

Labor Rights in Iran



QUARTERLY REPORT NO. 24

January - March 2023



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This publication is Zamaneh Media's 24th Labor Rights Report. These reports focus on key issues like workplace health and safety, various types of workplace discrimination, women's labor, child labor, unemployment, deferment or non-payment of wages, labor organization, and labor protests. Zamaneh Media continuously monitors labor news in Iran, and this report provides an overview of labor rights issues rights in Iran.

The following quarterly report covers labor rights issues, events, and trends from January through March 2023. It is important to note that the information herein does not address all labor-related events and topics. In the winter of 2022-23, we published our [fifth annual Zamaneh newsletter](#). Additionally, our latest special report focused on the plight of the Baluch fuel carriers. For all previously published reports related to workers' rights, please visit [Zamaneh's labor page](#).

Overview

In September 2022, protests erupted following the murder of Jina (Mahsa) Amini by the police. These protests were violently suppressed, and many protesters were arrested in November, leading to a temporary calm in the streets. The head of the judiciary revealed that amnesty had been granted to at least 22,000 individuals who were arrested during these protests, but did not disclose the number of detainees still held. Many of these detainees were workers employed in dangerous jobs.

After the street demonstrations subsided, workers from various sectors continued to protest throughout the winter. As the end of the Iranian calendar year approached in March 2023, the frequency of union protests increased, primarily driven by delayed or insufficient wages.

The persistent suppression of workers' wages has resulted in an widening gap between wages and expenses, leading to an increase in the number of people living below the poverty line.

The government is grappling with a budget deficit ranging from 350 to 500 trillion tomans. (Exchange rate as of the publication of this report: 1 USD = 47,000 tomans) The value of the dollar as a standard commodity has a direct impact on the economy of goods and services, as well as the social reproduction of families. In January 2023, the monthly inflation rate for housing surged to 10% due to the fluctuation in the dollar rate, leading to a rise in the number of tenants unable to pay rent. The Statistical Center of Iran reported a rent inflation rate of 44 percent.

Due to the weaker exchange rate and decreased demand, production units have reduced their output. Unfortunately, the workers have been hit hardest by this situation as many lost their jobs. By the end of the year, media reported that workers' contracts at the Akhavan, Firooz, and Nakh Alborz production units were not renewed, leading to layoffs. Among those laid off in Firooz were workers with disabilities.

In the 2023 budget, the government increased the salaries of public sector workers by only 20%, which is at least 33% less than the official annual inflation rate. The Supreme Labor Council also set the 2023 monthly minimum wage at 5,308,284 tomans, while government labor organizations estimate the livelihood basket at nearly 18 million tomans. This wage increase is insufficient to keep up with the rising cost of living, placing a heavy burden on workers. The income-expense gap for workers will only widen in 2023, leading to an increase in poverty and hunger.

Amid this dire situation, there was uptick in worker protests at the beginning of 2023; labor protests have surged significantly compared to three months ago. The deterioration of the security environment and lessened control over workplaces resulting from the "Women, Life, Freedom" street protests played a significant role in this increase of labor rallies.

Retirees depending on social security organized the highest frequency of protests. From January through March 2023, retired workers rallied every Sunday in different cities. The retirees of the Iran Telecommunication Company also carried out large-scale protests.

Furthermore, the poisoning of students in several predominantly girls' schools and the privatization of the Ministry of Education's properties drove teachers back to the streets. On March 7, teachers staged rallies in 28 cities to protest the flawed implementation of

the wage ranking scheme and the suppression of students.

The government has arrested teachers on several occasions. The repression of retiree trade unions and labor activists is ongoing, and many teachers and labor activists have been persecuted and imprisoned.

Wage Suppression of Workers

As the new Iranian calendar year 1402 (March 21, 2023) approached, the Supreme Labor Council, comprised of government, employer, and government-approved worker representatives, extended the workers' wage suppression for another year. Without real worker representatives, the council set the minimum wage at 5,308,284 tomans, which is significantly lower than the estimated subsistence basket of nearly 18 million tomans and the poverty line of around 14 million tomans.¹

Based on this decision, workers' wages plus benefits will be about eight million tomans, far below the subsistence basket and the poverty line. According to a member of the Supreme Labor Council, none of the worker members were willing to sign the meeting minutes, but the government approved and announced the minimum wage regardless of this issue, as it did last year.

