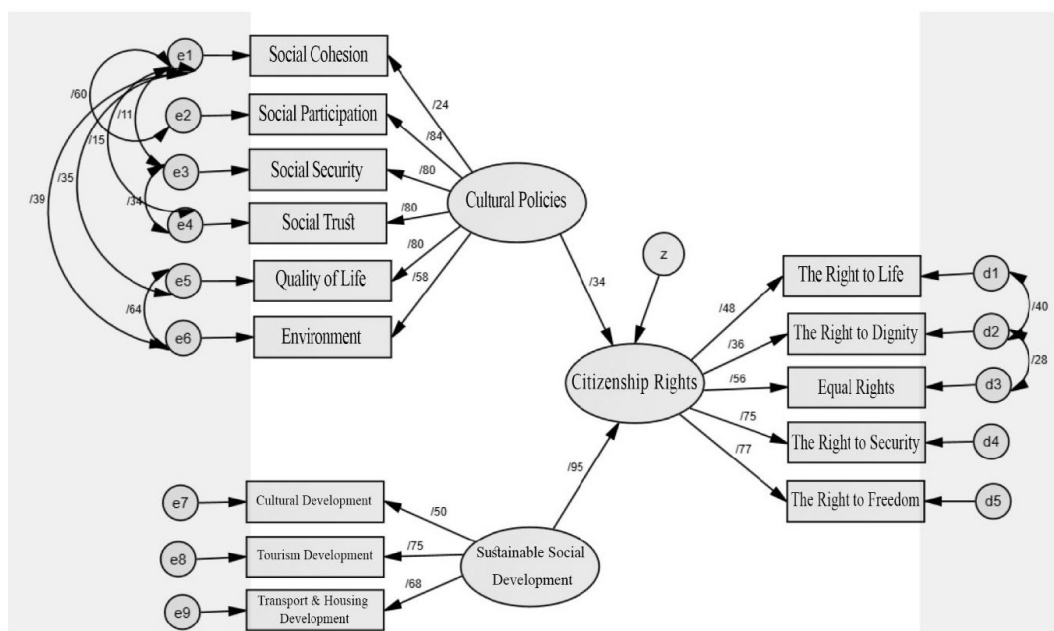


Figure 6: Modified model of securing citizenship rights based on cultural policies and sustainable social development in government organizations in the present study

Using general fit indices, the question can be answered that regardless of the specific values reported for the parameters, in general, the developed model is supported by the collected experimental data or not? If the answer is yes, the model is acceptable. To interpret the values in the table 5, it should be said:

The presence of non-significant chi-square (CMIN) equal to 244.55 and the level of significance (P=0.001) shows a good result, but the role of the degree of freedom (Df) is also important. In addition, considering that the degree of freedom (Df) of the fitted model (equal to 54) is close to zero and close to the degree of freedom of the independence model (equal to 91), the model should be considered favorable.

The number of free parameters for the developed model (NPAR), the value of which is 51, shows that the researcher in the development of the model did not easily spend the degrees of freedom, and this situation is acceptable.

Regarding relative indices, it should be said that in this table, the relative chi-square value (CMIN/DF) is 4.53, which indicates an acceptable situation for the model. Also, the value of 0.097 of the second root mean square index (RMSEA) for the developed factor model indicates the acceptability of the model.

In the table 5, the Tucker-Lewis fit index (TLI) is equal to 0.90 and the adaptive fit index (CFI) is equal to 0.939, and since their values are higher than 0.90, based on these indices, the model is developed and considered acceptable.

In the table 5, the value of goodness-of-fit index (GFI) is equal to 0.924 and the value of incremental fit index (IFI) is equal to 0.94, both of which show acceptable values. The values of general fit indices in the table 5 show that the measurement model of this research is quite acceptable.

Table 5: Fitness indicators for the developed models and the final model

Pattern fit indicators	X²	Df	X²/Df	NPAR	GFI	IFI	TLI	CFI	RMSEA
Developed model	1026.90	75	13.69	30	0.737	0.697	0.63	0.695	0.183
Corrective model (final)	244.55	54	4.53	51	0.924	0.94	0.90	0.939	0.097
Independence model	3216.08	91	35.34	14	0.301	0.001	0.001	0.001	0.302

The results of the model show that the regression coefficient of the impact of cultural policies on social cohesion, social participation, social security, social trust, quality of life and environment are equal to 0.30, 0.89, and 0.76, respectively. It is 0.78, 0.77 and 0.61 and because the level of significance is less than 0.05 ($\alpha = 0.05$), it can be said that social cohesion, social participation, social security, social trust, quality of life and environment external variables constitute the external hidden variable of cultural policies.

