



UNITED NATIONS
ECONOMIC
AND
SOCIAL COUNCIL



Distr.
GENERAL

E/1978/8/Add.2
3 January 1978
ENGLISH
ORIGINAL: FRENCH

IMPLEMENTATION OF THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND
CULTURAL RIGHTS

Reports submitted in accordance with Council resolution 1988 (LX)
by States Parties to the Covenant concerning rights covered by
articles 6 to 9

IRAN

13 September 1977

On 3 January 1976, Iran acceded to the International Covenant on Economic, Social and Cultural Rights adopted by the United Nations General Assembly on 16 December 1966.

The economic, social and cultural rights referred to specifically in this Covenant derive from the general principles proclaimed in the Charter of the United Nations and the Universal Declaration of Human Rights, principles which are guaranteed by the Constitution and other legal norms applied in Iran.

With more specific reference to the rights dealt with in articles 6 to 9 of the Covenant (right to work; right to the enjoyment of just and favourable conditions of work; trade union rights; right to social security), it should be noted that they are also provided for in Iranian legislation. The Iranian legal provisions relating to each article and the measures taken to implement them are described below in the order suggested in the guidelines referred to in the annex to note No. G/SO 221/912 of the United Nations Secretary-General, dated 1 June 1977.

Article 6: Right to work

Iran acceded to ILO Convention No. 111 concerning discrimination in respect of employment and occupation on 30 June 1964. Consequently, Iranian legislation provides the necessary guarantees against discrimination in respect of access to employment and conditions of work permitting full enjoyment of fundamental freedoms.

In the Ministry of Labour and Social Affairs there is a manpower and employment research section responsible for studying the labour market, for planning and for labour statistics.

Technical and vocational training are covered by the Industrial Training Law (1970) and the Industrial Training Fund (a copy of the English text of the Law is attached). Under this law, which provides for the establishment of training centres, and workshops, a Central Training Council has been set up to define the general principles of government policy in respect of training. This law also refers to an Industrial Training Fund. In order to give a clearer picture of technical and vocational training policy, a copy, in English, of the report prepared by the Ministry of Labour and Social Affairs on human resources development in Iran is attached.

Protection against arbitrary dismissal is provided for in articles 32, 33 and 34 of the Labour Code, a copy of the English text of which is also attached.

Under article 32, where a contract of employment is concluded for a definite period or for the performance of a definite piece of work, neither party may unilaterally terminate the contract, save in the cases expressly provided for therein. The party terminating the contract is bound to compensate the other party.

Article 33 governs the conditions for terminating contracts concluded for an indefinite period.

Because of the continuing increase in the demand for labour, there has been little need for the actual implementation in Iran of measures providing for protection against unemployment.

Article 7: Right to the enjoyment of just and favourable conditions of work

Article 35 of the Labour Code, which concerns collective agreements, states that no stipulation in a collective agreement shall be less favourable than the provisions of the Code.

Article 36 establishes the bodies responsible for the settlement of disputes arising out of collective agreements.

Article 22 of the Labour Code establishes the criteria for fixing the minimum wage.

In addition to wages proper, Iranian workers are also remunerated under the provisions of the Law for Workers' Profit-Sharing and the Law for the Expansion of Ownership in Manufacturing Enterprises (copies of the English texts of these laws are attached). The Law for Workers' Profit-Sharing, passed on 26 January 1963, enables workers to share in the profits of enterprises and thus provides them with a real increase in income which is not affected by inflation or the rise in the cost of living. From March 1976 to March 1977, 386,973 workers employed by 13,177 enterprises benefited under this Law. A total sum of 11,609,190,000 rials was received by workers under the provisions of this Law, each worker receiving an average of 30,000 rials, which represents an increase of approximately 23 per cent over the benefits received the previous year.

/...

The Ministry of Labour and Social Affairs is responsible for adjusting the minimum wage. Similarly, the Central Labour Council determines the index of wage increases, taking into account the impact of the adjustment of the minimum wage on other wage categories. This index is currently evaluated at 1/03 + 23.

Article 23 of the Labour Code stipulates that men and women shall be paid an equal wage for equal work.

In addition, Iran acceded on 10 June 1972 to ILO Convention No. 100 concerning equal remuneration.

Chapters 10 and 11 of the Labour Code deal with occupational safety and health, and with the system of labour inspection. In order to prevent industrial accidents and occupational diseases, there is, in addition to this system of inspection, a safety research and training centre, as well as a school at the higher level, for the training of occupational safety and health personnel. Lastly, a project is also under way, with the participation of Industrial Labour Organization experts, which is designed to make industrialists, workers and the general public aware of the risks of industrial accidents and occupational diseases and to promote occupational safety.

With regard to equal opportunity for promotion, it should be recalled that Iran has acceded to ILO Convention No. 111 concerning discrimination.

Chapter II, articles 11 to 13, of the Labour Code deals with hours of work. Chapter III, articles 14 and 15, contains provisions relating to leave with pay and official holidays.

Practical measures for the implementation of these provisions have included the establishment of sports clubs and holiday camps which are intended for workers.

Article 8: Trade union rights

The legislation concerning these rights is dealt with in chapter 6, articles 25 to 29, of the Labour Code. This chapter contains definitions of the concepts of trade union, federation and confederation, establishes the conditions for their registration, and determines their rights and functions.

At present there are 22 trade union federations and 895 trade unions in Iran.

Article 9: Right to social security

Regulations concerning the right of workers to social security have existed in Iran since 1931. The latest legislative provisions to enter into force in this regard are the Social Security Law of Iran of 1975 and the Law for the Establishment of the Ministry of Health and Social Welfare of 1976 (copies of the English texts of these laws are attached). In order to provide an over-all view

/...

of the provisions of the new Social Security Law of Iran, the English text of a monograph on this Law is also attached.

For details of the main features of the regulations in effect in the various branches of social security, reference should be had to the report on social security rights in Iran prepared by the Ministry of Health and Welfare, the English text of which is attached.

List of reference materials appended to the report*

1. Social Security Law of Iran
and
The Law for the Establishment of the Ministry of Health and Social Welfare,
and its Related Bylaws
2. Labour Law of Iran (Approved by the joint committee of the Houses of
Parliament on 17 March 1959 and amended on 9 February 1965)
3. Human Resources Development in Iran
4. Law for the Expansion of Ownership in Manufacturing Enterprises
5. Regulations for The Establishment and Registration of Labour Organisations
(Aban, 1353 /23 October 1974/)
6. The Law for Workers' Profit Sharing /in Manufacturing and Productive
Industries and Selected Regulations Thereof/
7. The Industrial Training Law (1970)
and
The Industrial Training Fund
8. Report on Social Security Rights in Iran
9. Monograph of the New Law on Social Security in Iran

* These reference materials are available for consultation in the files of
the Secretariat in their original language as received from Iran.