

Labor Rights in Iran



QUARTERLY REPORT NO. 23

October - December 2022



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Introduction

This publication is Zamaneh Media's 23rd Labor Rights Report. These reports focus on unemployment, deferment or non-payment of wage arrears and benefits, protests and strikes, freedom of association and assembly, independent unions, workplace discrimination, contract violations, women's labor, child labor, workplace accidents, and labor law. Zamaneh Media monitors these topics daily, and this report provides an overview of the most critical Iranian labor rights issues over the past three months.

The following quarterly report covers major labor rights issues, protests, and trends from October through December 2022. The information herein does not address all labor-related events and topics. In addition to the quarterly reports, Zamaneh Media also publishes special reports on specific labor topics as well as an annual report. For all previously published reports, please visit [Zamaneh Media's website](#).

We publish this newsletter at a unique time for Iran: in the midst of the brutal crackdown on the nationwide "Women, Life, Freedom" movement that started in late September 2022. Therefore, most of this report's contents are dedicated to the arrests of trade union activists, labor rights defenders, and freedom-fighting journalists.

Overview

Over a year has passed since the start of the 13th cabinet headed by Ebrahim Raisi, a member of the “death committee” responsible for the mass execution of Iranian political prisoners in 1988. Raisi has so far not fulfilled any of his promises to improve living conditions. The annual inflation rate exceeded 50 percent in November 2022 for the lowest income deciles, though the Statistical Center of Iran announced that it was at 42.9 percent. Point-to-point inflation was also at the threshold of 50 percent.¹ According to government statistics, the average housing rental rate increased by 40 percent, and the news media reported that in some areas, it doubled within the year. This spike accelerated the wave of forced departure from developed urban areas to disadvantaged and marginalized areas.² Poverty and non-payment of workers’ wages has heightened the suicide rate, though government institutions still refuse to reveal suicide statistics. At least two work-related suicides made it to the media: one worker in Sirjan following a dispute with his employer over wage demands³ and another in Semnan due to late wages.⁴

The rise of the inflation rate during recent months rendered the slight increase in workers’ wages ineffective. Government representatives prevented the Supreme Labor Council from adjusting salaries accordingly, while parliament approved a bill that increased the state and army pension funds. The parliament also voted in favor of Solat Mortazavi as the Minister of Cooperation, Labor, and Social Welfare.⁵

This unfortunate economic situation that has pushed more of the population below the poverty line and increased number of unemployed served as the backdrop to the government’s murder of Gina (Mehsa) Amini while she was in the custody of the morality police in September 2022. This incident caused widespread protests in Iran, driven by gender discrimination and oppression of women. The government has violently suppressed street demonstrations and will not release the number of detainees, but human rights monitors in Iran have reported that more than 18,000 people have been arrested in different cities. Detainees were beaten and humiliated in prison, with some sexually abused or raped. Through an opaque and unfair process, the judiciary sentenced some detainees to long-term imprisonment or even death.

Government agents killed street protesters with guns and batons. As of December 16, the number of confirmed dead reached 481 people.

The government has also severely restricted internet access. Filtering and throttling have disrupted many online businesses and large manufacturers, and trade unions assess that the internet outage forced many small businesses to close. To compensate for these damages, the government announced an allocation of 5 trillion tomans to businessowners. (The exchange rate at the time of this report is 1 USD = approx. 39,000 tomans) The daily damage caused by the internet disruption is estimated at 45 billion tomans per day.

1 [Echo Iran](#), November 22, 2022

2 [Radio Zamaneh](#), December 4, 2022

3 [ILNA](#), October 18, 2022

4 [Fararu](#), October 18, 2022

5 [Mehr News](#), October 19, 2022

Suppression

As the scope of the protests has expanded, the repression has become more severe. The government arrested many trade union and workers' rights activists prior to the "Women, Life, Freedom" uprising, but the speed and violence of the repression accelerated as the protests spread to hundreds of cities and villages. Some of the government's punitive tactics to suppress protesters and their supporters include arrests, threats, death sentences, shooting in the streets, deprivation of social services, freezing bank account, and dismissal from the workplace.

Oil contract workers went on strike for at least two days in solidarity with the protesters and were met with widespread threats and arrests. At least 250 oil and gas contract workers were arrested on October 10, 2022, following this strike, and many of them have yet to be identified.⁶ Informed sources told Zamaneh that the families of some oil and gas workers have also been threatened with arrests.

