



The Islamic Republic of Iran
Judiciary
Deputy for International
Affairs



High Council for Human Rights of
the Islamic Republic of Iran

Women in the Islamic Republic of Iran

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of The Islamic Republic of Iran

(February 2023)

In the Name of GOD

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After the victory of the Islamic Revolution, there has been a tremendous change in the attitude toward the role and position of women in society. One of the most significant changes that took place was to form the identity of Iranian Muslim women, which led to the advancement of women after the Islamic Revolution. In line with the perspicuous religion of Islam, the Government of the Islamic Republic of Iran considers women as the active half of the society, respects the special rights of women in various social, cultural, economic, and political fields, provides the basis for the effective presence thereof in various fields as one of the essential duties assigned thereto, and always endeavors to consider this goal in planning and enactment of laws. From the very first days of its popular movement, the Islamic Revolution has emphasized the importance of the role and position of women in Islamic society. It has always paid attention to the full realization of their rights based on the basic principles and within the framework of Islamic Sharia, taking into account all aspects of their personality and dimensions and characteristics of their existence. To that end, and for the development and promotion of women, the Islamic Republic of Iran has approved several laws, which are always dynamic in nature and can be upgraded and replaced if the needs of the society change.

Thanks to the glorious Islamic Revolution, women in Iran believed that their real growth hinged upon the fact that in a balanced and multilateral movement, they pay attention to their personal development, on the one hand, and, on the other, they pay attention to their family duties, i.e., wife and mother as the central axis of the family, and in addition, they have a wide presence and activity in various political and social fields. This is despite the fact that since the victory of the Islamic Revolution and the establishment

of the Islamic Republic, Iranian women have proven their merit many times, and by observing religious teachings and preserving personal privacy, they have always been active in various personal, social, educational, cultural, political, economic and other fields and have exhibited their unquestionable competence and effort to uplift the motherland. Since four decades after the Islamic Revolution, the Country has witnessed the scientific, personal, moral, political, and social development of women in the Islamic Republic in all fields of medicine, technology, education, formation of special institutions and centers for women, formulation and enactment of numerous laws and regulations regarding the rights of women, creation and expansion of various social and political currents to defend women's rights, grant managerial and executive positions thereto, and facilitate legislation and policy-making therefor.

Ensuring the comprehensive rights of people, both men and women, and equality of the public before the Law, removing unjust discrimination, and creating fair facilities for everyone are guaranteed and taken care of in the Constitution and statute laws. In order to ensure women's rights in various fields, Government institutions have been tasked with providing women's material and spiritual development and establishing the necessary facilities and arrangements. Since its establishment, the Islamic Republic of Iran has paid particular attention to advancing women's affairs and improving their rights and status. It has also significantly improved women's dignity, honor, social, and human character. The Country has taken extensive measures to improve health, education, employment, ensure women's security and combat violence against them, and increase the social presence of women through participation in decision-making positions, which are briefly discussed in the present report.

Key Laws & Regulations Protecting Women **(Enacted Until 20 March 2023)**

Women have been supported in the development programs of the Islamic Republic of Iran. One of the clear examples of the support rendered to women is the attention given thereto in the Constitution and the Law on the Sixth Five-Year Development, Economic, Social and Cultural Plan. *According to Article 101 of the aforesaid Development Plan, all the executive bodies are obliged to fulfill the goals stipulated in Articles 10, 20, and 21 of the Constitution of the Islamic Republic of Iran, the objectives of the Twenty-Year Vision Document, enforce the policies of the aforementioned Development Plan, the general policies of the family concerning the strengthening of the core of the family and the status of women therein, fulfill the religious and legal rights thereof in all fields, pay special attention to their constructive role, organize and strengthen the organizational position of women and family affairs in the organization in order for the society to benefit from the human capital of women in the process of sustainable and balanced development, and apply the approach of gender justice based upon Islamic principles in their policies, programs and plans, and evaluate the results and decisions taken in this regard.*

In addition to the general laws, several special regulations have also been approved for the double protection of women. Moreover, the Government has approved hundreds of resolutions supporting women and families. Furthermore, the National Document for the Security of Women in Social Relations and the National Document for the Security of Children have been compiled to support and promote the rights of women and children in different physical, mental, social, and emotional dimensions. The most important laws and regulations directly dedicated to the protection of women or are indirectly in the protection thereof are listed in Table No. (1).

Table No. (1): Key Laws Protecting Women

Key Laws Protecting Women	
Status of Women in Constitution	<p>The preamble of the Constitution of the Islamic Republic of Iran has emphasized women's central identity and human rights, the restoration of these rights, and their influential role in creating Islamic social foundations. Specific Articles in the Constitution to protect women's rights and prevent discrimination thereagainst:</p> <ul style="list-style-type: none"> - As stated in the preamble of the Constitution: The family is the fundamental unit of society and the main center for the growth and edification of human being. Not only does woman recover thereby her momentous and precious function of motherhood, rearing of ideologically committed human beings, she also assumes a pioneering social role and becomes the fellow struggler of man in all vital areas of life. Given the weighty responsibilities that woman thus assumes, she is accorded in Islam great value and nobility; - Securing the multifarious rights of all citizens, both women and men, and providing legal protection for all, as well as the equality of all before the Law (Paragraph 14 of Article 3); - All citizens of the Country, both men and women, equally enjoy the protection of the Law and enjoy all human, political, economic, social, and cultural rights, in conformity with Islamic criteria (Article 20); - The Government must ensure the rights of women in all respects, in conformity with Islamic criteria (Article 21); - The provision of special insurance for widows, and aged women and women without support (Paragraph 4 of Article 21);

Key Laws Protecting Women	
Status of Women in Constitution	<ul style="list-style-type: none"> - The awarding of Constitutionalship of children to worthy mothers, in order to protect the interests of the children, in the absence of a legal Constitutional (Paragraph 5 of Article 21); - The protection of mothers, particularly during pregnancy and childbearing, and the protection of children without Constitutionals (Paragraph 2 of Article 21); - Create a favorable environment for the growth of woman's personality and the restoration of her rights, both the material and intellectual (Paragraph 1 of Article 21); and - Establishing competent courts to protect and preserve the family (Paragraph 3 of Article 21).
Law on Sixth Five-Year Economic, Cultural and Social Development Plan (2017-2021)	<p>The general policies of the said Development Plan emphasize on strengthening the core of the family and the status of women therein, and fulfilling the religious and legal rights thereof in all fields, including:</p>
Law on Sixth Five-Year Economic, Cultural and Social Development Plan (2017-2021)	<ul style="list-style-type: none"> - Article 110 of the Development Plan: all the executive bodies are obliged to fulfill the goals to strengthen the core of the family and the status of women therein, meet the religious and legal rights thereof in all fields, pay special attention to their constructive role, organize and strengthen the organizational position of women and family affairs in the organization in order for the society to benefit from the human capital of women in the process of sustainable and balanced development, and apply the approach of gender justice based upon Islamic principles in their policies, programs and plans, and evaluate the results and decisions taken in this regard; and

