

Committee on the Application of Standards

CAN/PV.15

Commission de l'application des normes

09.06.25

Comisión de Aplicación de Normas

113th Session, Geneva, 2025

113^e session, Genève, 2025113.^a reunión, Ginebra, 2025

Warning: this document is a draft and may contain omissions or errors. It is made available solely for the purpose of verification and correction. Persons referred to in this document are not to be regarded as bound by statements attributed to them. The ILO declines all responsibility for any errors or omissions which this document may contain, or for any use which may be made of it by third parties.

Avertissement: ce document est un projet, qui peut comporter des omissions ou des erreurs et n'est rendu public qu'à des fins de vérification et de rectification. Les mentions contenues dans ce document provisoire n'engagent pas les personnes dont les propos sont rapportés. La responsabilité du BIT ne saurait être engagée à raison des éventuelles erreurs et omissions entachant ce document, ou de l'utilisation qui pourrait en être faite par des tiers.

Advertencia: el presente documento es un proyecto y puede contener omisiones o errores. Solo se publica a efectos de comprobación y rectificación. Las declaraciones que se atribuyen en el presente documento provisional a las personas citadas en él no comprometen su responsabilidad. La OIT queda exenta de toda responsabilidad respecto de cualquier error u omisión que pudiera figurar en el presente documento o que pudiera derivarse del uso del documento por terceros.

Seizième séance, 9 juin 2025, 15 h 40 (suite)**Sixteenth sitting, 9 June 2025, 3.40p.m. (cont.)****Decimosexta sesión, 9 de junio de 2025, 15.40 horas (cont.)**

Président: M. Tabai
Chairperson: Mr Tabai
Presidente: Sr. Tabai

Discussion des cas individuels (suite.)**Discussion of individual cases (cont.)****Discusión de los casos individuales (cont.)****République islamique d'Iran (ratification: 1964)****Convention (n° 111) concernant la discrimination (emploi et profession), 1958****Discrimination (Employment and Occupation) Convention, 1958 (No. 111)****Convenio sobre la discriminación (empleo y ocupación), 1958 (núm. 111)**

Président – Nous allons maintenant commencer l'examen du troisième cas à l'ordre du jour. Il s'agit du cas de la République islamique d'Iran concernant l'application de la convention (n° 111) concernant la discrimination (emploi et profession), 1958.

J'informe la commission que nous avons 24 délégués inscrits pour prendre la parole.

À cet égard, je voudrais informer tous les délégués que le bureau a décidé de réduire le temps de parole des délégués gouvernementaux individuels de 5 à 3 minutes pour la discussion de ce cas.

J'ai maintenant l'honneur de donner la parole à l'honorable représentante du gouvernement de la République islamique d'Iran, M^{me} Marjaneh Soltani, experte de haut niveau du Département international du ministère des Coopérations du travail et de la Protection sociale.

Government Representative – The Islamic Republic of Iran has consistently endeavoured to diligently implement the Convention. Accordingly, it has given priority to the principle of equality in employment opportunities and the prohibition of discrimination in its labour policies, recognizing the principle of equality in human dignity for women in the Constitution and Islamic Republic of Iran's national development plans. This report aims to provide comprehensive responses to the questions raised by the esteemed Committee of Experts.

Regarding the concern raised by the Committee about the Chastity and Hijab law, it should be noted that this law has not been officially enacted and therefore lacks legal enforceability under Iranian law. Imposing compliance with an unenacted law is legally invalid and contrary to the principles governing Islamic Republic of Iran's domestic legal system. According to the well-established legal principles, the Constitution in article 2 of the Civil Code of the Islamic Republic of Iran, no legislation is enforceable until it has undergone the legal process of approval promulgation by the President and official publication in the *Official Gazette*. Per article 123 of the Constitution and article 2 of the Civil Code enactment and publication are fundamental prerequisites for a law's enforceability. In the absence of these

steps neither citizens nor implementing institutions are obligated to comply. Thus, any reference to the draft provisions of this law to infer discrimination or violation of fundamental rights, lacks legal validity and is misleading for assessing a government's action.

Regarding the concerns about restricted access to public services for women who do not comply with dress code regulations it must be clarified that no systematic prohibitions exist in the law. If isolated actions have occurred in certain institutions, they are not widespread and do not constitute structural discrimination.

Regarding the prevention and handling of violence and sexual harassment in the workplace as noted in previous reports, although the term sexual harassment and violence is not explicitly defined in the Labour Code of 1990, a legal framework addressing behaviours that undermine the dignity of workers is provided through various penal laws including the Islamic Penal Code. Actions such as threats, humiliation, insult, harassment, coercion or abuse of professional authority are prosecutable under provisions such as harassment of women causing fear and psychological distress, abuse of administrative power or acts contrary to chastity. These provisions include penalties such as imprisonment, fines and dismissal from public or governmental service.

Additionally, article 8(7) of the Administrative Offence Law of 1993 identifies discrimination bias or non-administrative relations in the application of laws and regulations as an administrative violation in public sector employment.

Among the measure implemented or in progress are conducting training programmes for human resource managers and employers or on workplace-behavioural standards and the adoption of the 2024 Regulations on Promoting Professional Ethics in the Administrative Systems by the Council of Ministers.

Regarding implementation of Article 1(1)(a) of the Convention and discrimination based on gender, political opinions, and activities undermining national security, it should be noted that based on the principles of the Constitution, particularly article 27, the Islamic Republic of Iran has consistently supported the right to peaceful assembly and lawful Trade Union activities recognizing the right to civil protests within the legal framework and like other ILO Member States Islamic Republic of Iran distinguishes between legitimate peaceful protests and actions that may threaten social security and stability.

Regarding the application of the national security exception under Article 4 of the Convention and its impact on employment, Islamic Republic of Iran emphasizes that this exception is applied only in very limited defined cases in accordance with legal principles and fair trial procedures. Under Islamic Republic of Iran's penal laws, particularly articles 498 through 514 of Book Five of the Islamic Penal Code (Ta'zirat), actions undermining national security, such as membership or collaboration with illegal groups, espionage, disclosure of classified information or incitement to disrupt public order are clearly defined. These regulations based on the principle of legality of crimes and punishments are not subject to expansive interpretation and are reviewed by independent judicial authorities.

Regarding non-discrimination under the Youth Population Law, as previously communicated to the Committee of Experts, the family excellence plan was withdrawn from the parliamentary agenda, following the adoption of the Youth Population Law which addresses one of the Islamic Republic of Iran's most pressing demographic challenges.

A 20 per cent decline in birth rates in recent years and significant drop in fertility rates, have placed the Islamic Republic of Iran at risk of rapid population ageing potentially ranking it among the world's oldest societies in the coming decades according to credible international

estimates. The law was enacted to achieve the objectives of general population policies, restore balance to the country's age structure, and strengthen family foundations.

Here key points could be outlined as follows.

- Claims of increased discrimination against women under this law are unfounded as it does not violate principles of gender equality or women's workplace rights. On the contrary, significant provisions of the law are specifically designed to support women particularly working mothers by facilitating their multiple roles and improving family welfare. Key supportive measures include job security for mothers during pregnancy and postpartum, paid maternity leave, remote work options for working mothers, mandatory establishment of workplace childcare facilities, enhanced employment benefits such as increased child allowances and early retirement options, insurance for housewives, coverage for infertility treatment, housing subsidies and targeted economic support.

Regarding women's participation in public decision-making: According to the 2024 Statistical Yearbook of the Islamic Republic of Iran's Administrative System the total number of employees in executive institutions was 55 per cent for men and 45 per cent for women.

Additionally, 2023 statistics show that 45.90 per cent of women were employed in the executive branch, 22.98 per cent in the Judiciary, 13.31 per in the legislature and 17.81 per cent in institutions outside the three branches of powers.

Women's appointment to managerial and decision-making roles has seen significant growth with a more than twofold increase from 19,597 in 2020 to 42,396 in 2023.

Since August 2024, the incumbent administration has appointed over 190 women to high-level managerial positions, some for the first time in Iranian history. This includes 4 women in the 14th Council of Ministers, 14 women appointed to lead institution by direct presidential

decree, 13 deputy ministers, 17 minister's adviser, 110 directors-general, 17 governors and 16 district administrators reflecting a commitment to diversity across ethnicities and social groups. A recent presidential directive to appoint qualified women to managerial roles in provincial administrations, has resulted approximately 1,885 women appointed to various managerial positions in ministries, affiliated organizations and provincial administrations by the end of 2024.

Regarding article 1117 of the Civil Code, it should be emphasized that the aim of this article is to limit a husband's authority to restrict a wife's employment. Two conditions must be met: The employment must be deemed contrary to family interests, or the dignity of the wife or husband and the husband must seek a court ruling to confirm this. Thus, this article addresses a specific familiar circumstance and does not impose a general prohibition or systematic restrictions on women's employment. A husband may only request a court order restriction if the wife's employment conflicts with family interests.

Additionally, under article 1119 of the Civil Code, a woman may stipulate her right to employment as a condition in the marriage contract. If this condition is included and the husband seeks to restrict employment through the court, the wife may request court enforcement of the condition. If enforcement is not possible, she may seek divorce based on the husband's breach of the marriage contract.