According to the results, the regression coefficient of the impact of sustainable social development on cultural development, tourism development and transportation and housing development is equal to 0.57, 0.68 and 0.65, respectively, and because the level of significance is less than 0.05. As a result, it can be said that cultural development, tourism development, and transportation and housing development are the obvious external variables that constitute the hidden external variable of sustainable social development.

According to the mentioned results, the regression coefficient of citizens' impact on the right to life, right to dignity, right to equality, right to security and right to freedom are equal to 0.54, 0.40, 0.59, 0.79 and 0.80, respectively. Because the significance level is less than 0.05 ($\alpha = 0.05$), it can be said that right to life, right to dignity, right to equality, right to security and right to freedom are the obvious internal variables that constitute the hidden internal variable of citizenship rights.

The results obtained from the model test show that the regression coefficient between cultural policies and citizenship rights is equal to 0.34 and because P-value is smaller than the significance level $\alpha = 0.05$, so at this level the hypothesis H0 is rejected. As a result, it can be said that there is a positive and significant relationship between cultural policies and citizenship rights. And for one unit of increase in cultural policies, citizenship rights will increase by 0.34 units of standard deviation.

The results obtained from the model test show that the regression coefficient between sustainable social development and citizenship rights is equal to 0.95 and because P-value is smaller than the significance level of $\alpha = 0.05$, so at this level the hypothesis H0 is rejected and as a result, it can be said that there is a positive and significant relationship between sustainable social development and citizenship rights. And for one unit of increase in sustainable social development, citizenship rights will also increase by 0.95 units of standard deviation.

Table 6: Structural pattern of routes and their standard coefficients in the final model

Path	β	R^2	Non-standard values	β	Standard error	CR	P
Cultural policies \leftarrow Social cohesion	0.30	0.09	1		–	–	0.001
Cultural policies \leftarrow Social participation	0.89	0.79	3.932		1.708	2.302	0.021
Cultural policies \leftarrow Social security	0.80	0.58	4.472		1.99	2.242	0.025
Cultural policies \leftarrow Social trust	0.80	0.59	4.772		2.124	2.246	0.025
Cultural policies \leftarrow Quality of life	0.80	0.61	3.899		1.714	2.275	0.023
Cultural policies \leftarrow Environment	0.58	0.37	2.713		1.183	2.293	0.022
Sustainable social development \leftarrow Cultural development	0.50	0.32	1		–	–	0.001
Sustainable social development \leftarrow Tourism development	0.75	0.46	1.564		0.173	9.06	0.001
Sustainable social development \leftarrow Development of transportation and housing	0.68	0.40	1.286		0.149	8.658	0.001
Citizenship rights \leftarrow The right to life	0.48	0.23	1		–	–	0.001
Citizenship rights \leftarrow Right to dignity	0.36	0.13	0.74		0.102	7.25	0.001
Citizenship rights \leftarrow Equality rights	0.56	0.31	1.03		0.135	7.651	0.001
Citizenship rights \leftarrow Security rights	0.75	0.56	1.30		0.147	8.841	0.001
Citizenship rights \leftarrow The right to liberty	0.77	0.59	1.221		0.137	8.94	0.001
Cultural policies \leftarrow Citizenship rights	0.34	0.12	0.697		0.312	2.233	0.026
Sustainable social development \leftarrow Citizenship rights	0.95	0.90	0.897		0.13	6.913	0.001

5 Discussion and conclusion

The results indicate that there is a positive and significant relationship between cultural policies and their components (social cohesion, social participation, social security, social trust, quality of life and environment) with citizenship rights in government organizations, ie With the increase of social cohesion, social participation, social security, social trust, quality of life and environment, citizenship rights are strengthened in government organizations, which in confirmation of these results, Ziari et al. [31] show human dignity is an essential issue that should be addressed through education and awareness-raising programs, as well as the level of awareness of citizens to better advance the goals of awareness-raising. [22] has mentioned the role of cultural policies in the realization of important and effective citizenship rights. Ansari and Nazari [3] state that from the Islamic perspective, religious and cultural issues guide the rights of citizens in society. Javid [18] states cultural policies and cultural indicators have a decisive role in citizenship rights. [30] have concluded that in terms of cultural indicators, they are the direction of reviving citizenship rights. Jovana [19] in a study showed that the variables of social cohesion, social participation, social security and social trust have positive, direct and significant effects on the observance of citizenship rights. Baker [5] has concluded that strengthening cultural indicators leads to respect for citizenship rights in organizations. Based on these results, it can be said that when the organization tries to reduce public dissatisfaction with government organizations, improving security in the community is one of the goals of the organization. Trust, strive to conserve natural resources, have a specific program to conserve natural resources, the organization strives to maintain order and security in society, the organization strives to reduce public dissatisfaction, promoting security in society is one of the goals of the organization, the organization should provide quality services to improve security in the community, the organization should work to maintain the safety of employees in the community, officials should welcome citizens' criticism, everyone should be equal before the law, organizations should provide services according to laws and directives, the organization should do not enforce natural resource conservation laws and enforces natural resource conservation laws. In that case, health points will be taught to the staff, health protocols in this organization will be considered by the officials, the