The composition of the Supreme Labor Council members - three government representatives, three employer representatives, and three labor members affiliated with government organization - cannot adequately represent the interests of the workers.

At the same time as the Supreme Labor Council meetings, independent labor organizations demanded that the minimum wage increase to 25 million tomans.

¹ [Radio Zamaneh](#), March 20, 2023

Labor Protests

Since mid-December 2022, workers' protests have trended upward, with delayed wages and low salaries accounting for the leading cause of labor protests in the first quarter of 2023.

Municipal workers in different cities continue to experience significant delays in wage payments. In some cities, municipal workers have waited over one year for their wages. Managers attribute this delay to the decrease in municipal income or the failure to issue timely invoices to human resources contractors. In the cities of Yasouj and Sisakht, located in Kohgiluyeh and Boyer Ahmad provinces, the wage arrears have also reached one year. Yasouj municipality workers have protested this situation on several occasions in front of government institutions.

It is important to note that municipal workers work under temporary contracts and do not yet have a union.

The below table shows only a portion of municipal workers' wage arrears in the winter of 2022-23.

Table 1: Municipal workers' protests

Place of protest	Reason for protest/demand	Type of protest
Yasouj Municipality ²	9-12 months of unpaid wages	Rally in front of the municipal building; Yasouj governorate, Kohgiluyeh and Boyer-Ahmad governorates
Iranshahr Municipality ³	5 months of deferred salary, New Year's bonus and previous year's extra salary	Rally in front of the municipal building
Ahvaz Municipality ⁴	Request to improve the contract	Rally
Arvand Free Trade Zone Municipality	3 months of unpaid wages	Rally
Ilam Municipality ⁵	5 months of unpaid wages	Media
Khash Municipality ⁶	3-6 months of deferred wages	Rally
Sisakht Municipality ⁷	12 months of unpaid wages	Rally
Rasht Municipality ⁸	Request to convert to permanent contracts	Media
Lali Municipality ⁹	12 months of delayed wages, 9 months of delayed insurance coverage	Strike
Zahedan Municipality ¹⁰	Low salary	Media

In the public services sector, the workers responsible for the technical construction and maintenance of the Qom railway line have not received wages for at least three months. In Ardabil province, Meshginshahr Water and Sewerage organization contract workers are owed nine months of wages.

² [Kebna News](#), February 27, 2023

³ [Tosee Irani](#), March 6, 2023

⁴ [Radio Zamaneh](#), February 22, 2023

⁵ [IRIB](#), January 8, 2023

⁶ [ILNA](#), February 16, 2023

⁷ [Etemad Daily](#), March 7, 2023

⁸ [Diyar Mirza](#), January 23, 2023

⁹ [Lali News](#), February 26, 2023

¹⁰ [ILNA](#), March 4, 2023

The industry and mining sector have also experienced significant wage arrears that many industrial workers have protested. Please refer to the below table for a breakdown of wage arrears in production and mining units.

Table 2: Industrial and mining workers' protests

Unit	Months of unpaid wages/demands	Type of protest
Derakhshan Copper Mine ¹¹	3-5 months	Strike
Arya Steel Mine ¹²	3 months	Strike
Khash Cement Factory ¹³	Unknown	Strike
Abadeh Cement Factory ¹⁴	9 months	Media
Zanjan Lead and Zinc Mine ¹⁵	Pay raise for hard labor	Rally
Pars Carpet Factory ¹⁶	5 months	Rally
Iran Basbar Niro Factory ¹⁷	10 months	Media
Farmand Sugar Factory	Unknown	Media
Rasht Darougar Factory ¹⁸	5 months	—
Esfandaqeh Chromite Mine ¹⁹	3 months	Rally
Yazd Tire Factory ²⁰	Wage increase	Rally
Jam Tile Factory ²¹	2 months	Media

Low Wages

Workers from various sectors have also protested low wages and the non-payment of job benefits. Social security, telecom company, and medical science retirees protested for these reasons most frequently.