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<p>Law on Sixth Five-Year Economic, Cultural and Social Development Plan (2017-2021)</p>	<p>- Paragraph D of Article 80 of the said Development Plan: the Government is tasked with preparing and endorsing a comprehensive plan for empowering female heads of household and submitting it to the Islamic Consultative Assembly.</p>
<p>Charter of Woman's Rights & Responsibilities (Enacted in 2006)</p>	<p>The Charter lists the most important aspects of women's rights, including freedom of thought, personal security, judicial security, participation in political gatherings and forming cultural and artistic organizations, and the right to job security and support.</p>
<p>Labor Law</p>	<p>In addition to prohibiting gender-based wage discrimination, the Law protects pregnant working women or those with an infant child by obliging employers to grant nine months of maternity leave to provide more support to the mother and child (family consolidation) and to establish child support centers.</p>
<p>Enactment of Additional Note to Paragraph 1 of Approval Letter on the Issue of Maternity Leave & Extension of Maternity Leave for Working Women (Enacted by Cabinet on 16 May 2021)</p>	<p>Approving Additional Note to Paragraph 1 of the approval letter related to the duration of maternity leave and increasing the maternity leave of working women in the government and non-government sectors from 6 months to 9 months with the payment of salaries and benefits on 16 May 2021. Following the new enactment, fathers can also receive 14 days of leave for their child's birth, which is in line with helping fathers be more actively involved in childcare.</p>

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<p>Law on Establishing Supreme Employment Council (Enacted on 23 August 1998)</p>	<p>One of the duties of the Supreme Employment Council under the said Law is to plan and determine practical solutions for the growth and development of employment in villages, small towns, and for particular groups (persons with disabilities, women, and youth) in compliance with the relevant regulations.</p>
<p>Law on Reducing Retirement Age of Women (Enacted on 15 January 2017)</p>	<p>By adding an Article to the said Development Plan, the Islamic Consultative Assembly decreed that Government and public non-government institutions, organizations, and companies under pension funds, whether national or social security, are required to agree to the pension request of working women who have at least 20 years of service, without age restrictions.</p>
<p>Law on Reducing Working Hours of Employed Women with Special Conditions (Enacted in 2016)</p>	<p>According to the said Law, the working hours of employed women with severe disabilities, children under six, spouses or children with severe disabilities or refractory diseases, or female heads of households, upon their request, have been changed to 36 hours from 44 hours per week with the same salary and benefits related to 44 hours per week.</p>
<p>Social Security Law</p>	<p>In addition to establishing insurance benefits for employees, the said Law has supported women through the following: auxiliary expenses during pregnancy, medical costs before, during, and after childbirth, retirement pension, survivor's pension after death, and assistance expenses for marriage and child maintenance.</p>

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<p>Teleworking Enactments for Mothers with Under-7 Children During COVID-19 pandemic</p>	<p>Implementation of enactments to facilitate the teleworking of employed mothers with children under seven years old during the COVID-19 pandemic</p>
<p>Family Protection Act (Enacted in 2013)</p>	<p>While regulating the legal mechanism of protecting the family institution, the Law includes particular protective measures for women.</p>
<p>Islamic Penal Code</p>	<p>Many articles in the Islamic Penal Code protect women, including the following:</p> <ul style="list-style-type: none"> - Paying attention to the status of women in determining the type of free public service that is considered as an alternative punishment (Article 84); - Prohibition of harassing a pregnant woman (Article 662 of the Fifth Book of the Islamic Penal Code approved in 1996); - Prohibition of having sexual relations with minor girls through tricking, threatening, or kidnapping them (Comment 2 of Article 224); - Equality of dowry between men and women (Article 551 of the Islamic Penal Code, enacted in 2012); - Equality of men and women swearing in court for their acquittal (Articles 337 and 338 of the Islamic Penal Code, enacted in 2012); - Postponing the death sentence pronounced against a pregnant woman by virtue of lex talionis (Article 437 of the Islamic Penal Code, enacted in 2012); - Criminalization of disturbing and harassing women (Article 619 of the Fifth Book of the Islamic Penal Code, enacted in 1996).

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<p>Code of Criminal Procedure (Enacted in 2013 & Implemented in 2015)</p>	<p>Many articles in the said Code are dedicated to supporting women in the judicial process, including the following:</p> <ul style="list-style-type: none"> - Article 66 legally allows non-governmental organizations active in the field of women's protection to report crimes committed against women to the competent judicial authorities and to be present at all stages of the proceedings; - Article 2 emphasizes on respecting the equality of people in the process of criminal proceedings; - Article 40 prohibits the disclosure of information related to the identity and residence of the victimized women; <p>Article 42 refers to the fact that the interrogation and investigation of women, as far as possible, is carried out by trained female officers;</p> <p>Article 501 refers to the non-execution of flogging for women during menstruation or undue mensuration, the postponement of the execution of the punishment for women during breastfeeding until the child reaches the age of two, and also the delay of the execution of the penalty for women during pregnancy and after childbirth for a maximum period of up to six months.</p> <ul style="list-style-type: none"> - Paragraph D of Article 237 criminalizes harassing women.
<p>Law on Protection of Children & Adolescents (Enacted on 12 May 2020)</p>	<p>The goal behind passing the said Law is to protect all children under 18, including girls, against all harm they may face.</p>

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<p>Law on Youthful Population & Protection of Family (Enacted on 16 October 2021)</p>	<p>The said Law considers protective measures for mothers, pregnant and lactating women, including by providing full insurance coverage for all uninsured mothers during pregnancy and breastfeeding, providing free nutrition baskets and health packages for expectant, lactating mothers and those with children under five years of age, providing kindergartens in each institution for the care of children of employed mothers, offering optional night shift work for pregnant working mothers as well as those with infants up to two years of age, reducing the mother's retirement age by one year for each child and 1.5 years for the third and fourth child.</p>
<p>General Population Policies Announced by Supreme Leader on 20 May 2014</p>	<p>The said policies emphasize allocating appropriate facilities for mothers, especially during pregnancy and breastfeeding, insurance coverage for childbirth and infertility treatment for men and women, and strengthening relevant support institutions and organizations.</p>
<p>General Family Policies Announced by Supreme Leader on 3 May 2015</p>	<p>The said policies stress upon supporting the honor and dignity of a wife, the role of women as mothers and housekeepers, and legal, economic, and cultural support for families headed by women.</p>
<p>20-Year National Vision Document for Dawn of Solar Calendar Year 1404 [2025 C.E.]</p>	<p>The said National Document considers benefiting everyone (including women) from health, well-being, food security, social security, equal opportunities, and income distribution.</p>

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<p>Enactment for Organizing Higher Education Institutions of Supreme Council of Cultural Revolution (Passed on 22 June 2021)</p>	<p>The enactment emphasizes detailed planning for strengthening higher education institutions for women and recruiting female academic staff therein.</p>
<p>Citizenship Rights Charter (Enacted in November 2016)</p>	<p>Many articles of the Charter are devoted to the protection of women's rights, including:</p> <ul style="list-style-type: none"> - Article 3: Women have the right to enjoy suitable health and treatment plans and facilities and appropriate training and counseling to provide for their physical and psychological health in their individual, family, and social life and different stages of life, particularly during pregnancy, childbirth and in post-delivery time, also when suffering from illness, poverty or disability;
<p>Citizenship Rights Charter (Enacted in November 2016)</p>	<ul style="list-style-type: none"> - Article 11: Women have the right to have active and effective participation in policy-making, legislation, management, implementation, and supervision and shall be provided equal social opportunities per Islamic norms; - Article 83: Women have the right to appropriate job opportunities, and to equal pay for equal work with men; - Article 103: All citizens, especially women, while having the right to participate in and attend public environments and centers, shall also have the right to form their own special social, cultural, and artistic groups and organizations;