On the issue of ensuring equality in employment opportunities, the legal system of the Islamic Republic of Iran, explicitly upholds gender equality before the law, particularly in employment and wages as affirmed in multiple laws and policies.

These include article 20 of the Constitution, ensuring equality for all citizens; article 28, guaranteeing the right to employment in desired occupations; article 38 of the Labour Code; and clauses 2, 3 and 6 of the General Administrative and Employment Policies, which

emphasize equal pay for equal work regardless of gender. The 7th National Development Plan Policy Document of 2022 emphasizes removing barriers to women's growth in clause 15 while, clause 9 of the General Legislative Policy Document of 2019 underscores justice-centred legislation and the avoidance of unjust discrimination.

These laws and policies reflect the Islamic Republic of Iran's supportive approach to advancing women's status.

Judicial institutions such as the Administrative Court of Justice address complaints related to violations of employment rights including equal pay and opportunities and mandate remedies or reinstatement when violations are confirmed.

In collaboration with international organizations, the Islamic Republic of Iran has implemented diverse national and provincial programmes to enhance women's employment, particularly for female-headed households, rural women, those recovering from social challenges and university graduates.

These include allocating National Development Fund resources to rural and nomadic women's employment, promoting self-employment schemes, vocational training and interest-free loans through the Hope Entrepreneurship Fund and Barakat Foundation, creating over 2,600 national brands by the female-headed households in domestic production, organizing national conferences and women's entrepreneurship networks and signing agreements with over 30 national institutions to enhance women's skills and entrepreneurship in rural and disadvantaged areas.

Vocational training programmes are implemented nationwide based on standard curricula accessible to all without restrictions based on religion, ethnicity or gender. Detailed statistics have been submitted to the standard department. Notable programmes for women's economic empowerment include:

- The Economic Empowerment Programme for female-headed households and women entrepreneurs which has supported 9,565 female-headed households across 233 occupations by leveraging successful women entrepreneurs in each province. Income deciles or indicators 1 through 5, utilizing the cooperative investment guarantee fund to enhance equitable access to opportunities and resources.

Regarding women's education in technical and engineering fields, there are no legal barriers to women's education in such disciplines. Women can pursue and obtain degrees in their freely-chosen fields. According to the Minister of Science and Research and Technology, during the 2023 academic year, the ratio of women enrolled in technical engineering programs at public and private universities was 24 per cent of the total number of students in these fields. And in other countries, women tend to favour other disciplines with technical and engineering fields accounting for 22.45 per cent of the total enrolment for both genders. The Islamic Republic of Iran reiterates that no restriction exists on women's university or vocational training in such fields.

Regarding the employment of former prisoners and the potential impact of security-related convictions on employment, the Civil Service Management Law and similar regulations impose restrictions only on specific sensitive governmental positions. These apply only upon a final court conviction for crimes affecting public competency and do not extend to private sector employment or general non-governmental jobs even for those with security-related convictions.

Supporting institutions such as the Prisoners' Cooperative Foundation and the Technical and Vocational Training Organization, provides educational and support services to facilitate social reintegration and prevent relapse to prison. Under Chapter 4 (articles 174 to 193) of the Executive Regulations of the Prisons Organization, post-release care centres offer vocational

training and employment facilitation to former prisoners in collaboration with the governmental and non-governmental entities to promote self-sufficiency and social reintegration.

Président – J'invite à présent les deux porte-parole à faire leurs observations liminaires, et je donne la parole à la porte-parole des employeurs, pour ses remarques initiales.

Miembros empleadores - Antes de comenzar, deseamos agradecer al Gobierno de la República Islámica del Irán por la información oral y escrita proporcionada en relación con el cumplimiento, en la regulación y en la práctica, del convenio. En la forma acostumbrada quisiéramos dar información de contexto, para la mejor comprensión del caso.

Esta es la decimoquinta ocasión que la Comisión discute este caso. La República Islámica del Irán ratificó el convenio en 1964 y la Comisión de Expertos ha realizado observaciones al respecto en 25 oportunidades, las últimas en 2021, 2022 y 2024.

Previo al estudio de los comentarios de la Comisión de Expertos, los empleadores queremos subrayar la importancia del convenio como uno de los diez convenios fundamentales y, por tanto, debe ser objeto de especial atención y de un control prioritario. Este convenio fundamental tiene por objeto garantizar la dignidad humana y la igualdad de oportunidades y de trato para todos los trabajadores, prohibiendo toda discriminación basada en la raza, el color, el sexo, la religión, la opinión política, la ascendencia nacional o el origen social.

Es importante tener en cuenta que el presente caso nos convoca para discutir sobre la implementación efectiva de medidas apropiadas que cumplan los mandatos contenidos, específicamente, en los artículos 1, 1), a) y 3). En ese sentido encontramos que las observaciones de 2024 realizadas por la Comisión de Expertos son, además de extensas,

preocupantes, y se centran en legislaciones existentes o propuestas que sin duda suscitan inquietudes por discriminación por género, religión, etnia u opiniones políticas.

A continuación, vamos a abordar en detalle las principales preocupaciones de la Comisión de Expertos.

En primer lugar, sobre el artículo 1, 1), a) y 3) se indica que, aunque la Constitución iraní y su Ley del Trabajo prohíben la discriminación y garantizan la igualdad de derechos para todos los iraníes, con independencia de su género siempre y cuando esté en línea con el islam y los intereses públicos, estas normativas no incluyen explícitamente la religión, la opinión política y el origen social como categorías protegidas y tampoco se extienden al proceso de contratación.

Observamos con preocupación que, a pesar de las continuas y fuertes exhortaciones de esta Comisión en el pasado para modificar o derogar la legislación, siguen subsistiendo leyes y reglamentaciones laborales que discriminan tanto a las mujeres como a minorías religiosas. En ese sentido, los miembros empleadores instamos al Gobierno a que implemente, tanto en la legislación como en la práctica, todos los mecanismos enfocados en la protección contra la discriminación basada en estos motivos.

En segundo lugar, sobre el proyecto de ley sobre la castidad y el hiyab, quiero iniciar haciendo una referencia al informe presentado por el Secretario General de Naciones Unidas en febrero de 2025 sobre la situación de los derechos humanos la República Islámica del Irán, del cual se destaca la profunda preocupación por el proyecto de ley cuyo objetivo es reforzar la obligatoriedad del hiyab en público para mujeres y niñas y establecer sanciones graves por incumplimiento, lo que podría amplificar la discriminación de género.

El mencionado proyecto de ley fue aprobado el pasado 20 de septiembre de 2023 por mayoría en el Parlamento y posteriormente se sometió a la aprobación del Consejo de Guardianes. Desde entonces se han introducido varios ajustes al proyecto de ley.

El mencionado informe presentado por el Secretario General de las Naciones Unidas, a partir de la investigación llevada a cabo en el país, indica que a pesar de que el proyecto de ley está pendiente de aprobación, los funcionarios han dado instrucciones a la policía para que lo aplique de inmediato, sin esperar su aprobación.

Los miembros empleadores observan con preocupación que este proyecto normativo introduce un sistema escalonado de castigos, dirigido principalmente a mujeres y niñas, lo que en la práctica impide disfrutar plenamente de ciertos derechos como la salud, la educación, el trabajo y la libertad de circulación. Información pública que se encuentra en noticias y comunicados de prensa difundidos a nivel global da muestra de que las autoridades han impuesto multas y cerrado numerosos negocios, entre ellos cafeterías, restaurantes, farmacias y agencias de viajes, por no adherirse a las leyes de obligatoriedad del hiyab.

En ese sentido, los miembros empleadores manifiestan su profunda preocupación por la aprobación de un proyecto de ley que contraviene el convenio y que vulnera especialmente los derechos de las niñas y mujeres, por lo que solicitamos al Gobierno que no continúe con la aprobación de dicha iniciativa, en consonancia con las obligaciones de la República Islámica del Irán, con las Normas Internacionales del Trabajo y con la protección de los derechos humanos.

En tercer lugar, sobre el acoso sexual en el lugar de trabajo, de acuerdo con lo indicado por la Comisión de Expertos, la protección legal existente es insuficiente. Se requiere de una ley que aborde todas las formas de acoso sexual, independientemente del autor, y con mecanismos eficaces de denuncia y sanción.

En cuarto lugar, sobre las represalias tras la muerte de Mahsa Amini, los miembros empleadores manifiestan su preocupación por los actos violentos y de represión denunciados. Se solicita al Gobierno que proporcione la información suficiente que permita evaluar si estas acciones constituyen una violación del convenio y si la legislación nacional establece, con claridad, los conceptos de actos o delitos contra la seguridad nacional y propaganda contra el Estado, de tal suerte que estas medidas no se conviertan en discriminatorias por su amplitud en la interpretación.

En quinto lugar, sobre discriminación religiosa y étnica, se denuncia una discriminación sistémica hacia bahaís, musulmanes sunitas, kurdos, baluchis y árabes, entre otros, y se exige lealtad a la religión oficial.

Frente a lo anterior, los miembros empleadores solicitamos al Gobierno que tome medidas correctivas urgentes, tanto en la legislación como en la práctica, para ajustarse a lo establecido en las disposiciones del convenio como ya nos hemos referido.

En sexto lugar, sobre el artículo 1117 del Código Civil iraní, la mencionada norma permite que un esposo impida que su esposa trabaje si lo considera contrario a los intereses familiares.