In February 2022, Ebrahim Raisi's government withdrew a bill from parliament that would have made permanent the equalization of social security pensioners' salaries. Last fall, social security pensioners received pensions amounting to less than half of the poverty line, while the salaries of military and state fund pensioners related to ex-government employees increased. This past winter, social security retirees staged rallies in several cities every Sunday. Retirees of the Telecommunication Company of Iran also held a number of protests to demand their job benefits, including welfare. Steel industry and healthcare retirees were among other groups protesting low salaries.

Please refer to the below table for information on wage arrears in production and mining units.

11 [Radio Zamaneh](#), February 12, 2023

12 [ILNA](#), February 7, 2023

13 [Rasanak News](#), February 17, 2023

14 [ILNA](#), December 4, 2022

15 [Radio Zamaneh](#), February 21, 2022

16 [ILNA](#), March 14, 2023

17 [IRIB](#), February 14, 2023

18 [ILNA](#), February 15, 2023

19 [Free Trade Union of the Iranian Workers](#), February 23, 2023

20 [ILNA](#), February 9, 2023

21 [ILNA](#), January 8, 2023

Table 3: Pensioners' protests

Protest group	Demands	Type of protest
Telecom retirees ²²	Timely payment of wages Payment of benefits	Nationwide rally
Social security pensioners ²³	Wage increase 25% increase in the Wage Equalization Plan Free health insurance	Nationwide rally
Retirees of Haftah and Pars Shush paper companies	Wage increase Payment of arrears	Rally
Steel industry retirees	Wage increase Payment of arrears Implementation of the Wage Equalization Plan	Rally
Medical science retirees ²⁴	Wage increase Payment of arrears Implementation of the Wage Equalization Plan	Rally

While retirees accounted for the highest frequency of rallies this winter, workers in the service, industry, and mining sectors also protested low wages, the non-implementation of job classification plans, and the elimination of job benefits.

Table 4: Protests by industrial production and service workers

Unit	Protest reason	Type of protest
Yazd Tire Factory ²⁵	Low salary	Strike
Sirjan Iranian Steel Company ²⁶	Low salary Wage discrimination	Strike
Yazd Steel Company ²⁷	Low salary	Strike
Isfahan Iron Smelting Factory ²⁸	Low salary Failure to implement the job classification scheme	24/7 strike
Sabalan Combined Cycle Power Plant ²⁹	3 months' salary arrears	Rally
Non-Industrial Operations and Petrochemical Industry Services Company in Mahshahr ³⁰	Unknown	Rally
Bandar Abbas shipyard ³¹	Low salary Failure to implement the job classification scheme	Strike

22 [Radio Zamaneh](#), January 30, 2023

23 [Radio Zamaneh](#), February 28, 2023

24 [Radio Zamaneh](#), February 22, 2023

25 [ILNA](#), February 9, 2023

26 [Kerman No](#), February 2, 2023

27 [Free Trade Union of the Iranian Workers](#), February 27, 2023

28 [Free Trade Union of the Iranian Workers](#), February 25, 2023

29 [Free Trade Union of the Iranian Workers](#), February 25, 2023

30 [Free Trade Union of the Iranian Workers](#), January 15, 2023

31 [Moj News](#), February 15, 2023

Erzuye Chrome Mine ³²	Low salary Failure to implement the job classification scheme Harsh working conditions	Rally
Tehran Simbanan Electricity Company ³³	Low salary	Rally
Public sector workers ³⁴	Low salary Insufficient wages approved by the Supreme Labor Council	Rally
Ilam Cement Factory ³⁵	Low salary Harsh working conditions Temporary contracts	Rally
Kavian Steel Company ³⁶	Low salary Failure to implement the job classification plan	Strike
Copper metal factory in Shahr-Babak ³⁷	Low salary	24/7 strike

Oil and Energy

Contract and official oil industry workers held sit-ins or rallies several times this winter to protest low or delayed wages and tightening workplace security environments.

The official oil workers demanded the implementation of Article 10 of the Ministry of Oil Law, which states that employee salaries within this ministry should not be subject to government cabinet and parliament decisions on the wages of public sector employees.