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<p>Citizenship Rights Charter (Enacted in November 2016)</p>	<ul style="list-style-type: none"> - Article 90: Women shall have the right to enjoy healthy nutrition during pregnancy; healthy childbirth; postpartum health care; maternity leave; and medical treatment for ordinary women's diseases; - Article 54: All citizens, especially women and children, have the right to be immune from verbal and physical abuse and violence in all family and social environments and shall have easy access to safe places, emergency assistance, treatment, and to judicial entities for seeking redress should such violence occur; and - Article 89: Citizens, particularly women, have the right to access sports, educational, and safe recreational facilities.
<p>Enactment for Identifying, Monitoring & Promoting Gender Justice Indicators (Passed on 12 September 2018 by Council of Ministers)</p>	<p>According to the enactment, in order to check the gender justice indicators at the national level, a working group investigates and matches the programs with the indicators and examines the effects and consequences of each program.</p>
<p>Approval of Law on Amending Regulations Relating to Assignment of Citizenship Regarding Children Born from Iranian Women Married to Foreign Men (Enacted on 24 September 2019)</p>	<p>Children born to the legal marriage of Iranian women to non-Iranian men who were born or will be born before or after the adoption of this Law before reaching the age of eighteen can become citizens of Iran at the request of the Iranian mother, and if there is no security problem as determined by intelligence organizations.</p>

Key Laws Protecting Women	
Judicial Transformation Document (Enacted on 20 December 2020)	The Document requires the Vice-Chancellor of Human Resources and subordinate organizations of the Judiciary to design a particular job promotion system for women working in the Judiciary through emphasizing the maximum benefit of their capacity in activities and jobs related to areas such as family, women, and children.
Executive Bylaw of State Prisons Organization (Enacted on 18 May 2021)	The Executive Bylaw considers no solitary confinement for imprisoned pregnant, lactating women and women, the possibility of keeping children up to the age of two of convicts and female defendants with their incarcerated parent, enjoyment of women from the right to have conjugal and weekly visits with their husbands and relatives, and enjoyment of certified women heads of households and mothers with children under ten years of age from furlough and a special diet suitable for expectant women, infants, and their mothers.
Bill on Promotion of Security & Protection of Women Against Harm	Dubbed “The Promotion of Security and Protection of Women Against Harm”, the 45-article Bill criminalizes all types of violence against women in all family and social fields under the title “Enhancement of security and protection of women against harm”.

Women, Entrepreneurship & Employment

In the Islamic Republic of Iran, Articles 20, 21, and 28 of the Constitution, Articles 38, 75 to 78 of the Labor Law, Article 67 of the Social Security Law, Articles 83 and 90 of the Citizenship Rights Charter, and the Law on Organizing and Supporting Home Businesses are among the most important laws that protect women’s rights in the workplace. Moreover, enacted on 16 October

2021, the Law on Youthful Population and Protection of the Family has given attention to the issue of employment and the provision of support for pregnant women and those with infants. Significant measures are being taken based on these laws, in line with women's independence, ownership and employment, and creating platforms for using women's capacities to increase national production. Table No (2) shows the achievements and actions of the Islamic Republic of Iran to support women's employment and economic participation.

Table No. 2: Achievements & Important Measures to Support Women's Employment & Economic Participation

Achievements & Important Measures to Support Women's Employment & Economic Participation
14.1% share of women in the participation rate
Women's employment share in the agriculture, service and industry sectors is 18.6%, 55.7%, and 25.7%, respectively.
44.3 percent share of the working population of female graduates of higher education
The working women population of the Country is 3.9 million people (equivalent to 12.7% of the total working population)
Activeness of 4.7 million female population aged 15 and above until 2022 (equivalent to 15.3% of the total active population of the Country)
41% of the Country's clothing production units and 45% of clothing distribution units belong to women
Reduction of the unemployment rate of women to 13.7%
The presence of 4000 women entrepreneurs and the management of 20% of the Country's entrepreneurship centers by women

Achievements & Important Measures to Support Women's Employment & Economic Participation

The establishment of 250 knowledge-based companies by women and the activity of 735 women as CEOs and 2,390 women as board members of knowledge-based companies

The activities of 126,932 female aid workers in the Red Crescent Society until 2022

providing skill training to more than 352,000 women until 2022

Implementation of a national project dubbed "Network of Sustainable Family-Oriented Businesses" in order to connect job seekers with business owners and the market and train 649 entrepreneurship trainers, provide entrepreneurship training to 10,223 rural and nomadic women, and create employment for 5,275 of them

Implementation of the national employment empowerment plan focusing on rural and nomadic women

Increasing women's access to natural resources through developing women's cooperatives and transferring land to organizations (60,000 rural and nomadic women have joined 2,000 rural and nomadic cooperatives.

Over the last five years, some of them have received land

Promotion of science, engineering, and technology education for rural and nomadic women (education of 450,000 rural and nomadic women on average each year)

Social security insurance coverage for rural and tribal women and girls, housewives, and women heads of households (social insurance coverage of 51,500 rural women and girls until the end of the first six months of 2021 and 49,500 urban female heads of households aged 18-50 in the first half of 2021)

Implementation of empowerment plans for female university students

Supporting about 80,000 university graduate girls, women entrepreneurs, women heads of households and single girls, and rural women to develop home businesses, setting up micro, small, and value-creating businesses, opening jobs, and meeting their essential needs through providing facilities to the women of the target community

Achievements & Important Measures to Support Women's Employment & Economic Participation

Payment of about 6,000 billion riyals of bank facilities to home businesses in 2020

Strengthening women's self-employment by providing job-creating facilities and support from technical and professional training and coverage of vocational training to sell their manufactured goods. Due to this national plan's implementation, 2,645 brands of various goods have been created to date

Launching 4,200 local micro-funds with 120,000 members of rural and nomadic women to save and consolidate small capitals of women, provide financial resources in villages with more than 100 households, and receive 1,200 billion riyals of facilities from Government financial and credit sources

Empowering rural and nomadic women based on the value chain of medicinal plants by training 5,000 people, 54 hours of training (270,000 people/hour of training) and introducing qualified and interested audiences to create or develop employment in the field of medicinal plants so as to receive cheap facilities

Creating a campaign dubbed "Women of the Sanctions Generation" by identifying and introducing about 500 women entrepreneurs, especially in small towns and villages, and providing support thereto

Providing job preparation training, including job skills and life skills, to 13,000 female heads of households and their family members annually

26,322 women continuously benefited from the services of daily rehabilitation centers, vocational training, supportive production workshops, and career support centers

Creation of individual and domestic jobs for 16,457 female heads of households from the beginning of 2018 to the middle of 2021

Participation of 255,000 female heads of households in social and economic empowerment programs from the beginning of 2018 to the middle of 2021

Payment of gratuitous working capital for 1,000 female heads of household to cover part of the costs needed to set up home and small businesses

Achievements & Important Measures to Support Women's Employment & Economic Participation

Forming and launching more than 1,450 support groups of women heads of households across the Country, facilitating membership of over 7,000 women heads of households, and rehabilitating and empowering 300 support groups (equivalent to more than 2,000 individuals)

Forming and launching more than 4,409 self-help groups in 1,902 villages with 72,000 women and youth members (94% women)

Implementing the economic empowerment plan for women heads of households, including holding public training workshops for 19,740 person-hours and specialized training workshops for 86,980 person-hours, providing counseling services to 13,238 person-hours creating employment for 4,981 women heads of households, and providing coverage for 6,200 female heads of rural households in 24 provinces of the Country from *A TO Z*, including from training to connecting to the market

Creating employment for more than 3,500 female heads of households living in marginal areas and those involved in climate crises living in acute, critical, and marginal regions

Granting 100 billion Rials of credit facilities to women heads of households as well as rural and nomadic women entrepreneurs in 2020

Paying facilities worth 500 million riyals with a minimum fee to 2,000 women heads of households during the COVID-19 pandemic to support their businesses.