Como se ha indicado en análisis anteriores del caso, esta norma contenida en la legislación del país viola directamente el convenio. A pesar de que el Gobierno indicó en su respuesta oral y escrita que los tribunales pueden interpretar la cláusula y que existe el derecho a pactar condiciones contractuales, esto no justifica esta norma y es claro el incumplimiento del convenio. Esta disposición sin duda atenta gravemente contra el derecho de las mujeres a elegir libremente su empleo.

En ese sentido, alentamos una vez más al Gobierno para que derogue, lo antes posible, el artículo 1117 del Código Civil.

En relación con el proyecto de ley núm. 264, solicitamos al Gobierno que, en consulta con los interlocutores sociales más representativos, realice las modificaciones pertinentes y elimine todas las restricciones al empleo de mujeres.

Y finalmente sobre los mecanismos de resolución de conflictos, agradecemos la información entregada por el Gobierno. Reconocemos los esfuerzos para mejorar los procesos judiciales laborales.

Sin embargo, solicitamos que se envíe a la Comisión información detallada sobre los casos relacionados con igualdad de trato en el empleo que incluya las sanciones y los remedios aplicados.

Los miembros empleadores consideran que la discriminación en el trabajo no solo es una violación a un derecho humano, sino que obstaculiza el desarrollo de los trabajadores y la utilización de su pleno potencial en el mercado laboral.

En ese sentido, solicitamos al Gobierno que las modificaciones normativas, las derogatorias y las actualizaciones legales que se lleguen a plantear se realicen en consulta con los interlocutores sociales más representativos, y que se continúe con la adopción de medidas eficaces que protejan tanto a las mujeres y las niñas como a los grupos minoritarios religiosos, políticos y sociales de cualquier acto de discriminación.

Président – Je donne la parole à la porte-parole des travailleurs, pour faire ses observations introductives.

Worker members – Chairperson, today we are discussing a case of serious failure to comply with workers' fundamental rights, that is, the case of the Islamic Republic of Iran.

The Islamic Republic of Iran has ratified the Convention in 1964. However, the Islamic Republic of Iran continues to violate provisions of this Convention, both in law and in practice.

This failure persists, despite numerous direct requests and observations expressed by the Committee of Experts, which date back as far as the year 1990.

In 2024, we noted no progress regarding the situation of women activists who continue to be persecuted by the authorities for the expressions of their political opinions.

In July 2024, two women political prisoners were sentenced to death for “rebellion”. This charge is often used by the authorities against political prisoners and dissidents. Two other women activists are at risk of execution based on similar sham charges and many more are charged with security crimes. We condemn this practice in the strongest terms and we demand that persecution of women activists ends immediately.

Chairperson, we have been repeatedly reporting about extremely serious cases of systematic detentions, sentencing and imprisonment of trade union leaders and the Government’s crackdown on labour rights activists for expressing their opinions, which virtually leaves workers in the Islamic Republic of Iran without a voice.

In September 2023, the authorities cracked down on teachers and their union representatives to suppress a resurgence of the 2022 May Day rallies which have followed the extrajudicial killing of Jina Mahsa Amini in September 2022.

Currently 11 leaders and members of the Coordinating Council of Iranian Teachers’ Trade Association remain arbitrarily detained for their legitimate trade union activities.

Workers from various sectors have faced false charges brought against them, the denial of judicial rights, no access to legal counsel and due process, torture to extract false confessions and forced renunciation of union work, inadequate access to medical treatment, and harassment of their family members.

I will list just a few examples from the long list of victims:

- David Razavi, a board member of the Syndicate of Workers of Tehran and Suburbs Bus Company, was arrested on 27 September 2022 and detained for four months in solitary confinement under intense interrogation. The first trial court sentenced him to five years of imprisonment and two years of ban from trade union activities. He continues to be held in prison by the Iranian Government.
- Ebrahim Madadi, a retired vice-president of the Syndicate of Workers of Tehran and Suburbs Bus Company, who has been previously sentenced to three and a half years in prison for his defence of workers' rights, has been arrested in August 2024 and sent to prison, regardless of his serious and multiple health conditions that put his health and life at risk.

We demand that the authorities immediately release all trade unionists detained for exercising their trade union rights.

There are dozens of cases in key sectors of the economy where trade union leaders and members are victims of systematic judicial harassment and detention for expressing their political opinion. We condemn the continued brutality of the Iranian authorities against their own people.

We call for stronger international pressure against the regime and demand the immediate release of all imprisoned trade unionists and activists.

Chairperson, we also wish to underline systemic discrimination in employment and occupation based on religion, social origin and ethnicity that takes place in the Islamic Republic of Iran. For example, employment opportunities for Shia Muslims are far greater than those for the Sunni Muslims. The Baha'i minority in the Islamic Republic of Iran not only faces barriers to employment but is also expelled from universities as soon as the Government identifies them as Baha'i students.

The Yarsan, a Kurdish religious minority in western Iran, face dismissal from government positions if they speak about their religious beliefs. As a result, they are often restricted to working in the private sector with significant limitations. Other minorities, such as the Mandeans in southwestern Iran, face similar challenges. Kurds, Baluchis and Arabs are practically excluded from holding high ranking government positions.

We recall the report by the United Nations Special Rapporteur on the Situation of Human Rights in the Islamic Republic published in 2023, which raised similar concerns about widespread violation of employment rights of the ethnic, linguistic and religious minorities in the Islamic Republic of Iran.

Next, we wish to raise the systematic discrimination of women in employment and occupation. Chairperson, the Committee of Experts noted with regret that the Government made no progress in revising section 1117 of the Civil Code which gives a husband authority to prevent his wife from pursuing specific occupations that he deems incompatible with the “family’s interest”, his dignity or his wife’s dignity.

We also want to raise the problem of the new law “Youth of Population and Family Support Plan”, that is, the former Bill No. 264. This law creates serious risk of obstacles to the employment of women as it gives priority in employment to married men.

We recall that women and men should have full rights of equality of opportunity and treatment in employment and occupation.

Further, we cannot omit another new law, the Chastity and Hijab Bill, which seeks to impose a series of new punishments on women and girls who fail to wear the headscarf or who carry “bad dressing” and on managers of organizations who fail to implement this law. The Workers’ members are deeply concerned about this law which will have the effect of perpetrating the systematic discrimination and suppression of women and girls.

Chairperson, this is sadly the situation in the Islamic Republic of Iran. There has been little progress regarding the implementation of the Conclusions and Recommendations of the ILO supervisory bodies concerning observation by the Islamic Republic of Iran of the Convention. We strongly urge the Government to accept constructive dialogue.

Président – Je donne la parole à la distinguée représentante du gouvernement de la Pologne, M^{me} Magdalena Wysocka-Madej, qui prend la parole au nom de l'Union européenne.

Government member, Poland (Ms WYSOCKA-MADEJ) – I have the honour to speak on behalf of the **European Union (EU)** and its **Member States**.

The candidate countries, North Macedonia, Montenegro, Albania, Ukraine, Republic of Moldova and Bosnia and Herzegovina and the EFTA countries, Iceland and Norway, members of the European Economic Area align themselves with the statement.

The EU and its Member States are committed to the respect, protection and fulfilment of human rights including labour rights.

We promote universal ratification and effective implementation of fundamental ILO Conventions and support the ILO in developing and promoting international labour standards and supervising their application.

The principle of equality and non-discrimination is a fundamental element of international human rights law. In the European Union's founding treaties and the constitutions of the EU Member States the prohibition of discrimination is a core principle.

The EU and its Member States welcome the willingness of the Government of the Islamic Republic of Iran to engage in a dialogue with the ILO. We acknowledge the additional information provided by the Government regarding the Committee of Experts' observation in the report.

Nevertheless, we remain deeply concerned about the situation of human rights in the Islamic Republic of Iran, especially the high number of executions and the severe violation of the rights of women and girls, and the systemic repression of protesters and women's rights defenders, including, and I quote, "women life and freedom" protests.

We regret that the Government did not provide detailed information on the legal definition on, and I quote, "act or crime against national security and propaganda against the State", as requested by the Committee.

We recall the Committee of Experts' conclusion that measures related to the State security, which are an exception under Article 4 of the Convention, should be sufficiently well defined and precise to ensure that they do not become instruments of discrimination on the basis of any ground prescribed in the Convention.

We echo the concerns expressed by the United Nations Special Rapporteur on the Situation of Human Rights in the Islamic Republic of Iran regarding the widespread violations of the rights of ethnic, linguistic and religious minorities.

We urge the Government of the Islamic Republic of Iran to ensure comprehensive protection in law and practice for our workers against direct and indirect discrimination based on all grounds listed in Article 1.1a, including on the grounds of religion, political opinion, national extraction and social origin.

We reiterate the important role of social dialogue for the effective implementation of the Convention. We acknowledge that Iran's Supreme National Security Council has proposed the implementation of the Chastity and Hijab Law.

We call upon the Government of the Islamic Republic of Iran to ensure that any legislation brought is in full compliance with the Convention and the principle of non-discrimination. In

this regard, we welcome the expressed willingness by the Government of the Islamic Republic of Iran to avail itself of technical support of the ILO.

We are deeply concerned over the findings in the report of the UN Special Rapporteur on the Situation of Human Rights in the Islamic Republic of Iran and the Committee of Experts' observations on legal restrictions on women's employment.