Teachers have experienced similar threats. The Iranian Teachers' Trade Association decried the suppression of protesters, particularly the arrest and shooting of students and children, several times and called on teachers and other groups to go on strike and engage in civil disobedience by not paying energy and communication bills.

In October, the Iranian Teachers' Trade Association called on teachers nationwide to protest the military entering schools and killing students. Despite threats from the security services, workers went on strike in at least 20 cities. The Trade Association announced that the teachers who participated in the strike were going to face court summons or docked wages. Security forces also arrested a large number of teachers in different cities. During the street protests, government officers shot and killed at least three teachers: Rasul Haddadi in Zanjan⁷, Irfan Kakai in Javanroud⁸, and Abdurrahman Bakhtiari in Saqqez.⁹

Several teachers were beaten and demoted for defending students and preventing the security forces from entering the schools.

During the protests, government forces killed over 480 people in different cities. Half of those killed were from Kurdistan (provinces of Kurdistan, Kermanshah, Ilam, and part of West Azerbaijan) and Baluchistan, where the killing was most severe. The representative of Mahabad implicitly acknowledged the establishment of martial law and checkpoints in Kurdish cities.

The number of those arrested during the recent protests is estimated at over 18,000 people. A committee formed to follow up on detainees' situations was able to identify some of the detainees, but many from the past three months are still awaiting authentication.

A list of authenticated detainees is available here: [Detainee Status Monitoring Committee](#).

It is estimated that many of those arrested are workers.

6 [Radio Zamaneh](#), October 21, 2022

7 [The Coordinating Council of Teachers' Unions](#), November 2, 2022

8 [Radio Zamaneh](#), 21 November 2022

9 [Free Union of Iranian Workers](#), November 17, 2022

Arrested Teachers

Since the start of the “Woman, Life, Freedom” uprising, the government targeted teachers for arrests. The Iranian Teachers’ Trade Association expressed solidarity with the protesters and issued several statements calling for the security forces to stop entering schools, arresting students, and shooting children and protesters. The security forces arrested union activists and teachers or summoned them for interrogation in different cities. Zamaneh has used trade union council reports to verify the identity of 50 teachers who were arrested in the fall of 2022. Security authorities also summoned dozens of teachers to the Ministry of Education, Ministry of Information, and Intelligence Organization of the Islamic Revolutionary Guard Corps (IRGC).

Name	Status
Iskander Lotfi	Freed on bail
Masoud Nikkhah	Freed on bail
Masoud Farhikhteh	Arrested
Sajjad Hasheminejad	Arrested
Mohammad Ramezani	Unknown
Hamed Saeedi	Freed on bail
Ali Hossein Shamayeli	Freed on bail
Kyoumars Vaezi	Freed on bail
Seyyed Ahmad Naqavi	Freed on bail
Moloud Saseli	Freed on bail
Aziz Saseli	Freed on bail
Arian Abdullahzadeh	Unknown
Leila Abbasi	Freed on bail
Jafar Valadkhani	Freed on bail
Khabat Mozaffari	Unknown
Hamid Rahimi	Arrested
Mohammad Karim Zamani	Unknown
Mohammad Aref Jahangiri	Freed on bail
Shahram Azmoudeh	Freed on bail
Afsaneh Rabii	Freed on bail
Reza Sharif	Freed on bail
Latif Roozikhah	Arrested
Soheila Khaledi	Freed on bail
Shiva Maffakheri	Arrested
Hamid Mujiri	Arrested
Ali Ameri	Arrested
Tayebah Nazari	Arrested
Masoud Kordpour	Arrested
Zhila Khayer	Freed on bail
Babak Nematzadeh	Arrested
Mohammad Hasan Davoudi	Arrested
Sanaz Shohani	Freed on bail
Kamil Fatahi	Arrested
Jamshid Mozafari	Arrested
Soheila Zal Beigi	Freed on bail
Kobra Jabbari	Freed on bail
Awazullah Safari Kashkouli	Arrested

Moin Zargani	Freed on bail
Hamid Rahmati	Arrested
Esmail Rahmatpour	Arrested
Milad Rabii	Freed on bail
Erfan Kohzad	Arrested
Saeed Molai	Arrested
Niloufar Fathi	Freed on bail
Pirouz Nami	Freed on bail
Werya Qaderi	Arrested
Mohsen Ammar Maraghi	Arrested
Safa Maleki	Arrested
Bahram Yaghoubi	Freed on bail
Mahmoud Malaki	Arrested



The above table is not comprehensive and includes only a small number of arrested teachers.