Paying employment loans to 83,658 women covered by the Imam Khomeini Relief Foundation in 2020 and 37,401 in the first half of 2021

Supporting 225 women's cooperative companies with priority for female-headed household cooperatives and home business cooperatives and maintaining the employment of over 1,120 people, as well as supporting 62 women's cooperative companies with a preference for less-privileged areas and low-income deciles

Teaching job skills to young girls in low-income areas, providing training on self-employment bazaars for female heads of households and women, and teaching how to grow vegetables and summer herbs in apartments for urban housewives

Women & Education

On the strength of Articles 3, 30, and 43 of the Constitution, the Islamic Republic of Iran has adopted extensive measures to develop the Country's general culture, provide free public education, and promote higher education for all nation members. It has also promoted the level of knowledge of different strata by making university scientific education universal. The growth of women's literacy, the increase in the share of girls in different educational levels, and the increase in the number of women academic staff in recent years indicate women's progress in scientific-educational indicators in the Islamic Republic of Iran. Table No (3) shows the most critical actions and achievements of the Islamic Republic of Iran in promoting women's right to education.

Table No. (3): Achievements & Key Measures in Promoting Women's Right to Education

Achievements & Key Measures in Promoting Women's Right to Education
The literacy rate of women before the Islamic Revolution used to stand at 35.3%, which has increased to 95% by 2022.
The growth of enrollment percentage of female students in elementary school to 115% and in high school to 84%
Complete eradication of the gender gap in education in the Country at both primary and secondary levels
48% increase in the ratio of female to male students
Eradication of illiteracy among women and girls with a ratio of 99.30%
Increasing the share of female students in the technical and vocational branches to 38.29% in the academic year 2019-1400
Women's access rate and participation in higher education were equal to 2.1% in 1978, reaching 41.2% (20 times) in 2022
Women make up 56% of the students at public universities
Increasing the proportion of female university faculty members to over 33.3%

Achievements & Key Measures in Promoting Women's Right to Education

34% increase in the proportion of female faculty members at universities of medical sciences

Participation of women in scientific competitions and winning titles, including 11 people in the national robotics competition, 498 in the Student Olympiad, 515 in the Kharazmi Festival, and 61 in the Farabi Festival

Supporting the development of nomadic women and girls' literacy through training and orientation courses for female educators and literacy of a significant number of illiterate and poorly educated nomadic women and girls

Providing educational equipment to girls who were not able to continue their education due to economic poverty in the 2021-2022 academic year

Completing and equipping half-built schools and constructing 24/7 dormitories on their side to create the possibility of education for girls left out of education in less-privileged areas

Providing tablets needed for the education of female students left behind from virtual education worth 150 billion Rials and paying subsidies for the provision of tablets costing 50,040 million Rials with 30 million Rials per capita for 1,668 children of female heads of households

Supporting plans introduced by non-governmental organizations to educate girls left out of school, including nine projects and 497,000 hours of education

Women in Power & Decision-Making

Women's political participation has gained paramount importance as a large part of society's citizens who can significantly affect society's political development. Following the Islamic Revolution of Iran, with the increase of awareness and the expansion of higher education for women and the improvement of their capabilities, the share of women's political and social participation underwent a vast transformation in a way that a special place for women's political participation in society

has been considered in the laws and regulations. The Islamic Republic of Iran has also identified political participation and involvement in decision-making positions as both a right and a duty for women. Both the 20-Year National Vision Document and the Charter of Women's Rights and Responsibilities, enacted in 2004, recognize the right to participate in policy-making and decision-making, hold managerial positions in educational and scientific administrations, be aware of, participate in, and play a role in determining the fundamental laws of the Country. Table No (4) shows some achievements in the field of women's political participation in the Islamic Republic of Iran.

Table No. 4: Achievements in Women's Political Participation

Political Participation of Women
Improving the appointment of women in managerial positions from 13.6% in 2017 to 25% in 2021 and reaching the total number of female managers to 19,597 in 2020
25.2% of the Country's government managers at all levels of high, middle, and basic executive management are women
89.7% increase in the appointment of female managers in provincial governorates, governorates, and district administrations in the last three years
Holding the post of Vice President for Women and Family Affairs
Activity of 1,121 female judges
There are currently four female ambassadors, three governors, eight mayors, 62 deputy governors, 15 deputy governors-general, 52 district governors, and 2,393 governors of a rural district
Presence of 16 female representatives in the 11th term of the Islamic Consultative Assembly (2019-2023) and increasing the participation rate of women in the Islamic Consultative Assembly by 16.5 times compared to the first term

Political Participation of Women

Women won 111 seats in the Islamic Consultative Assembly in 11 terms
227 percent growth of women volunteering to represent people in the Islamic Consultative Assembly in the 11th term
Election of 5,990 women in the Islamic city and village council's election funds, showing an increase of about 50 percent
Membership of 482 women in the Islamic councils of the cities
High participation of women in elections, including 47.30% in the Assembly of Experts elections (2021), 48% in the 11th term of the Islamic Consultative Assembly elections (2019), 49.05% participation in the 13th presidential election (2021), and 50.53 percent participation in the fifth city and village council elections (2021)

Women & Health

The Islamic Republic of Iran has considered the right to benefit from appropriate health and treatment programs and facilities for preventing and treating women's diseases in its international documents and national policies. The health system has taken extensive measures to increase women's access to appropriate health care and treatment and improve the level of women's health and health, some of which are mentioned in Table No. (5).

Table No (5): Measures to Improve Women's Health Status

Measures to Improve Women's Health Status
Activity of 60 midwives and 8.2 obstetricians per 100,000 women
Performing more than 95% of deliveries by obstetricians and gynecologists
Covering 85% of infertility treatment costs with government tariffs for infertile couples

Measures to Improve Women's Health Status

Implementing a universal health coverage network for 100% of urban residents as well as 99% of villagers and nomads

Increasing the life expectancy index in women to 78 years

Women make up 98% of obstetrics and gynecology surgeons, 40% of specialists, and 30% of subspecialists

Iran Ranks 10th in the world in terms of the lowest death rate from cervical cancer

The maternal mortality rate due to pregnancy and childbirth increased from more than 200 per 100,000 live births to 17.7 per 1,000 live births in 2017

Reducing the death rate of children under five years to 14.2% per 100,000 births and the infant mortality rate to 8.2% per 100,000 births

Implementing a livelihood assistance plan to support the nutrition of malnourished pregnant and lactating mothers in needy households

Providing free education for 510,000 pregnant mothers during pregnancy to empower them for fertility and natural childbirth

Designing a self-assessment program for expectant mothers and providing them with online services from July 2021 through the 4030 Hotline or by giving them a phone call

Setting up an online training system for childbirth preparation classes from 1 June 2021

Vaccinating pregnant women against COVID-19

Screening in three areas of mental health, certain social health factors, and drug abuse prevention for all age groups, including women and children

Providing psychological services and drug treatments in mental health, domestic violence, and drug abuse prevention for all age groups, including women and children

Women in Sports

A significant number of measures have in recent years been taken to increase the quality of women's sports in Iran, including but not limited to the formation of branches related to women in sports federations, the allocation of public sports facilities to women in all provinces of the Country, and the allocation of funds to women's sports – all of which have led to many global successes for women's teams. Table No (6) shows some statistics related to women's sports in the Islamic Republic of Iran.