We took note of the Government's reply referring to planned legal amendments to section 1117 of the Civil Code and the Family Protection Law 2022, as well as the additional information provided by the Government that in cases where the court issues a ruling prohibiting the wife from employment, it will be only notified to her, and if she chooses to continue her employment, she will not receive support from her husband.

While acknowledging the commitment of the Government to legal amendments, we would like to point out that conditioning the financial support on compliance with employment prohibition itself does not correspond to the fundamental principle of equal job opportunities and non-discrimination outlined in the Convention.

Therefore, we share the Committee of Experts' urgent request to the Government of the Islamic Republic of Iran to ensure the repeal, effective amendment or modification of all laws, regulations, instructions and practices that hinder women's equality or opportunity and treatment in employment and occupation, in particular with respect to section 1117 of the Civil Code. We encourage the Iranian Government to cooperate with the ILO in this regard.

We reiterate the Committee of Experts' urge to the Government to ensure that measures taken to promote population growth and maternity protection do not constitute obstacles to the employment of women in practice, in particular that all of the restrictions on women's employment and the prioritization of men's employment in draft Bill No. 264 are removed from the new law.

We urge the Government to provide information with regard to the Committee of Experts' request to the Government to include clear legal provisions in the Labour Code to prevent and address all forms of sexual harassment against all workers, especially women, not only by a person in a position of authority, but also by a colleague or a person with whom workers have contact as part of their job, including victimization safeguards, complaint mechanism, sanctions and remedies.

We reiterate the need for specific measures to be taken by the Government of the Islamic Republic of Iran to prevent sexual harassment at work.

Last but not least, we join the Committee of Experts' call for the Islamic Republic of Iran to take concrete steps towards gender equality in technical education and employment.

We express our concern regarding the so-called quota system, limiting women's access to technical studies and call for adoption of measures to increase female participation in sectors where women and girls are under-represented.

The EU and its Member States are committed to working with the ILO and its tripartite constituents to ensure compliance by the Islamic Republic of Iran with the Convention.

Président – Je donne la parole à la distinguée représentante de la République bolivarienne de Venezuela, M^{me} Yoliangel Rivas Orta.

Miembro gubernamental, República Bolivariana de Venezuela (Sra. RIVAS ORTA) - La República Bolivariana de Venezuela agradece la presentación realizada por el distinguido representante del Gobierno de la República Islámica del Irán, en la que se destacan los avances y acciones emprendidas por su país en la promoción de la igualdad y la no discriminación, especialmente en los ámbitos laboral, social y político, en pleno respeto a los principios constitucionales que sustentan su soberanía y su marco legal interno.

Acogemos con satisfacción las medidas legislativas adoptadas por el Gobierno de la República Islámica del Irán, las cuales reflejan claramente su firme compromiso con la igualdad de derechos y la protección de todos los ciudadanos y ciudadanas, sin distinción de género ni condición social. Sin duda, estas acciones contribuyen a garantizar un acceso equitativo a oportunidades y servicios públicos, promoviendo así una sociedad más justa, inclusiva y respetuosa de la dignidad humana.

Nuestro país celebra el compromiso manifestado por el Gobierno de la República Islámica del Irán en promover la igualdad de género, en eliminar toda forma de discriminación y en fortalecer los derechos de las mujeres y los grupos vulnerables, en coherencia con sus principios constitucionales y en consonancia con los compromisos internacionales en la materia.

Estamos firmemente convencidos de que la igualdad y la justicia social constituyen pilares fundamentales para el desarrollo sostenible de nuestras sociedades. Por ello, alentamos a continuar avanzado en este camino con responsabilidad, perseverancia y compromiso colectivo.

Finalmente, expresamos nuestra solidaridad y respaldo al Gobierno de la República Islámica del Irán, confiando en que la cooperación internacional, basada en el diálogo constructivo, es esencial para avanzar en la construcción de sociedades más justas, equitativas y respetuosas de los derechos de todos los seres humanos.

Président – J'invite la distinguée déléguée-travailleuse de l'Australie, M^{me} Clare Middlemas, à faire sa déclaration.

Worker member, Australia (Ms MIDDLEMAS) – I speak on behalf of the Australian Trade Union Movement. Malaysian workers, British workers and the AFL-CIO, the most

representative trade union federation of the United States, all align themselves with this statement.

Chairperson, the situation for workers in the Islamic Republic of Iran is dire and women in particular face discrimination. Women's workforce participation was only 13.4 per cent in 2024, among the lowest in the world. The unemployment rate among women is 2.5 times higher than men and in the less urbanized provinces up to 80 per cent of women are unemployed. In the workplace, women face sexual harassment and other forms of discrimination in law and practice.

Women can be prevented from being hired or can be dismissed at the husband's behest under section 1117 of the Civil Code which enables a husband to prevent his wife from working in occupations that he deems incompatible with the family's interest.

Women are prohibited from working in some professions under article 75 of the Labour Code which prevents women from working in jobs deemed dangerous, arduous or harmful, a broadly defined category that limits access to many sectors.

Sexual harassment is not explicitly prohibited in the Labour Code, which lacks adequate provisions to prevent and address all forms of sexual harassment including safeguards for victims, complaint mechanisms, sanctions and remedies.

Gender based wage disparity is significant, standing at 23 per cent in the public sector and around 36 per cent in the non-government sector and strict hijab enforcement and moral policing creates barriers for women in employment.

We strongly call on the Iranian authorities to heed the calls of the ILO Committee of Experts and repeal discriminatory laws and end discriminatory labour practices against women.

We echo the conclusions of the 2025 Report of the Special Rapporteur on the Situation of Human Rights in the Islamic Republic of Iran, which notes that despite intense state repression, Iranian women continue to demonstrate remarkable resilience and activism in defending their rights.

From protests against compulsory veiling to advocacy for equal rights, Iranian people are increasingly vocal and organized in challenging discriminatory practices, reflecting their growing awareness of their rights and their determination to achieve change. And I want to acknowledge that while we are all meeting here at the ILC, truck drivers across the Islamic Republic of Iran are taking strike action at huge personal risk.

We would like to express our solidarity with Iranian workers on strike, fighting for their fundamental rights and rising up against injustice and repression. The global union movement is with you.

Président – Je donne la parole au distingué représentant du gouvernement de la Suisse, M. Adrian Steiner.

Membre gouvernemental, Suisse (M. STEINER) – La Suisse soutient la déclaration faite par l'Union européenne et souhaite faire part des points suivants.

La Suisse est profondément préoccupée par les observations de la commission d'experts faisant état de discriminations systématiques à l'égard de certains groupes en Iran, particulièrement les femmes et les minorités ethniques et religieuses. Bien que la discrimination fondée sur le genre soit interdite par la loi, les moyens de protection juridique restent largement insuffisants. De plus, l'absence d'une interdiction explicite de la discrimination fondée sur l'appartenance ethnique, la religion, l'origine sociale et les opinions politiques constitue une violation flagrante de l'article 1 de la convention.

La Suisse considère que la situation des femmes est particulièrement préoccupante. Aux lois discriminatoires à l'égard des femmes dans les domaines de l'emploi, de l'éducation et de la famille s'ajoutent, d'une part, l'absence d'un cadre législatif et juridique efficace pour combattre le harcèlement sexuel au travail et, d'autre part, l'influence croissante de la dénommée «police de la moralité». De plus, la mise en place de quotas limitant l'accès des femmes à certaines filières d'étude renforce encore davantage les inégalités de traitement déjà répandues dans l'accès à l'éducation ainsi que les stéréotypes de genre. Outre les femmes, les minorités religieuses et ethniques font aussi face à une discrimination systémique et à des violations massives de leurs droits en matière d'accès à l'éducation, à l'emploi et aux fonctions publiques.

La Suisse condamne également fermement l'intensification des mesures répressives, incluant des arrestations et des détentions arbitraires, des actes de torture et des exécutions, contre des défenseurs des droits humains, des dirigeants syndicaux et des travailleurs exerçant leurs droits légitimes à la liberté d'expression et de réunion. Ces pratiques qui portent gravement atteinte aux droits garantis par la convention doivent immédiatement cesser.

Face à la gravité des observations rapportées par la commission d'experts, la Suisse appelle instamment le gouvernement iranien à cesser toutes ses pratiques portant atteinte aux droits humains, y compris aux droits du travail, et aux libertés fondamentales de sa population. La Suisse appelle également les autorités iraniennes à prendre des mesures urgentes afin de garantir l'égalité de chances et de traitement de toutes et de tous dans l'emploi et la profession, et de se conformer, en droit et en pratique, à ses obligations internationales.

Président – J'invite la distinguée déléguée-travailleuse de l'Espagne, M^{me} Alejandra Ortega Fuentes, à faire sa déclaration.

Miembro trabajadora, España (Sra. ORTEGA, Alejandra) - El Código Laboral iraní no reconoce el derecho de libre asociación ni de elección de sindicato. Solo se permite un sindicato afín a la línea estatal. Así quienes aspiran a ser representantes sindicales son sometidos a un proceso de selección ideológica y quienes participan en huelgas si expresan su desacuerdo se enfrentan a medidas de represión.