organization's audits in the field of occupational safety and health will be based on international standards, and safety and health status course reports will be provided. Health examinations of the organization's personnel are performed regularly, the necessary training is provided to the employees in case of an accident, the religious values of the employees are taken into consideration, the employees take care of the organization's property like individual property, saving the employees' lives the basic principles of the organization, employees respect the values and ideas of the client, the organization strives to promote the original values in society, managers recognize the rights of employees, strive for social justice, employees according to the rules and circulars provide services, offending employees are dealt with legally, officials welcome citizens' criticism of the organization, client financial information is not disclosed, the organization helps employees' psychological security by avoiding politicization, orientation employee specific thoughts It does not prevent them from being promoted, employees are not held accountable for their particular political views, and the trade union protest organization recognizes employees' legal rights.

According to the research results, there is a positive and significant relationship between sustainable social development and its components (cultural development, tourism development and transportation and housing development) with citizenship rights in government organizations. That is, with the increase of culture, development of tourism and development of transportation and housing, the level of citizenship in government organizations is also strengthened, which in line with these results, [23] state that Public welfare, social justice and cultural richness emphasize that all of these are indicators of civil rights in society. [6] state that the project of sustainable social development can be considered as the basis for restructuring the economic, social, political, cultural and legal citizenship, which aims primarily to improve the urbanization process and the process of urbanization, restoration of the urban environment. Organizing the urban economy and strengthening the political, social and cultural aspects of urban life. The efficiency of developmental views, which are based on the unbridled rapid growth of support and excessive use of resources, has led to new perspectives, attention to justice between consolation and consolation, the use of world facilities and industries, as well as environmental considerations pay more attention. In this regard, Porta [24] has concluded that social sustainability should be able to reflect the elements of economic activity and on the other hand, by expanding social networks to enhance well-being and quality of life, in addition to the shape of cities to some extent the city lifestyle where they live, it affects them. Urban human beings continue to live under the banner of quality of urban life, flourishing of the local economy, level of social understanding, level of security and equality, as well as type and manner of activity of people in public places. Hence, all of the above are elements of interest in citizenship rights. The results of the research of [1] have shown that there is a significant and positive relationship between sustainable development and respect for the citizenship rights of faculty members of public universities in northern Jordan. Bachko [4] has concluded that sustainable development affects citizenship-based behaviors in organizations. Based on these results, it can be said that when the organization provides the ground for cultural discourse, the officials of the organization encourage employees to participate in political, social and cultural activities, the organization has formed a working group to produce and present cultural software, the organization with foreign countries Interact in the field of cultural issues, encourage the organization to study the cultural issues of different countries, the organization to interact with an international cultural organization such as UNESCO, the organization to exchange information with other countries in the field of cultural issues, the organization of ideas welcomes creativity to improve the quality of cultural products, the policy of government agencies to expand public transport, officials to take significant steps to modernize the public transport fleet, to provide adequate funding for the development of public transport, officials Housing and urban development to take significant steps to provide affordable housing, the possibility of providing housing for employees and workers with a little effort, good banking facilities to provide housing to citizens, payment of loan installments housing should be commensurate with the income of employees and workers and the interest rate of housing facilities should be appropriate and conventional. In that case, the religious values of employees are taken into consideration. Not used for personal purposes, the organization will have strong protocols to save the lives of employees, the psychological view of the organization will be healthy and safe, officials will try to create a happy and calm environment in the organization, and employees will differentiate between different ethnic groups in providing services. They do not, employees respect the values and ideas of the client, the managers of the organization emphasize the protection of citizens' secrets, the employees try to respect the right side between the interests of the organization and the client, and the employees try to promote each other's personality. Employees do not betray each other, the basis of citizens' rights is provided to them, the organization strives for a fair distribution of wealth in society, things are done according to criteria, not relationships, and the organization will interact well with support bodies such as the Relief and Welfare Committee and officials from Citizens' criticism of the organization is welcome.

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