

Labor Rights in Iran



QUARTERLY REPORT NO. 27

October - December 2023



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This publication is Zamaneh Media's 27th 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 there.

The following quarterly report covers labor rights issues, events, and trends from October through December 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

Capital punishment in the Islamic Republic of Iran (IRI) has escalated in both frequency and intensity. Human rights watchers have noted a surge in executions over recent months.

In conjunction with the anniversary of the protests sparked by the killing of Jina (Mahsa) Amini, the security forces detained numerous union and labor activists, students, and gender equality advocates. Additionally, dozens of teachers faced suspension or dismissal following decisions by administrative violation boards, and several educators and trade union members were incarcerated.

The immigrant population, predominantly Afghans, experienced an uptick in xenophobic assaults from October through December 2023. Media propaganda against Afghans intensified, leading to attacks by civilian mobs on their settlements in several cities. The Iranian government tightened restrictions on Afghan residents and accelerated their deportation process.

The Labor Minister thwarted efforts to increase workers' wages despite assurances from the "labor representatives" of the Supreme Labor Council, exacerbating financial struggles for workers who are already plagued by frequent wage delays.

The government reported a decline in the official inflation rate for October and November 2023, recording a rate of 2.2 percent for November. However, Iran's Statistics Center indicated a point-to-point inflation of 39.2 percent for November, reflecting the year-over-year price index increase. Food, healthcare, transportation, clothing, and footwear saw average price hikes exceeding 40 percent.

According to Iran's Statistics Center, the inflation rate for housing — the most substantial expense in household budgets — was 39.5 percent. However, the central bank noted a 73 percent increase in Tehran's housing price index for October. Average rental prices surged over 60 percent from November 2022 to November 2023. This rise in housing and rental costs has further marginalized groups, with people resorting to sleeping in cardboard boxes, on rooftops, in large containers, or crowding multiple families into single residential units.

As the 13th cabinet's second year concludes, the government's unfulfilled promises to stabilize housing and rental prices and offset diminished purchasing power due to inflation have fueled labor protests.

As with the previous season, pensioners were the primary protestors. Despite a heightened security environment, official and contract workers in the oil and petrochemical sectors persisted in their demonstrations. Nurses and medical staff joined in strikes and rallies across various cities, protesting the government's failure to honor its pledge to implement an equitable health service tariff.

Immigrants

Afghans, as the majority immigrant group in Iran, face systematic denial of their asylum rights. Members of the Islamic Consultative Assembly (Iranian Parliament), government officials, and the media have fueled a steady wave of anti-Afghan sentiment.

In Meybod, a city in Yazd province, tensions escalated following a clash between local teenagers and Afghan immigrants, resulting in one fatality. This incident spurred demands for the expulsion of Afghans from Meybod during Friday prayers. Subsequently, the Meybod County Security Council restricted access to Mehmanshahr's main boulevard, a government-designated refugee settlement. There were also reported attacks on Afghan residents' homes.

In the wake of these events, the Director General of the Bureau for Aliens and Foreign Immigrants Affairs in Kermanshah Governorate announced an expansion of the existing ban on Afghans living and working to 16 additional provinces.¹ The newly prohibited areas include East Azerbaijan, West Azerbaijan, Ardabil, Zanjan, Kurdistan, Kermanshah, Ilam, Lorestan, Chaharmahal and Bakhtiari, Kohgiluyeh and Boyer Ahmad, Gilan, Mazandaran, Sistan and Baluchistan, Hormozgan, and Hamedan.

In October, locals assaulted Afghan homes in Iqbaliya, Qazvin, destroying property and calling for the nationwide expulsion of Afghan immigrants.²

The Iranian government has intensified its detention and deportation of Afghan immigrants. While the government has not disclosed official figures, news agencies have reported that over 400,000 Afghans were deported between April and September 2023, citing military sources in Sistan and Baluchistan and Khorasan Razavi provinces.³ In December alone, the government expelled more than 13,000 Afghans from Khorasan Razavi's borders.⁴

Iran's Department of Labor and Social Affairs and various governorates also issued weekly directives prohibiting Afghan employment.

Afghan immigrants in Iran are subjected to severe exploitation as low-wage laborers, lacking insurance and legal safeguards.