Table No (6): Statistics Related to Women's Sports

Information & Statistics Related to Women's Sports
1,400,000 organized population of women athletes until 2022
In 2020, 377,251 women, and in the first six months of 2021, 441,150 were engaged and actively involved in championships
Activity of 934,589 female professional athletes
Activity of 16,111 sports clubs for women, 150,384 female trainers, and 8,965 female sports teachers
Winning 3,820 medals in world events by female athletes (878 medals over the last 18 months)
Simultaneous qualification for Olympic and Paralympic by female athletes (acquiring 11 quotas in 7 fields in the Olympics and nine quotas in 5 Paralympic fields in 2020)
Activity of 96,988 female referees in national and international competitions and a 25% increase in the presence of national and international female referees in various sports fields compared to the past forty years.
Presence of women in 97 international seats in world sports federations
51 women as presidents and vice presidents of sports federations
70 female heads of sports teams at the provincial level

Information & Statistics Related to Women's Sports

There are 49 active sports federations for women
There are 273 active sports fields for women
There are 164 sports fields for women with permission to participate in international
Presence of nine female athletes in the 2020 Olympic Games and winning three medals
Presence of three female athletes with sports fields in international competitions in 2020 and winning 11 medals (9 gold, two silver)
Participation of 10 women in the Olympic Games and nine women in the Paralympic Games of 2020 and winning three medals in the Paralympics
Winning 91 medals in international competitions in 2021 (28 gold, 37 silver, and 26 bronze) and 210 medals in 2020 (69 gold, 69 silver, and 72 bronze)

Women: Media, Culture & Art

Women in the Islamic Republic of Iran play an influential role in culture and science production. The share of women in media and press is also significant. Almost half of active media journalists and reporters are women. Table No (7) shows the statistics of women's participation and activity in cultural and media fields.

Table No (7): Involvement in Media & Cultural Activities

Involvement in Media & Cultural Activities
Increasing the participation rate of active women in the field of information technology to 31.5%
Activity of 5,457 director women in advertising centers until October 2021
Activity of over 23,543 female authors and more than 1,051 female publishers
Providing 22,000 hours of face-to-face training and 46,000 hours of non-face-to-face training to empower female managers

Activity of 903 female filmmakers in the field of cinema
Activity of 2,000 expert behind-the-scene women
Receiving 114 national and 128 international awards from prominent festivals by female filmmakers
Presence of female filmmakers and actresses in 45 international festivals as the head of the jury
31.5% increase in the share of women in accessing information and communication technology, including: <ul style="list-style-type: none"> - Access to mobile phones: 26 million women (45% of all mobile phone users) - Computer access: 14.5 million women (48% of all computer users) - Internet access: 18.7 million women (48% of all Internet users)

Measures For Environmental Protection & Climate Change Focused on Women

Taking into account the role of women in protecting the environment on the one hand, and their vulnerability to climate change and environmental crises on the other, The Islamic Republic of Iran – in order to use the capacity of women and protect them in ecological crisis – has taken a wide range of measures, some of which are mentioned in Table No (8).

Table No. (8): Key Measures for Environmental Protection & Climate Change Focused on Women

Key Measures for Environmental Protection & Climate Change Focused on Women
Presence of women in national and international management and decision-making positions; <ul style="list-style-type: none"> - Holding four terms of the post of vice president and head of The Environmental Protection Organization as a national reference and decision-maker;

Key Measures for Environmental Protection & Climate Change Focused on Women

- Obtaining a seat on the Executive Council of the Meteorological Organization during the 18th Congress of the World Meteorological Organization in June 2019;
- Chairing the Task Team on the Regional Concept in Asia;
- Acquiring the representative seat of Region Two of Asia in the Taskforce on the *Comprehensive Review* of the *WMO Regional Concept* and Approaches;
- Obtaining the position of special consultant for hydrological coordination of the World Meteorological Organization;
- Vice President of the Service Taskforce of Region Two of Asia in the World Meteorological Organization;
- Membership in the Gender Equality Taskgroup in the Intergovernmental Panel on Climate Change;
- Secretaryship of the National Taskforce for Adaptation to Dehydration;
- Allocating a quarter of the Country's environmental macro management positions to women;
- Women make up 40% of the deputies of the Department of Environment;
- Allocating 30 management positions in the central headquarters and 40 management positions in the general offices of the provinces of the Country's meteorological organization to women;
- Activity of 1,171 women in the Department of Environment; and
- Activity of 735 female CEOs in knowledge-based environmental, biotechnology, and energy companies.

Empowering special and vulnerable women, including economic empowerment of rural and nomadic women, women heads of households, and female university graduates

Creating employment for over 3,500 female heads of households in marginal areas and those involved in climatic crises who live in acute, critical, and marginal regions

Implementing a national plan dubbed the "Promotion and Culturalization of the Production and Consumption of Standard, Healthy and Certified Products" for rural and nomadic women

Key Measures for Environmental Protection & Climate Change Focused on Women

Creating 20,166 safe and suitable shelters for temporary accommodation of women in critical areas during the 2021 earthquake

Setting up 21,014 safe and suitable shelters for temporary accommodation of women in critical areas during the 2021 floods

Paying monthly pension to 299,120 women affected by climatic crises in 2021

Providing basic needs (water, food, clothes, blankets, etc.) for 20,912 women in the earthquake-affected areas in 2021

Providing basic needs (water, food, clothes, blankets, etc.) for 117,072 women in areas affected by the flood crisis in 2021

Paying IRR229,778,139,530 in cash aid to women affected by the crises which occurred in 2021

Protecting Women in Vulnerable Situations

One of the strategic goals of the Islamic Republic of Iran in development programs is to uproot poverty, especially for women, by providing social security, financial support, entrepreneurship, and supporting cooperatives. Various institutions, including the Imam Khomeini Relief Foundation and the State Welfare Organization (SWO) provide support and empowerment services to women and girls without custody. The most crucial protection mechanisms for women's rights are described in Table No (9).

Table No. (9): Mechanisms to Support Rights of Women in Need

Mechanism	Supervised by	Activity
Hotlines	Judiciary & SWO	In order to provide free, online, and accessible legal advice to citizens, the Judiciary has set up an online hotline (reachable via dialing 129), which is responsible for providing free legal advice on many issues. Moreover, the Vice-Chancellor of Social Affairs of Iran's State Welfare Organization provides online legal advice to women and children via (http://123.behzisti.ir).
Counselling Centers	Judiciary	Establishing counseling centers next to the family courts according to the duty stated in the Family Protection Act (2012)
Department of Empowering Family & Women	SWO	It empowers and provides support services to people and groups who are left out of the routine of life and are in an emergency.
National Taskforce for Empowering Women Heads of Household		The Taskforce is composed of all the devices with input. Its' activity framework focuses on six axes, including employment and entrepreneurship of women heads of households, health and hygiene status, social support and assistance, socio-cultural situation, legal issues, and compiling a comprehensive database of the status of women heads of households.
Social Emergency Centers	SWO	Identification, control, and reduction of social harms

Mechanism	Supervised by	Activity
Social Work Clinics	SWO	Development and establishment of 430 clinics nationwide to provide services to women in need
Social Emergency	SWO	Providing social emergency mobile services to needy women and setting up 153 telephone lines throughout the Country
Social Service Headquarters	SWO	Providing social services in vulnerable areas
Office of Quasi-Family Affairs	SWO	Empowering abused children and adolescents who are without custodians by emphasizing on the preservation of human dignity and rights
Department of Social Victims	SWO	Controlling and reducing social harms
Support & Rehabilitation Centers for Socially Disadvantaged Women & Girls	SWO	Setting up 27 centers in 24 provinces
Health Shelters for Girls Exposed to Social Harms	SWO	Establishing 22 daytime and 30 overnight centers tasked with identifying and providing psychological services to girls over 15 years old before they are injured until they return home

Mechanism	Supervised by	Activity
Safe Shelters for Women & Girls Exposed to Violence	SWO	Setting up 20 non-governmental safe shelters, eight government safe shelters, and five other centers to accommodate women who are abused and exposed to domestic violence, those who themselves and their children do not have physical and mental safety in the home environment, and those who have no place to stay after leaving home
<i>Talaash</i> Centers	SWO	Establishing 14 daytime and 27 overnight centers called “Talaash” (the English translation of which is: putting up efforts) to serve socially disadvantaged women aged 15 to 65 with the aim of empowering them to return to normal life.
Addiction Counselling Hotline	SWO	Providing telephone services to people exposed to drug abuse
Addiction Prevention & Treatment Development Centers	SWO	Providing services to women in need

In addition to the services mentioned in Table No (9), the Judiciary – in order to provide accessible and free counseling for women and children, especially at the provincial levels and in areas far from the help centers – set up special offices entitled Judicial Counseling in all judicial complexes and established the support office for women and children in family courts. As a result, even those who do not have a pending judicial case can benefit from

the possibility of obtaining advice from Judicial Counseling offices. These offices offer extensive services such as following up on the target persons' legal and judicial problems and issues, providing legal-judicial counseling, psychology and social work, visiting the women's ward in prisons, and holding training workshops on citizenship rights.