A pesar de ello, cada año se registran cientos de protestas y huelgas laborales exigiendo mejores condiciones, la liberación de sindicalistas presos y denunciando la mala gestión y las prácticas corruptas.

Tan solo hace dos semanas, en mi país, y frente al Congreso de los Diputados de España, nos hemos manifestado por el fin de la pena de muerte y la liberación de Pakhsan Azizi, Verisheh Moradi y Sharifeh Mohammadi, activistas detenidas por su compromiso feminista, social y sindical, siendo condenadas en juicios injustos y sometidas a una detención muy dura en condiciones extremadamente precarias.

La Presidenta del Congreso, la Sra. Francina Armengol, acompañó esta concentración, lo que da cuenta de la extrema preocupación no solo de la sociedad civil española sino también de las autoridades por el futuro inmediato de estas tres mujeres y, en general, por el devenir de las libertades en la República Islámica del Irán.

Es la misma preocupación que hoy nos ocupa en Ginebra cuando señalamos que más de 100 sindicalistas que permanecen en prisión por expresar su opinión, deberían estar protegidos por el convenio contra la discriminación y deberían ser liberados y libres de toda forma de discriminación, incluido el ámbito laboral.

Durante el año pasado, trabajadoras de la industria del petróleo y el gas iniciaron campañas contra la discriminación laboral, ya que se les prohibió participar en los exámenes de selección para puestos de ingeniería, y 20 000 trabajadores de 100 empresas del mismo

sector se declararon en huelga exigiendo la eliminación de la clasificación laboral injusta, y la igualdad de remuneración, entre otras medidas. Los docentes, en particular los que pertenecen a minorías étnicas, son vistos como una amenaza para el orden establecido y encarcelados por atentar contra la seguridad nacional. Algunos son despedidos debido a su afiliación sindical. En agosto del año pasado, miles de enfermeras se declararon en huelga en más de 20 ciudades y 50 hospitales en reacción a la muerte por agotamiento de la enfermera Parvaneh Mandani. Exigieron el fin de la doble jornada y el trabajo forzoso, así como mejoras salariales y de personal. Fueron dispersados por la violencia policial, sufrieron abusos físicos, arrestos, detenciones y discriminación sistemática. Muchas de ellas recibieron mensajes de agentes de seguridad advirtiéndoles de un posible despido.

Por último, pensionistas que protestan semanalmente para exigir el pago de sus pensiones están bajo vigilancia constante. Nahid Khodajo, jubilado, fue arrestado nuevamente y condenado a cinco años de prisión por «reunión y conspiración con la intención de perturbar la seguridad del Estado» y «propaganda contra el régimen». Nos preocupan también las condiciones de salud de la sindicalista jubilada Nasrin Javadi a quien se le negó el permiso hospitalario en la prisión de Ervin.

Todo lo que aquí describimos, no son casos aislados sino parte de una represión sistemática contra disidentes y activistas laborales.

Président – Je donne la parole au distingué représentant du gouvernement de Bélarus, M. Yauheni Liadniou.

Interpretation from Russian: **Government member, Belarus (Mr LIADNIYOU)** – We are grateful to the delegation of the Islamic Republic of Iran. We thank them for submitting detailed information including statistical data and also reports on the issue under consideration.

With reference to the Chastity and Hijab Bill, we consider that it is premature to have comments made by the supervisory bodies of the ILO. These are comments that refer to that normative legal act even before it has entered into force or been officially published.

We welcome the efforts undertaken by the Government of the Islamic Republic of Iran to advance Iranian Islamic culture in society through persuasion and recommendation while respecting the principles of non-discrimination and respect for human dignity.

We also welcome the measures undertaken by the Government of the Islamic Republic of Iran in seeking to prohibit all types of harassment and all types of attacks on the honour and dignity of women in the workplace.

We positively commend what has been done at both legislative and executive levels in terms of giving effect to specific measures to improve the position of women in the labour market and to prohibit discrimination against them.

Taking into account the commitment demonstrated by the Government of the Islamic Republic of Iran to fulfilling the obligations it has accepted within the framework of ratified Conventions, we call upon the ILO to give the country technical assistance on the implementation of the aforementioned measures.

Président – J’invite la distinguée déléguée-travailleuse de la France, M^{me} Mathilde Frapard, à faire sa déclaration.

Membre travailleuse, France (M^{me} FRAPARD) – Malgré les modifications apportées à la loi sur la sélection (Gozinesh), d’importantes discriminations à l’égard des minorités ethniques et religieuses persistent en République islamique d’Iran.

En effet, les musulmans sunnites, principalement parmi les groupes ethniques kurdes et baloutches, sont sous-représentés dans la fonction publique, le système judiciaire et l'enseignement universitaire, à moins qu'ils n'adoptent des positions chiites.

Le Rapporteur spécial des Nations Unies a exprimé en février 2024 de sérieuses inquiétudes quant à la discrimination systématique à l'encontre de la minorité religieuse bahaïe. Ils font l'objet de détention et de harcèlement et se voient pratiquement exclus de toutes les possibilités d'emploi et d'éducation dans le secteur public, à moins qu'ils ne dissimulent leur foi.

Les minorités kurdes, à l'ouest de l'Iran, font l'objet d'une marginalisation économique. Parler kurde à l'école ou revendiquer l'autonomie locale peut être criminalisé ou réprimé.

Pour survivre à cette misère économique, de nombreux Kurdes n'ont d'autre choix que de risquer leur vie en devenant «kolbars», ces transporteurs qui bravent la mort pour passer des marchandises illégales à travers les montagnes frontalières à l'ouest de l'Iran.

En 2024, 345 kolbars ont été tués ou blessés dans les zones frontalières par des tirs directs des forces de sécurité militaire, des avalanches, l'hypothermie, des explosions de mines terrestres, des chutes de montagne, entre autres incidents. Parmi eux, 22 étaient des enfants kolbars âgés de moins de 18 ans. Aucune suite n'a été donnée aux demandes d'enquête des familles.

Ces minorités kurdes n'ont accès à aucune protection sociale. Les discriminations systématiques dont ils font l'objet sont au cœur du sous-développement et de la pauvreté qui frappent les communautés minoritaires kurdes.

De même, les travailleurs baloutches sunnites de la province du Sistan et Baloutchistan sont contraints de travailler comme transporteurs de carburant vers le Pakistan pour pouvoir

gagner chichement leur vie. Ces transporteurs font face à des dangers extrêmes. Selon le rapport annuel du Balochistan Human Rights Group, en 2024:

- au moins 479 transporteurs ont été tués ou blessés dans différents incidents, notamment à la suite de fusillades, de poursuites et de passages à tabac par les forces militaires;
- 2 transporteurs se sont noyés pendant leur travail, 3 sont morts dans des incendies et 7 autres ont subi des brûlures.

Amnesty International rapporte en avril 2025 que les autres minorités ethniques, notamment les Arabes ahwazis, les Kurdes, les Baloutches, les Turkmènes et les Turcs azerbaïdjanais sont traités comme des citoyens de seconde zone, ciblés sur la base de leur identité et exclus de l'éducation, des soins de santé et d'autres services de base.

Ces tragédies et ces exclusions systématiques doivent cesser. Chaque travailleur et chaque individu, indépendamment de son sexe, de son appartenance ethnique et de sa religion en Iran, doit avoir accès aux opportunités politiques, économiques, d'emploi et d'éducation, telles qu'elles sont protégées par la convention.

Président – Je donne maintenant la parole à Son Excellence M. Hazem Abdel Samad, du Liban.

Government member, Lebanon (Mr ABDEL SAMAD) – I took note of the report presented by the delegation of the Islamic Republic of Iran regarding the efforts made by the Government in the application of the Convention, exemplified by comprehensive measures at legislative, executive, supportive and educational levels aimed at enhancing the status of all workers including women in the labour market.

In a constructive manner, Lebanon encourages the Islamic Republic of Iran to continue harmonizing its domestic legislations and policy frameworks with the provisions of the Convention in question and with the fundamental principles and rights at work.

Mr President, in this context, we are confident in the Islamic Republic of Iran's constructive engagement with the ILO through continued dialogue, facilitation of field visits and collaborative efforts as a vehicle for enhancing mutual understanding and ensuring decent work and adequate opportunities in the labour market.

In conclusion, Lebanon wishes the Islamic Republic of Iran a fruitful cooperation with the ILO and success in its development efforts.

Président – Je donne la parole à la distinguée déléguée travailleuse de la Norvège, M^{me} Liz Helgesen.

Worker member, Norway (Ms HELGESEN) – I speak on behalf of the Nordic and Italian trade unions.

We are deeply concerned about the serious and systematic violations of the Convention by the Islamic Republic of Iran, especially the brutal repression of women's rights defenders, including trade unionists and women activists as well as civil society actors. The Committee of Experts rightly highlights that discrimination in the Islamic Republic of Iran persists in both law and practice. Women are denied access to services and employment for non-compliance with dress codes. This is structural discrimination incompatible with the Convention.

Following the death of Mashad Amini, peaceful protests have been met with mass arrests and violence. Over 18,000 persons have been detained, including teachers, healthcare workers and journalists, many of them women, targeted for lawful protests and strike actions. Women face the harshest repression, secret trials, denial of legal counsel, torture and sexual violence.