Arrested Labor Activists

As protests spread across different regions, the government arrested many labor activists, workers' rights defenders, and child labor ban activists.

Dawood Razavi, a member of the Board of Directors of the Syndicate of Workers of Tehran and Suburbs Bus Company (SWTSBC), was arrested on September 29, 2022.

Many of the 18,000 people arrested for participating in the protests are workers or student activists defending workers' rights. Mohsen Shekari and Majidreza Rahnavard, protesters executed on December 8 and 13, 2022, was a cafe worker and a street vendor, respectively. Several of those killed were also workers or unemployed.

Name	Activity	Status
Muzaffar Salehnia	Labor activist	Freed on bail
Sohaib Naderi	Labor activist	Arrested
Bayan Naderi	Labor activist	Arrested
Khabat Dehdar	Labor activist	Freed on bail
Kamran Sakhtemangar	Labor activist	Arrested
Peyman Meftahi	Labor activist	Arrested
Asa'ad Meftahi	Labor activist	Arrested
Dawood Razavi	Member of the SWTSBC	Arrested
Hossein Kooshki	Labor activist	Three years of imprisonment, six months of which are enforceable, and the rest can be suspended
Yadi Bahari	Taxi driver, labor activist	Arrested to execute a prison sentence
Erfan Kohzadi	Labor activist	Six years in prison
Saeed Taheri	Labor activist	Arrested
Samad Mohammadi	Labor activist	Arrested
Yusuf Geramipour	Labor activist	Arrested
Mehdi Fazli	Labor activist	Arrested
Lotfullah Ahmadi	Labor activist	Arrested
Abbas Hashempour	Labor activist	Arrested
Mohammad Malmali Golpour	Contract oil worker	Arrested
Kianoush Kordpour	Contract oil worker	Freed on bail
Hassan Ahmadi	Contract oil worker	Freed on bail
Aslan Savari	Contract oil worker	Freed on bail
Arman Kavooosi	Contract oil worker	Unknown
Amin Alizadeh	Contract oil worker	Unknown
... Masoumi	Contract oil worker	Unknown
Omid Kuravand	Contract oil worker	Unknown
Rasoul Nowroozi	Contract oil worker	Unknown
Hoda Jahanbakhshi	Contract oil worker	Unknown
Ali Mahmoudi	Contract oil worker	Unknown
Hadi Molai	Contract oil worker	Unknown
Nour Ali Bahadori	Contract oil worker	Unknown
Farid Kuravand	Contract oil worker	Unknown
Kambiz Mehmadi	Contract oil worker	Arrested
Shahin Najafi	Manual worker	Unknown

.... Ahmaodpur	Manual worker	Unknown
Farshid Moradi	Manual worker	Unknown
Ali Shapouri	Manual worker	Unknown
Hasan Selahshur ¹⁰	Manual worker	Unknown
Abed Tavancheh	Defender of workers' rights	Unknown
Saeed Shirzad	Defender of workers' rights	Freed on bail
Sepideh Salarvand	Children's rights activist	Freed on bail
Neda Najj	Defender of workers' rights	Freed on bail
Samaneh Asghari	Children's rights activist	Freed on bail
Leila Mansour	Defender of workers' rights	Arrested
Ameneh Zamani	Child rights activist	Arrested
Amir Chamani	Defender of workers	Arrested
Veera Akbarzadeh	Workers' rights activist	Arrested
Laleh Mohammadi	Children's rights activist	Arrested

The above table is by no means comprehensive and includes only a small number of detained workers, labor activists, and labor rights defenders.

Suppression of workers was not limited to their arrest and trial. Dismissal and delay in payment of wages are other forms of harassment of workers.

Six protesting workers were banned from entering the Ahvaz National Steel Group factory, and were only allowed to return to work following the protest of other workers. Factory managers in the Gilan Steel Complex also prevented seven workers from entering the workplace for participating in the protests.¹¹

At least 440 workers in Darugar Companies, a meter factory, Kasra Polymer, and Kasra Ice Cream, were temporarily or permanently fired due to reduced production and a lack of raw materials.



