

**THE CONDITION OF THE WORKING  
CLASS IN IRAN**

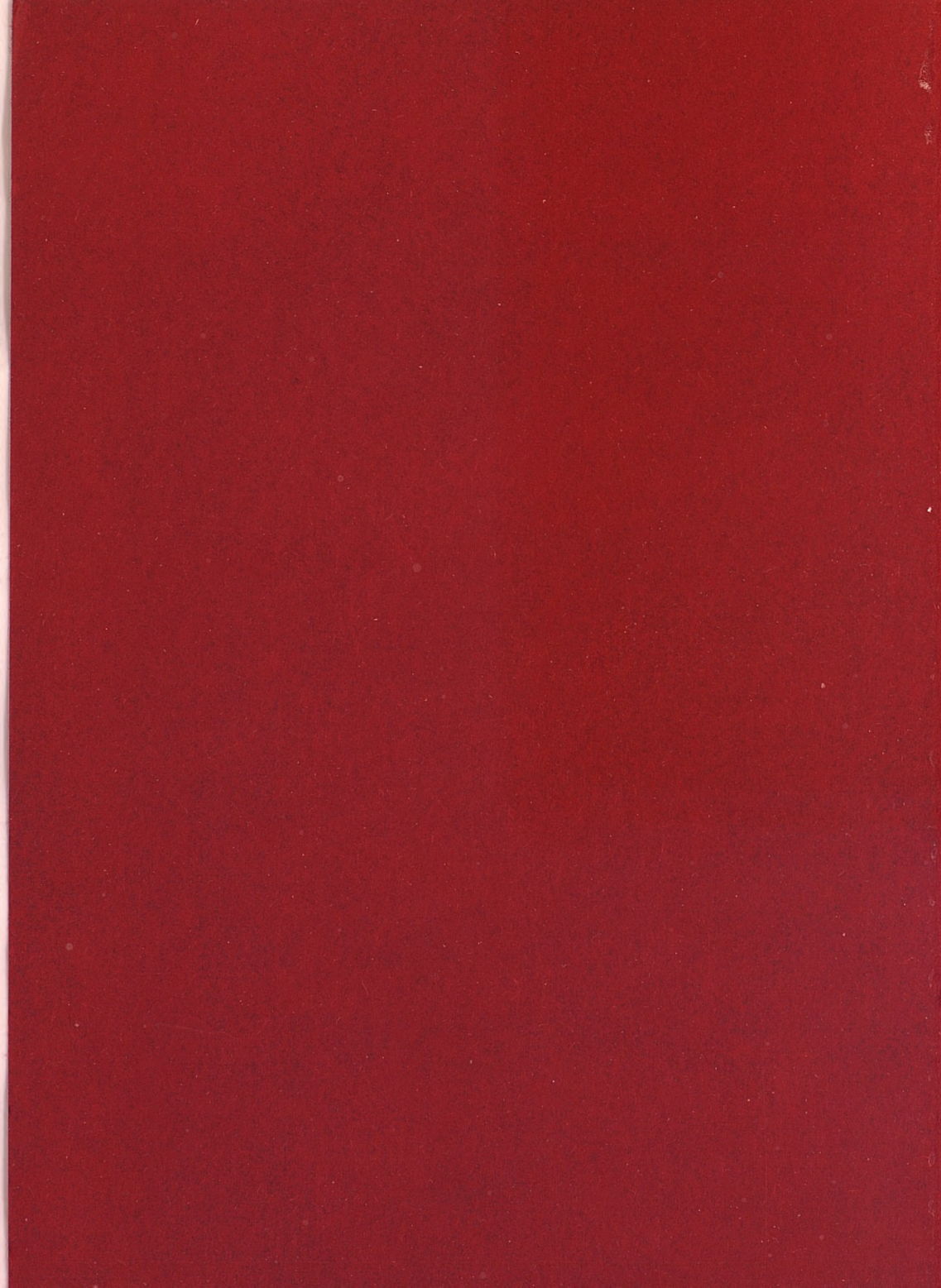
(A DOCUMENTARY HISTORY)

**LA SITUATION DE LA CLASSE  
LABORIEUSE EN IRAN**

(UNE HISTOIRE DOCUMENTAIRE)

**DIE LAGE DER ARBEITENDEN  
KLASSE IM IRAN**

(EINE DOKUMENTARISCHE GESCHICHTE)



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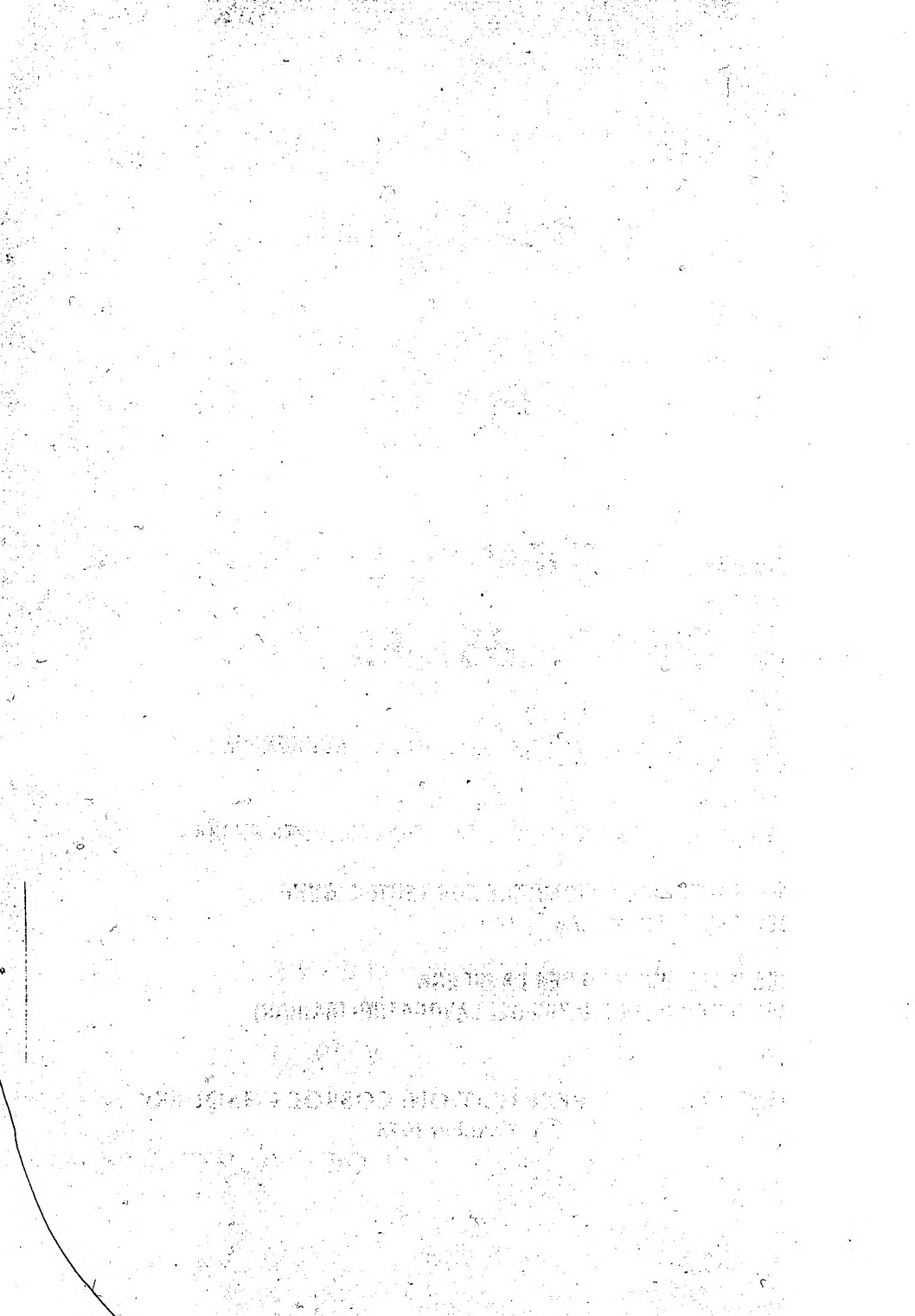
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# LA SITUATION DE LA CLASSE LABORIEUSE EN IRAN

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# DIE LAGE DER ARBEITENDEN KLASSE IM IRAN

(EINE DOKUMENTARISCHE GESCHICHTE)



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**EUROPEAN COMMITTEE FOR  
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**COMITE EUROPEEN POUR LA DEFENSE  
DES DROITS DEMOCRATIQUES DES TRAVAILLEURS EN IRAN**

**DAS EUROPÄISCHE KOMITTEE ZUR VERTEIDIGUNG  
DER ARBEITER IM IRAN**

**COMITATO EUROPEO PER LA DIFESA  
DEI DIRITTI DEMOCRATICI DEI LAVORATORI IRANIANI**

**RESEARCH AND PREPARATION: COSROE CHAQUERI**

**© October 1978**

## HISTORICAL DOCUMENTS OF THE WORKING

### CLASS MOVEMENT IN IRAN

documents in persian language in seven volumes:

- 1- *documents from the social democratic party, the communist party, and the tudeh, including some of comintern's ;*
- 2- *a marxist analysis of the tudeh party by some of its ex-members;*
- 3- *some more rare documents of the socialist parties, the c.p. and the tudeh party, and its splinter group, the toilers party;*
- 4- *the writings of avetis sultanzade, the founder, theoretician, and representative (at Comintern) of the ICP;*
- 5- *an analysis of the tudeh party as an organisation by the same ex-members who wrote volume 2;*
- 6- *rare and unpublished documents of the communist party and socialist parties of iran, plus some of the revolutionary republican party;*
- 7- *49 issues of the rare newspaper HAQIQAT, the unofficial organ of icp in the early twenties;*

A DOCUMENTARY HISTORY OF IRANIAN LABOUR MOVEMENT(in four volumes)

- 8- *some of the writings of avetis sultanzadé in german, plus an introduction on his life and a historical sketch of the workers' movement; A. Sultanzadé, Politische Schriften I.*
- 9- *the genesis and the development of the socialist movement from the end of the 19th century till 1921, including the HIMMAT; with two introductions.*
- 10- *national revolutionary movements, principally that of jangalis, founders of the soviet socialist republic of guilan; plus an analytic introduction.*
- 11- *the communist party and its activities within the comintern, including an historical introduction;*  
( last 3 volumes in German, English and French)
- 12-13 TAGHI ARANI'S SCIENTIFIC, PHILOSOPHIC AND SOCIOLOGICAL WRITING  
(in two volumes)

documents collected from the Soviet, U.S., French, German, British and Iranian archives, annotated and presented by Cosroe Chaqueri.

## PREFACE

*That Iran has yet to know democracy needs hardly any mention; that she has suffered the most destructive blows at the hands of the ferocious dictatorship<sup>1</sup> of the PAHLAVIS ever since the coup d'Etat of 1921 is also too well-known; that the opposition in Iran has fought this regime with its meagre means so as to bring about changes is public knowledge as well. What has, however, remained obscure is the conditions of the working masses in that country. No doubt the Left is to be blamed for that! For even at the time when it was at the apex of its "gauchisme"-- to the point of complete paralysis, -- it was not as concerned with the fate of the working class as it should have been. The "gauchisme" was disruptive, not constructive; it was blind refusal of the historical possibility to do what it had claimed. It was not at the service of the working masses; it only paid them lip-service.*

*As a result, no effort was ever made to know the historical conditions of the genesis and development of this class. Nor was its real struggle even studied, appraised, or used as a lesson. TODAY, not knowing what YESTERDAY was, followed the events blindfoldedly into TOMORROW, and after... This is unfortunately still the case. There exists no history of the working people in Iran, in Persian or any of the foreign languages widely known in that country; in Russian, yes, with all the concerous deformations of stalinist historiography.*

*This publication, as modest as it is, is only an effort to put together what lay idle in archives; it does not pretend to give a view of the ensemble. It should be regarded as a step in the direction of further impartial studies. Needless to say, no one document can be taken to contain "the truth", rather the whole should lead us on to the path of approaching a general understanding of the conditions the working people of Iran lived in. The slanted opinions therein, no doubt, cannot be ours; the reprinting of the*

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1) Except for the short period of Dr. Mossadiq's government between May 1951 and August 1953.

labour legislation should, in no way, imply our approval thereof; nor their veritable application in that land, where even individual partners of the medieval tyranny, despite the heavy burden of the crimes committed which they carry, are not spared.

It goes without saying that this volume, despite its size and in spite of the rich information it contains, cannot throw light on the present conditions of working masses in I R A N. Our aim has been to arouse the interest of those concerned with the labour movement around the world and to share with them this historical knowledge. As for the present, we hope to provide them-- soon-- with another volume. As it is, the working masses of Iran are deprived of their most elementary democratic rights; our hope is that those who can help will not refrain from doing so.

Cosroe Chaquèri

Sept. 1978

#### ACKNOWLEDGEMENT

We would like to express our gratitude to a number of friends who have helped in the making of this documentary history of the Iranian labour movement. Their help in research, translation and typing has been indispensable. Our thanks are also due to the Public Record Office and the Archives of Auswertiges Amt (respectively London and Bonn) for having made certain documents available to us. It must also be recorded that if the production of this publication suffers from technical shortcomings, it is merely due to financial difficulties, similar to those in which the working class lives inside Iran.

C.C.



## DECLARATION OF AIMS

EUROPEAN COMMITTEE FOR THE DEFENCE OF DEMOCRATIC RIGHTS OF WORKERS

### IN IRAN

*A- To inform public opinion, especially the working masses around the world through their unions and the democratic press on the working and living conditions of the workers in Iran;*

*B- To mobilise public opinion support, especially that of workers' for the defense of democratic rights of workers in Iran, namely:*

- 1- to organise their trade unions freely and without the intervention of governmental agencies or political parties whatsoever;*
- 2- to fight freely and without any government hinderance for the establishment of their economic, political, and social status;*
- 3- to strike for the defense and advancement of their interests;*
- 4- to struggle as organisations, both on local and national levels, for advanced labour legislation and the abrogation of the existing anti-labour laws;*
- 5- to affiliate freely with international labour organisations and to participate in international gatherings without any governmental hinderance;*
- 6- to solidarise freely with their brethren in other countries.*

*N.B. - This Committee is not affiliated to any political party inside or outside Iran.*

° Provisional Address: C.P. 46, 50100 Florence, Italy

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## LE MOUVEMENT SYNDICAL EN PERSE

Dans un pays aussi arriéré que la Perse, où le féodalisme n'est pas encore entièrement liquidé, où domine la caste des propriétaires fonciers réactionnaires, soutenus par l'autorité d'un clergé ignorant, où sur le fond des rapports économiques se détache la silhouette rapace du capitaliste et de l'usurier, dans un pareil pays le mouvement syndical n'a pu, certes, atteindre un degré de développement égal à celui d'autres pays capitalistes. Par ailleurs, l'état rudimentaire de l'industrie d'une part, et l'ignorance politique des masses laborieuses d'autre part, ne permettaient pas de développer, dans le domaine syndical, un travail actif.

Les premières tentatives d'organisation syndicale, en Perse, ont lieu en 1906, à l'époque de la première révolution, au moment où les ouvriers des imprimeries de Téhéran, sous la forte influence du Parti Démocratique, créèrent leur premier syndicat. Plus tard, lorsque la réaction sévit et que le Parti démocratique dégénéra, lorsque ses leaders, après avoir obtenu les portefeuilles ministériels se transformèrent en fidèles défenseurs du trône persan, ce syndicat se dissout sans avoir atteint des résultats sérieux. La situation demeure sans changement jusqu'à l'année 1918, quand presque toute la Perse septentrionale fut frappée d'une disette inouïe, entraînant la mort de centaines de milliers d'hommes, quand la cherté de la vie, toujours croissante, menaçait de mort par la faim les grandes masses de la population persane. C'est alors que les ouvriers imprimeurs se mirent à réorganiser leurs effectifs de classe. A la suite de quelques grèves, ils forcèrent le gouvernement à sanctionner le contrat collectif qu'ils avaient élaboré et qui déterminait les rapports entre ouvriers et patrons. Ils réussirent encore à obtenir quelques améliorations économiques. Ce traité établit la journée de huit heures, réglementa l'embauchage et le débauchage des ouvriers, détermina le taux de paiement pour les travaux supplémentaires, exige l'amélioration des conditions hygiéniques du travail dans les imprimeries, etc., etc.

Ce succès, relativement considérable, des ouvriers imprimeurs, remonta beaucoup le moral des ouvriers des autres professions, qui à leur tour commencèrent à organiser leurs syndicats. L'un après l'autre surgirent le syndicat des boulangers, celui des ouvriers des manufactures, celui des P.T.T., enfin ceux des cordonniers, etc., etc.

En 1920 se constitue le Conseil Syndical de Téhéran qui avait pour tâche de diriger, d'instruire les syndicats et d'en organiser de nouveaux. Ce Conseil était composé de délégués, élus à raison de trois par syndicat.

Au début de 1922, 10 syndicats adhéraient au Conseil avec un nombre total de 10.000 syndiqués, c'est-à-dire 20% de tous les ouvriers de Téhéran. Outre les syndicats sus-mentionnés se trouvaient, en voie de formation, quelques autres organisations ouvrières, comme par exemple le syndicat des pharmaciens, celui des employés de tramways, etc., etc.

L'exemple de Téhéran fut bientôt suivi par plusieurs villes de province. Il y a deux ans se constitue à Tabriz une Union des ouvriers nommée "Le Parti Ouvrier". Cette organisation reflète avec beaucoup de relief tous les traits spécifiques de l'Orient. Cependant, conformément aux statuts de ce "Parti Ouvrier", n'en peuvent faire partie que les individus qui ne vivent pas de l'exploitation d'autrui. A la fin de 1921, cette organisation comptait environ 3.000 membres. Mais son influence

ne se borna pas qu'à cela. A Tabriz aussi bien que dans les autres grandes villes orientales, les petits commerçants et les artisans forment une part importante de la population. Les lois de l'Islam considèrent le commerce comme une profession pieuse. Aussi tout bon croyant pratique-t-il volontiers quelque commerce. Au centre de la ville sont construites de grandes galeries maçonnées, sorte de labyrinthe entrecoupé d'entrées et de sorties conduisant à tous les bouts de la ville. Là, dans de petites boutiques louées à bail, pullulant des petits commerçants, des pâtisseries, cordonniers, joailliers, etc., etc. Chaque profession occupe une partie déterminée de ce labyrinthe gigantesque, qui porte le nom de "Bazar". Le bazar de Tauride contient 17.000 boutiques, magasins, ateliers, etc., dont 13.000 appartiennent aux petits patrons qui n'exploitent pas leurs semblables en tant qu'ouvriers, mais qui vivent néanmoins des bénéfices commerciaux.

La plus grande partie du bazar se trouve entre les mains de quelques gros propriétaires. Profitant de leur monopole, ces derniers augmentent périodiquement les loyers et les élèvent parfois jusqu'à un taux absurde. Les résultats de cette politique sont devenus encore plus sensibles durant la crise commerciale d'après-guerre, crise qui a frappé surtout la Perse Septentrionale, qui vivait presque exclusivement du commerce avec la Russie. Afin de renforcer l'antagonisme entre les gros propriétaires et les petits patrons du bazar, l'Union de Tabriz (Parti Ouvrier) avait décidé d'organiser ceux-ci par professions. La réunion des délégués de métier élisait un Bureau général qui résolvait les questions importantes, d'accord avec le Bureau de l'Union.

Ainsi non seulement la direction idéologique mais encore la direction pratique de cette vaste organisation, qui groupe autour d'elle plus de 12.000 membres, se trouve entre les mains de l'Union; toutes les décisions les plus importantes sont revêtues de la signature de l'organe exécutif de l'Union. L'an passé, par exemple, une réduction de 20% sur les loyers avait été réalisée au bazar, par voie révolutionnaire, sur la proposition de l'Union. D'où forte indignation des propriétaires du bazar; mais ils furent impuissants de faire quoi que ce soit, car chaque boutique invoquant la décision du Parti Ouvrier, refusa catégoriquement de payer plus de 80% de l'ancien loyer. Le gouvernement, en la personne du gouverneur général, Moukhbir-Ous-Sultané, prenant en considération la grande popularité de l'Union, fit une tentative sérieuse pour soumettre cette organisation à son influence, mais il n'y réussit pas. Mieux que cela, en octobre de l'an passé, un conflit éclata entre le "Parti Ouvrier" et le gouverneur, à la suite des coups portés par le maire de la ville à un membre de l'organisation. Le Parti demandait au gouverneur de révoquer le maire et d'en désigner un autre à sa place; le gouverneur résistait... L'affaire manqua de se terminer par la fermeture du bazar (c'est là en Perse une action qui correspond, par son importance, à la grève générale). En fin de compte, le gouverneur fit des concessions et l'incident fut clos.

Dans les autres régions de la Perse, les syndicats sont organisés conformément à ceux de Téhéran. Le plus puissant d'entre eux est celui des ouvriers et employés des pêcheries de la mer Caspienne. Ce syndicat groupe 5.000 adhérents, le nombre général des pêcheurs étant de 9.000. Il existe encore des syndicats à Recht, à Enzeli, à Kume, etc.

Au total, il y a en Perse 20.000 ouvriers organisés. Un pareil développement des syndicats s'explique par la situation économique extrêmement dure dans laquelle vivent les ouvriers persans.

Malgré leur jeunesse, les syndicats persans ont organisé, dans la seconde moitié de 1921, quelques grèves fort bien réussies. Notons les grèves des boulangers, des imprimeurs, des employés de manufactures, des P. T. T. de Téhéran. A Enzeli fut organisée une grève des dockers. Toutes ces grèves portent un caractère purement économique. En ce qui concerne la grève des instituteurs (janvier 1922), grève qui a duré 21 jours, elle prit à la fin la forme d'une véritable démonstration économique dirigée contre le gouvernement qui, pendant six mois, avait suspendu le paiement des salaires. Les manifestations continuèrent durant trois jours; y prirent part en grand nombre les élèves des écoles populaires. L'esprit public à Téhéran était surexcité. Le gouvernement se hâta enfin de promettre au professeurs de leur payer les appointements. Mais il était trop tard. Une démonstration grandiose, la première dans les annales de l'histoire persane, ébranla la position déjà chancelante du cabinet Qavam-Ous-Sultané, qui fut obligé de démissionner. Sa place fut occupée par le cabinet libéral Mouchir-Oud-Oodlé, qui promit de réaliser une série de réformes radicales.

Bien que les syndicats aient reçu en Perse la personnalité juridique, les pouvoirs sèment beaucoup d'obstacles sur la voie de leur développement. Ce sont les instructeurs européens qui sévissent surtout dans cette direction. Un certain suédois, Molitor, directeur des Postes et Télégraphes, a obtenu la dissolution provisoire du syndicat des employés du Télégraphe, puis a essayé d'en finir avec celui des Postiers.

La lutte fut longue. Les postiers publièrent une brochure contre Molitor et exigèrent sa révocation. L'affaire fut soumise au Madjilis. Le gouvernement prit le parti de son fonctionnaire. Les syndicats n'abandonnaient pas leur oeuvre d'agitation. Alors le cabinet de Qavam-Ous-Sultané promulgua un décret défendant aux employés d'Etat de faire partie des syndicats. Ce décret suscita une profonde indignation des masses populaires et aboutit à la chute du cabinet.

Ainsi, les syndicats commencent à jouer un rôle assez considérable dans la vie politique de la Perse. Le Bureau Central des syndicats, formé en novembre 1921, s'occupe actuellement d'organiser les ouvriers occupés dans les mines de naphte du sud de la Perse, ainsi que les journalistes et les ouvriers d'autres catégories de travail. Le Bureau Central a une dure tâche à accomplir: l'organisation des masses dans un pays aussi arriéré que la Perse, où les conditions particulières de la vie exigent des méthodes d'organisation particulières, assez différentes de celles qui ont été établies après des dizaines d'années de pratique syndicale dans les pays européens. Nous espérons qu'avec l'appui de l'Internationale Syndicale Rouge, le mouvement syndical de la Perse accomplira avec succès les tâches qui se posent devant lui.

A. SULTAN ZADE.

Source: l'I.S.R., Avril-Mai, 1922, pp 58-60

## A L'INTERNATIONALE SYNDICALE ROUGE

(Rapport sur les syndicats persans)

Le premier syndicat persan fut fondé en 1325 de l'Hégire (1907 de notre ère. Réd.) par les ouvriers imprimeurs de Téhéran. A la suite d'une grève en 1396 de l'Hégire (en 1918, Réd.) qui dura 14 jours, ce syndicat a réussi à obtenir quelques améliorations dans la situation économique des ouvriers au moyen de la confirmation par le gouvernement d'un contrat collectif. Parmi les conditions de ce contrat il faut noter la journée de 8 heures et la rémunération des heures supplémentaires de travail. Cette victoire des imprimeurs syndiqués donna l'impulsion à d'autres organisations syndicales. Il y a deux ans fut créé le syndicat des employés de magasin, ensuite celui des boulangers et plusieurs autres. A l'heure actuelle il y a à Téhéran 10 syndicats, le nombre des membres augmente chaque jour. Tous ces syndicats sont groupés autour de leur Conseil, composé de représentants de toutes les organisations à raison de 3 par syndicat. Le mouvement syndical s'est étendu aussi en province. En dehors de Téhéran il y a des syndicats à Enzeli, Recht, Tavriz et Koum. Voici un tableau statistique des syndicats et du nombre des syndiqués de Téhéran:

1. Livre.....	180 membres.
2. Employés des merceries.....	350 ,,
3. ,, de commerce.....	250 ,,
4. Boulangers.....	3.000 ,,
5. Employés des Postes.....	90 ,,
6. ,, du Télégraphe.....	180 ,,
7. Confiseurs.....	300 ,,
8. Cordonniers.....	1.800 ,,
9. Tailleurs.....	2.000 ,,
10. Passementiers.....	150 ,,

A Tavriz les syndicats ouvriers groupent 3.000 membres. Il faut noter que les organisations de Tavriz ne portent pas le caractère de véritables syndicats, elles forment plutôt un parti ouvrier.

A Recht les syndicats des ouvriers et des employés imprimeurs, casquettiers, cordonniers, etc. groupent environ 3.000 membres.

A Enzeli et aux environs le syndicat des pêcheurs compte 3.000 membres dont 30% sont russes. Le Syndicat des chargeurs groupe 200 membres.

Les données statistiques précitées montrent que dans un délai très court, il s'est formé en Perse plusieurs syndicats groupant environ 20.000 adhérents.