In petrochemical industries and refineries, workers also protested delayed salary payments, the workplace security environment, the non-implementation of job classification plans, and the dismissal of workers.

Table 5: Protests by oil and petrochemical workers

Protest group	Demands	Type of protest
Official employees of Iranian Oil Company ³⁸	Salary increase Implementation of Article 10 of the Law of the Ministry of Petroleum	Workplace strike Rally in several cities
Chovar petrochemical workers ³⁹	Payment of arrears Implementation of job classification plan	Rally
Abadan petrochemical workers ⁴⁰	Reduction of police presence in the workplace End to prosecution of workers	Workplace strike
Razi Mahshahr petrochemical workers	Reversal of the order prohibiting some workers from entering the workplace	Rally
Isfahan petroleum products workers ⁴¹	Payment of outstanding claims	Rally

32 [IRIB](#), February 15, 2023

33 [ILNA](#), December 21, 2022

34 [Radio Zamaneh](#), March 12, 2023

35 [ILNA](#), March 13, 2023

36 [Radio Zamaneh](#), February 5, 2023

37 [Radio Zamaneh](#), January 31, 2023

38 [Radio Zamaneh](#), January 17, 2023

39 [Radio Zamaneh](#), January 4, 2023

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

41 [Oil Workers Protest Organizing Council](#), February 26, 2023

South Pars gas refinery workers ⁴²	Payment of deferred wages Improvement to working conditions	Rally
Petrochemical workers of Gachsaran ⁴³	Payment of outstanding claims	Rally
Adish Kangan petrochemical workers ⁴⁴	Payment of deferred wages Implementation of job classification plan	Rally
Mobin petrochemical workers ⁴⁵	Implementation of job classification plan Eliminate wage inequality	Rally
Masjid Suleiman petrochemical workers ⁴⁶	Payment of deferred wages	Rally
Emam Port petrochemical workers	Payment of deferred wages	Rally
Temporary workers of the Ministry of Petroleum	Payment of New Year's bonus based on the resolution of the Supreme Labor Council	Rally
Chabahar petrochemical workers ⁴⁷	Abolition of wage discrimination Improvement to working conditions Payment of deferred wages and benefits	Rally

Healthcare Sector Protests

Employees in the healthcare sector, especially nurses under temporary contracts and with several contracting companies, continued to protest the non-implementation of the law on the wage ranking and bonuses for medical and nursing services, delayed wage payments, dismissals, and wage discrimination.

In the first three months of 2023, these protesting groups included: employees of Iranshahr University of Medical Sciences in Sistan and Baluchistan province, Qazvin nurses, Tehran Clinic nurses and medical staff, and nurses and employees of Jundishapur University of Medical Sciences in Ahvaz.

Employees from the Iranshahr University of Medical Sciences demanded payment of five months of unpaid wages. Nurses in Qazvin also rallied in front of the governor's office, demanding payment of salaries and permanent contracts. In Ahvaz, nurses protested against non-payment of wages, low housing and clothing allowances, and the strenuous workload. The medical staff of Khomeini Hospital in Ahvaz wrote a letter to government officials to protest heavy workloads and low wages. Tehran Clinic hospital employees held a rally in response to delayed wage payments and low salaries.

Education Sector Protests

During the "Woman, Life, Freedom" uprising, teachers were once again targeted for repression and nearly 100 teachers were arrested this past fall. The suppression of street protests led to a new round of teachers' protests against poor living conditions, the repression of students, and the poisoning of students with gas.

42 [Radio Zamaneh](#), February 21, 2023

43 [Oil Workers Protest Organizing Council](#), March 7, 2023

44 [Radio Zamaneh](#), February 22, 2023

45 [Oil Workers Protest Organizing Council](#), December 11, 2022

46 [Radio Zamaneh](#), February 22, 2023

47 [Radio Zamaneh](#), February 21, 2023

On March 7, 2023, teachers held rallies across 28 cities. Security forces attacked protesting teachers in Tehran, Karaj, Isfahan, Rasht, Sanandaj, Marivan, and Kermanshah and arrested at least ten teachers during these rallies. In the following days, security forces detained three more teachers. False filings against teachers and members of educators' trade unions continued.

