




# Solutions for Protecting and Improving the Workforce in Iranian Industry With Global Standards and International Organization Laws

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## Abstract

The workforce is defined as the number of people who are of working age according to the law. The labor standard refers to standard contracts related to workers in terms of their fundamental rights, working conditions, wages paid, and also workers' job security. This work is basically done in order to improve the employment of the workforce on a global scale. The main organization that works towards the development of labor standards and their implementation is the International Labor Organization. He mentioned organization determines global work standards in accordance with the agreements and recommendations that determine the minimum standards. The current research, which was carried out by descriptive-analytical method and using library resources, tries to answer the question that the labor force in Iran has been developed and approved to some extent based on international standards and the rules of the International Labor Organization, and the labor force standards What is work based on the rules of the International Labor Organization? And finally, based on the findings of the research, it has been concluded that the workforce has standards, including their basic rights, working conditions, wages paid, minimum wages, and job security of workers. The labor force in Iran is largely inconsistent with international standards and the laws of the International Labor Organization, and these standards are mostly ignored in Iran.

**Keywords:** Labor Force, International Labor Organization, Global Standard, Labor Law.



## Introduction

A brief look at the history of human life shows that individuals and citizens who had no other means than physical strength, power, and capital have always worked for the minority population who had the means to work. This situation changed significantly with the industrial revolution in the 18th century and led to the emergence of a new branch of law called "labor rights". Therefore, although work and effort have always been inherent to man, the issue of labor rights has been prominently raised in the past two centuries and has undergone many changes day by day. Following the globalization of the economy and the development of commercial activities, especially after World War II, the need to employ more workers to provide a convincing response to the harms and challenges facing the status and conditions of workers, including the emergence of various forms of forced labor and exploitation of them, the idea of protecting fundamental labor rights and achieving decent work emerged.

The International Labour Organization was established in 1919 after the end of World War I, during the Versailles Peace Conference. The need for such an organization had been pursued in the 19th century by two French industrialists, Robert Auvengo and Daniel Legrand. After the above-mentioned plan was taken up during the international cooperation for the elaboration of labor law in Basel in 1901, the International Labour Organization was established with the aim of developing international legal regulations to improve international labor standards and ensure their application. Labor standards refer to standard agreements concerning workers regarding their basic rights, working conditions, wages and job security. This is done primarily with the aim of improving the employment of labor on a global scale. The main organization that works to develop and enforce labor standards is the International Labor Organization, which was founded in 1919 to promote international standards that address injustice, hardship, and the privacy of workers. It also works to ensure peace and eliminate negative impacts on the labor market. Minimum wage, overtime, record-keeping, and youth employment standards are set by the Fair Labor Standards Organization, which affects private sector employees and federal, state, and local governments. Therefore, by setting standards, there is a minimum level of protection against inhumane practices such as harassment, gender discrimination, and so on.

In the Iranian legal system, the first codified law in Iran was approved in 1938 as the Regulations of Factories and Industrial Institutions. Later, in 1946 and 1950, the first Labor Law was approved in Iran, and its regulations were approved in the Supreme Labor Council in May 1960. After the revolution, the draft Labor Law was discussed for a long time, until finally, in 1980, with the amendments made by the Expediency Discernment Council, the aforementioned law was approved. Today, the above law is in the process of being implemented in Iran. Therefore, until the legislature or the executive branch make an effort to remove the obstacles, and these legislative and executive branches do not coordinate with each other, and on the other hand, in some cases, the government transfers its duties to the private sector employer, we will witness many other creative commitments from employers.

## Research method

This research was conducted using a descriptive-analytical method and library information.

## Findings:

The results of the study have concluded that the workforce has standards including their basic rights, working conditions, wages paid, minimum wages, and job security of workers. The

workforce in Iranian industry is largely non-compliant with global standards and International Labor Organization laws, and these standards are mostly ignored in Iranian industry.

### Discussion and conclusion

Comparing the growth of Iran's labor productivity with the member countries of the Asian Productivity Organization shows that Iran's position among these countries is not acceptable and worthy of Iran, and that the capacities and functions of the young Iranian labor force are not standardized. Although productivity, including labor productivity, in Iran is at a lower level than in other countries, a review of the country's upstream policies indicates that in recent years, attention to the issue of productivity has become more prominent, and the National Productivity Organization, as the main governing body in Iran, has taken appropriate measures in this regard, the most notable of which is the approval of the country's comprehensive productivity program in 2015 and the creation of a ten-year vision and identity card for individuals and maintaining productivity in the country.

The supervision of the International Labor Organization over the creation and development of these components in domestic law is a guarantee of efficient implementation of these components. Given that decent work is a new concept in the discussion of labor rights, it seems that in many countries, including Iran, its components can be extracted from existing laws related to labor rights. Therefore, the member countries of the International Labor Organization should pay attention to the issue of decent work in their domestic laws. In Iran, the Labor Law of the Islamic Republic of Iran, approved in 1980, as the main law in labor rights, has paid attention to the components of decent work in a scattered manner. The Constitution, as the highest legal document, has also paid special attention to the fundamental concepts of the components in its various principles.

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