Un développement si rapide des syndicats s'explique par la situation économique des ouvriers, situation très difficile. Durant les derniers



six mois ont eu lieu 4 grèves: celle des boulangers, des imprimeurs, des employés des merceries et des employés des postes. Si l'on prend en considération que les syndicats persans n'ont aucun fonds de grève et que Téhéran, Tavriz et Gilan sont en état de siège permanent, il faut reconnaître que le fait même de la déclaration des grèves est une grande victoire remportée par les syndicats. Au total, il existe à Téhéran 50.000 ouvriers, à Tavriz 30.000, à Reht 15.000 et à Enzeli et environs 10.000.

Le Président du Conseil Intersyndical de Téhéran,  
membre du Bureau du Comité Central.

S. M. Dunkan.

[ Seyyed Mohamad Dehgan, éditeur du  
journal Haghghat ]

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Source: L'I.S.R., N°1 (12), 20.1.1922, pp. 74-75.  
pour la version allemande cf. Inprekorr, Nr. 27, 7 März, 1922

## PROCLAMATION DU PREMIER MAI

Camarades ouvriers et travailleurs!

Aujourd'hui c'est le 1er Mai, fête des ouvriers du monde entier. C'est le jour où les ouvriers manifestent leur force d'organisation, la volonté de défendre leurs droits et intérêts de classe. Dans le monde entier aujourd'hui les ouvriers quittent le travail et fêtent le grand jour du labeur. Ce jour les ouvriers de l'Angleterre, de la France, de l'Allemagne, de l'Amérique et d'autres pays sans parler de la Russie ouvrière libre organisent dans les rues de la ville des manifestations. Les mots d'ordre révolutionnaires et le chant des hymnes ouvriers internationaux secouent le monde entier.

Ouvrier iranien!

Tu composes un des régiments de cette puissante et menaçante armée. Avec les ouvriers du monde entier tu dois te soulever contre les illégalités de l'impérialisme, la dictature du régime existant, la guerre sanglante des capitalistes, la violence accrue des entrepreneurs, tu dois te soulever pour la journée de travail de 8 heures, pour la proclamation des lois défendant le travail.

Camarades, frères!

Le Shah, les propriétaires fonciers, les mullahs, les députés, les chefs militaires, les gouverneurs, les fonctionnaires, les maires et tous les capitalistes règnent sur vous et vivent gaiment sur les moyens que vous procurez ainsi que les malheureux paysans; ils vivent sur le compte de votre esclavage, de votre malheur et du malheur de la misérable paysannerie iranienne. Aujourd'hui vous êtes condamnés au malheur. Vous n'avez pas d'espoir ni d'assurance dans le lendemain. Vous êtes constamment menacés du chômage et de la faim. Le gouvernement aristocratique existant n'a jamais défendu et ne défendra jamais vos intérêts et droits. Ce gouvernement est le représentant et le défenseur des intérêts des aristocrates, des propriétaires fonciers et des grands capitalistes de l'Iran ainsi que des personnes désignées par l'impérialisme étranger. Les forces nationales et les éléments épris de liberté qui luttent actuellement contre ce régime dictatorial, contre l'activité meurtrière pour la liberté - les cruautés et les illégalités du gouvernement bourgeois ont besoin de votre soutien. Vous devez être le soutien et la base de ces groupes révolutionnaires, l'avantgarde du mouvement libérateur et révolutionnaire.

Camarades! agissez pour le retour de vos droits, unissez-vous sous le drapeau rouge de la révolution. L'ouvrier et le paysan iranien n'ont pas d'autre défenseur et protecteur que le parti communiste iranien qui est le parti ouvrier.

Camarades ouvriers! manifestez car de l'union et de la manifestation des ouvriers du monde entier dépend la libération de l'humanité. Soulevez-vous, car la trahison, l'oppression, le despotisme, l'arbitraire du gouvernement aristocratique de l'Iran a dépassé toutes les limites. Unissez-vous et manifestez pour détruire cette base de l'oppression et de la dictature.

A bas la monarchie dictatoriale aristocratique!  
Vive l'union internationale et l'entr'aide des ouvriers!  
Vive l'état major de la révolution mondiale - la IIIème Internationale!  
Vive le 1er Mai!

Parti communiste iranien

Mai 1928

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Source: Buletin Pres. Serechno Vostoka, Juin-Juillet 1928

Le Mouvement Syndical en Iran

et Les Partis Communistes

Occidentaux

Nickbin( le délégué iranien au 4° congrès de l'Internationale Communiste ) :

decrit le mouvement communiste de son pays. L'industrie se développe, le mouvement syndical englobe 15'000 ouvriers. Les syndicats sont soumis à l'influence communiste, l'orateur souhaite que ce mouvement soit mieux soutenu par les partis communistes de l'Europe Occidentale.

Source: La Correspondence Internationale, No 28,5 DEC.1922, p.1.

## LA REVOLTE DES ESCLAVES COLONIAUX

Une très importante concession anglaise en Perse - la Compagnie pétrolière anglo-persane - a immortalisé il y a quelque temps son action en un livre dû à un certain Williamson, un homme fort érudit: "Sur les champs pétrolières perses". Il n'y a dans ce livre que deux divisions: "La Science" et "l'Humanité". Selon l'avis des éditeurs, la compagnie ne se préoccupe que de ces deux estimables sujets.

### LE PRIX DES MUSCLES DES MISERABLES

A Abadan, Masjid-Soleyman et Nasseri, sur les terrains pétrolières de la Compagnie pétrolière anglo-persane, il y a environ 300.000 ouvriers. Ce sont en majorité des persans; les ouvriers qualifiés sont en partie des hindous; les autres sont des arabes, des arméniens, etc...

La journée de travail dure entre 10 et 15 heures. Le salaire des ouvriers non qualifiés varie entre 10 et 15 toumans par mois, mais une importante majorité d'ouvriers ne reçoit pas plus de 9 toumans. Par rapport à 1924 le salaire des ouvriers non qualifiés est brutalement tombé. En 1924 les ouvriers recevaient de 15 à 20 toumans par mois.

Les ouvriers qualifiés persans reçoivent entre 14 et 20 toumans, alors qu'en 1925 ils en recevaient de 25 à 50.

Le salaire des ouvriers indiens est un peu plus élevé; quant aux anglais ils gagnent de 500 à 1500 toumans par mois.

La compagnie ne donne aux ouvriers non-qualifiés ni logement, ni aucun autre avantage. En plus des dépenses pour le logement, ce groupe d'ouvriers est obligé de payer chaque mois un touman aux anglais, aux Sarkar comme on les appelle - auxquels ils sont soumis.

Pendant ce temps les anglais disposent gratuitement de magnifiques logements avec ventilation électrique, jardin potager, automobile; chauffeur et jardinier. Ces derniers temps la situation des ouvriers est devenue nettement plus mauvaise. La Compagnie mène une lutte obstinée contre le pétrole soviétique, et pour cette raison instaure un "régime d'austérité". Le nombre d'ouvriers dans les exploitations est réduit, et le chômage augmente de jour en jour. Lors des licenciements et des compressions de personnel, la Compagnie a comme but de chasser les vieux travailleurs et embauche à leur place des nouveaux et des paysans, qui n'ont pas la moindre idée de la lutte de classe ou de leurs droits.

Kargar-é-Jenoubi  
[Ouvrier du Sud]

+ Surveyor

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Source Setaré Sorkh, Nr. 1-2, 1929

## APPEL AUX OUVRIERS TAPIS (1)

Chers Camarades

Le 22 Juin 1930, ASGAR, élève de la fabrique de tapis ABBAS a été tué de la main impitoyable du propriétaire.

Une attitude à ce point cruelle des patrons, un travail sans limite et exténuant, un salaire misérable:  
tout ceci plus qu'avant, doit nous ouvrir les yeux

Selon une statistique, pour cent ouvriers du tapis, 80 sont des enfants pré-adolescents, qui, contraints par la misère, doivent accepter les conditions inhumaines (2) des patrons.

Que nous soyons morts ou vivants, pour ces parasites de patrons, c'est la même chose. La justice et l'administration de l'état sont les serviteurs et les protégés des patrons qui ont fixé le prix du sang d'un enfant martyr à 25 toumans.

Chers Camarades,

Nous devons être vigilants, car nos ennemis mortels: les possédants se préparent à nous étrangler. Nous appelons tous les ouvriers conscients à appliquer les mots d'ordre suivants:

I - Pour venger le sang de l'enfant et de milliers d'autres innocents, anéantissons le bien être matériel de la classe possédante!

II - Jusqu'à l'âge de 15 ans les enfants doivent poursuivre leur scolarité

III - Le travail doit être rémunéré convenablement

IV - Introduisons la journée de travail de 8 heures

Camarades!

L'union des travailleurs est plus solide qu'une montagne. Nous n'obtiendrons nos droits que par l'union et uniquement par nos propres moyens.

Nous devons, après nous être unis, obtenir nos droits par nos propres moyens.

Vive l'inflexible union: l'union des ouvriers.

Que disparaissent les exploiters et les brigands des classes possédantes

Safar 1349 [ 1930 ]

Groupe d'ouvriers conscients

(1) cet appel a été lancé à Meched à l'occasion du meurtre d'un ouvrier-enfant par le propriétaire d'une des usines de tapis de Khorasan

(2) Littéralement: "qui brisent les reines" Traduction mot à mot.

## LA CLASSE OUVRIERE EN IRAN

La classe ouvrière en Iran est comparativement peu nombreuse et son écrasante majorité est encore liée au village. Vu le manque des données statistiques il est très difficile de déterminer la quantité exacte des ouvriers en Iran. En tout cas, avec un calcul des plus approximatifs, nous avons en Iran pas moins de 150 mille ouvriers dans l'industrie et le transport. Parmi eux dans l'industrie pétrolière du Sud il y a 30 mille dans l'industrie des tapis - 80 mille, dans la pêche 3.000 (1500 permanents et 1500 saisonniers), des ouvriers du port au Sud et au Nord 2000, dans l'industrie textile 2000, des ouvriers de constructions (voies ferrées et autres) 20 mille, imprimeurs 1000, chauffeurs de louage et leurs aides 10 mille, ouvriers de tabac, de cuir etc. 2000 etc. Si on prend en considération les ouvriers occupés à la petite industrie artisanale, on peut facilement doubler ce chiffre de 150 mille.

La classe ouvrière en Iran et dans d'autres pays coloniaux et semi-coloniaux a ses traits caractéristiques qui influent sur la formation de son idéologie de classe. Les cadres fondamentaux d'ouvriers iraniens sont recrutés de deux sources. La première source c'est le village dont les paysans paupérisés par la surpopulation agraire artificielle s'efforcent d'atteindre la ville pour y trouver leur pain quotidien. La deuxième source - c'est la ruine de l'artisan que la concurrence étrangère repousse de son atelier sur le marché du travail. Les premiers comme les deuxièmes apportent à la classe ouvrière leur psychologie de tout petit propriétaire et le reste des tendances étroites de corporation. Ils servent souvent de base pour la pénétration dans le milieu ouvrier de l'influence nationale-reformiste. Si on y ajoute encore la préservation dans la plupart des cas des relations avec le village, un grand pourcentage des femmes et enfants surtout dans l'industrie du tapis, l'analphabétisme, l'extension du fanatisme religieux etc. alors les difficultés dans l'affaire de l'organisation et de l'agitation révolutionnaires parmi les ouvriers iraniens seront évidentes pour tout le monde. Ces circonstances freinent fortement la croissance de la conscience de classe d'ouvriers persans. Mais par ailleurs l'exploitation impitoyable dans les pires des formes pratiquée par le capital indigène et étranger, le manque total des droits politiques et un salaire de mendiants, fournissent le terrain objectif sur base duquel le mouvement ouvrier en Iran peut rapidement surmonter toutes ces difficultés et attirer chaque année les masses toujours plus grandes de la classe ouvrière dans la lutte contre les exploiters nationaux et étrangers.

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Source: SULTANZADE A., L'Impérialisme Anglais et le Nouveau Régime Pahlavi, 1931. Traduit du Russe, p. 35-36.

## L'INDUSTRIE ET LA SITUATION DES OUVRIERS

### Lettre de Téhéran

Depuis de longues années l'Iran traverse une crise agraire chronique qui s'est encore intensifiée en résultat de l'influence de la crise économique mondiale. La désorganisation du commerce, la chute intense de l'exportation et une intensification plus grande encore de la crise des devises amènent toute la vie économique d'Iran à un complet désarroi. Une dépression profonde caractérise la situation présente de l'industrie et de l'économie rurale iraniennes.

Malgré les tentatives de la presse iranienne de créer l'illusion de la construction industrielle et de l'animation du travail des fabriques et usines existantes, l'état actuel des choses se présente dans une tout autre lumière. Citons quelques faits.

La construction de l'usine de ciment (près de Téhéran) dont parlaient avec enthousiasme les journaux iraniens pendant presque une année n'a pas commencé encore. Il s'est trouvé que très peu de temps de cela on a choisi l'endroit pour cette usine et on ne sait pas quand la construction sera commencée. Dans un autre cas, les journaux écrivaient solennellement au sujet de la création à Tabriz d'une société commerciale-industrielle avec un capital de 1.500.000 toumans pour la construction d'entreprises industrielles. Jusqu'à présent rien n'est venu confirmer cette communication. Quant aux entreprises dont la construction se poursuit à grande peine, elles sont créées avec le capital étranger, par exemple les fabriques de filature à Yazd, Kerman et Mazanderan.

Il est tout à fait évident que cette circonstance va favoriser le renforcement des positions des pays capitalistes dans l'économie iranienne.

Cela devient encore plus évident si on prend en considération une série de faits survenus ces temps derniers témoignant des efforts accrus du gouvernement iranien pour recevoir un prêt étranger et attirer les capitaux étrangers à la construction industrielle en Iran. Dans les cercles politiques on mettait des grands espoirs dans le séjour à l'étranger du dirigeant véritable de la politique iranienne, le ministre Teymurtach. Teymurtach menait des pourparlers au sujet des prêts à obtenir à Genève, comme à Paris et à Londres. Pour intéresser le capital étranger dans le commerce avec l'Iran et l'investissement des capitaux dans l'économie nationale iranienne le Ministère des affaires étrangères envoie à toutes les représentations de l'Iran à l'étranger du matériel au sujet des richesses minières et forestières du pays.

\*Selon la communication de Tajaddodé-Iran émanant des sources étrangères le gouvernement iranien mène déjà des pourparlers avec un syndicat consistant en deux sociétés européennes et une américaine afin qu'on mette à la disposition de ce syndicat une concession pour l'utilisation des richesses minières de l'Iran en échange d'un emprunt sans intérêt de 5 millions de Livres Sterling.

Dans le domaine du commerce l'affaire se présente de la façon suivante: les journaux publient des données sur la balance du commerce extérieur de l'Iran de 22 octobre au 22 novembre. Selon ces données l'exportation

tation pour un mois atteignit 66.730.832 krans. La balance générale du commerce extérieur pour les premiers huit mois de l'année en cours montre un solde créditeur de 57.212.000 krans. À l'exportation 371.751.000 krans et l'importation 314.543.000 krans.

Cependant le solde créditeur ne peut être caractérisé en tant que succès du commerce iranien, car il avait été atteint par une baisse intense artificielle de l'importation (sur base de la loi du monopole du commerce extérieur) et en fait amena un manque d'approvisionnement sensible du marché iranien en produits industriels et de consommation courante et une forte augmentation de leurs prix.

Le résultat fut le renchérissement de la vie, ce qui tout d'abord eut pour effet de peser lourdement sur les couches des travailleurs et surtout la population paysanne du pays. La presse iranienne fut de nouveau forcée de soulever la question de la lutte contre les appétits de spéculation des marchands (qui éleva fortement les prix) et celle de la normalisation forcée des prix pour toutes les marchandises.

L'intensification de la crise agraire força la commission économique du Majlis de s'occuper de l'élaboration d'un projet de loi sur les mesures du développement du crédit agricole. Cependant même si cette loi va être adoptée par le Majlis elle ne pourra tout de même pas surmonter l'influence destructive de la crise agraire et ne pourra guère écarter les causes fondamentales qui l'ont produite. Il est difficile de douter du fait que le crédit ne va pas concerner les masses larges de la paysannerie laborieuse et que ces crédits seront réservés seulement aux classes possédantes de l'Iran.

La crise en Iran s'approfondit. Les efforts pour trouver une issue à la situation qui s'est ainsi créée n'ont pas jusqu'à présent été en état d'affaiblir les effets de cette crise. Le renchérissement de la vie, la chute de la capacité d'achat des masses, la misère et la ruine des masses larges de la paysannerie contribuent à la croissance rapide des tendances révolutionnaires dans les masses.

Ahmed Zadé

Téhéran 15/XII [1931]

Source: Materiali pō Nats-Kolonial. problem. No 1, 1932, pp 19-37



## Einleitung Zu Den Deutschen Dokumenten

Die Zeitung Paykar (Der Kampf) wurde von iranischen kommunistischen Studenten in Berlin unter der Schirmherrschaft des deutschen Kommunisten Dr. C. Wehner im Jahre 1931 herausgegeben. Sie wurde zusammen mit Setareh Sorkh, dem theoretischen Organ der K.P. Irans unter der geistigen Führung von A. Sultanzade veröffentlicht.

Die Verbreitung des Paykar wurde bald durch einen deutschen Gerichtsbeschuß unterdrückt, seinerseits heraufbeschworen durch den auf die Weimarer Regierung in Berlin ausgeübten Druck der iranischen Regierung. Morteza Alawsi, jener junge kommunistische Student, der unmittelbar für das Blatt verantwortlich zeichnete, wurde verbannt und wanderte in die Sowjetunion aus, wo er während der Verfolgungen starb.

Der Paykar rief die unbarmherzige Verfolgung junger iranischer Studenten hervor; laut Regierungsentscheid wurde jedwede Person, die mit dieser Zeitung erwischt wurde, aus Europa verwiesen.

Die nachfolgenden Übersetzungen wurden einschließlich der aus Setareh Sorkh übernommenen Schriften soweit als möglich in ihrem ursprünglichen Zustand belassen und nur dann geringfügig geändert bzw. korrigiert, wenn dies aufgrund sprachlicher Unklarheiten oder Flüchtigkeitsfehler notwendig erschien.

Besonderen Dank möchten wir der Archivabteilung des Auswertigen Amtes, die uns diese Dokumente freundlichweise zur Verfügung stellte, aussprechen.

Redaktor

## Die Gewerkschaftsbewegung in Persien

( 1922 )

In einem so zurückgebliebenen Land wie Persien, wo der Feudalismus noch nicht völlig verschwunden ist, wo die Kaste der reaktionären Grundeigentümer vorherrscht, die von der Autorität eines ahnungslosen Klerus unterstützt wird, wo sich in den ökonomischen Verhältnissen die Habgier der Kapitalisten und Wucherer abzeichnet - in einem solchen Land konnte die Gewerkschaftsbewegung natürlich nicht den gleichen Entwicklungsstand wie in den anderen kapitalistischen Ländern erreichen. Im Übrigen hat die unentwickelte Industrie einerseits sowie die politische Unwissenheit der arbeitenden Massen andererseits nicht erlaubt, eine aktive Arbeit im gewerkschaftlichen Sektor zu entfalten.

Die ersten Versuche, in Persien eine Gewerkschaftsorganisation aufzubauen, fielen in die Zeit der ersten Revolution, 1906, ein Zeitpunkt, wo die Arbeiter der Druckereien von Teheran unter dem starken Einfluß der Demokratischen Partei ihre erste Gewerkschaft gründeten. Später, als die Reaktion wütete und die Demokratische Partei entartete, als sich ihre Führer, nachdem sie einen Ministersessel bekommen hatten, in treue Verteidiger des persischen Throns verwandelten, zerfiel diese Gewerkschaft, ohne nennenswerte Erfolge erlangen zu haben. Die Situation blieb unverändert bis zum Jahre 1918, als fast ganz Nordpersien von einer großen Hungersnot heimgesucht wurde, der Hunderttausende zum Opfer fielen, und aufgrund der steigenden Lebenskosten die persische Bevölkerung vom Hungertod bedroht war. In diesem Augenblick schlossen sich die Druckereiarbeiter zusammen, um ihre Klasse neu zu organisieren. Nach einigen Streiks zwangen sie die Regierung, den Tarifvertrag zu billigen, den sie ausgearbeitet hatten und der das Verhältnis zwischen Arbeitern und Arbeitgebern festlegte. Es gelang ihnen auch, einige wirtschaftliche Verbesserungen durchzusetzen. Dieser Vertrag regelte den 8-Stunden-Tag sowie die Einstellung und Entlassung von Arbeitern, bestimmte die Tarife für Überstunden, forderte die Verbesserung der gesundheitlichen Arbeitsbedingungen in den Druckereien usw.

Dieser relativ große Erfolg der Drucker ermutigte die Arbeiter anderer Sparten gewaltig, die nun ihrerseits begannen, sich zu organisieren. Eine Gewerkschaft nach der anderen tauchte auf, z.B. die der Bäcker, der Fabrikarbeiter, der Postarbeiter, schließlich der Schuster usw.

1920 konstituierte sich der Gewerkschaftsrat von Teheran, der die Aufgabe hatte, die einzelnen Gewerkschaften zu leiten, zu instruieren und neu zu organisieren. Dieser Rat war aus Delegierten zusammengesetzt: drei gewählte Vertreter je Gewerkschaft. Anfang 1922 beteiligten sich an diesem Rat 10 Gewerkschaften mit insgesamt 10 000 Organisierten, d.h. ungefähr 20% der Arbeiterschaft von Teheran.

Außer den oben erwähnten Gewerkschaften entstanden noch einige andere Arbeiterorganisationen, wie z.B. die Gewerkschaft der Pharmazeuten, der Straßenbahngestellten usw. .

Dem Beispiel Teherans folgten bald mehrere Provinzstädte. 1920 bildete sich in Tabris eine Arbeiterunion, genannt "Die Arbeiterpartei". Diese Organisation spiegelte zwar sehr deutlich die besonderen Charakterzüge des Orients wider, doch nach den Statuten dieser "Arbeiterpartei" durften nur Personen Mitglieder sein, die nicht von der Ausbeutung anderer leben. Ende 1921 zählte diese Organisation ungefähr 3000 Mitglieder. Doch ihr Einfluß beschränkte sich nicht darauf. In Tabris sowie in den anderen großen Städten bilden die Kleinhändler und Handwerker einen wichtigen Teil der Bevölkerung. Die Gesetze des Islam betrachten den Handel als einen ehrfurchtgebietenden Stand. Daher treibt jeder Gläubige gern ein bißchen Handel. Im Zentrum der Stadt befinden sich große gemauerte Galerien, eine Art Labyrinth, mit Ein- und Ausgängen, die in alle Ecken der Stadt führen. Hier wimmelt es von kleinen Pachtläden, Kleinhändlern, Bäckern, Schustern, Juwelieren usw. . Jeder Berufszweig hat in diesem riesigen Labyrinth, "Bazar" genannt, seinen bestimmten Platz. Der Bazar von Tabris umfaßt 17 000 Kramläden, Kaufhäuser, Werkstätten usw., von denen 13 000 den Kleinunternehmern gehören, die Andere zwar nicht als Arbeiter ausbeuten, aber trotzdem mehr oder weniger von ihrem Geschäftsgewinn leben.

Der größte Teil des Bazars befindet sich in den Händen einiger Großeigentümer. Diese profitieren von ihrem Monopol und erhöhen in periodischen Abständen die Mieten, manchmal in einem völlig absurden Maß. Die Ergebnisse dieser Politik sind während der Handelskrise der Nachkriegszeit noch spürbarer geworden, einer Krise, die insbesondere Nordpersien betroffen hat, das fast ausschließlich vom Handel mit Rußland lebte. Um den Widerspruch zwischen den Großeigentümern und den kleinen Bazarhändlern zu verschärfen, hatte die Union von Tabris (Arbeiterpartei) beschlossen, die letzteren nach Berufsgruppen zu organisieren. Die Versammlung der Berufsdelegierten wählte eine allgemeine Geschäftsstelle, die wichtige Fragen in Übereinstimmung mit dem Büro der Union lösen sollte.

So befindet sich nicht nur die ideologische, sondern auch die praktische Leitung dieser umfassenden Organisation, die mehr als 12 000

Mitglieder vereint, in den Händen der Union; alle wichtigen Beschlüsse werden vom Exekutivausschuß der Union unterzeichnet. 1921 z.B. wurde auf revolutionärem Weg eine 20%ige Mietsenkung auf Vorschlag der Union durchgesetzt. Die Bazar-Eigner waren darüber höchst enttäuscht, aber unfähig, etwas dagegen zu tun, denn jeder Kleinhändler berief sich auf den Beschluß der Arbeiterpartei und weigerte sich strikt, mehr als 80% der ehemaligen Miete zu zahlen. Die Regierung, in Person des Generalgouverneurs Moukkbir-Ous-Sultane, versuchte, angesichts der großen Popularität der Union, diese Organisation unter seinen Einfluß zu bringen, jedoch erfolglos. Mehr noch: im Oktober 1921 kam es zum offenen Konflikt zwischen der "Arbeiterpartei" und dem Gouverneur, nachdem der Bürgermeister der Stadt ein Mitglied der Organisation verprügelt hatte. Die Partei verlangte vom Gouverneur, den Bürgermeister durch einen anderen zu ersetzen; der Gouverneur weigerte sich... Die Sache endete beinahe mit der Schließung des Bazars (was in Persien, aufgrund der Bedeutung des Bazars, einem Generalstreik gleichkommt). Schließlich machte der Gouverneur Zugeständnisse, und die Sache war bereinigt.

In anderen Gebieten Persiens sind die Gewerkschaften gemäß denen von Teheran organisiert. Die mächtigste unter ihnen ist die der Arbeiter und Angestellten der Fischfabriken des Kaspischen Meers. Diese Gewerkschaft erfaßt 5000 Mitglieder, wobei sich die absolute Zahl der Fischer auf 9000 beläuft. Weitere Gewerkschaften bestehen in Rascht, Enzeli, Kume usw. .

Insgesamt gibt es in Persien 20 000 organisierte Arbeiter. Eine solche Gewerkschaftsentwicklung erklärt sich durch die außerordentlich harten wirtschaftlichen Verhältnisse, in denen die persischen Arbeiter leben.

Trotz ihrer Jugend haben die persischen Gewerkschaften in der zweiten Hälfte des Jahres 1921 einige sehr erfolgreiche Streiks durchgeführt. Bemerkenswert sind die Streiks der Bäcker, Drucker, Fabrik- und Postangestellten von Teheran. In Enzeli wurde ein Hafendarbeiterstreik organisiert. Alle diese Streiks haben rein ökonomischen Charakter. Was den Streik der Lehrer (Januar 1922) betrifft, ein Streik, der 21 Tage dauerte, so gewann er gegen Ende die Form einer wirklich ökonomischen Demonstration gegen die Regierung, die 6 Monate lang die Zahlung der Gehälter eingestellt hatte. Die Demonstrationen setzten sich drei Tage lang fort. Ein großer Teil der Volksschüler nahm daran teil. Die Stimmung in Teheran war äußerst gereizt. Die Regierung rang sich schließlich in aller Eile zu dem Versprechen durch, den Lehrern ihre Gehälter auszuzahlen. Aber es war zu spät. Eine grandiose Demonstration, die erste in den Annalen der persischen Geschichte, erschütterte die eh schon wankende Position des Kabinetts Havram-Ous-

Sultane, der schließlich zurücktreten mußte. Seinen Platz nahm das liberale Kabinett von Mouchir-Dud-Dodleh ein, das versprach, eine Reihe radikaler Reformen durchzuführen.