IRI officials, including the Interior Minister, have declared intentions to identify and repatriate "all illegal immigrants" in Iran back to Afghanistan. These repatriations sometimes pose significant risks to the deportees' safety and freedom. For instance, journalist Zamir Zaheer was arrested by the Taliban after returning to Afghanistan from Iran.⁵

1 [Radio Zamaneh](#), December 3, 2023

2 [Radio Zamaneh](#), October 6, 2023

3 [Radio Zamaneh](#), November 14, 2023

4 [Radio Zamaneh](#), December 10, 2023

5 [Radio Zamaneh](#), December 7, 2023

Protests

• Retirees

For over a year, pensioners covered by both public and private funds have been actively protesting in the streets.

In 2021, the 13th cabinet withdrew a significant bill addressing the salary permanency of pensioners from parliament, attributing this action to budgetary constraints. This action was followed by proposals to extend working years and raise the retirement age within the framework of the 7th development plan. These moves were widely viewed as detrimental to the well-being of retirees. In a notable development in November 2022, an amendment was introduced via the supplementary clause to Article 79 of the 7th Development Plan Law. This amendment allowed an enhancement in annuity benefits (or *sanavat* in Persian) for employees with thirty years of service, extending benefits to 150 months (12.5 years).⁶ Annuity benefits, also known as end-of-service benefits, are paid to workers upon the completion of their employment and are calculated as one month's salary for each year of service, based on the last salary. Once this program is implemented, there will be a progressive extension of these end-of-service benefits. The specific details of this change can be found in the below table.

Table 1: Annuity Benefits Based on Duration of Work Experience

Work experience	Duration of benefits upon retirement
0 years	42 years and six months
5 years	40 years and 4 months
10 years	38 years and 3 months
15 years	35 years
18 years	34 years
20 years	33 years and 3 months
25 years	31 years
30 years	30 years

Government initiatives to extend employment duration and alter social security regulations are set to hurt the living conditions of both active and retired workers.

Between October and December 2023, retirees staged weekly protests in various regions, leading to the parliament's decision to amend social security and pension laws as part of the 7th development plan. Notably, protests by retirees affiliated with the Social Security Fund, which boasts the most extensive coverage, occurred more frequently than those by retirees from other funds.

Retirees from diverse sectors, including steel, oil, and telecommunications, and those from the State Radio and Television (IRIB), the Ministry of Health, and the

6 [Radio Zamaneh](#), November 19, 2023

State and Army Fund organized demonstrations in different cities. Table 2 below presents a compilation of select pensioner protests.

Table 2: Selected Protests by Pensioners

Protest group	Demands	Type of protest
Social security retirees ⁷	Wage increases Full health insurance Approval and implementation of the salary equalization plan Participation of workers in social security management	Weekly rallies in different cities
Government and military retirees ⁸	Wage increase Full health insurance Approval and implementation of the salary equalization plan	Rallies in several provinces
Steel industry retirees ⁹	Wage increase Approval and implementation of the salary equalization plan No privatization of pension funds Full health insurance	Weekly rallies in several cities
Ministry of Oil retirees ¹⁰	Opposition to the merger of pension funds	Rally in Tehran
Telecom retirees ¹¹	Implementation of the buyer's obligations when purchasing a telecommunications company Reinstatement of job benefits that have been removed	Weekly rallies in several cities
State Radio and TV retirees ¹²	Improvement of living conditions	Rally in Tehran
Azad University retirees	Improvement of living conditions Payment of salary arrears	Rally in Tehran
Saderat Bank retirees ¹³	Payment of 50% special bonus for government employees	Rally in Tehran

• Oil and Gas Workers

Since September 2022, when oil industry contract workers went on strike to support the “Woman, Life, Freedom” movement, the work environment in oil and gas projects has been tense. This period has been characterized by a pronounced “security and police atmosphere.”

In spring 2023, strikes erupted in several oil and gas centers, leading to threats

7 [Radio Zamaneh](#), September 24, 2023

8 [Radio Zamaneh](#), October 30, 2023

9 [Radio Zamaneh](#), November 5, 2023

10 [Free Trade Union of Iranian Workers](#), November 12, 2023

11 [Radio Zamaneh](#), October 19, 2023

12 [Radio Zamaneh](#), October 21, 2023

13 [Radio Zamaneh](#), October 30, 2023

of dismissal and arrest directed at the protesting workers. The pervasive security presence and the exemption of special economic zones — where many oil and gas projects are situated — from standard labor and social security laws have intensified the threats faced by workers in this sector. Despite these challenges, official and contract workers initiated stoppages at various oil, gas, and petrochemical facilities.