Official oil workers on strike, 17 December 2022

¹⁰ [Oil Contract Workers Organizing Council](#), October 12, 2022

¹¹ [ILNA](#), November 29, 2022

Arrested Journalists

Since the beginning of the recent protests, journalists, who already constitute one of the most unstable labor groups in Iran, have been persecuted and arrested in various cities.

Elaheh Mohammadi and Niloufar Hamed, two journalists who covered Mahsa Amini's murder and funeral, were among the first journalists who were arrested and still remain in prison. The International Federation of Journalists reported 53 journalists as detained in Iran through mid-December 2022. Some journalists were released on bail, but 31 remain in detention. As seen in the table below, most detained journalists do not have a fixed salary and are only paid based on the amount and type of column they write. Media managers in Iran exploit journalists by paying less than the minimum wage approved by the Supreme Labor Council, often without a contract. The lack of an independent trade union that defends the rights of journalists against media managers and the government has made it easier to exploit and suppress journalists.

Arrested journalists	<p>Yalda Moayeri, news photographer</p> <p>Niloufar Hamed, journalist photographer, <i>Sharq</i> newspaper</p> <p>Reza Assadabadi, ILNA labor reporter</p> <p>Elaheh Mohammadi, journalist, <i>Hammihan</i> newspaper</p> <p>Adel Karimi, press photographer, Hajeh Kurdistan News</p> <p>Alireza Khoshbakht, “variably paid” journalist</p> <p>Rouhollah Nakhei, “variably paid” journalist</p> <p>Massoud Karimpour, head of Mokrian news agency</p> <p>Alireza Jabbari Darestani, social reporter, Mehr news agency</p> <p>Iman Behpasand, “variably paid” journalist</p> <p>Vida Rabbani, “variably paid” journalist</p> <p>Malieheh Daraki, photojournalist in Shiraz</p> <p>Mehrnoush Tafian, reporter in Khuzestan</p> <p>Farshid Ghorbanpour, <i>Haft Sobh</i> newspaper</p> <p>Arya Jafari, ISNA Isfahan news agency photographer</p> <p>Fahima Nazari, reporter, the Entekhab website</p> <p>Nassrin Hasani, reporter, the local newspaper <i>Etefaghia</i></p> <p>Ehsan Pirbarnash, sports reporter and satirist</p> <p>Saideh Fathi, sports journalist</p> <p>Hossein Esmaeili, photojournalist in Sabzevar</p> <p>Marzieh Amiri, journalist, <i>Sharq</i> newspaper</p> <p>Yaghma Fashkhami, “variably paid” journalist</p> <p>Nazila Maroofian, journalist at Iran Watch and Event 24</p> <p>Farzaneh Yhaya Abadi, reporter</p> <p>Omid Talhan Bidhendi, freelance journalist</p> <p>Farkhondeh Ashouri, freelance journalist</p> <p>Hashem Moazenzadeh, media activist</p> <p>Mandana Sadeghi, journalist in Abadan</p> <p>Maryam Vahidian, labor reporter, ILNA</p> <p>Sajjad Rahmani, journalist in Gilan province</p> <p>Kamyar Fakoor, freelance journalist</p>
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Journalists detained and released by mid-December 2022	<p>Khosro Kordpour, Mokrian news agency</p> <p>Batul Balali, a reporter in Sirjan</p> <p>Shahram Azmudeh, editor of <i>Talesh</i> magazine</p> <p>Safia Qarabaghi, Haq al-Tahrir journalist</p> <p>Ali Salem, journalist, <i>Shargh</i> newspaper</p> <p>Alborz Nizami, reporter in the Economists' Club, <i>Donya ye Eghtesad</i> newspaper</p> <p>Ahmadi Halabisaz, photojournalist</p> <p>Bahar Aslani, photographer, women's rights activist</p> <p>Fatemeh Rajabi, journalist at <i>Haft Sobh</i> newspaper and Boorsan news site</p> <p>Fardin Kamanger, long-time Kurdish journalist and former director of the Press House</p> <p>Jabbar Dastbaz, reporter for the Rawdav website</p> <p>Samira Alinejad, reporter in Sirjan</p> <p>Maryam Mazrouei, photojournalist</p> <p>Siavash Soleimani, journalist in Urmia</p> <p>Vahid Shamsuddin Nejad, journalist, Arte France network</p> <p>Navid Jamshidi, editor of the Asia News website</p> <p>Mojtaba Rahimi, a copyright journalist in Qazvin.</p> <p>Mohammad Ramezani, ISNA photographer in Khawaf city</p> <p>Saman Ghazali, freelance journalist and environmental activist</p> <p>Somayeh Masrou, reporter, ILNA news agency</p> <p>Vahid Shadman, news photographer in Qasr Shirin</p> <p>Sarvanaz Ahmadi, freelance journalist and researcher</p>
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The above table is not comprehensive and does not include all detained journalists.