Obwohl die Gewerkschaften in Persien eine Körperschaft des öffentlichen Rechts geworden waren, legten ihnen die Machthaber viele Hindernisse in den Weg. Besonders die europäischen Instrukteure taten sich in dieser Beziehung hervor. Ein gewisser Molitor, Schwede und Direktor des Post- und Telegraphenamts, konnte durchsetzen, daß die Gewerkschaft der Angestellten des Telegraphenamts vorläufig verboten wurde, und versuchte dann dasselbe mit der Gewerkschaft der Postler.

Es war ein langer Kampf. Die Postarbeiter veröffentlichten eine Broschüre gegen Molitor und forderten seine Absetzung. Die Sache kam vor das persische Parlament. Die Regierung stellte sich auf die Seite ihres Beamten. Aber die Gewerkschaften ließen nicht locker.

Schließlich verabschiedete das Kabinett Havan-Ous-Sultane ein Gesetz, das den Staatsangestellten verbot, Mitglied einer Gewerkschaft zu sein. Dieses Gesetz rief bei den Volksmassen heftige Empörung hervor und führte schließlich zum Sturz des Kabinetts.

Damit beginnen die Gewerkschaften eine beachtliche Rolle im politischen Leben Persiens zu spielen. Das Zentralbüro der Gewerkschaften, im November 1921 gegründet, befaßt sich zur Zeit mit der Organisation der Arbeiter, die in den Ölfeldern Südpersiens beschäftigt sind, sowie mit der Organisation der Tagelöhner und Arbeiter anderer Berufszweige. Das Zentralbüro hat eine schwere Aufgabe zu bewältigen: die Organisation von Massen in einem rückständigen Land, wo die besonderen Lebensbedingungen besondere Organisationsmethoden erfordern, ganz andere als jene, wie sie sich im Lauf von Jahrzehnten Gewerkschaftspraxis in den europäischen Ländern herausgebildet haben. Wir hoffen, daß die Gewerkschaftsbewegung Persiens mit Unterstützung der Internationalen Roten Gewerkschaft die Probleme, die sich ihr stellen, erfolgreich bewältigen wird.

A. Sultan Zadeh (1922)

Source: l'I.S.R., Avril-Mai 1922, pp. 58-60

## H E D J A Z I

(Held der Arbeiterrevolution in Persien)

Unter den Verlusten, die das Proletariat in diesem Jahre in Teheran im Kampf gegen die schwarze Regierung des Pahlawi erlitten hat, ist der größte Verlust wohl der des durch Mord umgekommenen Genossen Hedjazi. Hedjazi ist nicht das erste Opfer, das die Kommunisten dargebracht haben. Schon damals, als Reza Khan durch Mord, Kerker und Gefängnis von Tausenden seiner Gegner sich dem verkommenen Throne Persiens näherte, war es Kazvini, Inhaber der Zeitung Nassihat, der ohne weiteres durch die blutgierigen Untergebenen Reza Khans ermordet wurde. Während des Aufstandes in Gilan und Tabriz wurde eine große Anzahl von Kommunisten durch die reaktionäre Regierung und den Imperialismus Englands ermordet.

Hedjazi stand zwei Jahre im Kampf gegen die despotische Regierung von Reza Khan und die Polizei von Teheran und hat seine revolutionären Pflichten als ein treuer und opferbereiter Soldat vollkommen erfüllt. Unsere Politiker und Nationalisten, wie auch die Demokraten und Anhänger Pahlawis waren erstaunt, daß wir unsere Stimme wegen des "einfachen Mordes" erhoben. Aber der Mord an Hedjazi wird für uns, wie für Persiens Proletariat, sowie für die Geschichte, ein interessantes Kapitel bilden. Hedjazi ist aber nicht der einzige, der durch die Pahlawi'sche Regierung ermordet wurde. Reza Khan hat schon viele solche Gegner beseitigt und wird wohl auch in Zukunft in derselben Richtung weiterschreiten. Hedjazi war nicht mit Reza Khan verfeindet, weil dieser letztere sich den Thron und die Krone angeeignet hatte. Hedjazi war die Zunge des Proletariats und der Kommunisten in Persien und kämpfte für das Interesse des Proletariats. Reza Khan verursachte in Verbindung mit dem englischen Imperialismus das Unglück von Tausenden von Bauern und Arbeitern. Hedjazi kämpfte als Vertreter dieser Klassen gegen Pahlawi. Sein Mord ist die Kriegserklärung der Arbeiterschaft gegen Pahlawi, gegen Gutsbesitzer und Kapitalisten. Das wird

eine Ehre sein für die persische Arbeiterschaft, welche trotz aller Schwierigkeiten gegen Pahlawis Regierung und den ganzen englischen Imperialismus kämpft, während alle sogenannten Nationalisten aus Angst den Untaten Reza Pahlawis beifällig zusahen. Das Andenken an Hedjazi wird im Herzen von Tausenden von Kommunisten und Revolutionären ewig bleiben und je mehr das persische Proletariat sich seiner Rechte bewußt wird, desto größer wird seine Liebe zu Hedjazi werden. Es wird ein Tag kommen, an dem Tausende von Arbeitern mit eiserner Faust auf dem Grabmal von Hedjazi offen Rache schwören werden. Die Namen Pahlawi und Hedjazi werden in der Geschichte weiterleben. Der erste als der letzte Vertreter der Verkommenheit und als Spielzeug Englands und der zweite als Morgenröte eines neuen Zeitalters.

Zahmatkesch, Tehran

Quelle: Setareh Sorkh ( Roter Stern),Nr. 1-2, 1929.

## DES METHODES MUSSOLINIENNES

A Masjid-Soleyman se trouvent d'importants gisements de pétrole, exploités par la Compagnie anglaise. Le pétrole, extrait à Masjid-Soleyman, Koushé-Imam-Reza, Mezame-Assebe, Mulla-Sani, Vis, Ahvaz, Kuté-Abdulla, Darhuin et Marid, est dirigé par pipe-line vers Abadan. A Abadan, le pétrole est raffiné, puis est transporté à l'étranger sur de grands navires anglais.

La Compagnie, ou plutôt le gouvernement anglais, qui profite des richesses fabuleuses des gisements de pétrole, s'est emparé de tout le province Khuzistan. En fait tout le pouvoir au Khuzistan est entre ses mains. Les entreprises d'état ne sont que les agents dociles de cette Compagnie. Les concessionnaires anglais peuvent déporter, arrêter ou priver d'emploi qui bon leur semble. La Compagnie a la possibilité d'examiner toute correspondance passant par la poste. Tous les fonctionnaires (civils comme militaires, du grade le plus bas jusqu'au plus élevé) reçoivent des aumônes de la Compagnie. Les autorités à Masjid-Soleyman sont nommées par la Compagnie, et reçoivent d'elle un traitement déterminé. La Compagnie peut conduire qui elle veut au Majlis. A Abadan, Nasserî et en d'autres points, la Compagnie a sa propre police secrète, qui s'occupe exclusivement d'affaires politiques et d'espionnage. Les espions de la Compagnie agissent ouvertement et terrorisent la population. La Compagnie dépense pour l'espionnage des sommes énormes. Elle recrute les cadres (pour l'espionnage) dans les groupes de population suivants: 1) le clergé 2) les employés des entreprises d'état 3) les "querelleurs" de Khuzistan 4) les lors et d'autres tribus auxquelles les anglais fournissent sans cesse des armes.

Ces derniers temps la Compagnie approvisionne en armes Mohamaré, Beni-Melik, Sâbi, Mula Sani, Beni-Torof, Abadan, Masjid-Soleyman, Fella-hieh, et toujours les lors. La Compagnie a des administrations: pour les affaires politiques et pour l'espionnage. Cette dernière est connue sous le nom de "défense secrète".

Les écoles et les hôpitaux ouverts par la Compagnie sont exclusivement ouverts aux gens de cette Compagnie, et les perses n'y ont pas accès. Les ouvriers, tous, haïssent les anglais. Malgré la terreur qui règne, la lutte de classe est en cours.

En 1920 tous les ouvriers indiens se sont mis en grève et ont entraîné dans cette grève les ouvriers perses. Les grévistes furent arrêtés et emmenés en Inde par des navires de guerre anglais, qui étaient arrivés à temps.

Il y a un an, les ouvriers de Nasserî se sont mis en grève et 66 d'entre eux ont été déportés.

Mohsen Taher

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Source: Setaré Sorkh, No. 1-2, 1929



SÜDÖLARBEITER  
(Brief aus Abadan )

Masdjed Soleiman hat große Petroleum-Minen, die durch starke Leitungen auf dem Wege von Masdjed Soleiman-Kouh Emamreza, Magam Asbeh, Molla Sani, Wess, Ahwaz, Kout Abdollah, Darkhowin, Mard nach Abadan geführt werden und von dort gereinigt mit großen englischen Schiffen ins Ausland transportiert werden. Alle Vorgesetzte sind englische Offiziere. Die Kompagnie - besser gesagt die englische Regierung - hat dadurch die Seele der ganzen Provinz Khoussistan in der Hand; alle persischen Behörden fügen sich ihr. Die Engländer können Ausweisungen, Verhaftungen und was ihnen beliebt, veranlassen. Sie können durch die Post jeden Brief zensurieren. Der Gouverneur von Masdjed Soleiman ist durch Engländer ernannt worden und bekommt von denselben Gehalt. Die Kompagnie kann mit Leichtigkeit jede ihr beliebige Persönlichkeit als Abgeordneten ins Parlament schicken. Die Kompagnie besitzt eine richtige Polizei, die sich mit Spionage und Politik befaßt. Die Spione der Kompagnie üben oft einen Druck auf die Bevölkerung aus. Die Kompagnie übt ihre Spionage in folgenden Klassen:

1. Priester
2. Regierungsbehörden
3. Persönlichkeiten, die eine gewisse politische Wichtigkeit besitzen,
4. Lurren, und andere Stämme, die dauernd Waffen bekommen.

Die Kompagnie hat eine politische Spionage-Abteilung, die sich Secret-Office nennt.

Die Kompagnie besitzt Schulen und Hospitäler, die nur für Engländer bestimmt sind; die Perser können keinen Nutzen daraus ziehen. Die Engländer, ihrem Charakter treu bleibend, verachten die Perser. Sie haben sich mit der Minderheit befreundet, aber die Mehrheit der Provinz ist ihnen feindlich gesinnt. Die meisten Kaufleute sind Feinde der Engländer. Die Arbeiter, die die Mehrheit der Bevölkerung bilden, sind organisiert und den Engländern feindlich gesinnt. Sie sind aber infolge des strengen Regimes

das dort herrscht, gezwungen, die Untaten der Engländer zu dulden. Dennoch kommt ihre Unzufriedenheit oft zum Ausbruch. 1920 haben die englischen Arbeiter gestreikt und auch die persischen Arbeiter für die Bewegung gewonnen. Darauf sind die englischen Kriegsschiffe angekommen und haben die Führer wieder nach Indien gebracht. Das letzte Jahr haben auch eine Anzahl Arbeiter gestreikt und 66 Leute ihre Stellung verloren.

Mohsen Taher

Quelle: Setareh Sorkh. (Der Rote Stern), Nrs. 1-2, 1929.

ZUSTAND DER ARBEITERSCHAFT  
( Brief aus Masdjed Soleiman)

Zustand der Arbeiterschaft:

Die Zahl der Arbeiter in Abadan, Masdjed Soleiman und Nasert etc. beträgt 30 000. Die Mehrzahl sind Perser. Die gelernten Arbeiter sind Inder. Der Rest sind Araber und Armenier. Man arbeitet bis 11 Stunden pro Tag. Der Arbeiter bekommt durchschnittlich 8-14 Toman pro Monat. 1924 haben dieselben Arbeiter 15-20 Toman gehabt. Die indischen Arbeiter bekommen etwas mehr. Die Schreiber bekommen 25-40 Toman Gehalt. Der englische Arbeiter aber bekommt 500-1500 Toman pro Jahr. Die Arbeiter sollen ihrem englischen Meister (Sarkar) 1 Toman von ihrem Gehalt abgeben. Die englischen Arbeiter haben ein kleines Gärtchen, Auto, Schofför und schöne Wohnhäuser mit Ventilatoren. Um mit russischem Petroleum konkurrieren zu können, hat die englische Kompagnie viele Arbeiter entlassen. Die Taktik der Kompagnie ist, daß sie alle alten Arbeiter entläßt und junge engagierte, welche keine Ahnung von dem Klassenkampf haben.

Arbeiter aus dem Süden.

Quelle: Setareh Sorkh. (Der Rote Stern), Nrs.1-2, 1929.

## DER 1. MAI

Man schreibt uns aus Teheran: Der 1. Mai 1307 hat für die persische Arbeiterschaft seine Wichtigkeit. Die Kundgebungen der Arbeiterschaft am 1. Mai in Teheran haben nicht zum ersten Male stattgefunden. Auch im vorigen Jahr haben die Arbeiter den 1. Mai gefeiert, und die Arbeiterschaft der ganzen Welt hat Gratulationstelegramme geschickt. Dies Jahr aber haben die harmlosen Demonstrationen den Charakter einer politischen Versammlung angenommen, und am folgenden Tage haben Zusammenstöße mit der reaktionären Pahlawischen Regierung stattgefunden, die viele Verhaftungen zur Folge hatten. Alle Arbeiter fragten sich, warum ihre Genossen verhaftet worden sind. Das Gefühl von Brüderlichkeit wurde in ihnen wach. So sind diese Verhaftungen die beste Propaganda geworden. Am 1. Mai haben viele Arbeiter in Teheran der Einladung der kommunistischen Partei Folge geleistet und an ihren Kundgebungen der kommunistischen Partei teilgenommen. Die persische kommunistische Partei sagt zu ihrem Aufruf, daß die verkommene Regierung Pahlawis ein Spielzeug des englischen Imperialismus sei und das Interesse des ausländischen Kapitalismus verteidige. Diejenigen, die in Teheran waren, haben die Wirkung dieses Aufrufs bemerkt. Die Arbeiter sehen, daß nur diese Partei mit Mut und Heroismus seine revolutionäre Pflicht erfüllt und seine Wichtigkeit wächst mit jedem Tag mehr. Arbeiter in Teheran haben infolge der Kundgebungen am 1. Mai mit Teherans Polizei zu tun gehabt. Hunderte, sogar diejenigen, die nicht daran teilgenommen hatten, wurden ins Gefängnis geworfen und haben Tage und Monate unter der Peitsche und im Kerker, von ehrlichen Spionen und Angestellten bewacht, verbracht. Viele wurden krank oder invalid. Hedjazi, einer der strebsamsten Arbeiter und Führer der Bewegung starb auf der Folter. Viele Organisationen und Vereine wurden aufgelöst. Trotzdem wächst der Haß gegen die Regierung täglich. Die Arbeiter haben in ihren Versammlungen folgende Punkte verlangt:

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1) 1928.

1. Freiheit für Streik
2. Freiheit für Zusammenkünfte
3. 8stündige Arbeitszeit
4. Verbot der Kinderarbeit etc. etc.

Alle Arbeiter und Kleinkaufleute wurden eingeladen, bei den nächsten Wahlen ihre Stimme den Kandidaten der Arbeiter zu geben. Bei dieser Gelegenheit kamen viele Heucheleien zutage. Soleiman Mirza hat sich vor Angst hinter den Bäumen versteckt und sich geweigert eine Rede zu halten. Der andere Führer der Sozialisten, Mirza Schahbab, hatte unter dem Vorwand, daß er sich unwohl fühle, auch keine Rede gehalten und so hat der Prinz sein Gehalt und Mirza Schahbab seinen Posten weiter behalten. Wir wissen, daß sich unsere Kundgebungen von denen in freien Ländern, wo es zuweilen zwischen der Polizei und den Arbeitern zu Zusammenstößen kommt, noch sehr unterscheiden. Wir wissen, daß nur eine Minderheit der Arbeiter in Teheran daran teilgenommen hat. Dennoch müssen wir zugeben, daß das ein großer Fortschritt ist und daß alle Länder einmal wie wir angefangen haben und daß sogar in Rußland der 1. Mai nicht stattfand. Polkanoff beklagte sich, daß er Polen mit Rußland vergleiche. Diejenigen, die uns Vorwürfe machen wegen unserer Maßnahmen sind Verräter. Die Stärke des Feindes soll uns nicht erschrecken, und wir müssen unseren Kampf fortsetzen. Die Arbeiter in Teheran werden sich durch die Schärfe des Pahlawischen Regimes nicht erschrecken lassen und auch keinen Wert auf die Kritiken der sogenannten Freunde legen. Im Mai 1308 müssen wir beweisen, daß die Arbeiter sich zusammenschließen können, um gegen ihre Klassenfeinde und gegen den englischen Imperialismus sowie gegen den Kapitalismus im In- und Ausland zu kämpfen.

Mansur

Quelle: Setāreh Sorkh. (Der Rote Stern), Nrs. 1-2, 1929.

## AUFSTAND PERSISCHER REVOLUTIONÄRE IN EUROPA

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Die Maßnahmen, die die persische Kolonie letzthin in Europa getroffen hat, haben offen zutage gebracht, daß große Unzufriedenheit gegen Pahlawis Regierung in den Herzen schlummert, die morgen schon als ein Vulkan ausbrechen kann. Was alles der zweite Kongress der persischen Kommunisten in Urmia (dem heutigen Reza-iyeh) vorausgeahnt hatte, wurde bewiesen. Das persische Proletariat aus seiner Niederlage der Jahre 1919-22 aufsteigend, ist im Begriff seine Macht zusammenzubringen. Die blutigen Vorgänge in den letzten Jahren in Gilan<sup>1</sup>, Salmas<sup>2</sup> und Khorassan<sup>3</sup>, und was sich zuletzt in Berlin ereignet hat, sind die Funken einer Flamme, welche morgen alle Flecken, die die Kapitalisten und der Imperialismus in der persischen Geschichte verursacht haben, verbrennen wird. Das persische Proletariat, besonders seine intelligenten Führer, die sich dem Kommunismus geweiht haben, sind sich der Wichtigkeit aller dieser Maßnahmen bewußt. Alle genossen, die in verschiedenen Städten Europas ihre Freiheit nutzend gegen den Depotismus in Persien kämpfen, sind sich der Wichtigkeit dieser Bewegung völlig bewußt. Die Wirkung der proletarischen Organisation in Europa ist den persischen Studenten fühlbar, und hat dieselben auch gegen das Regierungssystem Pahlawis für die Wiedererlangung der Rechte des persischen Proletariats in vielen europäischen Städten organisiert. Ihr Bestreben, ihre Tätigkeit und ihre wirksame Propaganda im Inneren Persiens und besonders ihr letzter Aufruf anlässlich des Besuches von Taymurtas in Berlin - des Henkers von Hunderten von Bauern und Arbeitern - welcher, nachdem er die Mittel zur Erneuerung des famosen Vertrages von 1919<sup>4</sup> vorbereitet hatte, nach Berlin kam, hat Reza Khans Hof in solche Aufregung gebracht, daß

1) Gilan Sowjetrepublik Juni 1920-Sept. 1921.

2) Soldatenaufstand im Sommer 1926.

3) Soldaten und Bauernaufstand auch im Sommer 1926.

4) Der von Lord Curzon im Sommer 1919 Persien aufgezwungene Protektoratsvertrag.

Für eine gute Beschreibung der Ereignisse im Sommer 1926 (Fußnoten 1, 2, und 3) siehe A. Tchervonnjy, Kommunist (Moskau) Nr. 4, 1927.

er sich an die europäischen Regierungen gewandt hat in der Hoffnung, diese Bewegung der persischen Jugend zu ersticken. Die Erfüllung der Bitte der Reza Khan-Regierung erfolgte durch die Hindenburg-Regierung mit der Ausweisung einer Anzahl persischer Studenten, die mit dieser Bewegung nichts zu tun hatten. Die Berliner Polizei hat auf Befehl des Deutschen Auswärtigen Amtes den schuldlosen Studenten binnen 48 Stunden in der Kälte des Winters nackt und mittellos samt seiner Frau ausgewiesen. In anderen europäischen Städten sind die persischen Studenten durch Intrigen der Reza Khan-Regierung von der lokalen Polizei ernstlich belästigt worden. Es ist klar, daß die persischen revolutionär organisierten Studenten sich diese Untaten des Pahlawischen Despotismus nicht gefallen ließen und ihre Propaganda noch verschärften. Sie haben eine Konferenz einberufen, bei der alle persischen Kolonien in Berlin anwesend waren, und in der sie energisch gegen die despotischen Maßnahmen des Pahlawischen Regimes protestiert und einen feurigen Aufruf erlassen haben. Sie haben Maßnahmen getroffen, um dem ausgewiesenen Studenten materiell, sowie auch sonst in jeder Beziehung, zu Hilfe zu kommen und mit einer Seele voll revolutionären Feuers haben sie ihn bis zum Bahnhof begleitet. Sie haben Vertreter ernannt, die beauftragt wurden, im Namen der persischen Kolonie in Deutschland ihre Mißbilligung gegenüber dem jetzigen Regime in Persien der Persischen Gesandtschaft in Berlin kundzugeben. Andere Vertreter wurden ernannt, um bei den parlamentarischen Fraktionen Deutschlands und bei den größten Berliner Zeitungen gegen die reaktionären Maßnahmen der deutschen Regierung zu protestieren. Eine wichtige Berliner Zeitung Der Vorwärts hat infolge dieser Tätigkeit revolutionärer persischer Studenten in mehreren Artikeln protestiert<sup>5</sup>.

Die persische kommunistische Partei, die aus gebildeten und intelligenten Elementen der persischen Arbeiter- und Bauernschaft gebildet worden ist, folgt mit großem Interesse der Tätigkeit der persischen revolutionären Jugend in Europa und läßt die gesamte Arbeiter- und Bauernschaft ein, derselben behilflich zu sein. Und da die P.K.I. sich als die einzige Verteidigerin der Rechte der Arbeiter und Bauern und der vollständigen Unabhängig-

5) Siehe Vorwärts, 25 Okt. 1931; Das Vossische Zeitung, 28 Mai, 1931; Vorwärts, (Spätausgabe), 19 Dez. 1928.

keit Persiens betrachtet, ruft sie alle revolutionären und persischen Elemente zum Kampf gegen die reaktionäre Regierung Reza Khans auf.

A. Rahbar

Quelle: Setareh Sorkh (Roter Stern), Nr.1-2,1929.



## BRIEF AUS TABRIZ

Brief eines Täbrizer Arbeiters an den Päykar:

Die einzige Zeitung, die unsere, der unglücklichen persischen Arbeiterschaft Rechte verteidigt, ist die Zeitung Päykar. Wir beschaffen uns die Zeitung Päykar unter tausend Mühen und lesen sie mit höchstem Genuß. Erstens wissen wir sehr wohl, daß diese Zeitung infolge der Reaktion, die im Pahlawischen Zeitalter besteht, im Ausland gedruckt werden muß; denn allen ist bekannt, daß in Persien heutzutage die Herausgabe einer Zeitung, welche die Wahrheit schreiben oder unsere, der Unglücklichen Rechte verteidigen will, unmöglich ist, und daß keine solche Zeitung anzutreffen ist. Wenn sie aber früher vorhanden war, so ist dies auch nur die einzige Zeitung Hacıqat (die Wahrheit) gewesen, die in Teheran erschien. Dies ist an sich ein großes Argument dafür, daß wir Perser heutzutage kein Recht haben in Persien ein wahres Wort zu sprechen und unsere Gedanken frei niederzuschreiben, sodaß wir durch den Terror der Reaktion gezwungen sind, die Zeitung im Ausland zu drucken oder in Persien Flugblätter zu verbreiten. Wenn auch die Abgeordneten des Parlaments der Grundbesitzer und der Vornehmen und Reza-ye Pahlawis über das Erscheinen der Zeitung Päykar unwillig sind, so sind doch wir Arbeiter zufrieden. Leider ist es unmöglich, Ihnen täglich die schwierige Lage der persischen Arbeiter mitzuteilen, damit allen bekannt würde, unter welchem Elend wir den Tag verleben.

Ich will Ihnen einige Worte über die Lage der täbrizer Arbeiter schreiben. In Täbriz arbeitet der Hauptteil der Arbeiter in den Teppichknüpfereien, und die meisten Teppichweber sind minderjährige Kinder und verwitwete und arme Frauen. Das schwere Geschick Persiens, die Arbeitslosigkeit und die niedrigen Löhne zwingen jeden Arbeiter, seine Kinder zu irgendeiner Arbeit, wie z.B. als Verkäufer oder in die Fabrik zu senden, damit er vom Unterhalt dieser entbunden und von der Sättigung seiner Kinder frei werde. Wenn Sie frühmorgens vor Sonnenaufgang durch die Straßen

von Täbriz gehen würden, dann würden Sie sehen, daß tausende von kleinen Kindern, statt durch Schlaf sich zu erholen oder zum Lernen in die Schule zu gehen, mit zerrissenen Kleidern und ohne Schuhe zur Arbeit gehen. Der Lohn dieser kleinen Kinder beträgt täglich von einem Abbasi bis zu einem Qran. Die erwachsenen Arbeiter erhalten von 1 bis 3 Qran Lohn. Den Frauen wird ein Arbeitslohn von 1 bis zu 2 Qran bezahlt. Nun wollen Sie beachten: Ein Fladen Brot kostet 5 Schahi; 1 Glas Tee 1 Abbasi; nun berechnen Sie, ob dieser Lohn, den wir Arbeiter erhalten, für unser trockenes Brot und unsern Tee und für unsere Kinder hinreicht oder nicht? Unser Schicksal ist gleich dem Hunde, die neben der Mauer des "Kronprinzengartens" im Staube liegen. Ich beneide täglich, wenn ich jene Hunde sehe, ihr Glück.

