

"Labour rights in the context of structural adjustment and fiscal consolidation policies"

(Iranian Islamic Human Rights Commission`s Input)

This report reflects the view points of Iranian Islamic Human Rights Commission (IHRC) on the proposed questions by the Independent Expert on the effects of foreign debt on human rights, Mr. Juan Pablo Bohoslavsky. The questions are answered concisely as were requested and without any doubt if the IHRC would have provided its technical inputs precisely then it could take more than 50 pages for each of the questions.

1. In the post-war (8 years defense against Saddam Hossein) of 1980-1988, government`s authorities commenced new planning targeting the economical evolution and " Law of Iranian Development Program for five years period" came to existence and were ratified by relevant authorities. To the date the above-mentioned law for periods of five years, have been accomplished for five times and now its sixth round's draft bill is on the table of parliament. During last 28 years from the ratification moment of this law, some of the rules and regulations related to the labour rights remained the same but some had been changed and amended several times. In addition to that, during this period of time some newborn regulations emerged as well. Amongst the most important unchanged laws, the Iranian Labour Law can be highlighted which is highly protected by labours and they are always demanding for its accurate execution. Although the labour protests against any kind of change to the Iranian Labour Law makes it remain the same, ratification of new rules brings out some exception to prevent precise performance of the Iranian Labour Law. In the past few years many new laws were ratified which affected the Iranian Labour Law as well, laws such as, privatization, economical evolution, continues economical prosperity, taxation, social security and guild system. The Supreme of Iran also has determinated macroeconomic policymaking which had impact on the labour rights conditions.

Besides, an important negatively affecting factor on the labour rights' conditions in Iran is the United Nations Security Council`s Resolutions imposed sanctions on Iran which have had negative impact on the Iran ' s economy as a whole. Noting that, the

recent nuclear deal entitled as the "Joint Comprehensive Plan of Action (JCPOA)" between Iran and the P5+1, blossomed evolvments in labour right's enhancement in this country. And Iranian government efforts in achieving to the JCPOA are to prosper the economy system within the country. Currently Iranian government authorities together with its parliamentary are desperately trying to amend all the problems existing in any of economical parameters affecting the labour rights as well as boosting the private sectors in benefits of labour rights.

2. Noting that Iran's economical system is categorized as governmental; and still the exact roles of private sectors are vague, the economical evolutions are invented mostly by government itself.

3. In order to gain the approval and cooperation of private sectors, usually the ministries in Iran prior to take any action, would discuss their new policies with relevant specialized sections. And when the proposed issued from ministries unfolds at the parliamentary level, again both government and parliament seeks for the civil agencies' opinion on new economical proposals. Summarized, it can be seen that, any decision making related to the labour rights consists three pillars of governmental representatives, employees and employers.

4. Most of the economical status analysis within the country is known as the responsibility of the Parliament of the Management and Planning Organization. Noting that, in Iran most of these analysis of labour right are based on the economical and social welfare factors rather than Human Rights' elements.

5. In order to enjoy any of the mentioned rights in section A, B and C, there should be an adequate political atmosphere and arrangements as well as ensuring of the labour's security and protection which is still a challenging issue within the country. To make items of D to F practical, there is a need for an enhancement of economical conditions which in Iran, it used to suffer from various problems due to imposed sanctions. Currently, in post JCPOA era, government is trying to tackle these emerged issues. Last but not least, factor G demands various reforms in laws, regulations, labour culture, observance on working environment and boosting employment conditions within the country.

6. In regards to each of the raised questions in this part, there are planned programs to decrease the economical challenges.

7. The aforesaid programs are initiated in a way to improve the conditions of vulnerable groups of people.

8. Remarkably, Iran`s president has a great concern on removing any form of discrimination against women`s employment. Recently, his good-self put a stop to the "Government Department`s Employment Test" to ensure removing of all the gender discriminatory factors and then only he allowed the test on. This action brings out 300 new job opportunities for women. The Department for Vice President of Women and Family Affairs is also drafting the gender justice parameters to be included in the Sixth Iranian Development law for five years period to ensure the women`s protection in the employment opportunities.

9. This question is highly concerned and to uplift its situation, new policy makings should be commenced. Civil activists in this field are making efforts to initiate so many enhancements.

10. Many positive movements have been experienced until today. For instance in addition to what have mentioned in number 8 about anti gender-discrimination actions, there is a bill on the women`s working hours according which, women are allowed to leave their workplace sooner (with less salary) to arrive home sooner to rest; or there is a great budget allocation to the vulnerable urban areas to remove unemployment by creating job opportunities.