Court Rulings

The Revolutionary Court of Tehran sentenced some teachers' union activists and members of the Syndicate of Workers of Tehran and Suburbs Bus Company (SWTSBC) who were accused of having connections with foreign agents. The Islamic Republic of Iran Radio and Television (IRIB) broadcast a video of a forced confession by two members of the French FO ("Labor Force") Union, Jacques Paris and Cécile Kohler. These two French citizens traveled to Iran and met with several teachers' union activists, but the Islamic Republic has accused them of distributing money and training Iranian union activists on subversion. Paris and Kohler were arrested in May 2022 and have been imprisoned since. Their forced confession is a continuation of the fabricated "national security" narratives against activists and independent unions, including the SWTSBC and teachers' unions.¹²

Some of the rulings issued against labor union activists in connection with these "national security" cases are as follows:

1 - Jafar Ebrahimi, trade union activist and member of the Tehran Teachers Trade Union Association: four years and six months in prison for the charge of "assembly and collusion against national security" and one year for "propaganda activity against the Islamic Republic of Iran," with a maximum sentence of four years and six months.

Ebrahimi fell ill in prison and was transferred to the hospital in November, where his hands and feet were chained to the bed according to one of his letters. He was denied the right to family visits and phone calls.

2 - Rasul Bodaghi, a member of the Board of Directors at Islamshahr Teachers' Trade Union: four years and six months in prison for the charge of "assembly and collusion against national security" and one year for "propaganda activity against the Islamic Republic of Iran," with a maximum sentence of four years and six months.

In March 2021 Bodaghi was sentenced in another case to five years in prison with a two-year ban on residing in Tehran province and provinces close to Tehran.

3 - Mohammad Habibi, Spokesman of Iranian Teachers' Trade Association: three years and seven months in prison for the charge of "assembly and collusion against national security" and one year for "propaganda activity against the Islamic Republic of Iran." Seven months of this sentence is enforceable.¹³

4 - Reza Shahabi, member of the board of SWTSBC: six years in prison for the charges of "assembly and collusion against national security" and "propaganda activity against the Islamic Republic of Iran," of which five years are enforceable. On November 27, 2022, the Bus Workers Union (SWTSBC) reported that Reza Shahabi's condition worsened in prison, and he was transferred to the hospital.¹⁴

5 - Hassan Saeedi: Six years in prison for the charges of "assembly and collusion against national security" and "propaganda activity against the Islamic Republic of Iran," of which five years are enforceable.¹⁵

Hassan Saidi and Reza Shahabi's trial was held in their absence.¹⁶

¹² [Radio Zamaneh](#), November 8, 2022

¹³ [Radio Zamaneh](#), October 23, 2022

¹⁴ [Radio Zamaneh](#), November 27, 2022

¹⁵ [Syndicate of Workers of Tehran and Suburbs Bus Company \(SWTSBC\)](#), October 23, 2022

¹⁶ [Radio Zamaneh](#), October 17, 2022

Keyvan Mohtadi, a researcher and translator defending workers' rights who was arrested in connection with this case, is still in prison awaiting a verdict. Despite the bail, the interrogators have prevented his temporary release. Anisha Asadollahi, Rehane Ansarinejad, and Shaaban Mohammadi, who were also arrested in connection with this case, have been temporarily released on bail. On October 9, 2022, the security forces tried to arrest Shaaban Mohammadi again, but he was not at home.

6 - Omid Shahmohammadi, Kaveh Mohammadzadeh, Hiva Qureshi, and Parviz Ahsani, four Diwandara teachers' trade union members, were sentenced by the Revolutionary Court of Sanandaj to compulsory or suspended imprisonment. These teachers were arrested in May 2021 during the teachers' protests throughout Iran. According to the Sanandaj Revolutionary Court's verdict, Shahmohammadi was sentenced to five years in prison, and the three other teachers were sentenced to five years of suspended imprisonment.¹⁷

17 [Radio Zamaneh](#), December 1, 2022

Unions

As street protests quickly spread, the police presence in working environments intensified, particularly in oil and gas projects. Two hundred and fifty workers were arrested in Asaluyeh in an attempt to stop the oil and gas contract workers' strike. In the Haft Tappeh sugarcane complex, the government-appointed managers promised workers a bonus and a loan of 30 million tomans to prevent a strike. Many teachers in the Ministry of Education were summoned to supervisory or security institutions.