Wenn Sie die Zustände der Fabrik, worin wir arbeiten, sehen würden, dann würden Sie erkennen, daß wir Recht haben, das Geschick der Straßenhunde zu beneiden. Unsere Arbeitsstätte ist äußerst dunkel, der Boden voll Staub und die Luft feucht. Im Winter ist sie kalt und im Sommer stickig. Sicherlich wissen Sie, daß 12 bis 14 Stunden Arbeit und zwar an einem solchen Orte den Menschen elend und krank machen und in welchem Maße. Während der Arbeit vom Morgen bis zum Abend haben wir keine Ruhepause. Unser Mittagbrot, das aus einem Fladen Brot besteht, essen wir hinter dem Webstuhl, und dank unserer Hände Mühen werden treffliche und kostbare Teppiche geknüpft, wovon jedes Stück zum Preise von 100 Toman bis zu einigen 1000 Toman verkauft wird. Wir und unsere Kinder aber leben auf einem zerfetzten Gelim (Ziegenhaarteppich) oder auf einer Matte, und von dem Wert jener Teppiche bleibt für uns nichts übrig als nur das Herzblut.

Die Reaktion wird von Tag zu Tag mächtiger, und aus Furcht vor der Sicherheitspolizei und Polizei wagen wir nicht zu sprechen. Sollten wir aber sagen, daß unser Lohn zu gering ist, dann sperrt man uns ein und läßt unsere Kinder verhungern. Wir sind gezwungen die Arbeiter-Union zu verheimlichen und alle Bedrückungen Pahlawis zu ertragen. Jedoch wird der Tag kommen, wo die Welt nach unserem Wunsche geworden ist, und wo wir dieses Regime stürzen und uns aus diesem Strudel retten werden.

A' rabi

Quelle: Päykar (Der Kampf), Nr. 6,

1931

Die Lebensbedingungen der Arbeiter:

Die Londoner Zeitung Times schreibt in einer ihrer Nummern über das gegenwärtige Kapital der South Persian Oil-Company (sic), daß das Kapital der besagten Company sich auf 24 Millionen englische Pfund beläuft, und daß im Jahre 1930 der Reingewinn zur Verteilung unter die Aktionäre 50 Millionen betrug, d.h. das Doppelte des Grundkapitals, und daß neben diesem Kapital sich ihre Reserve auf 10 Millionen beläuft. Jetzt wird es für uns sehr interessant und bemerkenswert sein, zu wissen, durch welche Mittel die Company innerhalb einer kurzen Zeit dieses Kapital sich beschafft hat und es vermochte, für das Wohl- und Schlemmerleben einer Handvoll undankbarer Londoner Lords und für deren Luxusleben aus dem Herzblut einer Schar persischer Arbeiter dieses enorme Kapital zu beschaffen.

Bis zum Jahre 1910 bestand der Bezirk Abadan nur aus einer einzigen Steppe ohne irgendwelche Kultivierung, nachdem jedoch die Gesellschaft den Beschluß gefaßt hatte, die Naphtaröhren von Mädsched-e Suläyman dorthin zu verlegen und in dem besagten Gebiet mit der Naphtaförderung zu beginnen, ohne für die dorthin kommenden Arbeiter Wohnung und Unterkunft zu beschaffen, sandte sie eine große Anzahl unglücklicher persischer Arbeiter in den besagten Ort. Die Arbeiter mußten für sich selbst Quartiere schaffen; also grub sich ein jeder ein Grab unter der Erde (wohl absichtlich gewählt statt des Wortes für "Höhle", d. Ü.) oder sie bauten Räume aus Holz. Es ist klar, daß diese Quartiere sie im Winter oder zur Regenzeit nicht schützen konnte. Daher waren zu solchen Zeiten die Lager voll Wasser und Feuchtigkeit, und aus demselben Grund kann man behaupten, daß selten ein Arbeiter gesund und rüstig zu sehen war. Alle waren mit verschiedenen Krankheiten behaftet, aber seitens der Company wurde nicht einmal ein angehender Arzt zur Wahrung des Scheins an den besagten Ort gesandt, und auch kein ambulantes Lazarett errichtet. Daher mußten die gesunden Arbeiter

den sterbenskranken Arbeiter entweder im Boot oder auf den Schultern nach Muhammärä zur Behandlung und Heilung bringen!

Auch im Sommer war der Gesundheitszustand der Arbeiter nicht besser, d.h. wenn sie nach 11 stündiger Arbeitszeit unter der brennenden Sonne und unerträglichen Hitze Abadans sowie unter dem Wehen gefährlicher Stürme nach Hause zurückzukehren pflegten, fanden sie oft auch nicht die geringste Spur von ihrem Heim vor; denn ihre Hütten waren durch das Brausen der Stürme weggerissen und anderswohin geworfen worden oder ein Feuer hatte sie verbrannt und vernichtet, weil die Arbeiter mangels Brennholzes auf Petroleum zurückgreifen mußten. Daher ereignete es sich oftmals, daß in jener Oase einige hundert Holzhäuser der unglücklichen Arbeiter einer Feuersbrunst zum Opfer fielen. In solchen Fällen wurde ihnen seitens der Company auch nicht ein Schahi Hilfe und Unterstützung gewährt und wird es auch nicht. Daher sammelten die Arbeiter als Hilfsaktion unter sich bis zu 2 Toman (je Mann) und errichteten für den Arbeiter, der seine ganze Habe im Bündel bei sich trug, erneut ein Heim und eine Bleibe.

Überhaupt ist das Leben der Arbeiter von Abadan sehr hart und kummervoll, tatsächlich fehlte und fehlt eine humanitäre, soziale Körperschaft. Die Masse der Arbeiter im Süden ist immer von einem Heer verschiedener ansteckender Krankheiten, wie z.B. von Cholera, Malaria und Blattern, sowie von Rheumatismus begleitet, und in einem Jahr sagen Hunderte von diesen mittellosen Leuten mangels Hygiene dem Leben Valet, ohne daß ihnen seitens der Company irgendeine Hilfe oder Unterstützung gewährt wurde oder wird.

Die Ernährungsverhältnisse der Arbeiter: Während die Arbeiter in diesem Elend und Unglück leben, bildet deren Verpflegungsfrage eine andere ihrer Behinderungen, denn sie müssen zum Einkauf von Brot und Käse entweder nach Muhammärä gehen oder sie zu sehr teuren Preisen in den Buden kaufen, die in der Umgebung eröffnet worden waren. Der arme Arbeiter sieht während eines Monats auch nicht einmal die Farbe des Fleisches, denn sein Lohn ist derart gering und unbedeutend, daß es höchstens zu einem sir (=75 Gramm) Datteln und trockenem Brot hinreicht. Trotz all dieser Umstände unterliegen alljährlich mehrmals die Häuser und Hütten der Arbeiter der Beraubung und Ausplünderung seitens der Wüstenaraber, und zuweilen

geschieht es, daß sie Arbeiter wegen 2 Qran ermorden; aber nie wird seitens der Company ein Schritt zur Verhütung getan.

Die Arbeitsbedingungen der Arbeiter: Die Arbeitsbedingungen in den früheren und jetzigen Fabriken sind wirklich hart und unerträglich. Seltener kommt es vor, daß einmal nicht 10 oder 15 Arbeiter zugrunde gehen, z.B. wenn der Arbeiter mit dem Legen der elektrischen Leitung beschäftigt ist. Man gibt ihm keine besonderen Handschuhe, die ihn schützen sollen. Desgleichen liegt es auch daran, daß die englischen Fachleute es unterlassen, den Arbeitern, so wie es sein müßte, Weisungen zu geben, damit diese sich vor einem Unfall schützen können. Aus denselben Gründen verlieren tagtäglich soundsoviele Arbeiter das Bewußtsein oder gehen zugrunde, als ob ein derartiger Anblick für die Engländer einem Vergnügen gleichkommt.

Der Wert des Lohnes der Arbeiter ist derart gering, daß die Engländer nicht gezwungen waren, zur Hebung der Gewinne neue Maschinen zu kaufen und zu verwenden; denn sämtliche Gewinne holten sie durch die Kraft der Arbeiterhände heraus. Im Jahre 1913 geriet eines der Lastschiffe, Nr. 1 in Brand, und 13 Mann verbrannten dabei. Zur Löschung der Feuersbrunst hatte die Company keine Löschgeräte, um sie zu verhindern. Im Jahre 1920 sank der Schlepper Nr. 7 und 12 persische Arbeiter gingen zugrunde. Bis zum heutigen Tag noch geht die Entladung der Maschinen nicht ohne den Tod von ein paar Arbeitern vor sich; denn deren Ausladung erfolgt durch die Arbeiter, da es für diese Arbeit keinen Kran gibt, und diese schwierige Arbeit, die in der ganzen Welt mittels eines Kranes ausgeführt wird, erfolgt auf den Naphtafeldern durch die Arbeiter Schulz oder Müller (im Persischen: durch Ali oder Muhammäd). Der Frau und den Kindern der Arbeiter aber, die durch derartige Vorkommnisse zugrunde gehen, wurde und wird seitens der Company niemals eine Hilfe oder Unterstützung gewährt.

Märagh'1

[A. Sultanzadé]

Quelle: Päykar. Nr. 6, 1931

## EIN LEBENSABRIß DER ÖLARBEITER DES SÜDENS

### Der Beginn des Erwachens der Ölarbeiter des Südens.

Im Jahre 1914 gerieten eines Tages zwei Arbeiter unter eine Lokomotive und kamen um. Nachdem sich dieser Vorfall ereignet hatte, erging seitens der Arbeiter an die Company ein Vorschlag über die Unterstützung der Familie der beiden Getöteten. Überdies wurde seitens der Arbeiter vorgeschlagen, daß die Company Mittel schaffen müsse, um Wiederholung derartiger Vorfälle zu verhindern. Leider schenkte die Company den Worten der Arbeiter nicht nur keinerlei Interesse, sondern begann auch noch rigorosere vorzugehen und die Forderung der Arbeiter völlig zurückzuweisen. Infolge der Weigerung der Company begannen die Arbeiter zum ersten Mal den Kampf mit der Company und die Räume und Wohnungen der Engländer mit Steinen zu bombardieren und deren Türen und Fenster zu zertrümmern. Aus diesem Anlaß wurde in allen Fabriken Abadans die Arbeit eingestellt, und die Engländer wandten sich sofort an Schäyeh Chaz'al um Hilfe und riefen dessen Streitkräfte für Abadan herbei. Nach der Erstickung dieser Bewegung eilten sich die Engländer mit der Errichtung der Ordnungspolizei. Die Arbeiten dieser Behörde wurden völlig unter der Aufsicht englischer Beamten geleitet, und die besagte Behörde war nur mit der Aufgabe betraut, die Handlungen der Arbeiter unter ihrer Kontrolle und Aufsicht zu halten.

Nach der Statistik, die zur Hand war, belief sich die Zahl der Ölarbeiter des Südens auf 50 000 Mann. 14 000 Mann sind allein in dem Ölgebiet von Abadan beschäftigt. Die Company warb die besagten Arbeiter aus verschiedenen Gegenden an, wie z.B. aus Esfahan, Schiraz, Behbahan, Chuzestan und anderen Orten, und die englische Polizeiverwaltung sorgte ordentlich dafür, daß jeder Arbeiter, sobald er für die Interessen seiner Mitarbeiter Propaganda machte, sofort entlassen, entfernt, verbannt oder verprügelt und drangsaliert wurde. Schließlich brachte man ihn ins "Hospital". Sehr selten geschah es, daß der verprügelte Arbeiter aus diesem Hos-

pital gesund herauskam, d.h. man vergiftete ihn auf irgendeine Weise. Wenn es sich aber irgendwie fügte, daß der Arbeiter am Leben blieb, dann war er natürlich nicht mehr gesund, d.h. entweder war er siech oder an einem seiner wichtigen Glieder beschädigt, sodaß er arbeitsunfähig war. Diese betrüblichen Handlungen der Company bildeten die Hauptursache dafür, den Arbeiterstreik im Jahre 1920 vorzubereiten und durchzuführen. Bei dem besagten Streik wurden seitens der Arbeiter folgende Forderungen gestellt:

1. Erhöhung ihrer Löhne;
2. Kürzung der Arbeitszeit;
3. Lohnzuschlag für Überstunden;
4. Besserung der sanitären Verhältnisse und Aufhebung der Beschimpfung und Verprügelung der Arbeiter.

Man kann behaupten, daß an dem besagten Streik sich sämtliche Arbeiter beteiligten.

#### Die Lage der Arbeiter beim Einkauf von Lebensmitteln.

Im Einvernehmen mit der Company schritt Schäch Chaz'al an den Lebensmittelwucher, wie mit Brot, Eiern, Hühnern, Fleisch und Obst, und sämtliche Arbeiter mußten diese ihre Bedürfnisse in Läden decken, die unter der Aufsicht von Beamten des Schächs oder mit dem Kapital des Schächs ins Leben gerufen worden waren. Sie mußten das Fleisch in Schlächterläden kaufen, die der Schäch hat errichten lassen. Daher war es außerordentlich teuer, z.B. zahlten sie für 500 gr. Fleisch eine Rupie. Der Brotverkauf war desgleichen auf drei Bäckerläden beschränkt. Jeder, der Eier in die Stadt brachte, mußte sie entweder an die Läden, die der Schäch bestimmt hatte, verkaufen oder für je zehn Eier eines als Steuer an die Beamten des Schächs übergeben.

Hinsichtlich der Unterkunft mußte ein Arbeiter, sobald er auf einem kleinen Fleckchen Erde ein Zelt oder einen Raum für sein Leben errichten wollte, 4 Rupien als Abgabe entrichten.

Eine andere Frage ist die Geldstrafe in der Fabrik, die außerordentlich hart ist. Die Leiter der Fabriken erheben mit äußerster Rücksichtslosigkeit von dem Arbeiter, der sich verspätet hat, die Geldstrafe. Für fünf Minuten (Verspätung) mußte der Ar-

beiter eine sehr hohe Geldstrafe bezahlen, und zuweilen entließ man sie aus der Fabrik nur wegen einer Verspätung. Oft kam es vor, daß man den Arbeitern von einem Betrage von 8 oder 9 Toman, den sie als Monatslohn erhielten, fast ein bis zwei Toman als Geldstrafe abziehen ließ.

In der Stadt Abadan wurden zwei Polizeibehörden eingerichtet, eine politische, die nur unter der direkten Aufsicht der englischen Beamten verwaltet wurde, und die andere unter der Aufsicht Schähych Chaz'als. Die Angelegenheiten Abadans waren auf diese beiden Behörden verteilt.

Einer von den der Company treu ergebenen Beamten, Muhammäd Zargham, der immer auf's Korrekteste der Verwaltung der Company diente und an allen Verbrechen der Engländer gegen die Arbeiter beteiligt war, nach einiger Zeit aber diese seine Ehrlosigkeit bereut hatte und an den Schritten der Engländer gegen die Arbeiter weiterhin nicht mehr teilnehmen wollte, nahm aus diesem Grunde seinen Abschied. Jedoch erging sofort seitens des Präsidenten der Company an ihre Polizeibehörde der Befehl, den oben genannten Mann ins Gefängnis zu werfen.

Wenn sich trotz alledem jemand einbilden sollte, daß nunmehr, wo Chaz'al von Reza Chan "überwältigt" und "bezwungen" worden ist, und Reza Chan sich dort der Herrschaft bemächtigt hat, in den Lebensverhältnissen der Arbeiter, deren Schilderung wir gegeben haben, die geringste Veränderung eingetreten ist, dann hat er sich geirrt. Im Gegenteil, gerade die Regierung Reza Chans ist es, welche die Arbeiter mit noch viel größerer Erbarmungslosigkeit straft und quält und Hunderte von ihnen mit Peitsche und Brandeisen zu Zwangsarbeiten zwingt, wie ja auch heute noch über 300 Arbeiter des Südens in Lurestan zu Zwangsarbeiten herangezogen sind.

Märaghä'i  
[A. Sultanzadé ]

Quelle: Päykar. Nr. 7, 1931



## DIE WEBEREI "WATAN" (VATERLAND) IN ESFAHAN

Die besagte Fabrik kann man als die einzige Fabrik anerkennen, die mit der besten Technik und neuzeitlichen europäischen Maschinen in Betrieb gesetzt worden ist. Diese Fabrik besitzt viele Abteilungen, die aus Baumwolle und Rohwolle jedeweden Stoff vollkommen nadelfertig und für jedeweden Gebrauch herstellen und herausbringen. Die wichtigsten Abteilungen derselben sind: 1) die Kämmerei, die selbst wieder soundsoviele Abteilungen besitzt; 2) die Spinnerei. Ebenso wie die Weberei den Hauptteil der Fabrik bildet, so bilden die Kraftanlage, die Schmiede und die Versandabteilung den anderen Teil der Fabrik. Sodann die Abteilung für Wollfärberei und Stoffwäscherei usw.

Verdienst und Reineinnahmen dieser Fabrik: Nach Aussage eines deutschen Fachmannes wird jeder Meter Stoff für diese Fabrik für 13 Qran fertiggestellt, wogegen jeder Meter davon auf dem Markt zu 40 Qran verkauft wird. Bei Gründung dieser Fabrik waren nur 11 Webstühle vorhanden, wogegen sie es im Verlauf dieser kurzen Zeit infolge der erbarmungslosen Ausbeutung der Arbeiter auf 36 Maschinen gebracht hat, und in dieser letzten Zeit kaufte sie von der Junckers Gesellschaft einen Antriebsmotor (?) im Werte von 25 000 Toman.

Die innere Lage der Fabrik: Die Anzahl der in dieser Fabrik beschäftigten Arbeiter beläuft sich auf 450 bis 500 Mann, von denen ein Teil Frauen und Kinder sind, und die Spinnereiabteilung, die einen der wichtigsten Teile dieser Fabrik bildet, wird gänzlich durch diese betrieben. Der Tageslohn der Kinder beträgt 15 Schahi und der der Frauen geht nicht über einen Qran hinaus, ( wogegen ihre Arbeitszeit genau diesselbe wie die der Männer ist). Die Kinder sind noch so klein und jung, daß sie abends aus Furcht nicht nach Hause gehen, sondern an Ort und Stelle in den Abfallkesseln usw. schlafen.

Arbeitsweise: Wie oben angedeutet wurde, entspricht die Fabrik technisch der heutigen europäischen Technik, jedoch hinsichtlich

der Arbeit sind die Arbeiter sogar der Mindestbeträge beraubt, welche alle Arbeiter der kapitalistischen Länder Europas haben. Die Arbeiter dieser Fabrik werden von dem Fabrikbesitzer so behandelt, daß niemand, der nicht in der Fabrik arbeiten sollte, es glauben wird.

Der Arbeitsbeginn in dieser Fabrik richtet sich nach der Sonne, nicht nach der Uhr, d.h. sowohl im Winter als auch im Sommer müssen die Arbeiter eine halbe Stunde vor Sonnenaufgang in der Fabrik anwesend sein, um eine halbe Stunde nach Sonnenuntergang die Arbeit einzustellen; d.h. im Sommer und im Frühjahr, wo die Tage lang sind, arbeiten die Arbeiter täglich 15 Stunden am Tage und 9 Stunden in der Nacht, und im Winter müssen sich die Arbeiter dagegen 15 Stunden in der Nacht und 9 Stunden am Tage betätigen. In den meisten wichtigen Abteilungen der Fabrik wird Tag und Nacht gearbeitet, d.h. in 24 Stunden sind die Maschinen 23 1/2 Stunden immer in Bewegung und nur 1/2 Stunde Essenszeit wird den Arbeitern gewährt.

Verspätung und Geldstrafen: Auch die Straftechnik dieser Fabrik ist der Fabrik selbst ähnlich. In der vergangenen Woche (13. bis 15. Däy 1309 = 3. bis 5. Januar 1931, d. Ü.) ist die Summe von 22 Toman nur für Geldstrafen in der Webereiabteilung eingegangen. Gewiß, man würde nicht zweifeln, daß die Arbeiter vielleicht enorme Bezüge erheben, um all diese Geldstrafen bezahlen zu können. Nein! Der tüchtigste Weber kann im Zeitraum von sechs Tagen nicht über 25 Qran oder höchstens 3 Toman Lohn haben (falls er der Geldstrafe entgangen sein sollte). Doch ergeben sich Fälle, in denen der unglückliche Arbeiter dem Fabrikherrn mehr Geldstrafe übergibt, als er Lohn erhalten hat. So hat z.B. ein Arbeiter namens Ghaffar in der Webereiabteilung, dessen Lohn im Zeitraum von 9 Tagen insgesamt 22 Qran betragen hatte, 24 Qran als Geldstrafe der Kasse des Fabrikbesitzers geschenkt.

Die Geldstrafe für Verspätungen ist wie folgt geregelt: von 5 Minuten bis zu einer Viertelstunde beträgt die Geldstrafe das Doppelte des Lohnes des sich verspätenden Arbeiters. Von einem Arbeiter, der täglich 3 Qran Lohn erhält, wird, sobald er sich um eine halbe Stunde verspätet, 5 Qran (sic) Strafe erhoben. Dasselbe Behandlung erfuhr am 2. Bähmān-mah 1309 (= 22. Januar 1931, d.Ü.)

der Arbeiter namens Hasan Aqa Baqqal, der in der Webereiabteilung ist.

Lohn und dessen Höhe: In der Webereiabteilung richtet sich der Lohn der Arbeiter je nach der Arbeit, d.h. was immer sie arbeiten, erhalten sie je Meter 5 bis 7 Schahi Lohn. Selbstverständlich kann ein erstklassiger Arbeiter dieser Fabrik nicht über 15 bis 17 Meter weben. Daher kann ein erstklassiger Arbeiter am Tag nicht über 4 bis 4 1/2 Qran verdienen, und dies nur in dem Fall, daß er keine Geldstrafe zu zahlen hat. Die Höhe des Lohnes, den die übrigen Weber erhalten, d.h. jene, die mittel- oder minderwertig sind, geht nicht über 10 bis 15 Qran pro Woche, und der Anteil des Fabrikbesitzers je Meter beträgt 37 Qran Reingewinn.

Der Lohn für jede Woche wird an den Abenden zum Freitag (Donnerstagabend, d.Ü.) ausbezahlt. Der Auszahler der Bezüge Säyyid Muhammäd Taqi ist dadurch berühmt, daß er den Arbeitern, die die Technische Hochschule absolviert haben, wo sie der "Schahänschah" (König der Könige) von Persien studieren ließ, eine Behandlung zukommen läßt, die man Bettlern zuteil werden läßt, und sie zu beschimpfen pflegt. Ich glaube nicht, daß es jemanden geben dürfte, der wie diese Person sein Schimpfwörterlexikon ergänzen könnte. An den Donnerstag-Spätnachmittagen sind jene, die arbeiten müssen, gezwungen, sich, um ihren winzigen Lohn zu erhalten, von 2 Uhr nachmittags bis zum Sonnenuntergang mit dem hochwürdigen Herrn Kassierer heruzustreiten, und auch am Abend zu arbeiten. Aber an den Freitagen und Abenden zum Freitag müssen sie ohne ein Wort zu sprechen bis 10 Uhr abends, um ihren Hungerlohn (?) zu erhalten, die Hände auf der Brust gegenüber dem Herrn Kassierer stehen und sich mit Fürbitten für ihn und Lobpreisungen beschäftigen.

An den übrigen Wochentagen aber werden sie an der Eingangspforte über eine halbe Stunde zur Eintragung in die Anwesenheitsliste aufgehalten.

Der Lohn für die übrigen Abteilungen, welcher kein Arbeitslohn, sondern Tagelohn ist, - abgesehen von den Frauen und Kindern, die schon vorher erwähnt wurden - beginnt mit 25 bis 45 Schahi, und manche, die halbe Fachleute sind, erhalten täglich 55 Schahi. Es steht fest, daß mit diesem unbedeutenden Arbeits- und Tagelohn die

Lebensbedürfnisse eines Arbeiters unmöglich bestritten werden können, außer bei jenen, die Nebeneinkünfte, d.h. Geld für den Lebensunterhalt besitzen, sonst besteht zwischen der Lage der Arbeiter, die mit dem täglichen Lohn ihrer Fabrik haushalten müssen, und der der Straßenbettler nicht der geringste Unterschied.

Hygiene: Man kann behaupten, daß diese im eigentlichen Sinne wirklich nicht vorhanden ist. Sobald die Arbeiter durstig werden sollten, trinken sie Wasser aus allem und mit allem, was ihnen in die Finger fällt und was sie erlangen können. Überhaupt besteht das Trinkwassergefäß dieser 400 Arbeiter aus einem Tonkrug, der in der Schmiede steht und den noch dazu der Schmiedemeister mit seinem eigenen Geld gekauft hat. Das edle Lebensalter dieses Kruges aber beträgt zwei Jahre und er tritt in das 3. Jahr ein. Nun stellen Sie sich vor, was für ein Aussehen ein Krug haben mag, den 400 bis 500 fettige und ölige Arbeiter gebrauchen sollen. Im Sommer ist das Trinkwassergefäß der Arbeiter eine Wassermelonenschale.

In dieser Fabrik darf auch niemand je daran denken, daß er hier auch eine Frühstückspause haben muß. Wenn die Frühstücksglocke oder -pfeife ertönt - aber es gibt nicht mehr als eine halbe Stunde Zeit für die Einnahme des Frühstücks - dann ist jeder in einem Winkel mit der Einnahme des Frühstücks beschäftigt.

In diesem "vaterländischen" Unternehmen gibt es keinerlei Schutzvorrichtungen für die Arbeiter. Alltäglich sind die Arbeiter Unfällen ausgesetzt, die Hand wird verstümmelt, sie verletzen sich am Kopf, die Eingeweide werden zerissen usw. So bemerkte z.B. Mirza Muhammäd Dscha'fär, der Direktor der Fabrik, einen Arbeiter, der sich wegen eines Schwächeanfalls niedergelegt hatte. Er fragte: "Weshalb ist er so geworden" (Warum hat er das Bewußtsein verloren)? Man antwortet, daß in der Kämmereiabteilung der Staub, der aus der Wolle herauskommt, bitter (giftig) und lebensgefährlich sei. Davon sei er ohnmächtig geworden. Herr Mirza Muhammäd Dscha'fär beliebte zu antworten: "Warum lebt er dann noch und ist nicht gestorben?"

Selbstverständlich kann hier niemals jemand an eine Arbeiterversicherung oder an eine Arbeitslosenunterstützung denken, oder sich gar vorstellen, daß so etwas in der Welt überhaupt vorhanden sein könnte. Sobald ein Arbeiter, der täglich 25 Schahi Lohn er-

hält, erkrankt ist, entgeht er den Klauen des Hungers nicht, wenn er den Krallen der Krankheit entkommen sein sollte.

