

**Special Rapporteur on violence against women, its causes and consequences
E/CN.4/2006/61/Add.3 para 75 (a)**

Full recommendation:

In order to promote and support the empowerment of women in all spheres of life, it is recommended that the Government: Promote women's participation in the formal labour market by ensuring equality of opportunity and eliminating discriminatory laws and practices related to women's work.

Assessment using Impact Iran human rights indicators¹

In the Islamic Republic of Iran, a husband can prevent his spouse from pursuing an occupation which he believes to be against family values or harmful to his or her reputation.² There is no law prohibiting an employer from seeking a husband's permission for a woman to work and employers have been reportedly requiring engaged or married women to provide a written statement of permission from their husbands in order to be hired.³

A number of provisions under Iranian labour laws protect the right to work without discrimination,⁴ yet forbid women from being employed in 'dangerous, arduous or harmful work'.⁵ Additionally, women do not have access to certain positions in the Judiciary or the government. For example, women cannot be judges of the courts.⁶ Job benefits, such as social security and health insurance, family bonuses or paid overtime, inhere to the man.^{7,8} The Iranian labour code also does not provide legal safeguards against discrimination in the hiring process.

There is a mechanism under the oversight of the Ministry of Labour that is tasked with receiving and analysing complaints related to labour standards. There is no readily available information with regards to the number of received complaints of gender-based discrimination when accessing employment or within the workplace, or whether such complaints have been addressed. There are no official and readily available reports of cases of discrimination in the workplace in the Islamic Republic of Iran, but in practice, non-discrimination provisions

¹ ESCR.2.2.S.1; ESCR.6.1.S.1; ESCR.6.1.S.3; ESCR.2.2.P.3; ESCR.6.1.P.1; CCPR.2.1.O.1; ESCR.6.1.O.2

² Civil Code of the Islamic Republic of Iran, Art.1117 < <https://shenasname.ir/laws/6664> >

³ Human Rights Watch, 'It's A Men's Club': Discrimination against Women in Iran's Labour Market, May 2017

⁴ Articles 6, The Labor Law: < <https://shenasname.ir/laws/kar/1017> > Article 28 of the Constitution of the Islamic Republic of Iran, <https://irandataportal.syr.edu/wp-content/uploads/constitution-english-1368.pdf>

⁵ The Islamic Republic of Iran, Iranian Labour Code, 1990, Articles 6 and 75.

⁶ Regulations for the appointment of judges of the country: < <http://rooznamehrasmi.ir/Laws/ShowLaw.aspx?Code=927> >

⁷ Articles 1102 to 1119, 1133 to 1142, Civil Code of the Islamic Republic of Iran. <https://iranhrdc.org/the-civil-code-of-the-islamic-republic-of-iran/>

⁸ Article 58 of the Social Security Act (adopted on June 24, 1975, and its subsequent amendments): < <https://shenasname.ir/laws/tamin/1024> >

reportedly fail to be enforced.⁹ Reports of women facing discrimination, sexual harassment and assault, notably in the workplace, have gained more visibility recently, including on social media in Iran.^{10 11}

Although not limiting the discriminatory legal framework described above, the Government engaged in several actions to address women's access to employment in the Islamic Republic of Iran. By the order of President Rouhani, the Supreme Administrative Council reportedly decided to allocate 30% of the managerial positions to Iranian women. The Government also established a National Task Force on the Empowerment of Female Heads of Households in the field of development of employment and entrepreneurship and launched the Women's Business Development and Acceleration Center, which is aimed at "strengthening rural women's associations and cooperation" as well as "entrepreneurship development for women".¹² Out of the 41 million Iranian female population,¹³ the Government reported that 4,000 are "active female entrepreneurs".¹⁴ According to the Government, women's economic participation rate "has risen from 12.4% in 2013 to 16.4% in 2018".¹⁵ Other governmental statistics published in 2018 reportedly indicated that female economic participation stood at 15.9%.¹⁶ Regardless, such rates remain some of the lowest in the world. In the World Economic Forum's Global Gender Gap Report in 2017, Iran was ranked 140 out of 144 countries assessed.¹⁷ Similarly, a World Bank study ranked Iran fourth lowest in its 2019 Women, Business and the Law index.¹⁸ Unemployment is more prevalent among women in Iran compared to men.¹⁹

There are no reports that indicate the existence of effective state-sponsored campaigns aimed at helping employers and workers to identify discrimination and promote equality in Iranian workplaces.

The Islamic Republic of Iran has not ensured equality of opportunity or eliminated discriminatory laws and practices related to women's work.

Recommendation Status:

This recommendation has **NOT** been implemented.

⁹ Human Rights Watch <<https://www.hrw.org/report/2017/05/25/its-mens-club/discrimination-against-women-irans-job-market>>

¹⁰ BBC, <https://www.bbc.com/news/blogs-trending-35535269>

¹¹ AL Jazeera, <https://www.aljazeera.com/news/2020/9/22/iranians-break-taboos-with-their-own-version-of-metoo> ; Human Rights Watch, <https://www.hrw.org/news/2020/09/09/iran-having-its-metoo-moment>

¹² UPR 2019, National Report, Islamic Republic of Iran, <https://undocs.org/A/HRC/WG.6/34/IRN/1>

¹³ World Bank, 2019, <https://data.worldbank.org/indicator/SP.POP.TOTL.FE.IN?locations=IR>

¹⁴ UPR 2019, National Report, Islamic Republic of Iran, <https://undocs.org/A/HRC/WG.6/34/IRN/1>

¹⁵ UPR 2019, National Report, Islamic Republic of Iran, <https://undocs.org/A/HRC/WG.6/34/IRN/1>

¹⁶ Statistical Centre of Iran, *Natayej-e-Amar giri-ye- nirou-ye-kaar, Paeiz-e-1396* [Results of the census on workforce, Autumn of 1396], <https://bit.ly/330NG8t>

¹⁷ World Economic Forum, the Global Gender Gap Report 2017. Available from: < <https://www.weforum.org/reports/the-global-gender-gap-report-2017> >

¹⁸ World Bank, Women, Business and the Law 2019: A Decade of Reform, May 2019,

<https://openknowledge.worldbank.org/bitstream/handle/10986/31327/WBL2019.pdf>

¹⁹ Statistics Center of Iran <https://www.amar.org.ir/Portals/1/releases/lfs/LFS_1397.pdf>