Jafar Ebrahimi and Rasul Bodaghi, two teachers arrested on April 30, 2022, are still in prison. Before the March 7 rally, teachers in Tabriz and Shiraz also held rallies to protest their livelihood situations.

Informal Workers

Peddlers faced difficult conditions through the winter. Municipalities used “peddlers’ organizations” to prevent this group of informal workers from operating on busy roads and relocated them to bazaars far from city centers. In some cities, agents responsible for preventing roadblocks attacked peddlers. The below table accounts for only a portion of the municipal attacks on peddlers in several cities.

Table 6: Statements of government officials about peddlers

Government official	Decision/statement	Province
CEO of Tehran Metro	Street peddlers removed from the metro stations and prohibited from selling on subway platforms. ⁴⁸	Tehran
Business manager of Semnan Municipality	Street peddlers are relocated to the southern areas of the city to develop their businesses. ⁴⁹	Semnan
Deputy environment minister of Gorgan Municipality	We transferred street peddlers to three bazaars. ⁵⁰	Golestan
Supervisor of fruit markets and businesses of Tabriz Municipality	Street peddlers are registered in a system. They cannot stay in one fixed place. ⁵¹	East Azarbaijan
Mayor of Tehran’s District 8	Street peddlers of Kerman neighborhood bazaar have been cleared. ⁵²	Tehran
Municipal services deputy of Varamin Municipality	Street peddlers are banned from setting up shop in the city center. ⁵³	Varamin
Tehran police chief	The night market of Shush and Molavi street peddlers was dismantled. ⁵⁴	Tehran
High-ranking official of Kot Abdullah Municipality	Street peddlers of Kot Abdullah have been moved to one place. ⁵⁵	Khuzestan
Governor of Sanandaj	The municipality should deny permission for street peddlers to operate. Tanakura street peddlers must be rounded up. ⁵⁶	Kurdistan
Head of Bushehr Road Administration	Street peddlers on the side of Bushehr freeway have been removed. ⁵⁷	Bushehr
High-ranking official of Ahvaz Municipality	We must clear street peddlers from Naderi Street so that cars can drive down it. ⁵⁸	Khuzestan
Head of Shahrekord Municipality Business Organization	Street peddlers were collected from the city and transferred to local markets. ⁵⁹	Chaharmahal va Bakhtiari

During the winter, municipal officers in several cities, including Tehran and Gorgan, repeatedly and violently attacked peddlers to prevent them from continuing their activities. Municipalities also imposed restrictions on peddlers, forcing them to move to bazaars far from city centers. In some cases, roadblock prevention agents also targeted peddlers, making their working conditions more dangerous. The above table shows a portion of various municipalities’ attacks on peddlers.

Informal workers such as kulbars and sukhtbars continued to work for meager wages despite the risks to their health and lives. Kulbars, who carry heavy commercial goods

48 [Iran Students News Agency \(ISNA\)](#), March 11, 2023

49 [JMNA](#), February 1, 2023

50 [Young Journalists Club](#), February 21, 2023

51 [Nasr News](#), March 11, 2023

52 [Mehr News Agency](#), January 24, 2023

53 [Tehran News](#), March 13, 2023

54 [Shargh Daily](#), February 22, 2023

55 [Fasl Andisheh](#), February 28, 2023

56 [Sepehr Gharb](#), March 4, 2023

57 [Ministry of Roads and Urban Development](#), March 1, 2023

58 [Modara](#), February 20, 2023

59 [Jahanbin News](#), January 3, 2023

on their backs, often travel through dangerous border areas to avoid capture by guards. Sukhtbars transport fuel along Iran's eastern borders.

Zamaneh detailed the situation of sukhtbars in Baluchestan during the first quarter of 2023 in a recent special report. Unfortunately, the situation for sukhtbars has not improved, and kulbars also struggled with the violence of government agents.

On December 31, 2022, Ebrahim Raisi's cabinet submitted a bill to parliament titled "Organizing and Monitoring Border Trade." If passed, this bill will make it even more challenging for kulbars, who have turned to kulbari due to a lack of stable employment.