(Übernommen aus der Zeitschrift Setāré Sorkh -- Roter Stern--  
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PROTEST DER IN MOSKAU ANSÄSSIGEN PERSISCHEN  
ARBEITER GEGEN DAS PAHLAWI-REGIME

Die Kundgebung Ihres Redaktionsstabes über die schmachvollen Grausamkeiten und Untaten der Pahlawi-Regierung und über die Unterdrückung der Zeitung Päykar lasen wir. Die Betrachtung der Gesetze gegen die (allgemein) festgesetzten Grundsätze der Freiheit und Achtung, die seitens jenes Landstreicher-Regimes und jener Monarchie, die ein willenloses Werkzeug in der Hand der Englischen Gesandtschaft in Teheran sind, kodifiziert wurden, hat uns dahin gebracht, zu bestätigen, daß die gegenwärtige persische Regierung nicht nur keinen Schritt der Freiheit und Unabhängigkeit entgegen unternimmt, sondern daß auch noch keinerlei Kunde von den Kennzeichen und Spuren der Zivilisation des 20. Jahrhunderts an ihr Ohr gedrungen ist. Die Pahlawi-Regierung ist in der Ausnützung der persischen Bauern und Proletarier derart hitzköpfig, daß sie die unmittelbar an ihrem Ohr unheilvoll tönende Glocke der Arbeiter-Diktatur des sozialistischen Rußlands nicht vernimmt! Die barbarische Regierung Reza Chans ist in der Vergewaltigung der unterdrückten Klasse Persiens so hitzköpfig, daß sie die Lage und das Schicksal von Herrschern und "Sklavenhaltern" ihresgleichen, wie z.B. eines gewissen Alfons usw., nicht sieht. Daher erläßt sie täglich aufgrund der Dienstanweisung ihrer sie belehrenden Messrs. Gesetze jeder Art gegen die proletarische Klasse und kommunistische Partei und kerkert auf diese Weise Tausende und Abertausende von freiheitlich gesinnten Elementen und Anhängern der Unabhängigkeit und Integrität Persiens in ihre mittelalterlichen schwarzen Löcher ein und läßt sie hinrichten. Wir, die in Moskau ansässigen persischen Arbeiter haben auf den Vorschlag des verehrten Redaktionsstabes des Päykar je nach unserem Vermögen zur Hilfe für die zerstörten und herumirrenden Familien der in den Klauen des blutdürstigen und schmachvollen Pahlawi-Regimes Gefangenen und auch zur Lebensfristung (Unterhalt) Ihrer Arbeiterzeitung jedweden Be-

trag als Hilfsgeld gesammelt und überreichen ihn Ihrem Stabe. Mit einer zur tyrannischen und despotischen Regierung Pahlawis dringenden Stimme aber antworten wir:

Dieser Nacht wird ein Ende sein. Die Zaren und Alfonse vermochten nicht, sich aus diesem Strudel zu retten. Zwar gerät die Proletarierklasse spät in Bewegung, wenn sie sich aber regt, dann gibt ihr Brand die Ernte des Seins der größten Herrscher und ausschreitendsten Reaktionäre dem Sturm der Vernichtung preis. Auch Pahlawi soll sich in diesen paar Tagen vorübergehend nach allen Kräften, die er hat, nicht der Ausschreitung gegenüber der armen Arbeiter- und Bauernklasse enthalten. (Anmerkung: Die Übersetzung zeigt sich an diesem Punkt als unklar und kaum verständlich. Folgende Deutungsmöglichkeiten des letzten Satzes "Auch Pahlawi soll.." bieten sich an: 1. Auch Pahlawi wird dem Aufruhr der Arbeiter nicht widerstehen können. 2. Trotz genannter Umstürze soll - offenbar - Pahlawi seine Ausschreitungen fortführen, d.h. noch handelt er gemäß seinen diktatorischen Vorstellungen, ohne sich um politische Wandlungen im Ausland zu kümmern.). Auch wir werden an die Reihe kommen.

Wir überreichen folgende Summe:

1) A.-D.	35 Rubel	7) S.-F.	12 Rubel
2) A.-K.	30 "	8) K.-G.	10 "
3) B.-Y.	30 "	9) Z.-A.	10 "
4) K.-N.	25 "	10) T.-Tsch.	10 "
5) A.-Äf.	20 "	11) S.-Li.	3 "
6) S.-N.	20 "		

Gesamtsumme: 205 Rubel

Quelle: Päykar. Nr. 10, 1931

PROTEST DER BAKUER PERSISCHEN ARBEITER GEGEN  
DIE GEWALTTATEN DES PAHLAWI-REGIMES

Die jetzigen Verhältnisse Persiens erlauben es dem persischen Volk nicht, in seinem Vaterland seiner Überzeugung Ausdruck zu geben oder ein Wort über sein Volk und Land zu sagen. Das Pahlawi-Regime hat über alle Erwartung das Volk so erschreckt, daß niemand in seinem Land das Recht hat, ein wahres Wort zu sagen. Wenn jemand über einen gewissen Stadthalter oder Minister oder einen gewissen Engländer ein Wort sagen würde, würde man ihn im selben Augenblick zur Sicherheitsbehörde vorladen und für ihn ein ausführliches Aktenbündel anlegen. Eingedenk dieser Tatsachen erduldet das Volk jede mögliche Ungerechtigkeit und wagt gegenüber all diesen Gewalttaten und Gesetzlosigkeiten nicht, ein Wort zu verlieren. In Persien gibt es keinerlei öffentlichen Verein oder Vereinigung, und selbst wenn sich einige Leute zusammentun wollten, würden sie infolge der neuen Gesetze zu langen Jahren Gefängnis mit Zwangsarbeiten verurteilt. Der Punkt ist, daß im jetzigen Persien Pahlawi und sein Knecht Timur-tasch alles, was sie tun wollen, tun und die wirkliche Stimme des Volkes ersticken.

Die Arbeiter Bakus protestieren gegen die Reaktion und den weißen Terror, der heutzutage im Lande Persien herrscht und der vor keinerlei Folter bei jedem proletarischen und kommunistischen Element zurückschreckt, und geben kund, daß das Pahlawi-Regime und sein bestelltes Parlament Handlanger des englischen Imperialismus sind, welche die Interessen der persischen Proletariermasse an die Fremden verkaufen. Bei allen Meetings und Versammlungen, die in Baku gegen die freiheitsmordenden Handlungen des Pahlawi-Regimes und das neue Gesetz gegen die Kommunisten abgehalten worden sind, haben die persischen Arbeiter gegen derartige Gesetze der Verwilderung und Barbarei ihren revolutionären Protest verkündet.

Die Gefangenen, die Freiheitsfreunde, die Arbeiter und die Bauern sollen wissen, daß die außerhalb Persiens lebenden Arbeiter jeden Augenblick bereit sind, mit Einsatz des Lebens und Gutes die



Rechte der persischen Proletarier zu verteidigen.

Beim letzten Meeting, das in Baku unter Teilnahme von tausenden von persischen und nichtpersischen Arbeitern abgehalten wurde, haben die Arbeiter folgende Resolution formuliert:

"Wir, die Arbeiter Bakus, entsenden allen Gefangenen, die in den schwarzen Pahlawi-Löchern um der Freiheit Persiens willen durch die Tyrannei Reza Schahs und der Engländer gefangen sind, unsern brüderlichen Gruß und protestieren scharf gegen das reaktionäre und barbarische Gesetz des Pahlawi-Parlaments, das zur Verhinderung der revolutionären und kommunistischen Erhebung verabschiedet worden ist.

"Wir, die wir im sozialistischen Sowjetland leben, versäumen gleichzeitig keinen Augenblick unsere Pflicht gegenüber den persischen Arbeitern und Bauern.

"Die Arbeiter und Bauern Persiens sollen wissen, daß sie in ihrem Kampf gegen das Pahlawi-Regime und den englischen Imperialismus nicht allein sind. Die in Sowjet-Azərbaydschan wohnhaften persischen Arbeiter erwarten mit Ungeduld das Zeichen, falls nötig frohen Mutes mit allen möglichen Mitteln der kommenden Umwälzung Persiens Hilfe und Beistand zu leisten.

"Es sollen hochleben die Arbeiter und Bauern, welche die Bannerträger der persischen Freiheitsbewegung sind!

"Hochlebe die neugeborene Kommunistische Partei Persiens und die Vorhut der proletarischen Revolution gegen die Pahlawi-Reaktion und den englischen Imperialismus!

"Nieder mit dem blutbefleckten Pahlawi-Regime!

"Nieder mit dem englischen Imperialismus!

Baku, August 1931."

Quelle: Päykar. Nr. 12, 1931

## DER SÜDÖL-STREIK UND SEINE ERFAHRUNGSTATSACHEN

Abgesehen von den eigentlichen Ursachen des Streiks der Arbeiter, wie z.B. Hunger, zu geringer Lohn, zu lange Arbeitszeit, hatte der erwähnte Streik auch eine Anzahl äußerlicher Ursachen. Eine der äußerlichen Ursachen war die Bildung des Arbeiterklubs.

Bis zum Jahre 1307 (1928) hatten die Arbeiter von Abadan halb-öffentliche Klubs unter den Namen "Naderi", "Schapur" usw. Jedoch zu Beginn des Jahres 1308 (März 1929) beschloß die Organisation der Arbeiter, für sich in öffentlicher Weise einen Klub zu gründen. Gleichzeitig muß erwähnt werden, daß die obenerwähnten Klubs die Bezeichnung Sportveranstaltungen hatten, und daß alle Arbeiter ihnen ein volles und überaus großes Interesse bezeigten.

Aber der Sicherheitsdienst der Oil-Company des Südens, Security Office genannt, trat mit der Absicht vor, die Bedeutung der besagten Klubs zu zerschlagen. Daher schlug er vor, einen Klub zu gründen, dem nicht nur die Arbeiter angehören sollten, sondern an dem auch die Angestellten Anteil haben sollten. Schließlich aber führte man das obige Vorhaben mit Gewalt und entschiedener Autorität durch und gründete einen Klub unter dem Namen "Chayyam-Klub".

Man ernannte und wählte zum Vorsitzenden des Klubs "Ärfa'u 's-Sältana" und auch einen Engländer als Klubassistenten. Die Wahl der beiden Männer aber ging seitens des Security Office vor sich. Die Arbeiter von Abadan waren keineswegs geneigt, unter das Joch der Herrschaft der Sicherheitsbehörde zu gehen, und sie schritten an die Forderung ihrer offiziellen Teilnahme an den Klubangelegenheiten. Da entschied das Security Office, die Arbeiter aus dem Klub auszuschließen, und plötzlich geriet der Klub unter die Willkür der Angestellten.

Infolge dieses Vorgehens der Company entfalteten die Arbeiter eine größere Energie und faßten den Entschluß, unabhängig einen Klub unter der Bezeichnung "Arbeiterklub" zu gründen. Am Tage der Eröffnungsfeier des Klubs, an dem ca. 700 Mann anwesend waren,

erschien seitens des Security Office ein Beamter und erklärte, der Klub müsse geschlossen werden.

Die Arbeiter zeigten den Beamten eine Genehmigung des Vertreters des Unterrichtswesens vor. Diese erklärten, daß der Vertreter des Unterrichtsministeriums kein Recht hätte, ohne ausdrückliche Genehmigung Teherans eine solche Erlaubnis zu erteilen. Zur Täuschung und Irreführung des Volkes erklärten die Beamten, daß, wenn dieser Klub mit dem Geld der Company eröffnet würde, die Ordnungspolizei nicht einwilligen könne, daß die Engländer im Persischen Reich einen Klub besitzen. Wenn jedoch dieser Klub mit dem Geld der Arbeiter ins Leben gerufen würde, dann hätte die Polizei gar nichts dagegen einzuwenden. Bei diesem Vorkommnis begriffen die Arbeiter völlig, daß beide, die persische Polizei und das Security Office der Company, aus ein und derselben Quelle Wasser trinken und sich in nichts unterscheiden. Daher entschieden sich die Arbeiter in der Bähmān-schia-Konferenz, daß man gegen die Company feindlich vorgehen müsse, sohin beschloß man zu streiken.

Bei dieser Gelegenheit wurde das Streikkomitee von der Polizei gefangengenommen; aber trotzdem blieb dieses Vorgehen auf den Ausbruch des Streiks wirkungslos, und der Streik setzte nur um so heftiger ein. An diesem Streik nahmen nicht nur die Arbeiter teil, sondern die ganze Bevölkerung Abadans. Am Streiktag kehrten über hundert Automobile, die im Auftrag der Company Polizeibeamten und Truppen beförderten, aus Naseri zurück. Die Frauen und Kinder der Arbeiter intervenierten bei dieser Gelegenheit bei den Militär- und Polizeimannschaften: "Warum wollt ihr auf die Arbeiter schießen?"

Damals weigerten sich die Militärmannschaften, auf die Arbeiter zu schießen, und zu gleicher Zeit ertönten seitens der Arbeiter die Rufe: "Nieder mit Reza Schah!" und "Nieder mit dem englischen Imperialismus!" Als der Oberst Ruknu 'd din Chan, der Polizeipräsident, sah, daß sich die Soldaten weigerten, auf die Arbeiter zu schießen, begann er mit den Arbeitern zu verhandeln und sie zu täuschen.

Der Oberst erklärte, daß er sein Wort gäbe, jeden von den gefangenen Arbeitern freizulassen, und jedes Anliegen, das sie hät-

ten, zu erfüllen, denn er fühlte, daß, wenn er anders handeln würde, er gleich dem Polizeipräsidenten und der Abadan-Regierung in Asayesch, die von der Arbeiterschaft verprügelt worden waren, den Angriffen der Arbeiter ausgesetzt würde.

Die Arbeiter ließen sich mangels politischer Erfahrungen durch eine derartige Sophisterei dieser Elemente täuschen, andererseits aber erstickte die Entsendung der Kriegsschiffe der englischen Marine umso schneller den Streik. Von den Tätern sperrte man 150 ein und verbannte sie in ferne Städte wie z.B. nach Teheran. Das besagte Ereignis ist uns eine Erfahrung, daß wir uns niemals von den Engländern oder der persischen Regierung, die ein unmittelbarer Agent des Imperialismus ist, täuschen lassen dürfen und daß wir beide mit ein und denselben Augen betrachten und gegen sie stark kämpfen müssen.

Märaghä'i  
[ A. Sultanzadé ]

Quelle: Päykar. Nr. 12, 1931

DIE VATERLANDSLIEBE DER HEUTIGEN WÜRDENTRÄGER UND  
IHRE BEZIEHUNGEN ZUR ARBEITERSCHAFT  
(BRIEF AUS TEHERAN)

Verehrter Genosse, Schriftleiter des Päykar! Ich bin einer der Leser der Zeitung Päykar und einer der Arbeiter, die aus der Oil-Company des Südens entfernt worden sind. Gegenwärtig halte ich mich in Teheran auf. Ich lese täglich  nolens volens  die Teheraner Zeitungen. Es gibt keine einzige, die nicht mit der Vaterlandsliebe der heutigen Würdenträger prahlen und ihre Seiten mit deren Lob und Glorifizierung schmücken würde.

Jedoch gegenüber derartigen Lobpreisungen hielt ich es für nötig, einige Zeilen über unsere Lage zur Aufnahme in ihrer Zeitung zu schreiben. Wir sind 30 Ölarbeiter aus der Einwohnerschaft Abadans, die im Auftrag von 180 Arbeitern zu Fuß an den Teheraner Hof gekommen sind, um gegen die Unbill der Bedrückungen durch die Company Beschwerde zu führen. Zuerst wandten wir uns an die Zentralverwaltung der Company und brachten unsere Forderungen nach folgender Schilderung vor. Zuerst, daß man uns den Betrag zurückerstatten solle, den man allmonatlich vom Lohn der Arbeiter als "Rücklage" erhoben hatte.

Zweitens, daß die Company den Dreimonatslohn ausbezahle, den sie uns noch aus der Zeit, in der man uns ohne irgendswelche gesetzliche Befugnis eingesperrt hatte, schuldete. Drittens, daß man uns die Erlaubnis zur Rückkehr in die Heimat erteile. Der Vertreter der Company erklärte, daß er unsere Anliegen und Wünsche der Zentralgesellschaft mitteilen und Antwort geben wolle. Als wir uns nach einigen Tagen erneut an die Company wandten, war deren Antwort die: "Das Geld, das zu erhalten Ihr das Recht hattet, ließen wir durch den General Parahullah an Euch auszahlen. Ferner aber habt Ihr als Rücklage kein Geld bei der Company. Was nun die Zahlung der drei Monate Lohn während Eurer Inhaftierung betrifft, so geht auch dies uns nichts an; denn wir haben Euch nicht eingesperrt. Geht und verlangt ihn von der per-

sischen Regierung, und ebenso verhandelt auch mit der Regierung wegen Eurer Rückkehr. Auch die hat mit uns nichts zu schaffen."

Wir veröffentlichten alle unsere Verhandlungen mit der Company durch die Zeitungen und beantragten beim Innenministerium, daß es unser Geld vom General abhebe und uns die Erlaubnis erteile, in unsere Heimat zurückkehren zu dürfen. Nach einigen Tagen der Ratlosigkeit wies uns das Innenministerium an, uns an das Ministerium der Öffentlichen Arbeiten zu wenden. Nach einigen Tagen Verzögerung erzielten wir auch dort kein Ergebnis, sodaß wir beschlossen, den Minister persönlich aufzusuchen. Eines Tages sahen wir schließlich vor dem Ministerium das Automobil des Ministers der Öffentlichen Arbeiten und wurden Seiner Hoheit habhaft. Nach Anhörung unserer Anliegen sagte er: "Diese Eure Sache geht mich nichts an; Ihr müßt Euch an die Person Timur-taschs wenden."

Wir traten anfänglich an Timur-tasch heran und teilten gleichzeitig durch eine Eingabe all unsere Anliegen und Anträge der Person Reza Chans schriftlich mit. Man sagte uns: "Nach einigen Tagen werden wir Euch das Ergebnis mitteilen." Wir aber beharrten trotz unserer schlechten Lebenslage auf unseren Forderungen. Eines Tages begaben wir uns zu Daschti, dem "verehrten" Schriftleiter des Schafaq, und teilten ihm die ganze Sache mit. Anfänglich nahm er alle unsere Anliegen in seine Zeitung auf. Am nächsten Tag erfolgte auf ihn ein Angriff des Hofministeriums und der Oil-Company, weshalb er dies getan habe. Nunmehr beachtete auch er uns nicht mehr. Wie später bekannt wurde, machte Daschti die Veröffentlichung unserer Artikel zum Mittel, die Gesellschaft auszunutzen.

Nachdem wir an all diesen Leuten verzweifelten, entschlossen wir uns, uns beim Parlament zu beschweren. Nachdem wir zu dem Abgeordneten von Chuzestan, Mirza Husäyn Mouqer gegangen waren, gab auch er uns das Wort, uns in jeder Weise im Parlament zu unterstützen, und gleichzeitig besuchten wir Firus-abadi. Firus-abadi erklärte: "Es ist richtig, daß Ihr Euch bei dem Parlament beschweren wollt; jedoch das Parlament dieser Legislaturperiode ist anders als das verganener Perioden. Die Arbeiten und die

Beschlüsse dieses Parlaments sind alle an die Genehmigung und die Anschauungen des Hofministers gebunden. In keinerlei Angelegenheit vermag sich das Parlament ohne dessen Genehmigung einzumischen. Jedoch hat uns der Genannte auf jeden Fall einige Einlaßkarten für das Parlament beschafft, und in den ersten Tagen des Jahres 1308 (1929) haben wir das Parlament betreten. Wir brachten unsere Beschwerde beim Parlamentspräsidenten vor. Dadgär, der Parlamentspräsident, erklärte: "Eure Angelegenheit ist der Kommission übertragen worden und wird dort geregelt werden." Nach einer Woche wandten wir uns neuerdings an Firuz-abadi Firuz-abadi schrieb einen Brief an Muchberu's-Saltanä und wies in seinem Brief darauf hin, daß diese Arbeiter hier überall gegen die Reichsregierung und die Engländer Propaganda machten, und vom Gesichtspunkt der Politik müsse man deren Sache so bald als möglich zu ihrer Befriedigung zu Ende bringen und sie in ihre Orte schicken.

Dieses Gesuch übergaben wir Muchberu's-Saltanä gerade, als er einsteigen und ins Ministerium fahren wollte. Nachdem er den Brief gelesen hatte, sagte er: "Was für eine Staatsangehörigkeit habt Ihr?" Wir antworteten: " Wir gehören der Einwohnerschaft Abadans an und wir stellen uns vor, daß Abadan als persisches Gebiet und als ein Bestandteil des persischen Reiches angesehen wird." Wiederum fragte er: "Was für eine Urkunde für Eure Staatsangehörigkeit habt Ihr, daß Ihr uns so sehr quält?" Sofort zeigten wir ihm unseren Personalausweis vor, und er gab die Weisung, daß sein Schreiber unsere Namen aufschreibe, und sandte uns erneut an das Ministerium für Öffentliche Arbeiten. Hierauf faßten wir den Entschluß, uns in ein paar Gruppen zu teilen, und jede Gruppe begab sich zu irgendeiner Stelle. Eine Gruppe aber begab sich auch zur Schriftleitung der Zeitung Hosar-e adl (Die Burg der Gerechtigkeit) und überreichte ihr einen Artikel, der all unsere laufenden Angelegenheiten enthielt. Der Korrespondent der besagten Zeitung gab das Wort, daß er morgen unseren Artikel abdrucken werde. Am nächsten Tag sahen wir unseren Artikel nicht in der Zeitung. Wir wandten uns an die Schriftleitung. Man sagte uns, daß der Zensurbeamte leider die Genehmigung versagt habe, daß unser Artikel gedruckt werde. Es stellte sich heraus, daß der

Schriftleiter der Zeitung zum Präsidenten der Company gegangen war und einige Hundert Toman Bestechungsgeld erhalten hatte und versprach, unseren Artikel nicht abzudrucken.

Darauf begaben wir uns zu Amir Dschahed, den Schriftleiter des Pars-Kalenders. Er versprach, daß, da heute Nachmittag das Pressefest sei, und alle Minister anwesend sein würden, er unsere Gesuche den Ministern zu Gehör bringen wolle und hoffe, Erfolg zu haben. An diesem Tag las Dschahed unser Gesuch beim Reichskabinet vor. Dort sagte man, man werde diese Angelegenheit dem Ministerpräsidenten übergeben. Auch er versprach, unsere Angelegenheit durchzuführen. Am anderen Tag wandten wir uns mit einem Brief Amir Dschaheds an Muchberu's-Saltanä.

Muchberu's-Saltanä schrieb auf den Rand des Briefes Amir Dschaheds:

"Mein lieber Amir Dschahed! Wie ermittelt worden ist, haben sich diese Leute gegen die Company erhoben und gestreikt, wir aber können uns nicht in die Geschäfte der Oil-Company einmischen und höchstens die Company in Form einer Bitte ersuchen, über deren Verfehlung hinwegzusehen und ihnen die Genehmigung zur Rückkehr in ihre Heimat zu erteilen."

Als Amir Dschahed die Antwort las, wußte er nicht, was er uns antworten sollte. Wir aber sagten zu ihm, daß, wenn der Ministerpräsident so etwas schreibt, man zugeben müsse, daß wir von einem solchen Regime keinen Erfolg erwarten können. Wiederum entschlossen wir uns, Timur-tasch aufzusuchen, um von ihm eine endgültige Antwort zu erhalten, als wir ihn eines Tages vor dem Automobil erwischten und energisch Antwort auf unsere Eingaben forderten. Timur-tasch wurde über unsere Sache sehr nervös und zornig und sagte: "Ihr wendet Euch vergeblich von einem zum anderen. Wenn Ihr hungrig seid, dann geht und sterbt. Ich werde niemals wieder Euren Eingaben Gehör schenken."

Da verstanden wir, daß der wahrhaftige und wirkliche Herrscher in Persien die Oil-Company des Südens ist, denn er hat mich auf Weisung der Company eingesperrt und ausgewiesen und weder ich noch meine Genossen können ohne Erlaubnis der Company von ihm freigelassen werden.

Somit darf man behaupten, daß all diese Bezeigungen von Vater-



landsiebe der Herren keinen Pfennig wert sind, und ein Land, dessen Minister und Staatslenker als die bekanntesten Fremdenverehrer angesehen sind, keine Hoffnung auf solch ein Regime haben kann und nur durch Waffengewalt, nicht durch Schreiben, zu seinen Zielen zu kommen vermag. Dieser Fall ist ein lehrreiches Beispiel für die persischen Arbeiter, daß der englische Imperialismus und die heutige persische Regierung einmütig die Arbeiter und Bauern bekämpfen.

Ein Süd-Ölarbeiter.

Quelle: Paykar, Nr.12, 1 Sept. 1931.

## DIE TUCHWEBEREI DES KAZÄRUNI "WATAN" (VATERLAND)

(Brief aus Esfahan)

Unbegrenzte Unterdrückung und unendliche Ausnützung brachten die Tuchweber schließlich dazu, ihre Forderungen dem Fabrikbesitzer vorzutragen. Diese Absicht wurde seit langer Zeit seitens einer Anzahl fühlender und verständiger Elemente der Arbeiter verfolgt und unter den übrigen propagiert. Es ist klar, daß die unheilvolle und mitleiderregende Lage der 400 Mann jeder Beschreibung spottet. Es genügt, sie mit dem einen Wort: "Sklaverei" zu bezeichnen.

Ununterbrochene 13 stündige Arbeitszeit, zu geringer Lohn, Beschimpfung und Prügel seitens der Aufseher und Vorsteher der Fabrik, wirkliche Armut und Zerrüttung der Arbeiter, was anfänglich als Hauptursache für ihre Langmut angesehen wurde, brachten schließlich die Arbeiter auf den Gedanken, Abhilfe zu suchen. Schließlich entschlossen sich die Arbeiter gegenüber den täglich zunehmenden Ungerechtigkeiten aktiv zu werden und vor den Gründern der Fabrik ihre Forderungen zu stellen und energisch deren Erfüllung zu verlangen. Daher überreichten sie am 15. Urdi-behescht 1310 (= 6. Mai 1931, d.Ü.), bzw. ihre Vertreter und Führer nach Benachrichtigung der gesamten Arbeiterschaft ihre Forderungen schriftlich, welche die folgenden 13 Punkte umfaßten.

Die Abschrift des Antrages lautet wie folgt:

"15. Urdi-behescht 1310.

### Unsere Forderungen an die Fabrik.

Die unerträglichen Beschwerden und Mühen so vieler Jahre, besonders die letzten Unterdrückungen veranlassen uns, einander die Hände zu reichen und alle, wie eine einzige eiserne Faust, wozu unsere Organisation die Vorarbeit schuf, den elenden Zuständen ein Ende zu machen und von der Fabrik die Erfüllung der folgenden Punkte zu verlangen:

1. - Das Recht der Freiheit (zur Bildung) einer Union und einer Arbeiterkasse.
2. - Abänderung der Stücklohnarbeit in Monatslohn, um dadurch den vorzeitigen Kräfteverfall bei den Arbeitern zu verhindern.