This police presence and extensive repression did not prevent the unions from protesting. Teachers went on strike in several cities on October 23 and 24, with the strike most robust in the Kurdish regions (the provinces of Kurdistan, Kermanshah, and part of West Azerbaijan). Shopkeepers in Kurdish cities pulled down their shop shutters at least ten times in solidarity with the protesters. Two shop strikes occurred, one from November 17-15 and the other from December 5-7, in many Iranian cities.

At the outset of the "Women, Life, Freedom" uprising, the imposition of a police presence in workplaces prevented trade unions from going on strike. Over time, workers protested through rallies, sit-ins, and strikes. The primary drivers for these protests were: wage inequality, temporary contracts, non-implementation of the job classification plan, harsh working conditions, and excessive exploitation of workers by managers.

The situation in the municipalities has remained the same. Thousands of municipal workers continue to receive their meager salaries late.

The following table shows only a small part of the salary arrears of municipal workers.

Unit	Arrears
Zarneh Municipality	6-7 months
Iranshahr Municipality	5 months' salary + salary benefits
Yasuj Municipality	9 months
City of Sisakht	At least 7 months
Lushan Municipality	3 months

Oil and Gas Workers

In the first days of the “Women, Life, Freedom” uprising, oil and gas contract workers announced that they would go on strike in solidarity with the widespread street protests. During a one-day strike on October 10, 2022, many were arrested. According to the Oil Contract Workers Organizing Council, the workers of Hengam, Damavand, and Kavian Petrorefineries in Asaluyeh and Kangan held a rally.

The workers also closed the three-way roads leading to Asaluyeh as a sign of protest. Shortly after, security and police forces entered Asaluyeh and arrested many workers.¹⁸ Later, the police released some of the detainees on bail.

Oil and gas project workers also went on strike several times because of unfavorable working conditions. The Ministry of Oil’s official workers also went on a hunger strike to protest the non-implementation of Article 10 of the Law on Duties and Powers of the Ministry of Oil. These workers temporarily suspended their rally after the ministry conceded to some of their demands.

Table: Oil and gas protests

Protest Group	Reason for protest or primary demands	Outcome
Contract workers in several projects	Solidarity with the national uprising	Arrest of more than 250 workers
Tehran Refinery	Low salary Implementation of job classification plan	Temporary stop of work
Dena Asaluyeh Petrochemical	Wage arrears	-
Asaluyeh Pardis petrochemical repair workers ¹⁹	Union demands	Arrears paid
Official oil workers in several projects ²⁰	Implementation of Article 10 of the Law on Duties and Powers of the Ministry of Oil Wage increase	-
Petrochemical workers of Masjid Suleiman ²¹	Wage increase Payment of benefits Climate surcharge	The end of the hunger strike after the Ministry of Oil accepted some of the demands
Refinery 11 in Asaluyeh Phase 13 Project ²²	Wage increase Improved working conditions	-
Kurdistan Petrochemical Company ²³	Wage increase End of workplace policing	-
Chovar Petrochemical Company ²⁴	Wage increase Implementation of job classification plan	-

18 [Oil Contract Workers Organizing Council](#), October 10, 2022

19 [Oil Contract Workers Organizing Council](#), November 2, 2022

20 [Oil Contract Workers Organizing Council](#), November 6, 2022

21 [Oil Contract Workers Organizing Council](#), November 24, 2022

22 [Oil Contract Workers Organizing Council](#), November 22, 2022

23 [Radio Zamaneh](#), December 6, 2022

24 [Radio Zamaneh](#), December 6, 2022

Abadan Refinery ²⁵	Wage increase	-
	Implementation of job classification plan	
Mahshahr petrochemical terminals and tanks ²⁶	Wage increase	-
	Equal wages for official and contract workers	

25 [Radio Zamaneh](#), December 6, 2022

26 [Radio Zamaneh](#), December 4, 2022

Industrial Workers

Iran's manufacturing industries have faced tremendous problems following an economic recession and the depreciation of the national currency. Production unit owners typically resort to non-payment of wages and dismissal of workers with long working histories to reduce costs. As a result, the dismissal rate spiked since early fall.

