

**Concluding observation Committee on Economic, Social and Cultural Rights  
E/C.12/IRN/CO/2 para 14**

**Full recommendation:**

*The Committee recommends that the State party ensure that the national minimum wage is set at a level sufficient to provide all workers and their families with a decent standard of living, and strengthen its efforts towards the progressive increase of the minimum wage in accordance with article 7 (a) (ii) of the Covenant. The Committee also recommends that the State party take steps to ensure that Afghan workers are not paid a wage below the level of the minimum wage.*

**Assessment using Impact Iran human rights indicators<sup>1</sup>**

- A. The Committee recommends that the Islamic Republic of Iran ensure that the national minimum wage is set at a level sufficient to provide all workers and their families with a decent standard of living, and strengthen its efforts towards the progressive increase of the minimum wage in accordance with article 7 (a) (ii) of the Covenant**

Article 41 of the Iran Labor Code of 1990 mandates Iran's Supreme Labor Council to determine the minimum wage taking into consideration inflation numbers every year. Whether the rate set by the Supreme Labor Council is reasonable or not difficult to ascertain as a recent increase in minimum wage has been offset by a severe economic downturn, catalyzed by crippling international sanctions against Iran.<sup>2</sup>

In March 2021, the Supreme Labor Council announced an increase in the minimum wage of Iranians of 39% to the equivalent of approximately 110 USD per month.<sup>3</sup> This increase led to workers anger as the dollar value of the new minimum wage represented an effectively lower figure to the minimum wage of 2020, reducing purchasing power due to the inflation plaguing the Iranian economy and the devaluation of the country's currency.<sup>4</sup>

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<sup>1</sup> ESCR.7.1.1.S.2  
ESCR.7.1.P.2  
ESCR.7.1.O.2  
ESCR.7.1.1.S.1 ESCR.7.1.P.1  
ESCR.7.1.O.3

<sup>2</sup> <https://uprdoc.ohchr.org/uprweb/downloadfile.aspx?filename=7052&file=EnglishTranslation>

<sup>3</sup> <https://shenasname.ir/laws/kar/7402-mozd1400>

<sup>4</sup> [tabnak.ir/004MiJ](http://tabnak.ir/004MiJ)

The minimum wage is currently set to under 37 million rials per month (approximately 154 USD), which does not even meet the poverty line (70 million rials/month) which would allow regular Iranian workers to earn enough income to sustain themselves and their families.<sup>5</sup>

In light of the above the Islamic Republic of Iran has not ensured that the national minimum wage is set at a level sufficient to provide all workers and their families with a decent standard of living, and has not strengthened its efforts towards the progressive increase of the minimum wage in accordance with article 7 (a) (ii) of the Covenant.

**B. The Committee also recommends that the State party take steps to ensure that Afghan workers are not paid a wage below the level of the minimum wage.**

Articles of Iran's 1990 Labor Code emphasize the right to work without discrimination for all citizens, which according to international standards would include the right to an equal remuneration for equal work done. Article 6 of the Labor Code deals with non-discrimination and notes that everyone is equal before the law. There are no specific articles in Iranian law that touch on the right to foreign workers to be paid a wage above or below the set minimum wage.

Based on labor laws, there is a mechanism included in the structure of the Ministry of Labor that is tasked with receiving and analyzing complaints related to labor standards. Despite their existence, these mechanisms are not accessible to most Afghan immigrants due to the fact that only legal immigrants in Iran are able to submit complaints and the majority of the Afghan workforce in Iran is undocumented.<sup>6</sup> Furthermore, the government does not publish statistics regarding complaints submitted to any of its regulatory mechanisms, so it is difficult to assess their impact even broadly. Despite this, there are reports from non-governmental sources that suggest that Afghan undocumented workers are paid wages below the minimum wage.<sup>7</sup>

The Islamic Republic of Iran has not taken steps to ensure that Afghan workers are not paid a wage below the level of the minimum wage.

Recommendation Status:

This recommendation has **NOT** been implemented.

<sup>5</sup> <https://www.irinn.ir/fa/news/806908/>

<sup>6</sup> <https://en.radiofarda.com/a/iran-official-says-afghans-should-be-barred-from-becoming-employers/30338882.html>

<sup>7</sup> <https://en.radiozamaneh.com/28616/>