3. - Achtstündiger Arbeitstag mit hinreichenden Bezügen, deren Mindestgrenze nicht unter 5 Qran sein darf.
4. - Ein halber Ruhetag, mit Gewährung der Bezüge, damit wir auf diese Weise unseren einzigen Ruhetag wirklich genießen und Kräfte sammeln können, um in der nächsten Woche den uns obliegenden Fabrikarbeiten nachkommen zu können.
5. - Abschaffung des Kontrollsystems am Fabriktor.
6. - Abschaffung der Bestrafung mit dem Stock, der Bastonade (Stockhiebe auf die Fußsohlen) und dem Brandeisen (der Fall des Färbers Abu'l-Qasem); der Beschimpfung, der Geldstrafe und der unbegründeten Entlassung der Arbeiter durch den Chef, die Aufseher und Meister, u.a.m.
7. - Festsetzung von Bezügen für Personen, die infolge der Fabrikarbeiten erkranken oder verwundet werden.
8. - Übernahme aller Behandlungskosten der Arbeiter seitens der Fabrik.
9. - Sonderzulage in der Höhe des doppelten Lohnes für Überstunden (wie ja auch die Geldstrafe in doppelter Höhe des Lohnes erhoben wird).
10. - Endgültige Arbeitsruhe an den Freitagen und allgemeinen Feiertagen gemäß den amtlichen Kalendern für alle Abteilungen der Fabrik.
11. - Die Höchstgrenze der täglichen Arbeitszeit darf 10 Stunden nicht überschreiten und zwar in dem Sinne, daß täglich nicht über 2 Überstunden gemacht werden dürfen.
12. - Die Forderung der Beobachtung vollkommener Hygiene seitens der Fabrik für die Arbeiter, um von dieser Schmutzarbeit loszukommen und so nicht unsere Gesundheit den Interessen des Arbeitgebers zu opfern. Z.B. Beschaffung eines Speisesaals mit Möbeln. Beschaffung reiner Trinkgefäße in allen Abteilungen, damit nicht wie jetzt 400 Mann aus ein und demselben Krug in der Schmiede Wasser trinken. Beschaffung warmen Tees in einem großen Gefäß, damit jeder Arbeiter warmen Tee mit Zucker trinken kann. Legung einer Leitung in der Abteilung Kämmerei für die Hinausschaffung des Staubes und Abfalls.

13. - Regelung der Lohnzahlung, um nicht wie gegenwärtig der Drangsalierung und Beschimpfung durch die Gehalt auszahler, wie z.B. durch Säyyid Muhammäd Taqi, ausgesetzt zu werden".

"Nach der Überreichung der schriftlichen Forderungen an die Fabrikleitung erwarteten wir alle, daß die Leiter des Unternehmens die Vertreter der Arbeiter vorladen würden, daß über ihre Anträge beraten würde, und daß man auch einige annehmen und ausführen würde. Leider aber trafen nach einem Tag ohne irgendwelche Einleitung Beamte der Ordnungspolizei ein, riefen 25 Mann auf und brachten sie ins Gefängnis. Schließlich entließ man alle, außer einem Mann, nach einem Zeitraum von zwei Monaten. Der eine Mann aber liegt noch bis jetzt in den Fesseln des Gefängnisses.

Ein Arbeiter der Fabrik 'Watan'".

Quelle: Päykar, Nr. 13, 1931

## DER STREIK DER ARBEITER IN ESFAHAN IN DER FABRIK "WATAN"

Genosse! Verehrter Schriftsteller des Päykar! Im vorhergehenden Brief übersandte ich die schriftlichen Forderungen der Arbeiter, die sie an die Fabrik "Watan" (Vaterland) in Esfahan gestellt hatten. Daher halte ich es für nötig, in Kürze auch den Streik zur Kenntnisnahme Ihrer Arbeiterzeitung zu schildern:

In der Esfahaner Fabrik war dies der erste Streik, der auf Grund einer geordneten Organisation durchgeführt wurde. Nachdem das Komitee oder der aktive Streikausschuß den Entschluß gefaßt hatte, am 1. Mai gegenüber den Unterdrückungen und Ungerechtigkeiten, die den Arbeitern der Fabrik zuteil wurden, in den Streik zu treten, machte es sich energisch an die Propaganda. Zufällig veröffentlichte man seitens der Fabrik zur selben Zeit das Vertragsformular, das Paragraphen wie den folgenden enthält: "Sobald ein Arbeiter nicht einen Monat vor dem Austritt aus der Fabrik seinen Austritt den Beamten der Fabrik mitteilt, werden ihm die Bezüge für einen Monat einbehalten und von der Fabrik beschlagnahmt". Dieser seitens der Fabrik gemachte Vorschlag bereitete für uns in jeder Hinsicht den Boden vor. Die Hauptabsicht der Fabrik mit diesem Vertrag war die, auf diese Weise das anerkannte Recht der Arbeiter auf einen Streik zu beschränken und diese Gefahr zu unterbinden. Am 1. Mai erschienen gemäß der Einladung, die seitens einer gewissen Anzahl ergangen war, in einem Garten in der Umgebung der Stadt ca. 60 bis 70 Arbeiter. Ein rotes Tuch, worauf der Satz: "Proletarier auf Erden vereinigt Euch!" geschrieben stand, wurde an der Wand befestigt. Nach ausführlichen Reden seitens der Parteiführer und dem Entschluß, am 16. Urdis-behescht (= 7. Mai, d.Ü.) zu streiken, fand die Sitzung unter den Rufen: "Es lebe die Vereinigung der Arbeiter der Fabrik 'Watan'!", "es lebe die persische Arbeiter-Union!", "es lebe der Arbeiterfeiertag der ganzen Welt!", "es sollen leben die Arbeiter der ganzen Welt!" ihren Abschluß.

Da der 16. mit dem Ghadir-Feiertag zusammenfiel und auch der

Festtag auf den Donnerstag gefallen wäre, so wurde seitens der Fabrik bekanntgegeben, daß am Donnerstag die Fabrik ruhen und am Freitag die Arbeiter zur Arbeit erscheinen müßten. Auch diese Sache vermehrte die Wut der Arbeiter. Am 15. wurde seitens der Fabrik auf die Arbeiter energisch ein Druck zur Unterzeichnung des Vertrages ausgeübt, und an demselben Tag nahm man einen Arbeiter vor und erklärte ihm: "Entweder mußt du den Vertrag unterzeichnen oder du wirst aus dem Arbeitsverhältnis ausgeschlossen". Der besagte Arbeiter weigerte sich energisch, den Vertrag zu unterschreiben. Dieser Vorgang war der Grund, aus dem die gesamte Arbeiterschaft die Arbeit niederlegte und austrat. Jedoch wurde den Arbeitern einer Abteilung, bevor sie sich über den Vorfall informiert hatten, das Fabriktor vor der Nase geschlossen, und man hinderte sie am Hinausgehen und hielt sie durch Zwang zur Arbeit zurück.

An diesem Vorkommnis nahmen sogar die Arbeiterkinder, die noch nicht 8 oder 10 Jahre alt sind, teil. Einige Arbeiter der Webereiabteilung, die nicht teilzunehmen, sondern zu arbeiten gedachten, waren den Angriffen der übrigen ausgesetzt. Die Fabrik ruhte am 15. und in der Nacht zum 16. vollständig und arbeitete nicht. Der Fabrikbesitzer wollte sogar, um die Fabrik in Betrieb zu halten, Handweber haben, doch es nützte nichts.

Nach dem Auszug der Arbeiter aus der Fabrik begaben sie sich zu einem Stützpunkt, der in der Nähe der Fabrik lag. Da kamen einige Fabrikbeamte und begannen gütlich zuzureden. Sie kehrten jedoch, als sie die scharfen Antworten der Arbeiter vernahmen, verzweifelt zurück. Die Streikenden zogen von dort, in Reih und Glied zu je 4 Mann geordnet, in die Stadt und gelangten an die Tschäharch-Moscheehochschule. Dort schritten sie zur Niederschrift der Punkte ihrer Forderungen an den Fabrikherrn. Zu diesem Zeitpunkt trafen eine Anzahl Schutzleute ein und führten einige Führer der Streikenden zum (Polizei-) Kommissariat ab. Der Vorsteher des 1. Polizeireviers schlug ihnen die Rückkehr in die Fabrik vor. Die Arbeiter antworteten abschlägig. Eine weitere Anzahl Arbeiter begab sich auch zum Staatsanwalt. Hier bekamen sie einige Grobheiten und Ungereimtheiten zu hören, wie z.B. "Im Pahlawi-Zeitalter sind diese Bosheiten unmöglich zu begehen".

Am zweiten Tag des Streiks hielt das Komitee eine Sitzung ab und änderte die Punkte der schriftlichen Forderungen ab und bereitete sie zur Vorlage in der Plenarsitzung vor. Obwohl am Tag darauf der Zusammenkunft der Arbeiter von der Fabrik und der Polizeidirektion einige Hindernisse in den Weg gelegt wurden, erschienen dennoch sämtliche Arbeiter und versammelten sich in einer öffentlichen Straße. In dieser allgemeinen Sitzung wurden nach Annahme der Punkte der Forderung von den Arbeitern 8 Mann als Vertreter gewählt (ein Parteimitglied - vier Mitglieder Union - drei Unparteiische). Von dort begaben sich die Vertreter in die Privatwohnung des Fabrikchefs. Der Fabrikchef legte bei dieser Gelegenheit seinen lehrhaften Ton ab und empfing die Vertreter mit vollendeter Liebenswürdigkeit. Nach Anhörung der Erklärungen der Vertreter sagte er: "Ich gebe mein Wort, daß alle eure Forderungen ausgeführt werden sollen, jedoch sind 8 Stunden Arbeit zu wenig. Es wäre besser, wenn es 9 wären"! Der Parteivertreter, der den mündlichen Erklärungen des Fabrikchefs keinerlei Vertrauen schenkte, schlug vor, dieses Versprechen schriftlich festzuhalten. Bei diesem Vorschlag begann der Streit. Der Fabrikchef ließ den Parteigenossen, der den Charakter eines Vertreters (Status eines Arb.-Abgeordneten) besaß, hinauswerfen. Aber die übrigen erhoben sich unverzüglich und gingen hinaus. Erneut wurden sie vom Chef bestellt, der sich mit den Worten: "Ich habe es nicht ernst gemeint" aufs Scherzen verlegte. Hierauf forderte er einen Vertreter zu sich und begann geheimnisvoll zu tun, falsche Hoffnungen zu wecken und schließlich zu drohen. Als er zuletzt sah, daß dies wirkungslos blieb, bestimmte er, daß wir die Erklärungen allen Arbeitern zu Gehör bringen sollten. Gleichzeitig vernahm man, daß einige Vertreter (die Unparteiischen) gestrauchelt seien. Daher faßte man den Entschluß, am nächsten Tag eine allgemeine Sitzung abzuhalten und einen endgültigen Vorschlag festzusetzen. Am 17. hielt man eine allgemeine Sitzung ab, vertraute auf die Versprechungen, die der Fabrikchef abgegeben hatte, und ging ordnungsgemäß an die Arbeit. So wurde der Streik am 17. beendet. Am Spätnachmittag des 17. legten die Arbeiter nach 8 Stunden Arbeit gemeinsam die Arbeit nieder und gingen ihren Geschäften nach. Am 18. sah man in der Fabrik die Köpfe einer Anzahl bewaffneter Schutzleute, und am

Spätnachmittag desselben Tages, als die Gemüter schon völlig beruhigt waren, schritt die Ordnungspolizei an die Abführung hervortretender (der aktiveren und auffälligeren) Elemente. Ca. 25 oder 30 Arbeiter wurden zwecks Ermittlungen der Ordnungspolizei vorgeführt. Schließlich inhaftierte man 6 Mann, die Mitglieder des Aktionskomitees waren. Fünf Mann des besagten Komitees ließ man nach 50 Tagen frei und einen verbannte man nach zwei Monaten nach Abadä. Aber im Hinblick darauf, daß man das Bild dieses einen Mannes nach Teheran gesandt hatte, erkannten ihn dort die Herren Verräter, sodaß man sofort seitens der Teheraner Ordnungspolizei den Befehl zu seiner erneuten Verhaftung erließ und ihn unter Bewachung nach Teheran schickte. Der Genannte traf am 1. Murdad (= 24. Juli, d.Ü.) mit einem Polizeisergeanten in Teheran ein, jedoch infolge der Achtlosigkeit der Bewachtungssoldaten, gelang es dem Parteigenossen, zu entkommen.

Die wichtigen Ergebnisse des Streiks sind folgende:

1. - Die Arbeitszeit wurde von 12 Stunden auf 9 Stunden herabgesetzt.
2. - Die Untersuchung am Fabrikator wurde abgeschafft.
3. - Ein abgesonderter Raum zum Teetrinken und zur Einnahme des Frühstücks wurde eingerichtet.
4. - 20%ige Lohnerhöhung wurde vorgesehen.
5. - Die Beschimpfung und die Geldstrafe wurden bis zu einem gewissen Maß gemildert.
6. - Gefäße für eisgekühltes Wasser wurden in allen Abteilungen gesondert beschafft.
7. - Die halbstündige Mittagspause wurde auf eine Stunde ausgedehnt.
8. - Das Wichtigste aber ist die Abschaffung des besagten Vertrages.

Bei diesem Streik waren gewisse Mängel vorhanden. Einmal, waren die Leute nicht so erfahren, wie es nötig gewesen wäre. Zweitens, die ungelegene Streikstunde. Wenn der Streiktag am Tage nach dem Ghadir-Fest begonnen hätte, wäre er wirkungsvoller gewesen; denn er hatte bei der allgemeinen Arbeitsaussetzung nicht so große Wirkung.

Auf jeden Fall zeigt das Vorgehen der Arbeiter einen bedeuten-



den Erfolg der Kommunistischen Partei Persiens, und für die künftigen Operationen sind die Leute der Partei kampferfahrener geworden. Es ist aber die entschiedene Aufgabe der Partei, die dortige Organisation sofort den Organisationen einzureihen und sie daraus Nutzen ziehen zu lassen.

Ein Arbeiter der Babrik Watan

Quelle: Pä ykar, Nr. 14, 1931

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An die Südöl-Arbeiter

O Mann der Arbeit, erhebe Dich!  
Wielange noch in dieser Knechtschaft?

Mach Dich endlich frei  
Aus dieser Tyrannei und dieser Schmach!

Genug des Klagens und des Jammerns,  
Erhebe Dich und zeige Dich entschlossen!

Durch Entschlossenheit und Mannhaftigkeit  
Findet die Menschheit ihr Glück.

Dieses Rohöl wird gewonnen  
Durch Deine Mühen und Deine Arbeit.

Blühend wurde Abadan  
Durch Deinen Eifer und Dein Streben.

Aus dieser reichlichen Annehmlichkeit  
Laß Dein Geschick erwachsen!

Nicht dürfte irgendwelches Wohlwollen bezeigen  
Der "Herr" Deiner kläglichen Lage gegenüber.

H.S.

Quelle: Ibid. Nr. 15, 1931

## BRIEF AUS KHUZISTAN

Genosse! Schriftleiter des Paykar! Die hauptstädtischen Blätter Persiens verbreiten in dieser letzten Zeit über die wirtschaftliche Lage dieses Bezirks sowie über die industriellen und landwirtschaftlichen Fortschritte in der Pahlawi-Ära Dinge, die völlig der Wahrheit widersprechen. So erachten wir es als nötig, zur Erhellung des Verständnisses aller Perser eine kurze Darstellung aller politischen und wirtschaftlichen Verhältnisse des besagten Gebietes Ihrer freien Arbeitzeitung zu geben.

Die Provinz Chuzestan besteht in der Hauptsache aus nutzbarem Gebiet. Der Boden Chuzestans wird durch zwei Mittel bewässert: 1. - durch Graben von (unterirdischen) Wasserleitungen und durch kleine Flüsse; 2. - durch Maschinen, die insgesamt 80 Pumpen betreiben. Diese Maschinen aber sind seit sechs Jahren in Muhammara, Naseri und Schuschtär in Betrieb genommen worden. Die Kraft jeder Maschine beträgt 56 inches. Durch diese Maschinen können (falls Boden vorhanden ist) drei Millionen Quadrat-Ellen bewässert werden. Da hier keine Werkstätte vorhanden ist, um sofortige Ausbesserungen vorzunehmen, wenn eine Maschine beschädigt werden sollte, so wird schon beim Bruch eines einzigen Maschinenteils diese völlig arbeitsunfähig und unbrauchbar.

Art der Bodenbearbeitung. - Im "glänzenden" Pahlawi-Zeitalter ist die Arbeitsmethode dieselbe wie im Mittelalter und dank des Wohlwollens "des fortschrittlichen, erlauchten Schahänschah (König der Könige)" wurde ihr keinerlei Anstoß gegeben und bestehen die Arbeitsgeräte der Bauern aus einem hölzernem Pflug, der den Boden mittels eines oder zwei Ochsen pflügt.

Auch zur Bearbeitung des Ernteertrags benutzt man, nachdem man sie an einer Stelle angesammelt hat, fünf oder sechs Rinder, die darauf herumgehen, um den Weizen aus den Ähren zu lösen.

Gewerbebetriebe. - In Chuzestan gibt es geringeschätzte Gewerbebetriebe, deren jeder zwei bis drei Arbeiter besitzt, mit Ausnahme der Schneiderei, die große Ausdehnung hat. Unter den Arbeitern arbeiten Kinder im Alter von 6 und 8 Jahren.

Landstraßen. - Die wichtige Churräm-abad-Straße, die im Jahre 1925 begonnen und im Jahre 1930 fertiggestellt wurde, ist eine Straße, die aus zwei Gesichtspunkten gebaut worden ist: erstens zur Niederschlagung der Luren, die sich immer infolge der Bedrückungen seitens der Zentralstelle empören; zweitens zur Vereinigung Südpersiens mit dem Norden, sodaß sowohl der strategische Gesichtspunkt des englischen Generalstabs gesichert worden ist als auch ein naher Weg für die Waren, die über die Häfen des Südens nach Persien eingeführt worden sind. So kann man sie leicht nach Nordpersien verschicken und mit den Waren, die über die Nordhäfen nach Persien eingeführt werden, konkurrieren....

Die Eisenbahn. - Die Eisenbahn, an deren Erbauung Pahlawi geschritten ist, beginnt in Bändär-Schapur, führt über Deziol und endet in Saleh-abad. Der Grund, daß man die Bahn nicht von Muhämmärä aus begann, ist, daß Bändär-Schah-pur die größten Ozeandampfer aufnehmen kann, während in Bändär-Muhämmärä nur Schiffe ankern können, welche von 1500 bis 8000 Tonnen fassen.

Der Beginn der Bahn von Bändär-Schah-pur aus leistet, abgesehen von einer militärischen Bedeutung, dem Handel der Engländer beachtenswerte und wichtige Hilfe. Die genannte Bahn wurde im Jahre 1929 begonnen, und es wurden bis zum Jahre 1930 nur 250 km gebaut. Infolge der Ebbe in der Staatskasse ist deren Bau eingestellt worden und die dauert noch weiter an.

Bisher hat die Pahlawi-Regierung 16 Millionen Toman einer Handvoll armer Bauern und Arbeiter durch die Gewalt der Bajonette unter der Bezeichnung "Zucker- und Teemonopol" aus der Tasche geraubt und für die Südbahn ausgegeben. Die besagte Bahn konnte bisher nicht ausgenutzt werden, sie befördert nur Kriegsmaterial, das die Engländer in Persien einführen und den persischen Staatsbeamten übergeben.

Obwohl man in dieser letzten Zeit den Betrag von 200 000 Pfund für die Südbahn bezahlt hat, macht sie keinen Fortgang.

Der bauliche Zustand der Eisenbahn. - Die Bahnlinien sind meist gekurvt, was die Geschwindigkeit der Züge beeinträchtigt. Die Schwellen längs der Bahn sind alle aus Holz und der ganze Bahndamm ist aus Erde hergestellt. Daher muß man sich bei Regenfällen einige Zeit mit der Ausbesserung des Dammes befassen, in Wirklichkeit aber beginnt man damit aufs Neue.

All die vielen Worte, welche die Teheraner Zeitungen losließen und über die Südbahn schrieben, sind wirklich erlogen. In ganz Bändär-Schah-pur gibt es nicht mehr als zwei Holzbauten, von denen der eine für das Zollamt und die Bahnverwaltung ist und der andere zwei Räume besitzt. Noch einen Lehmbau hat man begonnen, der noch unvollendet ist. Ein Lagerschuppen aus Weißblech, 25 m lang, 19 m breit und 4 m hoch, ist gebaut worden. Hier wird die angekommene Munition gelagert, die dann nach Teheran befördert wird. Das sind alle Gebäude Bändär-Schah-purs. Alle Arbeiter und Ingenieure usw. leben in Zelten.

Was nun den Bau der Bahn betrifft, so sieht man auf den ersten Blick bei gerechter Betrachtung des Dammbaues das Hauptbindemittel. Den Damm hat man auf etwa 11 km mit Meeresmuscheln befestigt, und die Sachverständigen erklären, daß bei einem solchen Damm schwere Lokomotiven eine große Gefahr bedeuten werden.

Der besagte Bahndamm ist seit seiner Erbauung so und so oft von kleineren Wildbächen angegriffen worden, wodurch ihm bedeutende Schäden zugefügt worden sind; denn bei seiner Befestigung ist in keiner Weise irgendwelche Rücksicht darauf geübt worden. Man hat jedesmal enorme Summen für die Ausbesserung des zugefügten Schadens verausgabt.

Die Bahn im Süden läuft von ihrem Ausgangspunkt Bändär-Schah-pur aus 13 km auf Sumpfboden. Neben dem Hafen hat man von der Golfküste aus eine Holzbrücke in Form eines Viertelkreises errichtet, die ins Meer hineinführt. Die Länge dieser Brücke (bzw. dieser Mole) beträgt 100 m und der Zwischenraum zwischen Brücke und Küste 100 m, sodaß die Schiffe zu deren beiden Seiten ihre Ladung direkt in die Waggons verladen können.

Husayn Aqa Khuzistani

Quelle: Pavkar, Nr. 15, 15 Okt.1931.

## BRIEF AUS KHUZISTAN

In der Provinz Chuzestan ist die Anzahl ihrer Arbeiter verhältnismäßig größer als in den übrigen Provinzen Persiens. Daher werden wir in diesem Artikel kurzgefaßte Informationen über die Lage der Arbeiter und die allgemeine Lage Chuzestans an die Hand geben.

Ungefähr 80% der Arbeiter Chuzestans sind Perser; der Rest besteht aus Arabern, Indern und sonstigen Völkern. Der Lohn der Arbeiter ist folgender: Bei der Eisenbahn und beim Straßenbau erhält jeder Arbeiter pro Tag 3 Qran oder einen Monatslohn von 9 Toman, wogegen die Arbeitszeit nicht festgesetzt ist und von Sonnenaufgang bis Sonnenuntergang dauert. In den Ziegeleien, deren Anzahl auch nicht gering ist, werden für die Herstellung von 1000 Ziegelsteinen 14 Qran bezahlt. Entscheidend ist, daß die Zubereitung und Formung aller Ziegel in in die obige Arbeit miteinbegriffen ist. Vier Mann können täglich je 1000 Ziegel von Anfang bis zu Ende herstellen. Der Lohn der Arbeiter des Südhöls beträgt von 3 Qran bis zu 3 Qran 10 Schahi. Auch die Arbeiter, welche auf dem Grund und Boden der Pächter an den Bewässerungsmaschinen arbeiten, erhalten im Monat 9 Toman Arbeitslohn. Bei allen Produktionszweigen beträgt der Arbeitslohn pro Tag von 3 bis zu 3 1/2 Qran, und übersteigt diesen Betrag nicht. Nur die Inder und die Engländer sind in dieser Hinsicht ausgenommen. Jetzt wollen wir einmal sehen, welcher Betrag neben einem Lohn von 3 Qran als Minimum für ein notdürftiges Leben nötig ist. Aus der folgenden Tabelle ist deutlich zu ersehen, daß dieser Betrag als Existenzminimum für eine vierköpfige Familie keineswegs ausreicht:

Zucker täglich	5	<u>Schahi</u>
Brot	12	"
Fleisch	10	"
Rauchzeug	4	"
Petroleum	3	"
Wohnungsmiete	3	"
Kleiderwäsche, Seife, Anzug und andere primäre Bedarfsartikel..	14	"

Die Gesamtsumme beträgt 51 Schahi oder mit anderen Worten 2 Qran 11 Schahi. Nach dieser Rechnung verbleiben für den Arbeiter nur 9 Schahi, und mit diesem Betrag muß er für drei Köpfe aufkommen und die Familie erhalten. Daher ist klar, in welchem Elend die Arbeiter und deren Frauen und Kinder leben müssen, um mit diesem Betrag durchzukommen.

Die sozialen Verhältnisse. - In Chuzestan sind die fundamentalen Schichten folgende: Arbeiter, Bauern, Grundbesitzer, städtische Bourgeoisie und Bourgeoisie mit ländlichem Besitztum (meistens sind die kaufmännische Bourgeoisie, die Bourgeoisie mit ländlichem Besitztum und die Grundbesitzer ein und dasselbe).

Die städtische, kaufmännische Bourgeoisie. - Der Einfluß der Weltwirtschaftskrise auf Persien, die Steigerung der ausländischen Handelswaren, die Abnahme der persischen Ausfuhrartikel, die Zerrüttung der Lage des Landes und schließlich das Außenhandelsmonopol haben die Kaufleute in einen seltsamen Zustand und in ein eigenartiges Schicksal versetzt. Die Kaufleute sind meistens gezwungen, keine großen Einkäufe zu tätigen und daher ihr Barkapital einzubehalten. Die Furcht vor ihrem Morgen beunruhigt die Kaufleute. Überdies besitzt auch die Entfernung zwischen Chuzestan und Teheran für die örtlichen Kaufleute eine negative Seite. Bis nämlich die Kaufleute in Chuzestan etwas erfahren und den Fall bei sich lösen können, haben die Teheraner Kaufleute die Vorteile in ihre Klauen gebracht.