Security measures in industrial working environments prevented workers from protesting until November 2022, but they finally rallied after that date. The biggest labor strike happened at Esfahan Steel Company, where 4000 workers went on strike and marched on the factory premises to protest low wages and the non-implementation of the job classification plan.

The workers' strike at Site 3 of Crouse Industrial Manufacturing Company against gender discrimination in the workplace was also critical. This company is one of the largest parts manufacturing units in the automobile industry. According to official reports, more than 65 percent of its workers are women, all employed with temporary contracts. They are not allowed to use the phone while working. Employers in Crouse industries pay female workers less than male workers and fire them if they marry.

Table: Industrial workers' protests

Production unit	Reason for protest	The form of the protest
Sahand Combine (manufacturer of combine harvesters)	Converting official contracts to temporary ones Dismissal of workers	Sit-in
Iran Tire Co.	Inequality of official and temporary wages	Strike
Crouse Industrial Manufacturing Company	Gender discrimination Wage arrears Low salary Long working hours Hard working conditions	Strike
Darugar Holding	4 months delay in payment of wages	Rally
Bahman Motor Company	Insufficient salary	Rally
Saveh Pars Ampoule Company ²⁷	Unknown	Rally
Esfahan Steel Company	Insufficient salary Non-implementation of job classification	Strike
Morattab Khodro Co. (SUV manufacturer) ²⁸	9 months of unpaid wages	Rally
Haft Tappeh Sugarcane Agro-Industry Co.	Insufficient salary Non-payment of benefits	Strike
Bandar Abbas South Kaveh Steel Co.	Unknown	Sit-in
Tabriz Aidin Dadsh Baradar Co. (chocolate factory)	Wage arrears	Strike

²⁷ Rows one to six of the protest table: [Radio Zamaneh](#), November 22, 2022

²⁸ [Radio Zamaneh](#), November 28, 2022

Iran Tractor Manufacturing Company in Tabriz ²⁹	Low salary Non-implementation of job classification plan Suppression of the right to organize	Strike
Sepahan Cement Co. ³⁰	Low salary Exploitation by contracting companies Inequality of wages of contract workers and official workers	Strike
Shiraz Narges cooking oil factory ³¹	Wage arrears	Rally
Damash Mineral Water Company ³²	Wage arrears	Strike
Tehran Darugar Co. ³³	Wage arrears	Rally
Almahdi Aluminum Co. ³⁴	Wage arrears Non-implementation of job classification plan	Strike
Dizcheh/Sepahan Cement Co.	Low salary	Sit-in



Crouse Industrial Manufacturing workers, 19 November 2022

29 [Free Union of Iranian Workers](#), October 25, 2022
 30 [Radio Zamaneh](#), December 6, 2022
 31 [Radio Zamaneh](#), December 6, 2022
 32 [Kargarnews](#), November 15, 2022
 33 [Radio Zamaneh](#), December 6, 2022
 34 [Radio Zamaneh](#), December 5, 2022

Public Services and Transportation

Changes to the fuel quota for truckers and road transport drivers also caused scattered protests. According to trade union officials, the fuel quota of truck drivers has been reduced from 2000 liters per month to the amount of consumption based on the distance traveled; therefore, drivers are facing the problem of fuel supply. Union officials have denied the truckers' strike, but there have been scattered reports of some drivers going on strike.³⁵

The municipal, fire department, and railway transportation workers were among the other workers who protested their jobs and living conditions in the fall. Municipal workers, who often work under temporary contracts, protested largely due to delay or incomplete payment of wages.

Table: Protests in public sector and transportation

Protest group	Reason for protest	The form of the protest
Truck drivers ³⁶	Reduction of basic fuel quota	Strike
Ahvaz municipality workers ³⁷	Delay in payment of wages Temporary contracts	Rally
Firemen of Mashhad ³⁸	Low salary Non-payment of shift fee (bonus based on daily shift) Workplace hardship	Rally
Khomeini Hospital nurses ³⁹ Tehran nurses Shiraz nurses	Failure to implement income tariffs	Rally
Novin Sanat Raja ⁴⁰	Hard work Low salary	Strike
Khuzestan rural telecommunication employees ⁴¹	Wage discrimination	Rally
Tehran metro workers ⁴²	Wage discrimination Temporary contracts Removal of benefits by the contractor	Rally