The primary demands of official oil and gas industry employees include the abolition of the existing wage cap, reimbursement of excessive tax deductions, and removal of restrictions on bonus payments. In anticipation of the annual budget review, official oil workers organized multiple rallies in different regions, aiming to pressure the Ministry of Oil, the government, and parliament to abandon laws related to setting salary caps and determining employment duration.

Contract workers in the oil, gas, and petrochemical sectors, including informal workers, have advocated for wage increases, the elimination of wage disparities, enhanced welfare facilities in worker settlements, job classifications, and payment of wage arrears.

Table 3: Selection of Protests by Oil, Gas, and Petrochemical Workers, Fall 2023

Protest group	Demands/ Reason for protest	Type of protest
Official employees in Bushehr oil platforms ¹⁴	Removal of the salary cap Removal of the bonus limit on annuities Return of excess tax deductions	Strike and rally at work
Official employees of the Continental Shelf Oil Company ¹⁵	Removal of the salary cap Removal of the bonus limit of annuities Return of excess tax deductions	Unknown
Employees of Aghajari Oil and Gas Exploitation Company ¹⁶	Removal of the salary cap Removal of the bonus limit of annuities Return of excess tax deductions	Unknown
Dismissed oil and gas workers of Gachsaran	Return to work	Rally
Employees of the Southern Oil-rich Regions Company ¹⁷	Retirement bonus payments	Rally
Abadan petrochemical contract workers ¹⁸	Payment of arrears	Sitting at work

14 [Radio Zamaneh](#), December 2, 2023

15 Ibid.

16 [Radio Zamaneh](#), November 5, 2023

17 Ibid.

18 Ibid.

Workers of the “Arkan Sales” of Abadan Refinery ¹⁹	Implementation of job classification Elimination of wage inequality	Rally at the place of Friday prayers
Contract workers of Petropars in Jaffir, Khuzestan	Payment of arrears	Unknown
Temporary contract employees of the Ministry of Petroleum in Kermanshah ²⁰	Payment of arrears	Unknown
Contract workers of South Pars Gas Complex ²¹	Wage increases Classification of jobs Improvements to welfare	Unknown
Chabahar Armeno Petrochemical contract workers ²²	Payment of arrears	Unknown
Workers of Mahshahr Petrochemical Terminals and Tanks Company ²³	Payment of arrears	Unknown

• Industrial Workers

In November, iron smelters carried out one of the most significant labor strikes, halting work for at least two days to voice their grievances about unequal and delayed pay as well as low wages. Independent labor organizations in Iran reported that the suppression of the strike involved security and military forces. The intervention by armed security forces and the arrest of several protestors made the 2023 iron smelters’ strike notable.

A common grievance in industrial workers’ protests remains low and often delayed wages. Another prominent demand is the establishment of a job classification system. However, the increasing reliance on human resources companies and the widespread use of temporary contracts are significant barriers to the approval and implementation of such a system.

The below table provides a non-exhaustive sample of industrial workers’ protests.

Table 4: Selection of Industrial Workers’ Protests, Fall 2023

Protesting group	Insufficient salary	Arrears	Job classification	Layoffs	Temp contracts	Other
Esfahan Steel Company ²⁴	*		*		*	
Caspian Steel Company ²⁵		*		*		
Royan Plastic Company, Kurdistan ²⁶	*					

19 Ibid.

20 [Radio Zamaneh](#), November 5, 2023

21 [Oil Workers Protest Organizing Council](#), October 25, 2023

22 [Free Trade Union of Iranian Workers](#), November 6, 2023

23 [Oil Workers Protest Organizing Council](#), October 24, 2023

24 [Radio Zamaneh](#), December 2, 2023

25 [Free Trade Union of Iranian Workers](#), September 27, 2023

26 [Radio Zamaneh](#), October 15, 2023

Kish Wood, Hormozgan ²⁷		*				
Shoniz Industrial Company ²⁸	*					
Takdaneh Company, Marand ²⁹			*			
Iron Metal Complex, Bandar Abbas ³⁰		*		*		
Pipe rolling factory, Ahvaz ³¹	*		*			
Sahand Combine factory ³²		*				
Jam Tile Factory, Lorestan ³³		*				
Fire Clay Mine, Abadeh ³⁴						*
Pashmouki Chrome Ore Mine ³⁵	*	*				*

• Public Service Workers

Many municipal workers, often employed through low-paying contractors, have faced wage delays exceeding one year in some cities. Government officials attribute these delays to reduced municipal revenues. The nature of temporary contracts with various contractors has hindered the ability of municipal workers to organize coordinated and sustained protests.