The UN Special Rapporteur confirms that sexual violence is systematically used against detained women. In 2024, the Islamic Republic of Iran recorded the highest number of female executions in a decade. We are deeply shocked by the cases of Pakhshan Azizi, Verisheh Moradi and Sharifeh Mohammadi. Azizi and Moradi were tortured and sentenced in unfair trials for supporting Kurdish civilians. Mohammadi, a trade unionist, now faces the death penalty for peaceful labour activism. Their only crime is standing up for dignity and rights.

We support the Committee's call for the Islamic Republic of Iran to withdraw the Chastity and Hijab draft law, repeal laws allowing husbands to block their wives from working, ensure legal protection against gender-based discrimination, and release all political prisoners including Azizi, Muradi and Mohammadi.

Président – Je donne la parole à présent au distingué représentant du gouvernement du Pakistan, M. Zulfiqar Ahmad.

Government member, Pakistan (Mr AHMAD) – Honourable Chairperson, Pakistan acknowledges the sustained efforts of the Islamic Republic of Iran to uphold the principles of equality and non-discrimination in employment in line with its obligation under the Convention.

We also recognize the legislative and policy reforms undertaken to protect against workplace harassment and support vulnerable groups, especially women. Pakistan appreciates the Islamic Republic of Iran's constructive engagement with the ILO and its openness to dialogue and cooperation. We emphasize the importance of respecting national legal frameworks and cultural contexts while promoting international labour standards through inclusive, balanced and objective approaches.

Président – J'invite la distinguée déléguée-travailleuse de l'Allemagne, M^{me} Miriam-Lena Horn, à prendre la parole.

Worker member, Germany (Ms HORN) – Honourable Chairperson, Distinguished delegates, I speak on behalf of the German trade unions to express grave concern over the Islamic Republic of Iran's continued severe violation of the Convention.

In the Islamic Republic of Iran, massive discrimination against workers is systemic and politically motivated. Numerous cases are documented of workers being dismissed solely for participating in union activities expressing union affiliations or voicing criticism at work. Such dismissals represent discrimination based on political opinion or union activities. Those who take part in peaceful labour strikes express dissent or support reform as severely punished. Workers are fired or suspended for protesting unpaid wages or affiliating with unofficial labour collectives. Public employees are denied promotions for advocating legal changes and social media criticism of workplace conditions of the Government has equally led to dismissals.

This pattern of retaliation reflects clear discrimination based on political opinion and civic activism. The absolute suppression of independent labour organizations intensifies the problem targeting those who defend workers' rights.

These practices violate Article 1 of the Convention and contradict the principles of Conventions Nos. 87 and 98 on freedom of association and the right to collective bargaining which the Islamic Republic of Iran has not ratified but is still obligated to uphold and respect as an ILO member.

The crackdown on trade unionists is particularly alarming.

Independent labour leaders, especially in but not limited to sectors such as oil, gas, sugar cane and education are arbitrarily arrested, handed long prison sentences and prosecuted under vague national security laws designed to criminalize any type of dissent.

Protest is met with surveillance, torture, solitary confinement and denial of medical care. Cases are sent to the Islamic Revolution court where fair trial standards are consistently

ignored. Retired workers continue to be harassed or jailed simply for demanding fair pensions and access to healthcare despite serious underlying health issues that are deliberately neglected in detention. This is not just a violation of the Convention. It is part of a broader campaign to fully neglect basic rights and freedoms. We therefore call on the Iranian Government to end its repression against trade unions, to immediately and unconditionally release all political prisoners and to fully implement the international labour Conventions it has ratified and is obligated to uphold as a Member of the ILO.

Président – Avant de donner la parole au prochain orateur, je voudrais vous faire part de cette annonce: le président de la Conférence internationale du Travail vient de déclarer ouvert le vote concernant le programme et budget pour 2026-27.

Ce vote sera clos à 10 heures demain 10 juin.

Les résultats du vote seront annoncés lors de la séance plénière matinal du 10 juin.

Le lien permettant d'accéder à la plateforme de vote a été envoyé par courriel aux délégués titulaires ainsi qu'à leurs suppléants. Le premier code de vote figura dans le message électronique. Le second code de vote à 4 caractères est imprimé sur le badge de la Conférence.

Les personnes habilitées à voter pourront le faire depuis leur propre appareil – ordinateur personnel ou smartphone – ou sur les postes de vote disponibles devant la salle 20 au Palais des Nations et devant la salle de notre commission. Le secrétariat sera présent aux deux endroits pour apporter l'assistance nécessaire.

Je donne à présent la parole à la distinguée représentante du gouvernement de la Chine, M^{me} Wenjing Li.

Interpretation from Chinese: **Government member, China (Ms LI)** – We appreciate the presentation made by the representative of the Iranian Government.

China has carefully reviewed the report of the Committee of Experts as well as the regulations submitted by the Iranian Government to this Committee.

We note with appreciation that the Islamic Republic of Iran has earnestly fulfilled its obligation under the relevant Conventions upholding the principles of human dignity and social justice, adhering to the constitutional principle of equality before the law. By strengthening mechanisms to ensure equal employment opportunities, the Islamic Republic of Iran has emphasized equality and non-discrimination in employment through legal and measures.

The Islamic Republic of Iran is implementing comprehensive economic, social, educational and law enforcement initiatives to enhance women's economic empowerment, guaranteeing their equal right to employment and to support their leadership in political and economic spheres.

In reference to comments raised by relevant parties, the Iranian Government has provided detailed replies in its written submission supplemented with extensive explanations, designated data and statistical charts.

The Government has also pledged to maintain communication with the ILO regarding a new bill currently under development based on constructive technical dialogue to jointly advance labour rights and employment equality.

China has commended the Islamic Republic of Iran's proactive engagement in dialogue and cooperation with ILO.

Chairperson, China supports ILO securities in strengthening constructive communication and cooperation with the Iranian Government conducting their fair assessment of actual labour conditions in the Islamic Republic of Iran and providing assistance to help the Islamic Republic of Iran better fulfil its obligation under international labour Conventions.

We hope the community will withdraw its conclusion in the case in a fair and objective manner.

Président – J'invite le distingué délégué travailleur du Sénégal, M. Souleymane Diallo, à faire sa présentation.

Membre travailleur, Sénégal (M. DIALLO) – Cette intervention est présentée au nom de l'Internationale de l'Éducation. Nous partageons la préoccupation de la commission d'experts face à la persistance de discriminations dans l'emploi, qui portent notamment gravement atteinte au droit à l'éducation, aux droits des élèves, des enseignantes et enseignants, de leurs syndicats, ainsi qu'au droit syndical.

Les lois discriminatoires et les biais systémiques à l'encontre des minorités religieuses et ethniques constituent de graves violations des libertés individuelles et des droits professionnels dans le secteur de l'éducation. Ces mesures compromettent l'équité, limitent la participation et le plaidoyer des enseignants et de leurs syndicats, et restreignent l'accès égal et la pleine implication dans le système éducatif.

Le récent protocole d'accord entre le ministère de l'Éducation et les forces de l'ordre, accordant à ces dernières l'accès aux écoles et aux institutions éducatives, est particulièrement alarmant. Cette mesure compromet non seulement l'indépendance du système éducatif, mais viole aussi le droit à une éducation sûre, libre et sans peur, en particulier pour les élèves qui expriment leur désaccord, particulièrement les filles.

Bien que l'Iran ait ratifié la convention relative aux droits de l'enfant, les enfants migrants afghans se voient souvent refuser l'inscription à l'école, subissent des détentions arbitraires et sont expulsés de force dans des conditions dangereuses et inhumaines, privant ainsi toute une génération d'enfants de leur droit à la sécurité, à la dignité et à l'éducation.

Nous exhortons le gouvernement à prendre des mesures immédiates pour:

- empêcher toute présence des forces de sécurité dans les établissements scolaires;
- mettre fin aux politiques répressives qui réduisent au silence les syndicats de l'éducation;
- supprimer les obstacles juridiques à la pleine participation des femmes dans la profession enseignante;
- promouvoir un corps enseignant diversifié en éliminant les pratiques discriminatoires de recrutement.

Nous sommes convaincus qu'une société juste et équitable ainsi qu'un système éducatif inclusif de qualité doivent être établis sur la base de l'égalité et du respect des droits humains fondamentaux, y compris ceux des syndicats et des travailleurs de l'éducation.

Nous remercions le gouvernement pour une action significative visant à répondre à ces préoccupations.

Président – Je donne maintenant la parole à son excellence la représentante du gouvernement d'Oman, M^{me} Maha Sultan Al Alawi.

Interpretation from Arabic: **Government member, Oman (Ms AL ALAWI)** – We thank the Islamic Republic of Iran for the information submitted to us and we note the information as to the efforts they have made in both legislative and executive terms. In particular, we note steps taken to enhance the participation of women in the labour market.

We also commend ongoing cooperation between the Government of the Islamic Republic of Iran and the ILO. In particular, we see that this cooperation functions through the existing supervisory mechanisms.

We, the Sultanate of Oman remain deeply committed to the fundamental principles that are the bedrock of the ILO, in particular the principle of non-discrimination and equality of opportunity.

We encourage the ILO and its Member States to seek to promote constructive cooperation in such a way as to achieve the objective of decent work.

We have noted the information provided on the Convention and we call for further efforts to be made and further positive cooperation to be entered into so that we can see genuine progress in giving effect to relevant obligations.

