

Committee on the Application of Standards

Date: 19 May 2025

Governments appearing on the preliminary list of individual cases have the opportunity, if they so wish, to supply on a purely voluntary basis, written information before 19 May 2025.

► Information on the application of ratified Conventions supplied by governments on the preliminary list of individual cases

Islamic Republic of Iran (ratification: 1964)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

The Government has provided the following written information, as well as statistics on educational performance, statistics of full time faculty members in the academic year 2023–24, report on facilities disbursed to provinces from credit resources, by gender (May 2025), number of facilities paid by gender/activity sector (May 2025), report on facilities paid by gender/province from home businesses resources (May 2025), statistics of students in higher education institutions in the country, and Women statistical tables.

Reply of the Government regarding Chastity and Hijab Bill

The Islamic Republic of Iran has always tried to take steps with commitment in line with the application of the Convention. To this end, the Government has taken the principle of equality in job opportunities and non-discrimination in employment into consideration in its policymaking; while the principle of “equality in human dignity” for women has been recognized in the Constitution and the National Development Plans of Iran.

- Regarding the Chastity and Hijab Law, it should be emphasized that the said law has not yet been promulgated. Therefore, it is not legally enforceable and mandating implementation of a non-promulgated law is not legally acceptable and is inconsistent with the applicable principles under the Iranian national legislation. Based on the established legal principles and in accordance with the Constitution and the Civil Code, no resolution should be deemed enforceable until the law in question has undergone all legal procedures, including approval, promulgation by the President and publication in the official gazette. Pursuant to article 123 of the Constitution and article 2 of the Civil Code, the promulgation and publication are the main steps to be taken in order for the laws to become enforceable, in the absence of which, neither the citizens nor the executive entities shall be obliged to adhere to. Therefore, any reference made to the provisions of a draft law to infer discrimination or violation of fundamental rights lacks legal credibility and would be misleading for evaluating a government’s actions.

- Regarding the concern for restricted access to public services for women who do not comply with the dress code, it should be mentioned that there is no systematic prohibition on this ground in the laws, and if actions have been taken on a case-by-case basis in some institutions, these instances are not widespread and do not constitute a basis for structural discrimination
- Currently, a new draft law is being formulated with a cultural and positive approach, the goal of which is not resorting to criminal and coercive means, but gradual promotion of Iranian-Islamic culture in the society. Under the said new draft law, education, cultural persuasion, media activities and non-binding advice are underscored and, in this respect, its framework is totally compatible with the principles of non-discrimination and respect for human dignity. As such, the Government is willing and ready to share its viewpoints and observations with the ILO in the context of constructive technical dialogue, and welcomes any effective interaction in order to promote labour rights and equality in employment.

The Chastity and Hijab Bill has now been approved by the Legislative Branch; however, it is not yet enforceable in view of its non-promulgation and in the absence of legal publication of the approval. Furthermore, the higher authorities have decided not to enforce it now; therefore, there is no concern in this regard.

It has to be noted that pursuant to article 1 of the Civil Code: The Islamic Consultative Assembly's enactments and the results of the referendum, having gone through legal procedures, will be notified to the President of the Republic. The President shall within five days sign them and notify them to executors, and issue instructions to have them published, and the *Official Gazette* shall be required to publish them within 72 hours after notification thereof. Article 2 of the Code reads: The legislative enactments come into force throughout the country fifteen days after their publication, unless a specific arrangement has been prescribed in the given legislation itself to the timing of its enforcement. Article 3 of Civil Code: The text of laws must be published in the *Official Gazette*.

Government's reply on preventing and addressing types of violence and sexual harassment in the workplace and professional environment

As explained in the 2023 report, for all similar behaviours against women in the work environments, private or public sectors, actions, either administrative or judicial, could be made, upon the victim's report or even reports from other individuals. Based on Islam, great importance is given to the ethical issues concerning women and children, and any assault or harassment against a woman is deemed an insult to all men's honour, which usually receives very serious reactions. Numerous laws exist to protect women's dignity, and even harassment through words or actions contrary to their honour and dignity is considered an insult, punishable under article 619 of Volume Five of the Islamic Penal Code (*Ta'zirat* and Deterrent Punishments) with imprisonment of two to six months.

In the 2023 report, it is noted that unethical behaviours in governmental and semi-governmental organizations are specifically monitored by the organizations' supervisory units, with severe action taken against offenders, through which the person in question is referred to the Administrative Violations Board, upon the report of the complainant of the relevant unit. These individuals may face penalties such as permanent or temporary dismissal from service, fines, etc., and these penalties are separate from judicial punishments that may apply if a case is filed and a complaint is lodged with judicial authorities.