In the Islamic Republic of Iran, the fight against violence against women at the prevention, protection, and restoration levels is always taken into full consideration. Table No (10) shows the most important activities carried out in recent years to fight against violence against women.

Table No. (10): Key Measures to Combat Violence Against Women

Key Measures to Combat Violence Against Women
Drafting a 45-article bill to criminalize all forms of violence against women in all family and social fields under the title "Enhancement of Security & Protection of Women Against Harm"
123 welfare social emergency hotline for women at risk of harm or those who have been harmed
Activity of the National Committee for the Prevention of Violence in the Vice-Presidency for Social assistance and Crime Prevention of the Judiciary to deal with domestic violence and carry out particular interventions in safe shelters to support women and children
Providing a safe place for women who have experienced violence and providing them with specialized services, including social work, psychological, legal, and medical services
Launching a new 1480 hotline to deal with child and spousal abuse (using 400 senior experts and Ph.D. graduates in psychology)

Key Measures to Combat Violence Against Women

Providing free and round-the-clock consultations in the State Welfare Organization during the COVID-19 pandemic to deal with child and spouse abuse

Raising public awareness, providing information, and sensitizing about domestic violence against women, children, persons with disabilities, and the elderly in the form of text messages and media warnings during the pandemic

Establishing the Committee on Prohibition of Domestic Violence in line with the legal and civil fight against this phenomenon and creating justice-oriented ways to assert the rights of the victims and the abused in the Central Bar Association since July 2018 and carrying out activities such as holding numerous training workshops for various groups, including for non-governmental organizations, free counseling for injured people and cost-free legal representation for relevant legal cases

Designing and implementing a plan to improve the social resilience of women and families for 31 provinces in 1,100 locations across the Country by holding numerous educational-consultative workshops on topics such as empowerment, promotion of the resilience, and empowerment of social emergency experts, affected women and families and those at risk of harm, and members of non-governmental organizations with an emphasis on marginalized, damaged and vulnerable areas

Considering that in some parts of the Country, due to geographical conditions, girls and boys reach physical and sexual maturity at a young age and need to get married, and sometimes their marriage is pronounced without the supervision of the Law, the legislator has made this subject to compliance with Article 1041 of the Code of Civil Procedure, which states that a marriage contract for a girl under 13 and a boy under 15 is subject to the permission of the guardian, consideration of the best interests of the child, and approval of the court. The judicial system strictly monitors such marriages according to the Law. The supervision is conducted

by virtue of Article 646¹ of the Islamic Penal Code, enacted in 1996, Article 1041² of the Code of Civil Procedure, and Article 50³ of the Family Protection Act, passed in 2012. Furthermore, on the strength of Article 56 of the said Act, any official notary who registers a marriage without obtaining a certificate or contrary to the provisions set forth in Article 1041 of the Code of Civil Procedure shall be sentenced to the fourth-degree of disqualification from working as a notary under the Islamic Penal Code. It should be noted that while the laws strictly prevent forced marriage and recognize possible perpetrators as liable to prosecution, in most cases referred to family courts in recent years, they have faced the judicial procedure of judges and been denied permission to marry the girls.

NGOs & Charities Focused on Women

In addition to various government departments and official institutions in the Islamic Republic of Iran, the private sector, especially the NGOs (non-governmental organizations), are active in women and family affairs and provide necessary services and training sessions. Non-governmental organizations in Iran, like in other countries, play an influential role in solving the challenges

1. Marriage before puberty without the permission of the guardian is forbidden. If a man violates Article 1041 of the Civil Code, and its note, and marries a girl before she reaches the age of puberty, he shall be sentenced to six months to two years' ta'zir imprisonment.

2. A marriage contract for a girl under 13 and a boy under 15 is subject to the permission of the guardian, consideration of the best interests of the child, and approval of the court.

3. If a man marries against the provisions of Article 1041 of the Code of Civil Procedure and the Note thereto, he will be imprisoned for six months to two years. If the aforementioned marriage results in a situation leading to the woman's organ failure or permanent illness, the husband, in addition to paying the dowry, shall be sentenced to fifth-degree imprisonment (imprisonment for more than 2 to 5 years), and should it lead to the death of the woman, the husband, in addition to paying the dowry, shall be sentenced to fourth-degree imprisonment (imprisonment for over 5 to 10 years). Note: If the natural guardian, mother, legal guardian, or the person responsible for the maintenance, care, and education of the wife has a direct influence in the commission of the crime subject of this Article, the perpetrators will be sentenced to sixth-degree imprisonment (imprisonment of over six months to two years). This judgment also applies to marriage.

of women, children, patients, and other people in vulnerable situations, independently or in cooperation with government institutions. There are 2733 active women's non-governmental organizations in various social, political, cultural, industrial, service, educational and charitable issues. In addition, currently, 18% of all non-governmental organizations are working in the field of environment and climate change. In recent years, non-governmental organizations have provided services, as mentioned in the following Table, to strengthen the economic base of women in vulnerable situations.

Table No. (11): Key Measures of NGOs to Strengthen Economic Base of Women in Vulnerable Situations

Key Measures of NGOs to Strengthen Economic Base of Women in Vulnerable Situations
Creating employment for women heads of households and caretakers in various fields such as domestic jobs, processing and food industries, handicraft, clothing production
Paying loan facilities to affected women and those in vulnerable situations
Providing free essential needs such as food, clothing, housing, and health for affected women and girls
Creating employment opportunities for women heads of households and those without custodian
Implementing 16 empowerment projects for women heads of households in 12 provinces
Establishing 360 centers for keeping and supporting affected women, which provide social, emotional, and psychological services to the affected and those in vulnerable situations, as well as empowering and delivering professional training to women who may refer to such centers

Key Measures of NGOs to Strengthen Economic Base of Women in Vulnerable Situations

Setting up a center for the growth and development of entrepreneurship for skill learning and job creation among female heads of the household

Supporting the affected women and girls, fulfilling their material and spiritual needs via cash aid, providing food or household basket, granting student education, medical, children's education, clothing and footwear, housing rent and mortgage, water, electricity, gas, dowry, medical necessities allowances, offering cultural, educational and research services, and granting capital expenses via free loans and through attracting donations from natural and legal persons.

Overview of Some Realized Demands Pursued by Women in Legal, Judicial, Social, Political, Economic, Cultural, Educational & Health Fields

1) Equal Compensation for Men & Women:

Regarding traffic accidents, according to Article 10 of the Compulsory Insurance Law, in the event of an accident, the insurer is obliged to pay the damages to the victims, irrespective of gender and religion, up to the limit of the insurance policy obligations. There is no difference between men and women in terms of the payment of driving damages. On the strength of Article 550 of the Islamic Penal Code, the diya⁴ for the murder of a woman is half that of a man. However, by virtue of the Note of the said Article, in all cases of homicide where the victim is not a man, the difference between the diya; and, the blood money of a man shall be paid from the Fund for Compensation of Bodily Harms.