Président – J'invite le distingué représentant du gouvernement de Cuba, M. Roberto Soto Martinez, à faire sa déclaration.

Miembro gubernamental, Cuba (Sr. SOTO, Roberto) – Cuba reconoce los avances en la promoción de la igualdad de género y la protección de los derechos laborales de las mujeres en la República Islámica del Irán. En un mundo donde los desafíos estructurales persisten, es esencial valorar los progresos concretos impulsados por los Estados que buscan construir sociedades más equitativas.

La Constitución iraní consagra el principio de igualdad en dignidad y derechos, garantizando el trato justo ante la ley para todas las personas, incluidas las mujeres. Los avances en liderazgo femenino son innegables. En solo tres años, la presencia de mujeres en cargos de gestión se ha más que duplicado, y el actual Gobierno ha asignado más de 190 mujeres a puestos de alto nivel, lo que refleja una firme voluntad política de integrar a las mujeres en espacios estratégicos de toma de decisiones.

En el ámbito educativo, la cobertura universal y el acceso igualitario a la formación técnica y vocacional sin discriminación de género, religión o etnia han sido pilares fundamentales. Con una tasa de alfabetización superior al 90 por ciento, la República Islámica del Irán demuestra su compromiso con la capacitación de su fuerza laboral y el empoderamiento femenino mediante la educación.

Asimismo, el país ha fortalecido su marco legal contra la discriminación, prohibiendo expresamente el acoso laboral y asegurando mecanismos de sanción efectivos contra la violencia y el abuso en el trabajo. Estas iniciativas garantizan un entorno seguro y equitativo para todas y todos las y los trabajadores.

Cuba celebra el compromiso de la República Islámica del Irán con la cooperación internacional, expresando su disposición a entablar un diálogo constructivo con la OIT, y avanzar progresivamente hacia la convergencia con los estándares globales en materia laboral.

En un contexto de desafíos multilaterales, Cuba reconoce el esfuerzo iraní como un paso firme hacia la justicia social y el trabajo decente. Exhortamos a la comunidad internacional a valorar estos avances de manera objetiva, respetando la soberanía y los procesos internos de cada nación en la construcción de sociedades más equitativas.

Président – Je donne la parole à la distinguée représentante du gouvernement des Philippines, M^{me} Kaima Via Velasquez.

Government member, Philippines (Ms VELASQUEZ) – The Philippines has reviewed the report submitted by the Islamic Republic of Iran regarding its implementation of the Convention and has noted the information provided particularly about legislative updates, social programmes and efforts to enhance access to employment and education among diverse segments of society.

We note the increase in women's participation in entrepreneurship and public administration as well as the stated commitment to expanding vocational training access without discrimination based on religion, ethnicity or gender. These developments could lay a valuable foundation for creating a more inclusive labour environment if sustained and enhanced through the cooperation of social partners.

We recognize that legal reform, especially on matters involving cultural and constitutional principles require time and broad consensus. In this context, we appreciate the Islamic Republic of Iran 's continued willingness to engage with the ILO.

Developing countries often face developmental challenges and we understand that social progress typically unfolds through incremental measures and multi-layered policy efforts. We encourage all initiatives that promote equity in the world of work, provided they uphold the dignity of all individuals regardless of status, belief or background.

We also support sustained collaborative dialogue between the Islamic Republic of Iran and the ILO in emphasizing skill development and technical partnerships through constructive methodologies to address the elimination of employment discrimination.

In closing, we encourage the Islamic Republic of Iran to continue its engagement with the ILO through technical cooperation and constructive dialogue to align its national measures with the principles of the Convention. Constructive dialogue, cultural sensitivity and sustained technical cooperation remain vital pathways toward advancing equality of opportunity and treatment in employment.

Président – Je donne la parole au distingué représentant du gouvernement de la Malaisie, M. Raja Mohd Nizam.

Government member, Malaysia (Mr RAJA KAMARULBAHRIN) – At the outset, Malaysia wishes to convey its appreciation to the ILO for its continued commitment to constructive engagement and meaningful collaboration with regional bodies and Member States, including the Islamic Republic of Iran.

In this regard, Malaysia takes note of the commendable efforts made by the Government of the Islamic Republic of Iran in advancing the objectives of the Convention.

The Islamic Republic of Iran has demonstrated measurable progress through a series of legislative institutional and policy-based reforms aimed at promoting equality and combating discrimination in the world of work.

The Islamic Republic of Iran's constitutional framework enshrines the principle of equality and dignity and legal protection for women as outlined in Articles 20, 27 and 28. These principles have been operationalized through national development plans and policies that embed non-discrimination and equal opportunity as core tenets in employment and occupation.

The country has made significant strides in enhancing women's participation in leadership and public service. The number of women in managerial roles more than doubled from 19,597 in 2020 to 42,396 in 2023. Over 190 women have been appointed to senior government positions, including 4 cabinet members, 14 institutional leaders and 17 governors, while women currently constitute approximately 44 to 45 per cent of the government workforce. These figures reflect steady progress to achieving gender parity in decision-making.

Complementing these efforts are comprehensive support systems for working women. These include extended paid maternity leave up to 9 months for single births, 12 months for multiples, access to workplace childcare facilities, remote work options for mothers and legal protections ensuring job security during pregnancy and childbirth. Additionally, social protection coverage has been expanded to include homemakers and rural women through targeted insurance initiatives.

The Islamic Republic of Iran's strong educational infrastructure further reinforces its inclusive approach. High national literacy rates with steady improvement with 90.3 per cent by 2021, alongside equal access to technical and vocational education across all provinces

regardless of gender, religion or ethnicity, underscore a commitment to equitable human capital development.

In terms of legal enforcement, the Islamic Republic of Iran has enacted robust anti-discrimination measures. These include the prohibition of workplace harassment, administrative penalties for discriminatory practices and criminal sanctions against abuses of professional authority. These mechanisms play a crucial role in ensuring fairness and accountability in both public and private sectors.

Lastly, Malaysia acknowledges the Islamic Republic of Iran's commitment to constructive international cooperation. The Islamic Republic of Iran has expressed its willingness to continue technical dialogue with the ILO and is undertaking ongoing efforts to harmonize its domestic policies with international labour standards. This engagement reflects a positive and transparent approach to fulfilling its obligations under the Convention.

In conclusion, Malaysia recognizes and supports the Islamic Republic of Iran's ongoing efforts toward the full realization of its commitments under the Convention. We encourage the continuation of this positive trajectory in promoting equality and eliminating discrimination in employment and occupation.

Président – Je donne la parole au distingué représentant du gouvernement de Bangladesh, M. Fazle Lohani Babu.

Government member, Bangladesh (Mr BABU) – I wish to congratulate you on your election as Chairperson of this Committee. Allow me to assure of my delegation's support in your conduct of the business of this Committee.

The Government of Bangladesh notes with appreciation the efforts made by the Islamic Republic of Iran in submitting a comprehensive report in response to the Committee of Experts' observation on the Convention and recognizes the Islamic Republic of Iran's sustained

commitment to implementing principles of equality in employment opportunities and non-discrimination.

We appreciate the Islamic Republic of Iran's comprehensive economic empowerment initiatives for women including support for 39,186 women entrepreneurs, training of 3,908 women under the guidance of 750 entrepreneurs and provision of employment loan guarantees for female heads of households.

Bangladesh also commends the Islamic Republic of Iran's balanced approach to family support legislation which includes up to nine months of fully paid maternity leave, establishment of workplace childcare facilities and remote work options for working mothers.

We recognize the Islamic Republic of Iran's progress in eliminating workplace discrimination as the statistical evidence of increased women's participation, comprehensive legal protections and economic empowerment programmes all demonstrate serious commitment to the objectives of the Convention.

Bangladesh supports the Islamic Republic of Iran's legal reforms that strengthen women's employment rights including amendments to marriage contracts to guarantee women's rights to employment, mandatory judicial review before any employment restriction and emphasis on proportionality and fair trial standards.

Bangladesh would welcome due recognition of the Islamic Republic of Iran's positive trajectory in implementing non-discrimination policies and to support continued dialogue and cooperation. Bangladesh supports the Islamic Republic of Iran's effort with a view to achieve full compliance with international labour standards.

Président – Je ne vois pas d'autres orateurs inscrits dans la liste.

J'ai donc l'honneur de donner la parole à l'honorable représentant du gouvernement de la République islamique d'Iran, M. Mehdi Ali Abadi, pour ses observations en finale.

Government Representative – Distinguished colleagues, ladies and gentlemen, at the onset allow me, to thank the members of the Committee for their valuable contribution in ensuring the implementation of the ILO Conventions and fundamental standards.

The Government of the Islamic Republic of Iran is fully committed to its obligation under the Convention and is steadfast in its willingness to remove any discrimination in employment and occupation.

As outlined in detail in the comprehensive report submitted to the Committee and as my colleague today pointed out in her oral report before this meeting, our willingness to apply and implement these fundamental standards in law and practice is unwavering, and significant measures have been made in its implementation with the aim of creating a safe and decent working environment for all, without any discrimination.

We are open to constructive dialogue with social partners and the international community for the implementation of our commitment under the Convention.

In 2014, a high-level ILO delegation paid a field visit to the Islamic Republic of Iran to observe the measures undertaken in the implementation of the Convention. Their report clearly showed that there is no systematic discrimination in employment and occupation.