In fall 2023, domestic media reported wage delays for municipal workers in several cities, including Sisakht, Yasuj, Iranshahr, Khash, Zahedan, Ilam, and Bandar Imam. In Sisakht, wage arrears for workers surpassed one year.

Employees in urban and rural water and sewage companies, rural telecommunications, and both rail and road transport face similar challenges as municipal workers, including delayed wages and low compensation.

In the healthcare sector, nurses employed under various contracts with differing wages and conditions protested unequitable wages and harsh working conditions. Protests occurred at workplaces or outside government buildings in at least 20 cities. Nurses' primary demands have included the fair implementation of the treatment service tariff system and the conversion of disparate contracts through contracting companies into direct agreements with the Ministry of Health. The acute shortage of nursing staff has compelled many nurses to work

27 [Ensaf News](#), December 13, 2023
28 [Pensioners Council](#), October 28, 2023
29 [Radio Zamaneh](#), October 30, 2023
30 [Free Trade Union of Iranian Workers](#), November 13, 2023
31 [Free Trade Union of Iranian Workers](#), November 27, 2023
32 [Free Trade Union of Iranian Workers](#), November 12, 2023
33 [Radio Zamaneh](#), October 21, 2023
34 [Fars News](#), December 3, 2023
35 [Halvash News Agency](#), December 2, 2023

extended hours for minimal compensation.

Table 5: Selection of Workers' Protests in the Service/Public Service Sector, Fall 2023

Protest group	Demands	Description
Nurses ³⁶	Conversion of contracts to permanent Fair wage payment system Elimination of mandatory overtime hours Fair implementation of the tariff for medical services	Rallies in the cities of Tehran, Kashan, Aran, Arak, Bidgol, Sanandaj, Fasa, Rasht, Somae Sara, Kermanshah, Islamabad, Saqqez, Divandara, Khorramabad, Ahvaz, Isfahan, Shiraz, and others.
Water and sewer company workers ³⁷	Payment of arrears Wage increase A stop to the sale of company property Dismissed workers' return to work	Rallies in the cities of Yasuj, Ahvaz, Sidon, and Shushtar
Municipal workers ³⁸	Payment of arrears Conversion of contracts to permanent Dismissed workers' return to work	Rallies in the cities of Ilam, Mahshahr, Zahedan, Khash, Yasouj, Zahedan, Siskhet, Sanandaj, and Iranshahr.
Public sector employees	Compensation for low wages Conversion of contracts to permanent	Rally of preschool teachers in Ahvaz Rallies of teachers in Rafsanjan, Khash, and Isfahan Rally of the governor's staff in Qom
Transport workers ³⁹	On-time wage payments Increase to low wages Increase the fuel quota	Sit-in by railway line and technical building maintenance workers protesting wage payment delays Protest by Tehran metro ticket sales department employees against wage payment delays Refusal of Tehran metro conductors to work the night shift ⁴⁰ Truck, minibus, and road transport drivers' strike in Kashan, Urmia, and Zahedan in protest of fuel quota reduction

36 [Radio Zamaneh](#), December 2, 2023

37 [Coordinating Committee for the Establishment of Labor Organizations](#), 23 September 2023

38 [Radio Zamaneh](#), December 2, 2023 and [Radio Zamaneh](#), November 5, 2023

39 [Radio Zamaneh](#), December 2, 2023

40 [Radio Zamaneh](#), December 2, 2023

Informal Workers

The economic crisis, including ongoing recession and heightening inflation, has led to a significant increase in unemployed and laid-off workers. Workers that are employed also take double shifts to make ends meet. This economic strain has forced a substantial portion of the unemployed, job seekers, and retirees into informal employment, often without contracts or insurance.