During the winter, seven kulbars died and nineteen were injured. Government forces were responsible for at least two deaths; agents shot and killed one kulbar, and another fell to his death while escaping from border guards. The remaining five kulbars died due to cold temperatures, falls from heights, and other accidents. Border guards were also responsible for 10 of the 19 injuries, and two kulbars were also wounded during military chases.

Baluch activists reported the deaths of at least 13 sukhtbars during this period, with the leading cause of death being high-speed accidents resulting from pursuit by government agents. Two sukhtbars were also injured, one wounded by government agents' bullets.

Migrant Workers

Iran has made working and living conditions more difficult for immigrants, particularly Afghans. After the Taliban regained control of Afghanistan, more immigrants arrived to Iran. From the beginning, Iran announced that it would settle refugees in temporary camps and quickly return them to Afghanistan.

In February 2023, the Taliban's Ministry of Refugees and Returnees announced that 300,000 Afghan refugees had returned to Afghanistan from Iran within six months.⁶⁰ However, the ministry did not clarify whether these immigrants left Iran voluntarily or by force. On January 14 and 15 alone, over two thousand Afghan immigrants left Iran through the Islam Qala border.⁶¹ In February, more than seven thousand Afghans left Iran over the course of three days.⁶²

At the beginning of 2023, Iran implemented a plan to record comprehensive information for Afghan immigrants and imposed more restrictions on immigrants without residency cards or with temporary residency.

In the first three months of 2023, at least 11 Afghan workers died in work accidents, largely in the construction sector. Ten Afghan workers were also killed in a car accident on March 12.⁶³

60 [Tasnim News](#), February 21, 2023

61 [Fars News](#), January 20, 2023

62 [Etemad Online](#), February 19, 2023

63 [Dideban Iran](#), March 12, 2023

Political Suppression

In January, the government claimed to have granted amnesty and released many of those who were arrested during the protests. However, it is still unclear how many detainees have actually been released. Labor and trade union activists such as Rasul Bodaghi, Jafar Ebrahimi, Hassan Saeedi, Dawood Razavi, Arash Johari, Reza Shahabi, and dozens of other teachers who were arrested during protests from August 2021 to May 2022, or detained during the protests from September to December 2022, did not receive amnesty.

An appeals court upheld the prison sentencing of Hasan Saeedi, Reza Shahabi⁶⁴, and Keyvan Mohtadi.⁶⁵ Hassan Saeedi was banned from seeing his family, and Dawood Razavi was denied access to medical treatment. Shaaban Mohammadi, the Kurdish unionist teacher, was sentenced to five years in prison, and Samaneh Asghari, a childrens' labor rights activist, was sentenced to 18 years in prison. Several teachers and other labor activists were also arrested or summoned by the judicial authorities.

Military authorities arrested dozens of iron smelters on strike in Isfahan, as well as five workers in Asalouye the following day. At least five workers — Hadi Shekari, Meitham Ebrahimi, Samad Ebrahimi, Masoud Mohammadi, and Mojtaba Nowrozi — were summoned and arrested at the Shomal Cement Factory in Tehran province.⁶⁶

Other means of repression included workplace dismissals and reductions to job rank and wages. Five workers from Izeh Municipality, 190 workers from Alborz Yarn Factory, and 52 disabled workers from Firouz Detergent Factory were fired.⁶⁷

In the first three months of 2023, dozens of teachers across various cities were fined with salary deductions and demotions for their September 2022 participation in union protests or sit-ins.

Table 7: Police and judicial repression of trade union and labor activists

	Name	Sentence
1	Hassan Saeedi, Iranian bus workers union	Prison without visitation
2	Dawood Razavi, Iranian bus workers union	Arrested, prohibition of treatment in prison
3	Osman Esmaili, labor activist	Arrested
4	Keyvan Mohtadi, defender of workers' rights	Prison – 6 years
5	Samaneh Asghari, child labor rights activist	Prison – 18 years and 3 months
6	Shaban Mohammadi, Marivan Teachers Union	Prison – 5 years
7	Masoud Nikkhah, Marivan Teachers Union	Prison – 1 year
8	Mokhtar Asadi, Sanandaj Teachers Trade Union	Arrested
9	Aziz Ghasemzadeh, Gilan Teachers Union	Prison – 1 year
10	Mahmoud Sedighipour, Gilan Teachers Union	Prison – 1 year
11	Anoush Adelipour, Gilan Teachers Trade Union Center	Prison – 1 year
12	Mahmoud Beheshti Langroudi, Gilan Teachers Union	Court summons
13	Hossein Ramzanpour, Northern Khorasan Teachers Union	Arrested