2) Establishing Family Court:

Family Court is a tribunal established by the Judiciary under the Family Protection Act solely to deal with family matters and disputes. The Act obliged the Judiciary to set up sufficient family court branches in each jurisdiction. According to the Act, the presence of a female consultant judge is also foreseen in addition to the investigating judge, and the family court judges must be married and have at least four years of judicial service. The family court has jurisdiction in the following cases: engagement and damages caused by disruption thereto; permanent, temporary marriage and permission to marry; conditions during the marriage contract; remarriage; dowry; wedding proportion; spouse alimony and wages during marriage; compliance and unjustified disobedience of wife to husband; divorce, recourse, annulment and rescission of

4. Blood money

marriage, waiving of the remaining period of a temporary marriage; child custody and visitation; ancestry; growth, and emancipation of a minor; natural guardianship, custodianship, matters related to the overseer and trustee of the properties of the deceased and the guardianship on the issues associated therewith; alimony of relatives; matters concerning the missing absentee; guardianship of orphaned children; embryo donation; and gender change.

It should be noted that in handling family cases – as referred to hereinabove – the family court of the wife’s residence and the defendant’s domicile are both competent.

3) Preventing Termination of & Receiving Husband’s Pension After Death:

According to Paragraphs 1 and 2 of Article 48 of the Family Protection Act, approved in 2012:

- The wife of the deceased always enjoys his duty or pension rights, and her remarriage does not prevent her from receiving the said rights, and in the event of the death of the next husband and when the rights accrue to the wife as a result, the highest pension shall be deemed the criterion of action.
- Receipt of retirement or disability benefits, disability pension, or retirement as the case may be by the deceased’s wife does not prevent receiving the dead’s duty rights or pension.

4) Presence of Female Judges in Courts:

On the strength of Article 2 of the Family Protection Act, the family court is formed with the presence of the president or substitute judge and a female advisory judge. The Judiciary is obliged to appoint a female advisory judge for all family courts within five years at the latest. 1,121 female judges are working in the courts.

5) Taking Custody of Orphaned Children by Girls & Women Without Husbands:

The demand has been considered in Article 5 of the Law on the Protection of Orphaned Children and Adolescents or Those with Unfit Guardian, enacted in 2013. Under the said Article, the following people can request guardianship of children and teenagers covered by the aforementioned Law:

Couples who have been married for five years and have not had children from this marriage provided that at least one is over 30;

Couples with children provided that at least one of them is over 30; and

If they are at least 30, girls and women without a husband will have the exclusive right to guardianship of female children.

6) Artificial Insemination by Infertile Women:

The Council of Ministers approved the Law on Donating Embryos to Infertile Couples in 2003 and the Executive Bylaw on Donating Embryos to Infertile Couples in 2004.

7) Legal Inheritance of Pensions from Female Employees:

Article 82 of the Social Security Law, approved in 2003, refers to the conditions for the insured woman's heirs to enjoy her pension. Article 83 of the said Law touches upon the pension share of each insured survivor of the deceased. Based on this, female insured survivors will use the pension under the following conditions:

The husband provided that he is dependent on the wife, and his age exceeds 60 years, or he is disabled according to the opinion of the Medical Commission, subject to Article 91 of this Law, and in any case, he does not receive a pension;

Children will be granted pension should they meet the following conditions:

The father is not alive or is eligible for the conditions mentioned in Paragraph 1 of this Article and does not use any other pension; and

Their age is under 18, or they are exclusively engaged in studies until the end of their studies, or they are unable to work due to illness or disability according to the certificate of the Medical Commission, subject to Article 91 of this Law.

Parents, if they are dependent thereon, and if the father's age exceeds 60 and the mother is over 55, or if they are disabled as determined by the Medical Commission under Article 91 of this Law, and in any case, they do not receive pension.

8) Protection of Women's & Children's Rights in Judiciary:

According to the Law on Establishing the Office for the Protection of Women and Children's Rights in the Judiciary, approved in 2002, such offices have been established in all provinces of the Country under the supervision of the Chief of the Judiciary in order to monitor and supervise the process of handling cases related to women, children and juvenile delinquents, especially to expedite the proceedings, issue appropriate sentences and pay attention to their rehabilitation and education, provide support for women, children and teenagers who have been victimized, and improve the quality of education of judges of children's courts.

9) Prohibition of Early Marriage of Girls Before Puberty:

Considering that in some parts of the Country, due to geographical conditions, girls and boys reach physical and sexual maturity at a young age and need to get married, and sometimes their marriage is pronounced without the supervision of the Law, the legislator has made this subject to compliance with Article 1041 of the Code of Civil Procedure, which states that a marriage contract for a girl under 13 and a boy under 15 is subject to the permission of the guardian,

consideration of the best interests of the child, and approval of the court. The judicial system strictly monitors such marriages according to the Law. The supervision is conducted by virtue of Article 646⁵ of the Islamic Penal Code, enacted in 1996, Article 1041⁶ of the Code of Civil Procedure, and Article 50⁷ of the Family Protection Act, passed in 2012. Furthermore, on the strength of Article 56 of the said Act, any official notary who registers a marriage without obtaining a certificate or contrary to the provisions set forth in Article 1041 of the Code of Civil Procedure shall be sentenced to the fourth-degree of disqualification from working as a notary under the Islamic Penal Code. It should be noted that while the laws strictly prevent forced marriage and recognize possible perpetrators as liable to prosecution, in most cases referred to family courts in recent years, they have faced the judicial procedure of judges and been denied permission to marry the girls.

10) Having Abortion:

On the strength of Article 718 of the Islamic Penal Code, abortion may be performed based upon the order of the judicial authorities, provided that doctors conclude that the fetus poses a threat to the mother's health. The 2021 Law on Youthful Population and Protection of the Family clearly specifies methods for recognizing and issuing abortion licenses.

5. Marriage before puberty without the permission of the guardian is forbidden. If a man violates Article 1041 of the Civil Code, and its note, and marries a girl before she reaches the age of puberty, he shall be sentenced to six months to two years' ta'zir imprisonment.

6. A marriage contract for a girl under 13 and a boy under 15 is subject to the permission of the guardian, consideration of the best interests of the child, and approval of the court.

7. If a man marries against the provisions of Article 1041 of the Code of Civil Procedure and the Note thereto, he will be imprisoned for six months to two years. If the aforementioned marriage results in a situation leading to the woman's organ failure or permanent illness, the husband, in addition to paying the dowry, shall be sentenced to fifth-degree imprisonment (imprisonment for more than 2 to 5 years), and should it lead to the death of the woman, the husband, in addition to paying the dowry, shall be sentenced to fourth-degree imprisonment (imprisonment for over 5 to 10 years).

Note: If the natural guardian, mother, legal guardian, or the person responsible for the maintenance, care, and education of the wife has a direct influence in the commission of the crime subject of this Article, the perpetrators will be sentenced to sixth-degree imprisonment (imprisonment of over six months to two years). This judgment also applies to marriage.

11) Spousal Property Division After Separation:

According to Article 1119 of the Code of Civil Procedure, couples can stipulate any condition that is not against the Law and Sharia during the marriage contract. Among other things, they can agree on the terms of property division as they wish, and the marriage registrar is also required to write down the terms of the couple in the contract. What is currently written in the marriage certificate to which the couples can set their hands according to their wishes is: "If the divorce is not initiated on the request of the wife, and according to the judgment of the court, and if the request for divorce is not due to the wife's violation of her marital duties or immorality and behavior, the husband is obliged to transfer half of the existing property acquired during the marriage, or its equivalent, to the wife free of charge."