Precise statistics on informal employment and those who hold a second job are not readily available. However, in October 2023, the Tasnim news agency quoted Assembly of Labor Representatives member Hamid Haji Esmaili as saying, “It is estimated that nearly 60 percent of people have a second or third job. The economic crisis, inflation, soaring prices, and numerous challenges in recent years have compelled many to work multiple jobs to earn sufficient income.”⁴¹

Similarly, Hadi Abawi, the secretary of the Supreme Center of Labor Unions, remarked in December that the average wage fails to meet workers’ living needs, noting that about 70 percent of workers have a second job.

Common informal, uninsured jobs undertaken as secondary employment include peddling, guarding construction sites, working in sales, and transporting goods and passengers.

As in previous periods, peddlers were removed from busy roads and relocated to designated bazaars. On December 6, the mayor of Tabriz’s 8th district announced the strict enforcement of peddler relocation within his jurisdiction.⁴²

On November 1, Gorgan municipality’s deputy of environment and urban services reported the commencement of the peddler relocation plan.⁴³

In Langrud, officials emphasized the removal of peddlers from busy public areas.⁴⁴ Local managers in Qazvin, Gonaveh, Kermanshah, Karaj, Tehran, and several other cities made similar statements. This crackdown coincides with peddlers anticipating increased business opportunities in the months leading to the Nowruz celebration (Iranian New Year).

Sukhtbars (fuel couriers) and *kulbars* (human cargo bearers) in Baluchistan and Kurdistan continued to face violence from border guards. Following the tripartite agreement between Iran, Iraq, and the Kurdistan Region, which tightened border controls, shooting incidents involving kulbars have escalated. Kulbar News reported that from September 23 to December 2, 2023, at least 18 kulbar children were killed or injured.⁴⁵

In Sistan and Baluchistan, at least ten sukhtbars lost their lives to shootings by

41 [Tasnim](#), October 14, 2023

42 [Borna News](#), December 6, 2023

43 [Fars News](#), November 1, 2023

44 [Dyarmirza](#), December 8, 2023

45 [Kulbar News](#), 2 Dec. 2023

government agents, accidents during pursuit, or fuel truck fires. An additional ten sukhtbars were injured. The below table details the number of injured and deceased sukhtbars, compiled from reports by Kulbar News, the Kurdistan Human Rights Network, Halwash News Agency, and the Baluch Activists Campaign.

Table 6: Injury and Death Statistics of sukhtbars and kulbars, Fall 2023

Group	Injury	Death
Sukhtbars	12	10
Kulbars	114	13

Government agent shootings along the east and west borders remain the primary cause of kulbar and sukhtbar casualties. The government’s promise to facilitate “*kulbari*” for those with permission to travel and to transport goods through official passages acknowledges kulbari as a profession. However, without contracts or insurance, this recognition — limited to designated crossings — amounts to little more than a superficial effort to reduce unemployment figures and legitimize the violent exploitation inherent in kulbari and sukhtbari.

In Bushehr province, boat owners protested the import ban on “bottom-of-boat goods.” These demonstrations, spanning several days, occurred in front of the governor’s buildings in Gunaveh, Bushehr, and Assaluyeh. Previously, each boatman or sailor was permitted to import goods valued up to \$1,500 in six installments.⁴⁶

46 [ILNA](#), December 10, 2023

Suppression

Imprisoned labor and union activists continue to face oppressive conditions, with arrests and incarcerations continuing through the autumn months

Dawood Razavi and Hassan Saeedi, two incarcerated prominent members of the Syndicate of Workers of Tehran and Suburbs Bus Company (SWTSBC), were initially denied necessary medical services. After substantial protests, they were finally permitted transfers to medical centers. Saeedi has been imprisoned since April 2022, and Razavi since September 2022.

Nassrin Javadi, a board member of the Free Trade Union of Iranian Workers, is also being deprived access to medical treatment in prison. Reports indicate her health condition is critical and deteriorating.⁴⁷

Arash Johari, a labor activist serving a 16-year sentence since September 2020, has been denied any leave. Similarly, Rasool Bodaghi and Keyvan Mohtadi have been refused medical leave for the past 20 months.