We are in the process of concluding the framework of cooperation with the ILO for technical cooperation in the areas of tripartism, social dialogue, and capacity-building of workers and employers' organizations, good labour market governance and international labour standards, promotion of employment, enabling environment for sustainable and resilient enterprises, and social protection systems.

It is a manifestation of the Islamic Republic of Iran's willingness to cooperate with the ILO and to receive technical cooperation, in order to enhance decent work for all.

While we appreciate the recommendations and points that were constructively made by the members of the Committee and distinguished delegates in today's meeting, some unsubstantiated baseless and irrelevant allegations have been raised against my country that are inaccurate, politically motivated, and misleading as a smearing campaign against the Islamic Republic of Iran.

This politically motivated approach undermines the role of this body in fulfilling its mandate, which is the promotion and protection of fundamental labour rights through constructive dialogue and constructive engagement with Member States. Such an approach will defeat the purpose.

Chairperson, we cannot afford that this Committee be politicized and deviated from its mandate. Repeating some allegations does not give them credibility. Distinguished colleagues, once again before this Committee and on behalf of the Government of the Islamic Republic of Iran, I would like to emphasize that discrimination is prohibited under the Constitutional Law. Accordingly, ensuring equal rights for all Iranians is guaranteed in law and practice in employment and occupation. Accordingly, we are committed to removing any discrimination in employment and occupation.

Chairperson, distinguished delegates, the Islamic Republic of Iran will continue its valuable engagement with the ILO in concluding the Committee. We are determined to listen, to engage, and to contribute.

Président – Je vous remercie, Monsieur Ali Abadi, ainsi que la délégation de la République islamique d'Iran pour votre participation et pour tous les éléments portés à la connaissance de la commission.

J'invite la porte-parole des travailleurs, pour sa déclaration finale.

Worker members – We want to specifically recall those interventions that called on the Government of the Islamic Republic of Iran to take urgent actions to implement observations and recommendations by the ILO supervisory bodies, to make the laws and practice compliant with fundamental workers' rights and to end discrimination in employment and occupation.

The principal objective of the Convention is to eliminate all discrimination in respect of all aspects of employment and occupation as defined in the Convention through the concrete and progressive development of equality of opportunity and treatment in law and in practice.

As we have heard during the discussions, there are serious problems with discrimination in employment and occupation in the Islamic Republic of Iran of a number of groups of workers.

We discussed systematic persecution of women and labour activists who continue to be charged with security crimes, sent to prison for years of confinement or sentenced to death for the expression of their opinion as well as systemic discrimination based on sex, religion or ethnicity both in law and in practice.

We recall the jurisprudence of ILO supervisory bodies according to which no one should be repressed for peacefully demonstrating or expressing opinions or positions to establish political, religious and philosophical principles or opinions. No one should be subjected to sanctions justified by security measures simply by reason of membership of a particular group or community.

The Government must immediately end repressions against activists, including labour and women rights activists and trade unionists for expressing political opinion, veiled as protection against activities prejudicial to the security of the state. Any measures taken to

protect state security must be sufficiently well defined and precise and must not affect an individual simply by reason or membership of a particular group or community.

We support the Committee in asking the Government to provide detailed information on the legal definition of “act or crime against national security” and “propaganda against the State” and we call on the Government to reply fully to these and other requests posed by the Committee. We condemn the continued brutality of the Iranian authorities against their own people, and we demand the immediate release of all imprisoned trade unionists and activists.

The Government should be called on to ensure comprehensive protection in law and practice for all workers against direct and indirect discrimination based on all the grounds listed in Article 1(1)(a) of the Convention, in particular protection against discrimination based on religion, political opinion and social origin encompassing all aspects of employment and occupation such as access to vocational training and education.

The Government must take the necessary measures to eliminate discrimination in law and practice against members of ethnic or religious minorities, especially non-recognized religious groups in education, employment and occupation.

The Government should adopt national economic programmes and policies that actively support these groups and make sure that workers who are members of minorities are not excluded or diminished in social, economic and political life.

We call on the Government to take concrete and immediate steps to ensure the repeal, effective amendment or modification of all laws, regulations, instructions and practices that hinder women’s equality of opportunity and treatment in employment and occupation, in particular with respect to section 1117 of the Civil Code.

We note legislative process aiming at the adoption of the new law “Protection, Dignity and Security of Women against Violence” as we call on the Government of the Islamic Republic of Iran to cooperate with the ILO in order to make the new law compliant with the Convention.

The Government should ensure comprehensive protection against sexual harassment and ensure that the draft includes specific measures taken to prevent and prohibit sexual harassment at work, not only by a person in a position of authority, but also by a colleague or a person with whom workers have contact as part of their job, including victimization, safeguards, complaint mechanisms, sanctions and remedies.

The Government should repeat the Chastity and Hijab Bill to ensure full enjoyment of human rights for all women and girls in the country.

The Government should also remove from the draft law “Youth of Population and Family Support Plan” all the restrictions on women’s employment and the prioritization of men’s employment and to ensure that the measures taken to promote population growth and maternity protection do not constitute obstacles to the employment of women in practice.

Lastly, the Government should ensure equal access to education and vocational training and ensure that there are no gender quotas restricting women’s access to technical studies in higher education and to adopt targeted measures to increase women’s participation in sectors and occupations where they are under-represented.

Finally, we call on the Government to engage constructively with the ILO so that we may finally see progress regarding observation of fundamental workers’ rights in the Islamic Republic of Iran.

Président – J’invite la porte-parole des employeurs à faire ses observations finales.

Miembros empleadores - Confiamos en que los representantes gubernamentales tengan en cuenta todos los comentarios formulados durante la discusión, que tienen la intención de ayudar de manera constructiva al Gobierno a abordar el cumplimiento tanto en la legislación como en la práctica del convenio.

A la luz de las observaciones de la Comisión de Expertos y de la discusión del día de hoy, los miembros empleadores queremos recomendar al Gobierno de la República Islámica del Irán lo siguiente.

En primer lugar, que asegure la eliminación completa de la discriminación de conformidad con el convenio. Que proporcione información que confirme que la Constitución iraní en sus artículos 43, 2, 19, 20 y 28 así como en el artículo 6 de la Ley del Trabajo de la República Islámica del Irán cubren, tanto en la legislación como en la práctica, todas las formas de discriminación que están prohibidas por el convenio. Que garantice que la ley sobre el hiyab no solo se posponga de manera temporal, sino que se elimine y no sea implementada.

En cuarto lugar, que se incluyan disposiciones claras que aborden todas las formas de acoso sexual contra trabajadores y trabajadoras, no solo por parte de personas con autoridad directa sino también por parte de colegas o cualquier persona con la que los trabajadores deban interactuar en el desempeño de sus funciones. Además, es preciso que el Gobierno promulgue normativas que aseguren la existencia de mecanismos eficaces de denuncia, sanciones adecuadas y otras garantías.

En quinto lugar, solicitamos que se erradique la discriminación tanto en la legislación como en la práctica contra miembros de minorías religiosas, especialmente aquellos grupos no reconocidos oficialmente, y que se asegure de que no se produzca discriminación por motivos religiosos, opinión política u origen social.

En sexto lugar, solicitamos que se adopten todas las medidas necesarias y se presente un informe sobre los esfuerzos realizados para asegurar la derogatoria del artículo 1117 del Código Civil iraní.

En séptimo lugar, solicitamos que se eliminen todos los obstáculos que impiden el empleo de las mujeres, y que se retiren las restricciones al empleo femenino así como la priorización del empleo masculino contemplada en el proyecto de ley núm. 264.

En octavo lugar, solicitamos además que coopere de manera significativa y consulte con las organizaciones sociales independientes y más representativas para desarrollar capacidades y fomentar la divulgación sobre los temas que están cubiertos por el convenio.

En noveno lugar, asimismo, solicitamos que se garantice la igualdad de acceso a la educación y a la formación profesional y proporcione, en primer lugar, información detallada sobre el sistema de cuotas que restringe el acceso a las mujeres a estudios técnicos en la educación superior y su aplicación práctica. En segundo lugar, que informe sobre las medidas dirigidas a aumentar la participación de las mujeres en sectores y ocupaciones, fomentando que las niñas y jóvenes opten por áreas de estudio y trayectorias profesionales no tradicionales. Y en tercer lugar, que entregue estadísticas completas desglosadas por género y campos de estudio sobre la participación en educación superior y formación profesional.

En décimo lugar, solicitamos que suministre información sobre las decisiones judiciales y administrativas relativas a la igualdad de oportunidades y de trato en el empleo y la ocupación incluyendo el número, naturaleza y resultado de los casos, así como las sanciones impuestas o los remedios otorgados.

Finalmente, instamos al Gobierno a seguir recurriendo a la asistencia técnica de la OIT para poner en práctica las mencionadas recomendaciones. Los miembros empleadores

instamos al Gobierno a aceptar una misión de la OIT con la finalidad de abordar la aplicación del convenio.

Président – Nous avons maintenant terminé la discussion de ce cas. Les conclusions seront adoptées dans la matinée du jeudi 12 juin.

La séance est levée à 17 h 25.

The sitting closed at 5.25 p.m.

Se levantó la sesión a las 17.25 horas.