Reply of the Government regarding Articles 1(1)(a) and 4. Discrimination based on sex, political opinion and activities prejudicial to the security of the State

Based on the principles of the Constitution, particularly article 27, the Islamic Republic of Iran has always supported the right to establish peaceful legal union activities and gatherings, and further recognized the right to civil protest within the framework of the law. In the same context:

- Like other ILO Member States, the Islamic Republic of Iran differentiates between legitimate peaceful protests on the one hand and behaviours that may be considered threats to the national security and social stability on the other hand. The actions also have been taken within the framework of domestic laws, observing fair trial, possibility of access to a lawyer and the right to appeal. Moreover, the legal mechanisms for redressing complaints and to guarantee the rights of the accused have been provided through the supervisory institutions in place.

Reply of the Government regarding draft comprehensive population and family excellence plan and other measures

To respond to one of the most serious national challenges on demography, the Youth Population Law was enacted. A 20 per cent decrease in birth rates in the recent years and a significant decline in fertility rates have put the country at risk of rapid aging, a situation that, according to reliable international estimates, will place Iran among the oldest societies in the world within the next two decades. The adoption of this law is aimed at implementing general population policies, restoring balance to the country's age structure, and strengthening the foundation of the family. In this regard, the following points are deemed necessary to highlight:

- Regarding the claim on increasing discrimination against women in the law, it should be noted that the above law does not violate the principles of gender equality and women's rights at the workplace. Unlike this claim, a major part of these legal provisions is specifically designed and implemented to support women, especially working mothers, facilitating their multiple roles and promoting households' welfare. Some of the most important protections envisaged under the above law are: ensuring job security of mothers during pregnancy and after childbirth; granting leave with pay for giving birth; being able to use teleworking arrangements for working mothers; requirements for establishing nurseries at workplaces; promoting job benefits such as multiplication of child benefit and early retirement; providing housewife insurance; infertility treatment insurance coverage; housing facilities; and specific economic protections.

Reply of the Government on amending section 1117 of the Civil Code and legal restrictions on married women's employment under the husband's authority

The amendment of Family Protection Law 2022 is an item on the agenda of legislative authorities and this Bill is not welcomed; the legal deputy of the Judiciary decided to change the content of this instrument and only deal with formal and procedural aspects of the amending bill (Family Protection Law 2022). Some experts have suggested an alternative title for it, namely the "Family Procedure Bill". In this bill, similar to the previous one, attention has been given to the issue of women's employment and occupation, and the same previous article has been included as follows:

In cases where the court issues a ruling prohibiting the wife from employment, this ruling is solely communicated to her for enforcement. If the wife refuses to comply with it, she will

not be entitled to spousal support. Regardless of the final title of the bill, once it is submitted to the Government and the Parliament, with the inclusion of the above article, it prevents the enforcement of the employment prohibition ruling against the wife. The ruling will only be notified to the wife, and if she chooses to continue her employment, she will not receive spousal support from her husband. This is because, despite having rights, income, or wealth, a woman has no obligation to contribute to household expenses or her basic needs. In all cases, the husband is obliged to cover all living expenses and his wife's needs, such as food, clothing, housing, and medical care.

In the same context, the Government (legal deputy-minister's office, strategic deputy-minister's office and social affairs and crime prevention deputy-minister's office of the Judiciary) developed a draft guideline, titled: "Guidelines on the Drawing up E-Marriage Deed and Relevant Terms", in order to include other types of conditions required by the wife in the marriage deed. Also, in order to preserve the right of the wife to education and employment, and make the husband unable to prevent his wife after marriage, article 5(c) reads: "The husband undertook to avoid any action preventing the education of the wife or employment not in conflict with the family dignity."

Reply of the Government to respect equality of employment opportunities

The Islamic Republic of Iran, emphasizing the principle of human dignity, social justice, and ensuring equal opportunities for all societal groups, including women, has implemented extensive measures at legislative, executive, supportive and educational levels to enhance the status of women in the labour market. These measures not only align with the provisions of the core Conventions of the ILO but, in many cases, surpass global standards. In this regard, the following points are highlighted:

- Commitment to prohibiting unjust discrimination and ensuring equal opportunities: In the legal system of the Islamic Republic of Iran, the principle of equality between men and women before the law, particularly in employment and wages, is explicitly stated in various laws and overarching policies. These include article 20 of the Constitution, which considers all citizens, both men and women, equal before the law; article 28 of the Constitution, which guarantees the right to employment and the pursuit of desired occupations for all; article 38 of the Labour Law; and clauses 2, 3 and 6 of the General Policies of the Administrative System and Employment Policies, which emphasize equal pay for work of equal value, regardless of gender. Additionally, clause 15 of the general policies of the 7th Development Plan, issued in 2022, emphasizes "removing barriers to the growth and flourishing of women", and clause 9 of the General Legislative Policies, issued in 2019 by the Supreme Leader, underscores "justice-centeredness in laws, avoidance of unjust discrimination, universality of the law, and its inclusiveness and comprehensiveness" as principles of legislation. All these documents and laws reflect the supportive approach of the country's legal system toward improving women's status. Notably, in implementing these principles, judicial institutions such as the Administrative Court of Justice address complaints related to violations of occupational rights, including issues of equal pay and job opportunities, and, if violations are confirmed, mandate compensation and restoration of the prior status.