35 [Radio Zamaneh](#), November 27, 2022

36 [Radio Zamaneh](#), November 27, 2022

37 [Radio Zamaneh](#), November 2, 2022

38 [Mehr News](#), November 23, 2022

39 [ILNA](#), November 29, 2022

40 [Radio Zamaneh](#), November 30, 2022

41 [ILNA](#), November 29, 2022

42 [Radio Zamaneh](#), December 13, 2022

Work Safety

The media reported fewer work accidents in the fall than in previous seasons. The reason for this decrease was not the reduction of fatal accidents in working environments but rather the news dominance of the nationwide protests, which made the reports of work accidents more periodic.

Based on domestic media, Radio Zamaneh was able to document the 63 worker deaths and 118 injuries between September 23 and December 16, though the true number of work accidents is higher than what is published in the media.

As in the previous seasons, construction workers are the top victims of work accidents resulting in death. The plan to amend the construction workers' insurance law is under consideration in the parliament, but it has not been finalized yet.

The rate of accidents leading to the deaths of public sector workers - municipal, public transport, health, and medical workers - also continues to rise. Long working hours in these sectors cause fatigue and increase human error sometimes leading to death. Employers in the electrical industry refuse to provide standard safety equipment.

The table below shows the statistics of work accidents by division in the fall season of 2022.

Sector	Injured	Deaths
Construction	6	18
General	8	16
Big industries	83	13
Small workshops	3	4
Mining	4	5
Agriculture	14	7
Total	118	63

Informal Workers

Peddlers

Peddlers and seasonal workers, along with *kulbars* and *sukhtbars*, are the main groups of informal workers who are deprived of any occupational benefits such as insurance and employment contracts. *Kulbars* are porters who carry heavy cargos of commercial goods on their backs and cross dangerous border areas to avoid interception by guards. *Sukhtbars* carry fuel along Iran's eastern borders.

The government has promised to organize the peddlers, which in practice means creating more restrictions and moving them to designated places with low traffic and few customers.

On November 14, the head of the business improvement center of the Ministry of Cooperation, Labor, and Social Welfare announced a plan to issue licenses for peddlers, though he did not provide any further details. The purpose behind this practice to issue "unique" IDs for street vendors is to justify moving them to remote places as designated by the municipality.⁴³ The government's move to formalize peddling also has an ulterior motive: lowering the official unemployment rate. There are no exact statistics on peddlers in Iran, but according to unconfirmed reports, the number of peddlers is estimated to be up to 2.5 million people.

The municipal managers in Tehran, Zahedan, Tabriz, and Talesh demanded the removal of peddlers from the busy streets because the municipality considered them to be the cause of the city's ugliness.⁴⁴

The deputy of Tabriz municipality confirmed the severe treatment of peddlers by municipal officials. He said: "coordination among the judicial system, police force, and deputy of transport and traffic is in place to organize the fields and clear the way to cargo transportation, vehicular passage, and resettlement of peddlers."⁴⁵

Kulbars and *Sukhtbars*

Baluchistan and Kurdistan - where the *kulbars* and *sukhtbars* live – experienced heightened security due to the widespread protests.

Because of the prevailing security conditions in the country, the traffic of *kulbars* and *sukhtbars* along the borders has decreased, but their killings have not. Iran's Revolutionary Guard has deployed more military forces in the eastern and western border areas.

Iran's rulers said that they reached an agreement with Iraq and the Iraqi Kurdistan Regional Government to deploy Iraqi army forces on the border. This agreement will make travel more difficult for the *kulbars*. According to reports published by the Iranian military forces, border agents killed at least 11 *kulbars* with direct fire and wounded 10 between September 17 and December 16. At least three *kulbars* were injured from falling from a height and a mine explosion.

In the province of Sistan and Baluchistan, the shooting of *sukhtbars* continued. Seven Baloch *sukhtbars* died because they were shot by government agents or their vehicle overturned, and at least three *sukhtbars* were injured.

43 [Khabar Online](#), November 14, 2022

44 [IMNA](#), November 8, 2022

45 [Yazeco](#), November 19, 2022

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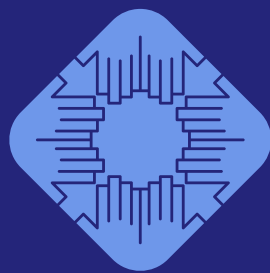
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