Die kaufmännische Bourgeoisie und die mit ländlichen Besitzungen. - Als Pahlawi den ersten Schritt in Chuzestan tat, veröffentlichte er eine Kundgebung und forderte das Volk zur "Erneuerung der historischen Größe Chuzestans" auf. Daraufhin steckte ein Teil der Kaufleute etwa 18 000 Toman von ihrem Kapital in Ländereien, erhöhte den Karunfluß einige Meter über die Erdoberfläche (damit ist wohl die Errichtung eines Staudammes gemeint) und ritten auf die Felder. Zwei Jahre hindurch widmeten sich auch alle Kaufleute der Einfuhr von Maschinen, führten gegen 80 Bewässerungsmaschinen ein und machten sich an die Ausnutzung der Kräfte der billigen Arbeiter. In der Hof-

fnung auf Erzielung enormer Gewinne schritten sie an die Anpflanzung von Bäumen und die Errichtung von Gärten. Die Ländereien aber, die nicht bewässert wurden, überließen die Kaufleute in ihrer Eigenschaft als Pächter den Bauern. Nach vollen zwei Jahren nahmen diese Ideen eine andere Gestalt an, da die Kaufleute keine Kanäle graben und keine weiteren Bewässerungsmittel zustandebringen konnten. Es waren daher eine Anzahl Ländereien des Wassers beraubt; denn die grundlegenden Arbeiten auf den Feldern bedurften der energischen Unterstützung und der Anteilnahme an den Gewinnen seitens der Bauern und hinreichenden Kapitals. Die Kaufleute dagegen wollten keineswegs ihr Kapital der Gefahr aussetzen. Da sie zudem vor den Übergriffen der Staatsbeamten sicher sind, so verhinderte dies gerade noch mehr, hinreichendes Kapital hineinzustecken, und verwirrte ihre Sinne. Bei dieser Gelegenheit nahm die Regierung die Ländereien, die in den Händen der Kaufleute waren und nicht bewässert waren, nebst den Ländereien, welche die Pächter den Bauern überlassen hatten, in Besitz und begann selbst Ackerbau zu treiben; denn es war ausbedungen worden, daß die Pächter alle Felder durch Bewässerungsmaschinen bewässern müssen. Dadurch waren alle Hoffnungen und Wünsche der Kaufleute auf Erzielung enormer Gewinne in Verzweiflung verwandelt. Sie trauerten ihrem verlorenen Kapital nach und verkauften alle ihre Unternehmungen. In diesen letzten paar Monaten fordert die Regierung von den Pächtern die Steuern ein, wogegen sich die Pächter bei der Pachtung verpflichtet hatten, sich nach 5 bis 8 Jahren zur Zahlung der Pacht bereitzuerklären. Bisher überlegte die Regierung den Fall, und gegenwärtig sehen die Pächter bei der heutigen Lage für sich und ihr Kapital eine harte Zukunft voraus. Gleichzeitig sind die meisten Maschinen infolge zu hoher Beanspruchung in defektem Zustand belassen worden, und die Beschaffung von Ersatzteilen ist an Ort und Stelle unmöglich. Da die Beschaffung ausländischer Devisen zur Einfuhr von Ersatzteilen sehr schwierig ist und andererseits der Preis landwirtschaftlicher Waren im Ausland von Tag zu Tag im Sinken begriffen ist, werden die Kaufleute bald auch die Bewässerungsmaschinen verkaufen.

Im Jahre 1930 führten die Pächter in Teheran Beschwerde, daß das Finanzamt sich ihre Ländereien aneigne. Nach dieser Beschwerde gerieten sie sofort in große Erregung und bereu-ten ihre Tat, weil dieses Gesuch an die lokale Justizbehörde übergeben wurde, damit sie die Unterzeichner ausfindig mache. Eine Anzahl streitet es ab, und nur drei Personen sahen von dem Fall ab aus Furcht, daß man sie mit Unterschriftsfälschung in Beziehung bringen könnte. Alle diese drei Gruppen richten infolge ihrer Unzufriedenheit mit der Regierung andererseits ihren Schlag gegen die Proletariermasse, daß sie die erlit-tenen Verluste wiedergutmachen solle.

Dies ist ein Abriß der Anregung und Anreizung der Regie-rung zur "Erneuerung der historischen Größe Chuzestans".

Hussayn, Khuzistan

Quelle: Paykar, Nr. 15, 15 Okt. 1931.



## SITUATION SYNDICALE EN IRAN (1924)

L'effectif des ouvriers industriels en Perse est insignifiant étant donné le caractère essentiellement agricole de ce pays. Les syndicats perses traversent encore la première phase de leur formation. Ils ont peu d'adhérents, car la conscience de classe s'éveille à peine chez le prolétariat perse.

Ces syndicats sont groupés en un " Conseil Syndical " reconnaissant les principes de l'I.S.R. et siégeant à Téhéran.

Les principaux syndicats affiliés sont :

les ouvriers des pêcheries (près de 900);

textiles (2000);

batiment (500);

livre (200);

les ouvriers de port(200);

les cordonniers (200); etc.

Un autre syndicat important est celui des boulangers, comptant 2000 adhérents. Mais il porte un caractère religieux et n'adhère point au Conseil Syndical.

Les salaires sont très bas en Perse. Ainsi un ouvrier qualifié (un compositeur d'imprimerie, par exemple) gagne de 12 à 20 tomans par mois (un toman vaut près de 5 francs-or), un contre maître textile de 4 à 5 krans par jours (un kran est égal à 50 centimes-or), et un ouvrier textile de 1 à 3 krans par jour. La durée du travail atteint 12 et 15 heures. Font exceptions, les ouvriers du Livre, dont le syndicat est de tous le plus énergique. Ils ont obtenu, en effet la journée de 8 heures.

Il n'existe pas de législation ouvrière en Perse. Au début de 1924, le ministère de l'intérieur a bien essayé de réduire quelque peu la durée du travail des ouvriers textiles (dans la fabrication des tapis à Kerman) et d'introduire le repos hebdomadaire rétribué, mais sa tentative s'est heurtée à la résistance énergique des patrons.

Ces sont les ouvriers non qualifiés qui souffrent surtout chômage. Il y a parmi eux 50% de chômeurs. Parmi les

ouvriers qualifiés il y a 20% de chômeurs.

Le mouvement gréviste n'a pas été très intense pendant l'exercice considéré. Les ouvriers du Livre, à Téhéran, ont fait grève pour protester contre la suppression de sept journaux, ordonnée par le gouvernement, cette mesure ayant contribué à l'accroissement du chômage. Ce fut du moins le prétexte officiel exposé par les grévistes. Après deux jours de grève, le gouvernement dut autoriser la publication des journaux supprimés.

La grève des typos du Madjlis ( le Parlemant) a également abouti à une victoire ouvrière. Après un jour de grève les ouvriers obtinrent satisfaction de leur revendication ( relèvement des salaires). La plus importante de ces grèves fut celle des ouvriers textiles. Presque tout le syndicat (2000) ouvriers) y a participé. La grève dura sept jours et se termina par la victoire des ouvriers réclamant un relèvement des salaires.

Le mouvement syndical, en Perse, commence donc à se préciser, grace aux directives de l'I.S.R., mise en pratique par le Conseil Syndical de la Perse.

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Source: Rapport au 3e Congrès de l'I.S.R.. Paris, 1924, pp. 371-73.

#### TRADE UNION SITUATION IN IRAN

The organisation in Persia presents great difficulties, as that country is still a feudal State. The proletariat in this country is very insignificant in number and their class consciousness is at a very low state of development. With the exception of some tobacco factories and electric stations in large cities, the workers are chiefly engaged in handicraft. Some of the biggest industrial centres are Teheran, which has about 12,000 workers and employees; Nefogan and its vicinity, 15,000 workers; Ardebil, 6,000; Tabris, 10,000; Chorasán, 8,000; Enseli, and Perum, 6,000.

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Source: Report of the International Council of R.T. and I. Unions. Moscow, 1921, p. 46.

## GEWERKSCHAFTLICHE BEWEGUNG PERSIENS ( Profintern )

Persien ist ein Agrarland mit patriarchalisch-feudalen Verhältnissen. Von den 15 Millionen Einwohnern sind ungefähr 2 1/2 Millionen Nomaden. Immerhin zählt die städtische Bevölkerung 3 1/2 Millionen und es wäre falsch, anzunehmen, daß es in Persien gar keine Arbeiterschaft gibt.

In der Umgebung von Teheran, Tabris, Meshed wird Steinkohle aus den Schächten gefördert. Im Süden und im Westen Persiens besteht eine ziemlich ausgedehnte Naphtaindustrie; an vielen Orten wird Steinsalz gewonnen. In Rescht und in anderen Orten der Provinz Gilan bestehen ausgedehnte Fischereiunternehmen, in denen eine große Zahl Arbeiter beschäftigt ist. Endlich hat Persien bekanntlich eine bedeutende Teppichindustrie. In Städten wie Teheran, Tabris, Isphagan, Meshed, Rescht, Enseli ist eine ziemlich kompakte Arbeiterschaft vorhanden, die ausschließlich von ihrem Arbeitslohn lebt und keine anderen Einnahmequellen hat. Zieht man dann noch die zahlreichen niederen Beamten des Staates und der Privatunternehmungen und die noch zahlreicheren Handwerksge- sellen in Betracht, so läßt sich auf bedeutende proletarische und halbproletarische Elemente schließen.

Die Lage des persischen Arbeiters ist kläglich. Bei einem Arbeitstage von 14 Stunden und mehr, erhält der Arbeiter einen Lohn von durchschnittlich 8 Tuman monatlich (1 Tuman = 4 Mark). Eine weitgehende Verwendung findet Frauen- und Kinderarbeit. In Teppich- und Tabakfabriken kann man schon Kinder von sechs Jahren an der Arbeit sehen. Bis vor kurzem gab es keine Fabrikgesetzgebung. Im Jahre 1921 wurde ein Gesetz erlassen, daß die Arbeit von Kindern unter acht Jahren in den Teppichfabriken verbot. Es ist aber schwer zu sagen, ob selbst dieses Gesetz befolgt wird.

Der niedrige Arbeitslohn, der unerträglich lange Arbeitstag wie die allgemein schwere Lebenslage bewirkten

eine große Auswanderung der persischen Arbeiter, die in großen Massen ihre Heimat verlassen und auf der Suche nach besseren Arbeitsbedingungen nach der Türkei, dem Kaukasus, nach Ägypten und selbst nach Amerika auswandern.

Die Anfänge der Arbeiterbewegung in Persien reichen bis zum Jahre 1906 zurück, zur Zeit, als die erste russische Revolution lebhaften Widerhall in Persien fand. Mit dem Siege der Reaktion in Rußland ging diese kaum begonnene Bewegung rasch zu Ende und lebte erst 15 Jahre später wieder auf, auch diesmal unter der unmittelbaren Einwirkung der Oktoberrevolution in Rußland. Vorkämpfer der gewerkschaftlichen Bewegung in Persien waren die Buchdrucker in Teheran. Im Jahre 1918 erkämpften sie in einem vierzehntägigen Streik den Achtstundentag und einen recht günstigen Kollektivvertrag. Unter dem Einfluß dieses Arbeitersieges entstanden Verbände auch in anderen Berufen und gegenwärtig zählt man in Teheran 15 Gewerkschaften mit einer Gesamtzahl von 12 000 Mitgliedern. Die bedeutenderen unter ihnen sind: Tabakarbeiter: 2500, Bäcker: 1800, Schneider: 2000, Schuhmacher: 1800, Kommunalarbeiter: 500, Textilarbeiter: 200 Mitglieder.

Alle diese Verbände haben ein einheitliches Sekretariat, das im Laufe des letzten Jahres eine ganze Anzahl Streiks geleitet hat (Textilarbeiter, Buchdrucker, Postbeamte, Lehrer, Bäcker). Diese Streiks in Teheran endeten sämtlich mit dem Siege der Arbeiter. Angefeuert durch diese Siege und dank der Propagandatätigkeit des Sekretariats zeigen die Arbeiter auch anderer Städte Persiens ein großes Interesse für die gewerkschaftliche Bewegung und das Sekretariat nimmt nunmehr die Gründung einer ganzen Anzahl Verbände ( Bauarbeiter, Tischler, Staatsangestellte) auch in der Provinz vor.

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Quelle: Leo Heller, Gewerkschaftliche Bewegung in den Kolonien. Halbkolonien des Ostens, Bibl. der R.G.I., Berlin, 1923, pp. 21-22.

## LA SITUATION ECONOMIQUE EN PERSE ET LE PROLETARIAT PERSAN

La Perse subit une profonde crise économique dont les causes résident dans la structure actuelle de ce pays.

Qu'était-ce que la Perse avant le mouvement de Risa-Khan? Un pays semi-féodal qui ne possédait même pas un pouvoir politique unique. Le shah qui régnait à Téhéran n'était en fait que l'un des nombreux seigneurs féodaux quasi autonomes et exerçant un pouvoir absolu dans leurs domaines respectifs. La grande masse de la population se composait de paysans, serfs de ces seigneurs. Les paysans leur livraient sous forme d'impôts, de corvées et de fermages la plus grande partie du produit de leur travail. Le pays ne jouissait pas de la paix et de la sécurité et les paysans acceptaient comme pis aller leur situation de serfs pourvu que les seigneurs protègent leur vie et celle de leurs familles. Les villes étaient habitées par des marchands, des artisans et des fonctionnaires.

Il n'y avait presque pas d'usines et pas de chemins de fer. Le tzarisme russe et l'impérialisme anglais interdisaient la création d'une industrie usinière. Ils inondaient le pays de leurs marchandises (la Perse du Nord était le débouché russe, la Perse du Sud le débouché anglais) et l'obligeaient à faire une politique douanière rendant impossible le développement d'une industrie nationale. Toutes les tentatives des Persans pour fonder une industrie quelconque échouaient. Les usines ne pouvaient résister à la concurrence étrangère, elles disparaissaient.

Le commerce des marchandises étrangères ayant permis aux marchands persans de s'enrichir, il s'est formé peu à peu une couche de bourgeoisie commerçante indigène. Les intérêts de cette nouvelle couche économique ont peu à peu commencé à entrer en conflit avec le régime semi-féodal existant. L'existence de fiefs séparés les uns des autres par des barrières douanières gênant les échanges commerciaux (taxes illégales ou même pillages) provoquaient le vif mécontentement du capital marchand.

La guerre mondiale et surtout la Révolution d'octobre donnèrent une puissante impulsion à la manifestation du mécontentement de ces milieux. Ce sentiment se manifesta d'abord par une lutte nationale révolutionnaire contre l'impérialisme anglais (la menace de l'impérialisme russe ayant disparu après l'instauration du pouvoir des Soviets en Russie). La bourgeoisie commerçante de la Perse exigea le retrait des troupes anglaises, la suppression des traités inégaux et des privilèges des étrangers. En même temps une lutte contre les droits féodaux qui pesaient sur le commerce, était commencée. La bourgeoisie commerçante chercha à créer un Etat centralisé et unifié formant, au point de vue économique, un marché national indivisible.

Les impérialistes anglais et les seigneurs féodaux persans s'allièrent contre le front national révolutionnaire qui comprenait la grande bourgeoisie

commerçante, la petite bourgeoisie urbaine, la bourgeoisie artisanale et le peu nombreux prolétariat. La lutte nationale révolutionnaire guidée par Risa-Khan continua jusqu'au printemps 1925 quand un changement brusque se fit.

Que s'était-il passé?

L'Angleterre s'était rendu compte que l'aide qu'elle donnait aux seigneurs féodaux restait stérile. Risa-Khan avait réussi à créer une armée centralisée qui battait les seigneurs. Il avait fondé un mécanisme étatique centralisé auquel les seigneurs avaient dû se soumettre. Les Anglais virent bien qu'il était impossible de continuer à marcher contre l'inévitable mouvement historique menant à la suppression du féodalisme en Perse; la mise que les Anglais avaient faite sur le féodalisme était perdue.

D'autre part, dans le pays, des regroupements économiques s'étaient opérés. La grande bourgeoisie commerçante ne plaçait pas ses capitaux dans l'industrie comme c'était le cas dans la plupart des pays du Proche Orient, ces dernières années; elle les plaçait dans des domaines fonciers. C'est que la concurrence anglaise continuait à peser sur l'industrie indigène et la Perse n'avait pas la force d'obtenir la suppression des privilèges douaniers de l'Angleterre. La bourgeoisie commerçante avait plus de profit à acheter de la terre dont elle pouvait tirer de beaux profits en exploitant les paysans. Si le capital commerçant indigène a cherché à se retirer des affaires commerciales, cela s'explique aussi par le fait que les Anglais, familiarisés avec le marché persan, n'ont plus besoin d'intermédiaires indigènes. Les petits marchands se ruinent, les grands capitaux s'évadent vers la propriété foncière.

C'est ainsi que s'est opérée la fusion du capital commercial avec le capital foncier. Sans doute, les nouveaux propriétaires fonciers ne sont plus des seigneurs féodaux, ils n'ont plus d'autorité politique sur des paysans-serfs. Issus de la bourgeoisie commerçante ou du monde des fonctionnaires ils voient surtout dans leurs terres, une source de profits capitalistes.

L'évasion du capital commercial vers la terre et le rapprochement étroit entre la bourgeoisie commerçante et les propriétaires fonciers ont modifié le caractère de la lutte nationale révolutionnaire dirigée par Risa-Khan. Les Anglais se sont résolus à s'entendre avec la bourgeoisie commerçante; et celle-ci, ayant lié ses intérêts à ceux des propriétaires fonciers, était disposée à causer. Ce changement d'attitude de la bourgeoisie commerçante aboutissait, au point de vue de la politique extérieure, à la liquidation de la lutte nationale révolutionnaire et à la réconciliation avec l'Angleterre; et à l'intérieur, au coup d'Etat monarchiste. Risa-Khan, devenu Risa-Shah, chef de la lutte national-révolutionnaire contre l'impérialisme anglais et les seigneurs féodaux, était le représentant de la bourgeoisie commerçante, qui, à l'époque, faisait bloc avec la bourgeoisie artisanale des villes et le prolétariat.

Il est arrivé que le Capital commercial n'a pas lutté jusqu'au bout contre la domination douanière des Anglais en Perse, ce qui lui

aurait permis de créer une industrie indigène et de se transformer en capital industriel. Le capital commercial s'en est allé vers l'agriculture, il est devenu à moitié agraire et a retardé ainsi l'essor économique du pays. Sur le plan politique, il a troqué son rôle révolutionnaire de naguère contre un emploi réactionnaire.

La population paysanne a trouvé peu de profit à ce changement de maîtres. Les nouveaux propriétaires ont tâché de garder une certaine partie des privilèges féodaux, et d'ailleurs, ils exploitent encore plus durement les paysans qui se lamentent sous le fardeau d'impôts et fermages exagérés. Les paysans sont des sans-le-sou, leur capacité d'achat est très réduite. La population urbaine s'est appauvrie, elle aussi. Les artisans continuent à être ruinés par la concurrence anglaise et les petits marchands sont évincés de leur emploi d'intermédiaires. La pauvreté de la population restreint le marché intérieur et il en résulte une crise économique qui devient chronique.

Tant que la lutte nationale révolutionnaire était soutenue par la bourgeoisie commerçante, cela rappelait le mouvement analogue, en Turquie. Mais la Turquie kémaliste a réussi à amener la lutte anti-impérialiste à un niveau tel que la bourgeoisie turque est en état de construire une industrie nationale, d'industrialiser le pays en le rendant de plus en plus indépendant du capital étranger. La Perse de Risa-Shah n'a pas pu en faire autant; elle s'est réconciliée à mi-chemin avec l'impérialisme anglais en acceptant sa suprématie économique.

Mais un pays ne peut vivre en état de crise permanente. Tôt ou tard, les masses laborieuses de la Perse auront à fournir un effort héroïque pour s'arracher à cette situation. La première condition de la victoire, c'est d'en finir une fois pour toutes avec les privilèges des impérialistes anglais qui empêchent la fondation d'une industrie nationale et qui soutiennent la réaction politique intérieure. La seconde condition consiste dans la création d'un marché intérieur, prémisses nécessaires du développement de l'industrie indigène. Mais ce ne sera possible que lorsque les paysans persans seront affranchis du fardeau des impôts et fermages élevés, c'est-à-dire quand ils seront les maîtres de la terre qu'ils cultivent.

.....

Sur ce sombre fond économique, il est intéressant de considérer la classe ouvrière persane, ses organisations, les conditions d'existence et de travail des ouvriers.

Le développement industriel de la Perse n'a pas fait jusqu'à présent de progrès sensibles bien que ce pays abonde en richesses naturelles. Pendant la guerre mondiale, la Russie et l'Angleterre ne pouvant alimenter pleinement le marché persan, l'industrie nationale se fortifia un peu, et même une série de nouvelles entreprises furent fondées. Toutefois, vu les causes déjà citées, l'industrie persane fut incapable d'avancer plus loin.

En Perse, aujourd'hui encore, l'industrie artisanale et l'industrie

à domicile prédominant. On sait que c'est surtout la fabrication des tapis qui y est réputée. Les usines sont très rares celles qui existent sont, d'ailleurs, peu considérables (usines de cardage de coton, savonneries, fabrique d'allumettes à Tauriz, usine textile à Ispahan, raffinerie de sucre à Masaanderan, fabrique d'armes à Téhéran, verrerie à Shiraz et quelques autres).

Il convient de considérer à part la concession pétrolière de la Compagnie Anglo-Persane du Naphte. Ces exploitations sont situées dans le midi de la Perse; elles occupent près de 36.000 ouvriers.

On compte au total en Perse, un peu plus de 100.000 ouvriers et de prolétaires artisans (ce chiffre ne comprend pas les travailleurs du naphte en question). Plus de la moitié de cet effectif est concentré à Téhéran et à Tauriz.

La situation de l'ouvrier persan rappelle celle des ouvriers européens à l'époque de l'accumulation primitive. La concurrence des marchandises étrangères aggrave l'exploitation des travailleurs. La journée du travail dure 12 à 16 heures, les salaires sont plusieurs fois plus bas qu'en Europe. La main-d'oeuvre enfantine et féminine est largement employée; l'exploitation est encore plus dure que pour les ouvriers adultes. Par exemple, dans la fabrication des tapis les 75% de la main-d'oeuvre sont formés par des enfants. La tuberculose fait de grands ravages dans leurs rangs et ils perdent rapidement la vue.

Les ouvriers de la Compagnie Anglo-Persane travaillent 12 heures et gagnent 2 à 3 krans (1 kran vaut à peu près 2 francs). Des enfants de 12 à 14 ans sont employés pour de lourds travaux. On peut juger de la situation des travailleurs de cette concession britannique par un rapport remis au début de cette année au Parlement par "l'Association des ouvriers persans des exploitations méridionales du naphte". On lit, entre autres, dans ce document: "Qui viendra voir nos misérables cabanes toutes trouées qui nous servent de domiciles? Qui verra comment le travail d'été nous aveugle, soumis que nous sommes à une chaleur torride? Qui saura que nous mourons empoisonnés par des gaz asphyxiants? Qui prêtera attention à nos enfants nus qui meurent de faim?"

Les ouvriers de la Compagnie sont obligés de verser une grande partie de leurs salaires pour les cabanes et les tentes qu'ils habitent dans la ville d'Abadan. Les chômeurs sont nombreux et l'administration anglaise en profite pour diminuer les salaires. En général, le travail qui se fait dans ces exploitations pétrolières rappelle le service militaire obligatoire plutôt que le labeur d'hommes libres. Pour la moindre faute les ouvriers sont frappés d'amende. L'administration anglaise soumet les ouvriers à un traitement inhumain et barbare.

#### La faiblesse numérique du prolétariat persan se répercute sur ses organisations.

Le syndicalisme persan existe depuis plusieurs années. Le premier syndicat persan, celui des typos de Téhéran, s'est formé en 1906. Mais c'est seulement en 1918, à la suite d'une grève heureuse qui lui permit d'obtenir la journée de 8 heures et un contrat collectif qu'il a commencé à jouer un



grand rôle dans le mouvement ouvrier. Il donne aux travailleurs l'exemple de l'organisation nécessaire pour lutter contre le patronat.

Le syndicalisme persan est arrivé à son développement maximum dans les premières années de lutte nationale révolutionnaire. En 1921, il y avait 20.000 ouvriers syndiqués. Toutefois, les syndicats n'étaient pas encore organiquement consolidés; en 1922-23 il ne resta plus que 10 ou 12.000 syndiqués dont plus de 8.000 à Téhéran, groupés par le Conseil Syndical de cette ville. En 1923, les syndicats ouvriers furent dévastés par les autorités (Risa-Khan) pendant les élections du Medjilis, car les ouvriers montraient un état d'esprit révolutionnaire. En 1924, il n'y avait plus que 6 syndicats avec 1.300 membres à Téhéran. En 1925 pendant la lutte des républicains avec les monarchistes, aux élections de la Constituante et après le coup d'Etat de Risa-Shah, les syndicats furent de nouveau écrasés. Depuis lors, ils végètent.

Le tableau suivant donne une idée de la composition et de l'effectif des syndicats avant leur dévastation:

PROFESSIONS	1921	1922	1923	1924
Typos.....	180	200	200	250
Emp. des magasins de tissus.....	350	-	80	-
Boulangers.....	3.000	2.000	1.800	-
Em. de commerce.....	250	200	-	-
Postiers.....	90	100	120	-
Télégraphistes.....	180	564	564	-
Confiseurs.....	300	400	400	-
Cordonniers.....	1.800	1.800	1.800	150
Tailleurs.....	2.000	1.000	2.000	150
Galonniers.....	150	150	150	-
Instituteurs.....	-	480	400	-
Boulangers.....	-	-	720	-
Em. de pharmacie.....	-	-	130	100
Trav. municipaux.....	-	-	500	-
Tabac.....	-	-	2.500	-
Textile.....	-	-	-	200
Bâtiment.....	-	-	-	400
Baigneurs.....	-	-	-	200

Selon nos renseignements sont syndiqués actuellement à Téhéran: 150 typos (les travailleurs de l'imprimerie militaire du Médjilis n'ont pas le droit de se syndiquer); 40 ouvriers du bâtiment (il y a à Téhéran 800 travailleurs de cette industrie) et 50 à 60 travailleurs du textile (sur les 500 qu'il y a à Téhéran). Il existe encore des groupements assez nombreux d'ouvriers boulangers, cordonniers, tailleurs et certains autres. Les autorités font de leur mieux pour corrompre ces syndicats en tâchant de faire accepter aux leaders l'idée de la collaboration de

classes. Le prolétariat occupé par la Compagnie Anglo-Persane du Naphte n'a le droit d'adhérer qu'aux syndicats créés par l'administration.

La faiblesse des organisations syndicales et les répressions gouvernementales gênent les grèves. Avant l'écrasement du mouvement syndical, elles étaient assez fréquentes et se terminaient ordinairement par la victoire des travailleurs. Le syndicalisme persan une fois écrasé, le mouvement gréviste s'est beaucoup affaibli. Toutefois, il éclate encore des grèves de temps à autre. C'est ainsi qu'en mai 1927 eut lieu une grève de fonctionnaires publics dont on avait rogné les appointements, 700 fonctionnaires firent une démonstration que la police à cheval dispersa.

La faiblesse du mouvement ouvrier s'explique aussi par la faiblesse du Parti Communiste Persan, traqué par la police de Risa-Shah. L'unification des forces communistes dispersées et le renforcement organique du parti communiste sont la condition nécessaire d'une nouvelle reprise du mouvement ouvrier persan.

H. EYDOLS.

Source: l'I.S.R., No. 7, 1926, pp. 703-706.