12) Granting Iranian Citizenship to Children of Iranian Women Married to Foreign Nationals:

On the strength of the Single Article of the Law on Determining the Citizenship of Children from the Marriage of Iranian Women with Foreign Men, enacted in 2006, the children of Iranian women married to foreign men, who were born in Iran or were born in Iran within one year after the approval of this Law, can apply for Iranian citizenship after reaching the age of eighteen. These individuals are admitted to Iranian citizenship if they do not have a bad criminal or security background and should they renounce their original citizenship. According to the Bylaw on Granting Iranian Citizenship to the Children of Iranian Women Married to Foreign Men, approved in 2020, the following individuals are considered applicants for granting Iranian citizenship to the children of Iranian women married to foreign nationals: a) every Iranian woman who is married to a non-Iranian national and, as a result of the marriage, has a child under 18, and b) any person born to an Iranian mother and a non-Iranian father and is over 18.

The following Table shows the results of implementing the aforementioned Bylaw until 22 September 2021.

Results of Implementing Bylaw on Granting Iranian Citizenship to Children of Iranian Women Married to Foreign Men (Until 22 September 2021)

Year	Total Number of Pre-Registered Files	Completed Files	Issuance of Birth Certificate
20 March 2020 – 19 March 2021	96,970	14,048	1,110
20 March 2021 – 22 September 2021		15,444	5,813
Total		29,792	6,923

13) Maternity Leave:

In a meeting dated 7 July 2013, the Council of Ministers approved the following: “The period of maternity leave (single and twin) of working women in the Government and non-government sectors is nine months with the payment of salaries and related bonuses. Spouses of the mentioned persons also enjoy two weeks of compulsory (incentive) leave. The provisions of this Decree are extended to mothers whose children are not yet nine months old,

and their leave period is extended until the baby is nine months old.”

Moreover, the Cabinet approved on 16 May 2021 to add a Note to Paragraph 1 of the Decree regarding the period of maternity leave and increasing the maternity leave of working women in the government and non-government sectors from 6 months to 9 months with the payment of salaries and benefits. In order to help fathers take a more active role in childcare, they can receive 14 days of leave for the birth of their child. As stipulated by Paragraph 1 of Article 17 of the Law on Youthful Population and Protection of the Family: “The period of maternity leave should be increased to nine months by paying all salaries and related bonuses. If the mother requests, up to two months of this leave can be used in the final months of pregnancy. The maternity leave for the birth of twins or more is twelve months. In cases where maternity leave disrupts the work of the private sector, after the approval of the Ministry of Cooperatives, Labor and Social Welfare, the cost imposed by the Government will be compensated.” This Decree applies to all employees in all Government and non-government sectors.

14) Possibility of Doing Part-Time Service for Women:

Pursuant to the Single Article of the Law of the Part-Time Service of Women, passed in 1383, ministries and institutions subject to the National Employment Law as well as state companies and institutions, can determine their service part-time if requested by their official and permanent employees and with the approval of the highest authority.

15) Earning Salary by Affected Women to Cover Costs of Living:

Articles 9 and 12 of the Law on the Harmonized System of Paying Government Employees, approved in 1991 by the Islamic Consultative Assembly, are dedicated to family rights and how

to pay them. According to the Note of Article 9 of the aforesaid Law, working and retired female employees who do not have a spouse and are the sole bearer of their children's expenses will benefit from family allowance benefits. Legislators have provided conditions so that divorced women, widows, or even women whose husbands are disabled can enjoy the right to have a family. On the other hand, on the strength of the same Article, women who received family allowance before marriage can benefit from this legal benefit again after divorce or the death of their spouse.

16) Establishing Kindergartens Next to Higher Education Centers & Government Offices:

Article 22 of the Law on Youthful Population and Protection of the Family foresees the provision of kindergartens in each institution to care for working mothers' children. As per the said Article: "In order to respect and protect the rights of mothers and children, all the institutions mentioned in Article 29 of the Law on the Sixth Five-Year Development, Economic, Social and Cultural Plan – including organizations and companies whose inclusion in the Law requires mentioning their names, and all the companies and institutions affiliated therewith – are obliged within six months after the promulgation of this Law to provide appropriate space to meet the needs of infants, children, and pregnant mothers so that they can rest, breastfeed and take care of children."

17) Social Insurance for Housewives:

According to the social security insurance laws, all housewives who are willing to pay insurance premiums based on self-employed insurance regulations and do not have an employment relationship with institutions and workshops subject to the social security law can, provided that they meet the prescribed conditions, submit an application, conclude an insurance contract and pay insurance

premiums by referring to the nearest branch of their place of residence or employment and declaring their occupation, and as a result, enjoy the relevant legal facilities, including retirement, disability, death, and institutional medical services.

18) Possibility of Early Retirement for Female Nurses:

In order to reduce the presence of nurses in the hospital, specific regulations, such as the 1989 Law on Considering Nursing as a Hard and Harmful Profession, have been approved. On the strength of the said Law, female nurses with 20 years of work experience can retire with five years of exemption and 25 days of salary per month. Subjects of the labor law, i.e., nurses working in the private sector with 20 years of work experience, include 10 years of exemption and 30 days of salary.

19) Establishing NGOs by Women's Rights Activists:

Non-governmental organizations are an essential platform for women's activities. There is no legal prohibition for women to work in the form of non-governmental organizations and obtain a license to establish an NGO. Similar to men, women can also submit their request for a permit to the Ministry of Interior and other license-issuing authorities. In 1996, 55 NGOs were created for women or by them. Almost 25 years after that, and in 2020, 2,722 NGOs were active in the field of women and family affairs.

20) Creating Specialized Penitentiary for Women:

Female prisoners are kept in a separate ward or prison from male inmates. The Executive Bylaw of the State Prisons Organization, enacted in 2021, considers protective measures for prisons, including no solitary confinement for imprisoned pregnant and lactating women, not requiring women prisoners to use chador

during transfer, the prohibition of entry of all male employees into women's prisons except for authorized officials, the priority of women in enjoying the privileges of facilities and welfare affairs, supplementing special diet suitable for expectant women, infants, and their mothers, granting privileges to women over 50, women heads of households, and mothers with under-15 children to benefit from furlough.

21) Leave for Working Women with Adopted Children:

Article 21 of the Law on the Protection of Orphaned Children and Adolescents or Those with Unfit Guardian, enacted in 2013, states that anyone who takes care of the people under the protection of this Law shall enjoy the protection benefits of child rights and care leave for children under three years of age (equivalent to maternity leave). As per the aforementioned Law, an insured woman who adopts a child under three years of age can use 84 days of leave to take care of the child by submitting relevant documents, including a trial guardianship appointment from the competent judicial authority and a letter from the State Welfare Organization.

22) Attending Matches in Stadiums:

It has been made possible for women to attend the stadium to watch the volleyball, basketball, and football world championships.

23) Exempting From Conscription for Male Children of Single Mothers:

On the strength of Paragraph 1 of Article 44 of the Law on Amending Articles of the Public Service Law, one of the male children of single mothers covered by the Imam Khomeini Relief Foundation and the State Welfare Organization can be exempted from compulsory conscription. Accordingly, in 2021, 798 male

children of the covered families were exempted from military service.

24) Equal Pay for Men & Women for Equal Work Under Equal Conditions:

According to Article 38 of the Labor Law, enacted in 2013, men and women should be paid equal wages for doing equal jobs under equal conditions in the same workshop. Discrimination in determining the amount of salary based on age, gender, race, ethnicity, and political and religious beliefs is prohibited.

25) Early Retirement Without Age Requirement:

Pursuant to Note 1 of Article 103 of the Civil Service Management Law, the age requirement of at least sixty years of age for women is not considered one of the conditions for retirement in the executive branch. Therefore, women can apply for retirement with at least 25 years of service and at any age.

