

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Iran (Islamic Republic of) - 2022

FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

REPORTING

Fulfilment of Government's reporting obligations

87-98 Fulfilment of Government's reporting obligations

Yes

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, the Government consulted, [10.1]

a) The most representative employers' organizations, b) The most representative workers' organizations, c) The competent authorities?

94. Description of the consultation process(es). [10.2]

- communication through letters – organization of regular meetings with employers' and workers' organizations and relevant departments

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' and Workers' organizations

95. Employers' and workers' organizations comments on the report [11a & b]

None

EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT

Ratification

Ratification status

87-98 Ratification status

Neither Convention is ratified.

Ratification intention

6. Prospects for ratification of Convention No. 87:

Unlikely

7. Prospects for ratification of Convention No. 98:

Likely

Exercise of the principle and right

At national level (enterprise, sector/ industry) and international level

For Employers and Workers

12.1. specific indication of the involvement of social partners.

Holding meetings with the representatives of trade associations to participate in decision making process and dispute settlement related to the employees and members of the relevant associations and organizations

Special attention to particular situations

14. Has particular attention been paid to specific groups of population, workers or sectors of activity in the efforts to promote freedom of association and the effective recognition of the right to collective bargaining?

Yes

15.a. Please specify

Pursuant to Article 18 of "the law on continuous improvement of business environment", the task of defining identity, skill classification, placement, introducing job seekers to employers, introducing workers and crafts masters to technical and vocational training centres and follow up of medical insurance, pension, welfare issues of construction employees are assigned to occupational organizations.

Involvement of the social partners

<p>12.1. Please specify and indicate the involvement of social partners.</p>	<p>Holding meetings with the representatives of trade associations to participate in decision making process and dispute settlement related to the employees and members of the relevant associations and organizations</p>
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Promotional activities

<p>13. Have any initiatives resulted in successful examples or good practice in promoting freedom of association and the effective recognition of the right to collective bargaining?</p>	<p>Yes</p>
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<p>13.1. Please Specify</p>	<p>assignment of the task to supervise the general meetings of the trade associations and organizations to the relevant confederation.</p>
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CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT

According to the social partners

Workers' and Employers' organizations and the Government

<p>16.i.</p>	<p>The economic conditions of the country, leading to the instability of the labour market and unemployment of workers, cause the fear of workers to join labour organizations and their candidacy. Also, temporary work contracts have led to diminishing the power of workers and labour organizations to bargain. Lack of a web-based system to access the organizations' information and online communication and training. The emergence of new and e-businesses that are generally not subject to the labour law with the current definition of the labour law and are not supported by the organization's protections.</p>
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TECHNICAL COOPERATION

Request

<p>17.d.</p>	<p>Amending laws and regulations subject to the social and economic issues of our country, after ratification of Conventions 144 and 98</p>
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<p>17. What are the technical cooperation needs in your country to promote freedom of association and the effective recognition of the right to collective bargaining?</p>	<p>d) Sharing of experiences across countries/regions</p>
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