Table 7: Arrests, Convictions, and Deportations, Fall 2023

Name	Court sentence or detention	Activism involvement
Sharifeh Mohammadi ⁴⁸	Detained	Labor activist
Janmohammad Ahmadi ⁴⁹	Detained	Retired teacher
Mohammad Davari ⁵⁰	Three years imprisonment, prohibited to leave the country	Labor activist
Mohammad Ali Zahmatkesh	Five years imprisonment	Member of Fars Teachers' Union
Afshin Razmjoui	Five years imprisonment	Member of Fars Teachers' Union
Mozhgan Bagheri ⁵¹	Two years imprisonment	Member of Fars Teachers' Union
Hajar Saeedi ⁵²	Two years imprisonment	Labor activist
Reza Aghdasi ⁵³	Detained	Dismissed worker of Iran Khodro
Reyhaneh Ansarinejad ⁵⁴	Four years imprisonment	Labor activist
Osman Esmaili ⁵⁵	16 months imprisonment	Labor activist
Iraj Rahneam	Five years imprisonment	Member of Fars Teachers' Union
Gholamreza Gholami Kendazi ⁵⁶	Five years imprisonment	Member of Fars Teachers' Union

47 [Free Trade Union of Iranian Workers](#), October 20, 2023

48 [Radio Zamaneh](#), December 5, 2023

49 [Radio Zamaneh](#), December 9, 2023

50 [Radio Zamaneh](#), November 29, 2023

51 [Radio Zamaneh](#), November 20, 2023

52 [Radio Zamaneh](#), November 19, 2023

53 [Radio Zamaneh](#), November 1, 2023

54 [Free Trade Union of Iranian Workers](#), November 6, 2023

55 [Kurdistan Human Rights Network](#), November 13, 2023

56 [Coordinating Council of Teachers' Union Organizations](#), October 7, 2023

Asghar Amir Azadegan ⁵⁷	Five years imprisonment	Member of Fars Teachers' Union
Ahmad Alizadeh ⁵⁸	Six years imprisonment	Teacher in Abdanan
Mahmoud Mallaki	Three months imprisonment, 35 lashes	Member of Bushehr Teachers' Union
Asghar Hajeb	Three months imprisonment, 35 lashes	Member of Bushehr Teachers' Union
Mohsen Omrani	Three months imprisonment, 35 lashes	Member of Bushehr Teachers' Union
Abdolreza Amanifar ⁵⁹	Three months imprisonment, 35 lashes	Member of Bushehr Teachers' Union
Massoud Zinalzadeh ⁶⁰	Detained	Member of Tehran Teachers' Union
Massoud Geravand ⁶¹	Detained	Dismissed teacher
Iraj Toubeiha ⁶²	Detained	Member of Najafabad Teachers' Union
Mahmoud Safdari ⁶³	Summoned to court	Member of North Khorasan Teachers Organization
Kokab Bodaghi ⁶⁴	Home and workplace inspection, equipment confiscation	Member of Khuzestan Teachers' Union
Massoud Zebardasti ⁶⁵	Detained	Teacher in Fanuj
Norouzali Rashidnejad ⁶⁶	Summoned to court	Teacher in Yasouj
Mansoureh Erfanian ⁶⁷	Detained	Teachers' union activist in Khorasan
Hassan Nazarian ⁶⁸	Dismissal from work	Member of the Gilan Teachers' Union
Mohammad Darkesh ⁶⁹	Dismissal from work	Teachers' union activist in Tehran
Majid Rajaei ⁷⁰	Three months job suspension	Teachers' union activist in South Khorasan
Mahmoud Mallaki ⁷¹	Dismissal from work	Member of Bushehr Teachers' Union
Jafar Ebrahimi ⁷²	Dismissal from work	Member of Tehran Teachers' Union
Abolfazl Rahimi Shad ⁷³	Dismissal from work	Teachers' union activist in Tehran
Mohammad Habibi ⁷⁴	Dismissal from work	Member of Tehran Teachers' Union
Siamak Chehrizi ⁷⁵	Summons to court	Member of Khuzestan Teachers' Union