64 [Radio Zamaneh](#), January 12, 2023

65 [Radio Zamaneh](#), January 9, 2023

66 [Radio Zamaneh](#), January 27, 2023

67 [Radio Zamaneh](#), March 15, 2023

14	Rahman Abedini, Alborz Teachers Union activist	Arrested and released
15	Mohammad Sadeghi, Center Union of Cultivators	Arrested and released
16	Zainab Hamrang, retired teacher	Arrested
17	Nusrat Beheshti, retired teacher	Court summons
18	Kamal Fekorian, Sanandaj Teachers Guild Association	Arrested and released
19	Voria Karimi, Sanandaj Teachers Union	Arrested and released
20	Jabbar Pakzad, Sanandaj Teachers Union	Arrested and released
21	Bahauddin Maleki, Sanandaj Teachers Union	Arrested and released
22	Siamak Sadeghi Cheharazi, Khuzestan Union	Court summons
23	Pirouz Nami, Khuzestan Teachers Union	Court summons
24	Kokab Bodaghi, Khuzestan Teachers Union	Dismissal from service, court summons
25	Muhammad Ali Zahmatkesh	Arrested and released
26	Gholamreza Gholami Kundzi	Arrested and released
27	Sadegh Samareei, Kermanshah Union activist	Arrested
28	Sulaiman Abdi, Saqqez and Ziviye Teachers Union	Arrested
29	Mokhtar Asadi, Sanandaj Teachers Trade Union	Arrested and released
30	Kamiyar Fakoore, a workers' rights journalist	Prison – 8 months
31	Sarvenaz Ahmadi, researcher and child labor rights activist	Prison – 3 years
32	Abdullah Rezaei, teacher in Hersin	Arrested and released on bail
33	Mohammad Ali Arabi, teacher in Bijar	Arrested and released on bail
34	Mohammad Farzan, teacher in Bijar	Arrested and released on bail
34	Sara Siahpour, teacher in Karaj	Prison – 6 years
36	Farhad Sheikhi, labor activist	Arrest
37	Maziar Seidenjad, labor activist	Three years jail
38	Peyman Salem, labor activist	Three years jail
39	Ahmed Alizadeh, teacher in Ilam	Prison – 13 years

Two people were also sentenced to 15 years in prison in connection with the truck drivers' strike.⁶⁸

68 [Radio Zamaneh](#), January 8, 2023

Work Safety

In the first three months of 2023, the media reported 74 worker deaths and 161 injuries, which is only a small portion of the true total number of workplace accidents.

Almost half of the fatalities occurred in the road and construction sectors, with sub-standard heating devices being a significant contributing factor. In December, Bahar Borojen cold storage workers used a picnic heater to heat their transportation vehicles and subsequently died. Other workers in the mining, construction, and service sectors also died due to the explosion of heating devices or gas suffocation. The primary cause of these accidents was the employers' failure to provide proper heating devices and rest areas.

In the agricultural sector, road accidents were one of the leading causes of work-related accidents.

Twenty-five workers died and nineteen more injured due to explosions or gas poisoning. Sadly, at least seven children and 11 Afghan immigrants were among these fatalities.

Afghan workers, who are often employed without contracts and insurance, are particularly vulnerable in construction work environments.

The table below shows only a small number of the incidents reported by the media during the first three months of 2023.

Table 8: Work accidents

Sector	Deaths	Injuries
Industry	10	68
Construction	37	31
Services	12	26
Agriculture	10	21
Small workshops	5	15
Total	74	161

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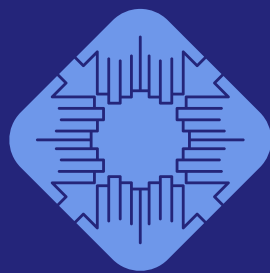
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