

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Iran (Islamic Republic of) - 2023

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

REPORTING

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

91. When preparing its report, did the Government consult? [10.1]

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

94. Please describe the consultation process(es). [10.2]

Through communication, sending letters, requesting information and their viewpoints, conducting meetings

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' and Workers' organizations

95. Did employers' and workers' organizations comment on the report? [11a and 11b]

Yes

97. Please provide URL(s) to the responses and comments of the employers' and workers' organizations to the above questions, if you have received them

EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT

Ratification

Ratification status

Ratification status of Conventions Nos. 87 and 98

Neither of the Conventions have been ratified.

Ratification intention

6. What are the prospects for ratification of Convention No. 87?

Likely

7. What are the prospects for ratification of Convention No. 98?

Likely

8. What, if any, are the impediments to the ratification of Convention No. 87 and/or Convention No. 98?

There are no legal impediments. However, the Islamic Republic of Iran requests the ILO to provide technical assistance in this regard. This was supposed to be within the framework of ILO-Iran cooperation, but the Government is waiting for the ILO to proceed with the final stage of signing the abovementioned framework of cooperation.

Exercise of the principle and right

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

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.

Information/ Data collection and dissemination

12. If yes, please specify:

a) Research, c) Training, d) Awareness-raising

Promotional activities

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?

Yes

13.1. Please Specify

Social partners participated in training courses held by the Labour and Social Security Institute.

CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT

According to the social partners and the Government

16.a.

There is a need for the ILO's technical assistance and need to expand knowledge through the exchange and sharing of good practices and experiences of other countries

16.b.

There is a need to use the ILO's technical assistance to complete information and data

16.d.

The economic sanctions imposed have an impact on the economic situation in all walks of life and have resulted in economic instability

16.f.

Certain provisions and regulations need to be amended

16.i.

Employers' organizations need training to understand that labour productivity will increase through social dialogue

16.j.

Workers need further training to understand that better work conditions will be created in close cooperation with employers

TECHNICAL COOPERATION

Request

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?

- a) Assessment in collaboration with the ILO of the difficulties identified and their implications for realizing the principle
- b) Awareness-raising, legal literacy and advocacy
- c) Strengthening data collection and capacity for statistical analysis

	d) Sharing of experiences across countries/regions e) Legal reform (labour law and other relevant legislation) g) Training of other officials (police, judiciary, social workers, teachers) h) Strengthening capacity of employers' organizations i) Strengthening capacity of workers' organizations j) Strengthening tripartite social dialogue
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