57 [Coordinating Council of Teachers' Union Organizations](#), November 12, 2023

58 [Coordinating Council of Teachers' Union Organizations](#), November 5, 2023

59 [Coordinating Council of Teachers' Union Organizations](#), November 3, 2023

60 [Coordinating Council of Teachers' Union Organizations](#), October 29, 2023

61 [Coordinating Council of Teachers' Union Organizations](#), October 29, 2023

62 [Coordinating Council of Teachers' Union Organizations](#), October 26, 2023

63 [Coordinating Council of Teachers' Union Organizations](#), October 23, 2023

64 [Coordinating Council of Teachers' Union Organizations](#), October 23, 2023

65 [Coordinating Council of Teachers' Union Organizations](#), October 18, 2023

66 [Coordinating Council of Teachers' Union Organizations](#), October 10, 2023

67 [Coordinating Council of Teachers' Union Organizations](#), October 7, 2023

68 [Coordinating Council of Teachers' Union Organizations](#), October 4, 2023

69 [Coordinating Council of Teachers' Union Organizations](#), October 1, 2023

70 [Coordinating Council of Teachers' Union Organizations](#), September 29, 2023

71 [Coordinating Council of Teachers' Union Organizations](#), September 25, 2023

72 [Radio Zamaneh](#), September 26, 2023

73 [Coordinating Council of Teachers' Union Organizations](#), October 15, 2023

74 [Coordinating Council of Teachers' Union Organizations](#), September 23, 2023

75 [Free Trade Union of Iranian Workers](#), October 29, 2023

Hossein Vahedi ⁷⁶	Summons to court	Member of North Khorasan Teachers Trade Union
Khabat Dehdar ⁷⁷	Detained (later released on bail)	Labor activist
Kamran Sakhtemangar ⁷⁸	Jail sentence/fine as an alternative to prison	Labor activist

The information in the above table is compiled from news released by trade unions. The number of teachers and workers who have been prosecuted, arrested, or summoned could be higher than listed.

In a recent development in Baluchestan, three workers named Saeed Rigi, Ehsan Baluchi, and Ayyub Molazehi were detained by security forces.

The Minister of Education announced the reassignment of at least 20,000 school principals at the start of the school year. There have also been accounts of teachers being dismissed or choosing to leave the profession due to political oppression as well as classroom closures, despite reports of teacher shortages.

In Ahvaz, a court sentenced 17 steelworkers to fines and whipping: Mehdi Valipour, Khaled Sharifi, Raed Obeidavi, Tariq Khalafi, Seyyed Rasoul Harag, Nader Hardani, Ali Naderi, Mehdi Negrawi, Masoud Heydari, Abdul Hossein Hamidipour, Mostafa Abiyat, Abdul Karim Sayahi, Kazem Heydari, Ali Elahifar, Hadi Vaelizadeh, Hassan Javid Hamoudi, and Gharib Hawizawi. The implementation of their whipping sentences has been suspended for three years.⁷⁹

Two employees of the Raja Railway Transportation Company, Qasim Mamani and Omid Jamal, received suspension notices due to their involvement in advocating for the union demands of their fellow workers.⁸⁰

76 [Free Trade Union of Iranian Workers](#), October 30, 2023

77 [Free Trade Union of Iranian Workers](#), September 30, 2023

78 [Free Trade Union of Iranian Workers](#), September 30, 2023

79 [Radio Zamaneh](#), September 27, 2023

80 [Daneshjoo](#), October 29, 2023

Work Safety

The Iranian Legal Medicine Organization (ILMO), a government body for work accident statistics, reported an uptick in fatal workplace accidents during the first half of the Iranian calendar year (March 21 to August 21). According to their findings, the number of workers who perished in job-related accidents in this period totaled 1,077, marking a 15.7 percent increase from the same period in the previous year.⁸¹

The report highlights that the most frequent causes of fatal work accidents are falls from heights, accounting for 498 incidents, and collisions with hard objects, with 246 cases. These factors predominantly affect the construction sector, with nearly half of all deadly workplace accidents occurring in this industry.

Drawing on information from official media sources and Telegram channels affiliated with independent labor organizations, at least 179 workers were involved in work-related accidents during fall 2023. Of these, 103 workers lost their lives. Construction workers continued to top the list of fatal accidents this season, with a notable increase in deadly incidents in the oil and steel industries.

The below table compiles statistics on work accidents. This table only includes accidents reported in the media and is therefore not exhaustive. Of note, at least 14 of the deceased workers were Afghan immigrants, and one was a child laborer.

Table 8: Work Accidents in Fall 2023

Sector	Death	Injury
Construction	44	18
Large industries/workshops	27	32
Small workshops	6	13
Public service	11	9
Mining	4	0
Agriculture	5	1
Other	6	3
Total	103	76

81 [Radio Zamaneh](#), November 5, 2023

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