LA REVOLUTION D'OCTOBRE  
ET LES TRAVAILLEURS DE PERSE

Les "dix journées qui ont ébranlé le monde" ne pouvaient manquer d'avoir leur répercussion chez la voisine de la Russie, la Perse, colonie de l'Angleterre impérialiste et de la Russie des tzars.

La politique des deux Empires qui tenaient la Perse sous leur tutelle politique et économique posait toute sorte d'obstacles devant l'essor de l'industrie nationale et donc devant l'accroissement de la classe ouvrière. L'exploitation des terres pétrolifères dans les régions méridionales du pays ne faisait que commencer; à part quelques petites entreprises - de peu nombreuses imprimeries, des pêcheries et un chemin de fer construit par les Russes - l'industrie était inexistante en Perse. La population ouvrière se composait en majeure partie de petits artisans, masses amorphes, dispersées et inorganisées. Mais l'exploitation cruelle que subissaient les ouvriers salariés, dépouillés de tous droits, était pour eux une source permanente de mécontentement. On sait que ce mécontentement se manifesta dans les différentes parties de la Perse, sous l'influence de la première Révolution russe.

La Révolution de Février fit revivre des groupes qui s'étaient figés sous l'oppression de la réaction. Mais les espérances des révolutionnaires persans s'éteignirent rapidement. La politique de Kérensky fut le prolongement de la politique colonisatrice des tzars; elle fut dirigée pour la défense des intérêts de la bourgeoisie russe. Il n'est pas étonnant que l'attitude des masses révolutionnaires de la Perse envers ce gouvernement fut aussi hostile, en fin de compte, qu'envers la dynastie des Romanov.

Mais le tourbillon de la Grande Révolution d'Octobre balaya l'hypocrite gouvernement de Kérensky et C<sup>o</sup>, et la situation changea brusquement.

Parmi d'autres décrets émancipateurs publiés par le gouvernement soviétique, il y en avait un qui annulait tous les traités inégaux imposés par l'ancien gouvernement tsariste et conservés intacts par Kérensky. Après l'instauration de la dictature prolétarienne en Russie, le peuple persan se sentit en état d'égalité dans ses rapports avec l'une des plus grandes puissances du monde. La grande Révolution d'Octobre ouvrit pour la Perse une nouvelle page de son histoire; pour la première fois, après de longues années d'occupation, ce pays fut appelé à une vie politique indépendante.

Bien entendu, les ouvriers persans ne restèrent pas spectateurs indifférents des événements d'Octobre. Réveillés par le tonnerre de la révolution, secoués par la nouvelle de la naissance de la première république ouvrière et paysanne, ils commencèrent à s'organiser et à rassembler leurs forces pour conquérir un sort meilleur. Au fond, c'est seulement après la Révolution d'Octobre que l'organisation de la classe ouvrière persane a commencé. Mais, dès le début, la direction des organisations ouvrières tomba aux mains des groupes opportunistes d'intellectuels qui firent tous leurs efforts pour écarter les travailleurs du chemin révolutionnaire. A ce moment-là, deux partis: les social-démocrates et les karghlar-socialistes, et un syndicat de compositeurs-typographes,

commencèrent à fonctionner à Téhéran.

Des ouvriers de diverses entreprises adhèrent à ces organisations: typos, employés des omnibus, travailleurs du Bâtiment, etc... Les membres de ces organisations, malgré la direction antirévolutionnaire des faux socialistes, se réclament de mots d'ordre révolutionnaires, tels que: a) expulsion des troupes anglaises; b) lutte contre les mercantis affameurs; c) journées de huit heures; d) droit syndical, etc...

La première action ouverte eut lieu en 1917: ce fut une démonstration anglophobe. Des milliers d'ouvriers révolutionnaires y participèrent et réclamèrent la mise en liberté de Souleiman Mirza et des autres chefs démocrates, la dissolution de la police anglaise, le retrait des troupes anglaises, etc...

Dans le même hiver 1917, en pleine période de famine, les ouvriers typographes se mirent en grève et, drapeaux rouges en tête, allèrent dévaster les boutiques des mercantis; la police les dispersa.

En 1919, alors que l'anglophile Vosug-Dovlé était chef du gouvernement, les typographes se mirent en grève. La police intervint et obligea les ouvriers à céder. Toutefois, ils avaient obtenu la journée de huit heures.

Dans la même année, une grève des tramwaymen aboutit à une défaite. L'expérience de ces grèves apprend aux travailleurs à rassembler leurs forces en vue des combats futurs.

La victoire du pouvoir soviétique, au Caucase et en Turkestan, et la révolution de 1920-1921, furent aussi pour les travailleurs persans une excellente leçon de choses les incitant à la lutte économique et politique. A partir de ce moment et jusqu'en 1925, simultanément à l'essor du mouvement émancipateur se développe le mouvement ouvrier dirigé par le parti communiste d'Iran, les syndicats participent directement à la vie politique du pays. La pression des masses syndicales fit démissionner consécutivement plusieurs Cabinets. En 1922 fut organisée pour la première fois, en Perse, une grandiose manifestation du 1er mai pendant laquelle le mot d'ordre fondamental était la journée de huit heures.

Un temps d'arrêt se produit dans le mouvement ouvrier après le coup d'Etat réactionnaire de Riza-Shah. Les organisations ouvrières, traquées par la police, disparaissent ou se réfugient dans l'action clandestine, à l'exception des syndicats du Livre et du Textile à Téhéran et des Porteurs, à Enzédi. Mais les répressions gouvernementales sont impuissantes à faire oublier les leçons de la Révolution d'Octobre. Les travailleurs persans, malgré leur culture insuffisante, ont compris d'instinct la signification internationale de cette Révolution. La fête de son Xe anniversaire est pour tous les travailleurs de Perse une journée solennelle, et ils sont prêts à défendre de toutes leurs forces l'U.R.S.S. et ses réalisations révolutionnaires.

Dix années d'existence et de développement du pays de la révolution victorieuse, c'est une excellente leçon dont les travailleurs persans tireront profit dans leur lutte prochaine pour le pouvoir.

La Révolution d'Octobre fête son Xe anniversaire: c'est une garantie

de l'essor et de l'accroissement des organisations ouvrières en Perse.

Les dix années de révolution qui se sont déroulées sous la direction du Parti Communiste et de son grand chef V.-I. Lénine éclairent d'une lumière éclatante la voie émancipatrice des travailleurs de l'Orient et du monde entier.

Le Parti Communiste d'Iran et les syndicats persans étroitement unis à l'I.C. et à l'I.S.R. vont élargir l'incendie allumé par la Révolution d'Octobre jusqu'à la victoire complète des travailleurs dans le monde entier.

Vive l'union des travailleurs d'Orient et d'Occident sous la bannière rouge de la Grande Révolution d'Octobre!

Vive le léninisme et l'alliance du prolétariat révolutionnaire avec les peuples opprimés en Orient!

Vive l'Internationale Communiste, Etat-majour de la Révolution mondiale!

Vive l'I.S.R., symbole de l'unité internationale du mouvement ouvrier!

Vivent le parti communiste russe et son Comité Central, avant-garde de la révolution mondiale!

ZAHMATKECH

Source: l'I.S.R., No. 10, Oct. 1927, pp. 861-862 ( en Russe, pp.412-14)

## MOUVEMENT SYNDICAL EN IRAN

La classe ouvriere - Nous constatons ainsi la grande diversite de la composition de l'industrie iranienne commençant par l'artisanat et le travail a domicile et finissant par les fabriques et usines modernes. Quantitativement les artisans constituent un groupe de 10% de la population de l'Iran. Par ex. dans la grande ville du sud de l'Iran, Shiraz, avec une population de 40-45 mille, on compte jusqu'a 4 000 hommes d'artisans.

La quantite generale d'ouvriers industrielle occupes a l'industrie iranienne n'est pas etablie exactement.

Les centres ouvriers les plus importants sont: Teheran - pres de 50 000 ouvriers et employes, Ispahan - pres de 15 000, Tavriz - pres de 30 000, Ardebil - pres de 6 000, Horassan - 8 000, Enzeli - 10000 et Reht - 15 000. Les autres sont eparpilles par petits groupes dans des petites villes et villages.

Les conditions du travail - Le montant du salaire varie beaucoup selon les professions et les localites. Pour les ouvriers qualifies il est relativement eleve : ainsi les imprimeurs recoivent: les typo - graphes adultes de 12 a 20 tuman par mois, les adolescents - de 3 a 6, les metteurs en page de 35 a 40; les ouvriers des poissonneries (anglais) a Enzelli recoivent de 15 a 20 touman par mois (parmi ces ouvriers il ya beaucoup de Russes). Les ouvriers du textile dans la production de tapis recoivent a Kermanchah de 1 a 3 krans par jour, les maitres de 4 a 5 kran.

La journee de travail - de 11 heures generalement, mais vu la quantite des fetes religieuses dont la celebration est obligatoire, la semaine de travail (en comptant par annee) ne depasse pas 40 heures. Aux entreprises de la cie anglo-iranienne et chez les imprimeurs on a introduit la journee de 8 heures, avec paiement des heures supplementaires. Dans la plupart des branches on a conserve la journee de 12 et meme de 16 heures.

Le temps du travail n'est pas limite dans la plupart des cas. On peut juger des conditions du travail dans differentes productions de l'Iran selon les donnees se rapportant au Guilan moderne. Les maitres constructeurs travaillant 12 heures recoivent de l'entrepreneur ou du proprietaire de la maison 10 kran par jour. Ce sont les anciens artisans independants qui maintenant travaillent pour l'entrepreneur. De leur cote, ils paient aux ouvriers (anciens

apprentis ou élèves) 3 kran par jour. La situation matérielle des ouvriers constructeurs est plus dure que celle des artisans car pendant toute la saison d'hiver ils restent sans travail. Les maîtres des travaux en glaise paient à leurs ouvriers jusqu'à 2 kran par jour avec une journée de travail de 14 heures. Les ouvriers aux abattoirs aidant le boucher "sallah", reçoivent 1 kran par jour. Les ambal reçoivent de l'entrepreneur (?) ("ambal-bachi" - chef ambal) de 2 à 4 kran; ceux qui travaillent sur le marché libre gagnent rarement plus de 2 kran. Les maîtres ouvriers gagnent par jour en moyenne 10 kran, en payant aux aides 2 kran par jour. Les maîtres chapeliers gagnent par jour 10 kran.

Le salaire dans les entreprises pétrolières: les ingénieurs et les employés reçoivent de 300 à 450 rupee avec logement payé. Les manoeuvres et les techniciens arméniens et hindous gagnent 2-3 kran par jour. La journée de travail dure 10 à 11 heures. On applique la convention par tâche.

Les salaires et le temps de travail des hommes ouvriers qu'on a cités plus haut ne sont pas caractéristiques pour déterminer la situation du prolétariat iranien parce que la production se base non sur le travail d'hommes mais sur celui des femmes et d'enfants. Ainsi dans la province Kermanschah qui est comme on l'a dit plus haut le centre de l'industrie du tapis, parmi les 7000 personnes occupées dans cette production 75% sont des enfants de 6 à 12 ans et les femmes, les autres 25% sont presque exclusivement des adolescents de 15 à 18 ans; il n'y a que quelques centaines d'hommes dans cette production. La journée de travail des femmes et des enfants en été compte jusqu'à 16 heures avec un paiement de 1 à 3 kran par jour; on permet le travail rétribué à la tâche mais une évaluation si basse qu'il ne paraît pas possible de gagner plus de 3 1/2 kran par jour.

Les conditions sanitaires du travail sont horribles: dans les ateliers très souvent il n'y a pas de fenêtres, ils sont étroits et sales. Parmi les ouvriers fait rage la tuberculose, chez beaucoup la vue baisse déjà très jeunes. Des cas de cécité complète sont fréquents.

Les ouvrières se sont adressées au ministère de l'intérieur avec prière d'améliorer leur situation. En janvier 1924 le ministre des affaires intérieures prescrivit au gouverneur de Kermanschah de forcer les propriétaires d'entreprises d'exécuter absolument les prescriptions suivantes: 1) journée de travail de 8 heures; 2) repos hebdomadaire payé; 3) faire des fenêtres dans tous les ateliers; 4) organiser la ventilation; 5) remplacer les bancs bas par des hauts; 6) augmenter la plateforme des ateliers en comptant 4 1/2 archines carrées par ouvrier; 7) ne pas permettre le travail des garçons de moins de 10 ans et des filles de moins de 12 ans.

Plus tard la protestation des entrepreneurs força le ministre de supprimer les points 3, 4 et 6; en fait aucun de ces points de furent realise.

Chomage - Il n'ya pas de donnees precises; ce qui est surtout significatif c'est le chomage parmi les ouvriers non qualifies (jusqu'a 50% du nombre total); parmi les ouvriers qualifies le chomage se monte a environ 20% .

La legislation sociale n'est pas developpee pour autant que l'industrie est absolument non developpee et son caractere domestique predominant exclue la possibilite de controle quant a l'execution des prescriptions legales. En 1921, on a edicte une loi pour la defense du travail des enfants, l'age limite pour permettre le travail ayant ete a 8 ans (jusqu'a la on permettait le travail des enfants de 6 ans). En 1924 le gouvernement edicte une loi sur les fabriques; sa base essentielle - 8 heures de travail dans la production de tapis et la production textile avec permission d'augmenter la duree de la journee de travail apres accord volontaire avec les ouvriers; le minimum d'age pour les enfants est augmente a 10 ans; on a etabli une serie de mesures sanitaires obligatoires pour les entreprises, un arret obligatoire de travail le vendred et dans les journees des fetes religieuses; on a etabli une interruption obligatoire pour le repas de 1 heure 1/2 ; aux fabriques ou travaillent les hommes et les femmes, les femmes devaient avoir un local separe pour les travaux.

Cette loi n'avait pas de consequences reelles car pour les ouvriers de la compagnie petraliere anglo-iranienne et pour les imprimeurs elle ne faisait que confirmer la situation existante selon les accords collectifs puisque deja en 1918 ils avaient une greve de 14 jours obtenu la journee de 8 heures, le paiement des heures supplementaires, l'amelioration des conditions hygieniques, etc.

Le parti politique du proletariat - En vue des conditions politiques et le bas niveau du developpement des masses ouvrieries de l'Iran, les centres de l'organisation politique des ouvriers conscients de l'Iran jusqu'a ces temps derniers se fondaient uniquement a l'etranger. Dans ce domaine le mouvement revolutionnaire de classe iranien est lie de la facon la plus intime avec le russe. Le noyau des forces de classe revolutionnaires se trouvait jusqu'a la revolution d'octobre a Bakou ou il y a beaucoup d'ouvriers iraniens. Au debut ce noeud etait joint au parti social-democrate ouvrier russe. En 1914 les ouvriers iraniens protesterent contre la guerre imperialiste. En 1916 le groupe d'ouvriers iraniens se dissocia de la social-democratie et mena pendant longtemps le travail parmi le pro-



letatien iranien de Bakou. Apres la revolution de fevrier, le groupe grandit et son influence sur les masses ouvriers augmenta. En meme temps il menait le travail en Iran, y envoyant les emissaires pour le travail clandestin. Beaucoup d'entre eux sont meme jusqu'a present dans les prisons iraniennes. Le parti accepta le programme communiste et le prit le nom "adalet". En ete 1920 a Enzeli il y eut un premier congres avec la participation des delegues des organisations communistes iraniennes du Turkestan, du Caucase et de l'Iran. A Turkestan vers cette epoque il y avait 52 cellules avec 7000 ouvriers organisés, a Daghestan un comite qui unissait 500 hommes, a Reht - 10 cellules avec 2000 membres, a Ardebil - 150 hommes, a Astara - 95 hommes. Au cours du congres il decida de s'appeler "Parti communiste iranien". Son travail futur se deroula exclusivement dans la clandestinite.

Mouvement professionnel en Iran - Il represente un tableau tres divers avec une serie de transitions des corporations du Moyen Age aux unions professionnelles proletariennes.

Les corporations sont la forme de base de l'union professionnelle en Iran et jusqu'a ces temps derniers elles ont conserve leur caractere ferme moyenageux. Dans une serie de provinces iraniennes c'est la seule forme de l'organisation de travail. Les corporations iraniennes sont organisationnellement liees avec la periode urbaine de l'industrie. Elles n'ont pas d'unions plus larges que les unions urbaines. Les principales corporations urbaines s'unissent en unions des artisans. Dans l'union d'Ispahan entrent pres de 60 corporations, dans celle de Kermanshah - pres de 20, dans celle de Tavriz, pres de 40. Dans le programme de l'union d'Ispahan entrent les taches suivantes: 1) defense de la constitution iranienne et des lois fondamentales, 2) defense contre les abus au moment des elections au medjlis et l'introduction dans le medjlis des gens de confiance appartenant a la classe moyenne, 3) defense des interets des corporations particulieres, 4) amelioration de la technique de la production artisanale, son maintien a un niveau eleve et lutte contre les falsifications et 5) defense des interets des artisans en general.

L'idee meme des unions ouvrieres naquit en Iran au moment du mouvement constitutionnel de 1906-1909. L'absence d'une legislation ouvriere speciale et le silence sur les unions ouvrieres dans les lois constitutionnelles de base en Iran, forcent les dirigeants du mouvement ouvrier iranien de soumettre les unions professionnelles a l'article 21 des lois de base du 7 octobre 1907, sur la liberte des unions.

En 1920 a Tavriz il se crea l'union d'ouvriers-apprentis qui se faisait appeler "parti ouvrier". Selon le statut ses membres peuvent

etre toutes les personnes qui n'exploitent pas le travail d'autrui et vivent degain individuel. Vers la fin de 1921, l'union comptait 3 000 hommes. Le terme d' "exploitation" etait compris par les dirigeants de l'union dans un sens tres large: ils trouverent possible d'organiser - parallelement a l'union ouvriere - une union de petits patrons de bazar de Tavriz (sur 17 000 marchands du bazar de Tavriz on compte 13 000 petits entrepreneurs) en vue du fait que le haut loyer percu d'eux par les proprietaires du terrain du bazar assure leur "etat d'esprit revolutionnaire" et par consequent dans une certaine mesure les rend allies des ouvriers dans la lutte contre le regime existant. Le parti ouvrier organisa ces petits patrons en sections de production, les lia par une direction comme, connectee avec la direction de l'union ouvriere: sur toutes les questions de la plus haute importance il y a des seances en commun, etc. De cette facon entre les mains du parti se trouve la direction de fait de cette organisation aussi comptant plus de 12 600 membres. En 1921, l'union reussit, malgre l'opposition du gouverneur et des grands proprietaires d'obtenir la diminution du loyer de 20%, en menacant de, "fermer le bazar" ce qui dans les conditions de la vie iranienne est l'equivalent de la greve generale.

Parallelement a ces organisations corporatives, en dehors des classes, parfois melangees quant a leur composition, des unions professionnelles du type moderne commencent se former graduellement repoussant petit a petit les corporations. La premiere union fut organisee a Teheran en 1907 par les ouvriers typographes, sous l'action determinee des evenements revolutionnaires en Russie des annees 1905-06: les rapports economiques etroits entre l'Iran et la Russie d'un cote, les relations notes plus haut du mouvement revolutionnaire ouvrier de l'Iran avec les organisations iraniennes sur le territoire russe, d'un autre cote, eurent pour effet de determiner une tres forte influence du mouvement russe sur le developpement de mouvement professionnel iranien en general.

La greve en plein succes de l'union des imprimeurs qui lui procura la journee de 8 heures de travail et d'autres avantages, donna une impulsion au mouvement ulterieur. En 1920 il se crea l'union des employes des magasins de manufacture etc. Pour la direction generale de l'activite des unions qui se creerent, leur instruction et l'organisation des nouvelles unions en novembre 1921 fut creee a Teheran "un conseil central des unions professionnelles" dans lequel entrerent 3 representants de chque organisation de l'union. En 1922, 10 unions vinrent s'adjoindre au conseil, en 1924, il y en a eu 16 qui assemblerent 11 564 ouvriers avec le chiffre general de 50 000 ouvriers de Teheran (v. tabl. No.6).

Ce sont les unions iraniennes des employes des postes et du telegraphe qui avait la plus grande importance - elles s'etendaient dans tout l'Iran et comprenaient tous les employes des etablissements de postes et telegraphe. Jusqu'a present le gouvernement refuse de reconnaitre ces unions et les avait fermees plusieurs fois. La derniere fois elles furent fermees en automne 1925 en rapport avec les elections. La meme chose se produisit en ce qui concerne l'union des enseignants. En automne 1925, en rapport avec la lutte des groupes republicains et monarchistes lors des elections au medjlis, les unions appartenant a l'extreme gauche du mouvement, furent de nouveau detruites dans le pays tout entier. Cependant le gouvernement iranien se refuse jusqu'a present de reconnaitre les unions professionnelles et avait plus d'une fois engage la lutte contre elles, par exemple en defendant aux personnes se trouvant au service gouvernemental d'entrez dans ces unions. La destruction presque complete des unions professionnelles en Iran eut lieu en ete 1923 au cours des elections au 5eme medjlis, quand Reza Khan preparait l'introduction dans medjlis de ses partisans pour exécuter la revolution "constitutionnelle".

Tableau No. 6  
Les Unions de Teheran de 1924

1.- Union d'ouvriers typographes	200 hommes
2.- " d'employes de magasins de manufacture	80 "
3.- " de boulangers	1.800 "
4.- " de cordonniers	1.800 "
5.- " de tailleurs	2.000 "
6.- " d'ouvriers confiseurs	400 "
7.- " d'employes de commerce	250 "
8.- " d'employes de poste	120 "
9.- " de telegraphistes	564 "
10.- " de passementiers	150 "
11.- " de bouteliers	720 "
12.- " d'ouvriers textiles	2.000 "
13.- " d'employes de pharmacie	130 "
14.- " d'enseignants	400 "
15.- " d'employes municipaux	500 "
16.- " d'ouvriers de tabac	2.500 "

Les unions professionnelles iranniennes ne comprennent qu'une partie insignifiante de chaque branche donnee de la profession. Par exemple l'union de sabotiers de Teheran comprend 150 hommes sur la quantite totale de 4000 sabotiers de Teheran.

Actuellement en Iran il y a une serie d'unions: l'union des chargeurs compte 140 hommes a Enzeli; a Teheran l'union des ouvriers textiles ou entrent les ouvriers des ateliers de couture fournissant l'equipe-ment au gouvernement unit 400 hommes. Il y a une union des construc-teurs comptant 1 800 hommes.

Comme il apparait de ce decompote, le mouvement professionnel est con-centre presque exclusivement au nord, les unions professionnelles ne se sont pas developpees au sud, dans la zone de l'occupation anglaise, a cause de la persecution de toutes les organisations ouvrieres et la politique du capital anglais qui a mis a la disposition des ouvri-ers des entreprises anglaises des conditions de travail meilleures en comparaison avec les indigenes.

Malgre la faiblesse quantitative, le manque des moyens financiers (car les cotisations suffisent seulement a assurer l'administration de l'union, il n'y a pas d'aide mutuelle, il n'y a pas de reserve de greves) les unions professionnelles commencent a jouer un certain role dans la vie politique. Ainsi la greve des enseignants a Teheran du janvier 1924 qui avait dure 21 jours et avait provoque la plus grande emotion dans les cercles sociaux large amena la chute du cabi-net Gavam-ul-Saltane qui avait edicte l'ordonnance defendant aux gens se trouvant en service public de faire parti des unions professionnel-les - c'est ce qui provoqua sa chute.

Mouvement de greve - Les greves sont assez frequentes. En 1923-1924 a Teheran il y a eu les greves suivantes: 1) Greve generale des im-primeurs en reponse a la fermeture sur decision du cabinet des mini-stres des sept journaux. Apres une greve de deux jours, les impri-meurs obtinrent la suppression de la defense. 2) Greve d'un jour des imprimeurs de typographie du medjlis; exigence d'augmenter le salaire, conge de 10 jours, suppression de la designation des impri-meurs a d'autres travaux (par ex. les travaux de construction). Les exigences furent satisfaites. 3) Greve des imprimeurs de Premier Mai - manifestation. 4) Greve generale de sept jours d'ouvriers du textile, exigence satisfaite de paiement a la piece. 5) Greve d'ouvriers muni-cipaux provoquee par le non paiement des salaires; elle amena des con-flits avec la police qui a finit par des services contre les ouvriers, mais les exigences des grevistes furent tout de meme exectees.

Source: Mirovoje Profesional'noje Dvižanije, T. VI, Moscou, 1927, pp. 227-232

## LE MOUVEMENT SYNDICAL EN IRAN (1923)

... En Perse le Secretariat Nationale continue son travail d'agitation et de propagande, dans les centres importants tels que Téhéran, Tebriz, Isphahan, Meched etc., où se trouvent concentrées des masses importantes d'éléments prolétariens et semi-prolétariens. Mais les conditions actuelles en Perse contemporaine, l'ingérence permanente d'Angleterre dans toutes les affaires intérieures et extérieures du pays, les changements ininterrompus de gouvernement, le marasme économique, entravent le développement rapide du mouvement ouvrier.

Source: " Le Mouvement Syndical En Orient", in l'I.S.R., No. 31, 1923, p.58.

### RESOLUTION DU IV CONGRES DE L' I.S.R. sur l' Iran

Le mouvement syndical en Perse qui a un passé de 20 ans et qui comptait à l'époque du IIIe congrès près de 5,000 ouvriers organisés est aujourd'hui presque complètement détruit. C'est tout au plus s'il y a quelques centaines de syndiqués disséminés entre de nombreux syndicats nains.

La politique érronée des dirigeants du syndicalisme persan, la "politisation" outrancière de ce dernier, la transformation des syndicats en organisations purement politiques, d'une part, et les cruelles persécutions dirigées par le gouvernement du Shah se conformant aux ordres des agents britanniques, de l'autre, ont abouti à la désagrégation du mouvement syndical. Il faut corriger radicalement les erreurs commises. Il faut: a) accorder un maximum d'attention à la lutte pour l'amélioration de la situation économique des travailleurs et commencer la lutte pour la journée de 8 heures dans les industries fondamentales telles que la fabrication des allumettes, le textile, les cuirs, et peaux; b) engager une vaste campagne d'éclaircissement sur l'importance des syndicats, organisations économiques de classe du prolétariat, en les opposant aux corporations dirigées par les agents de Réza Shah dans lesquelles le gouvernement du Shah essaye de pousser les ouvriers persans; c) procéder, malgré toutes les difficultés, à l'organisation de la catégorie la plus nombreuse et la cruellement exploitées par le capital étranger des travailleurs persans des exploitations pétrolières de la Compagnie anglo-persane.

Source: Thèses et Résolution du IV Congrès de l'I.S.R., Moscou, 1928, pp. 39-40

## CONTRE LA TERREUR BLANCHE EN PERSE

### (Appel des Jeunes communistes de Perse et de Grande-Bretagne)

Un des camarades les meilleurs et les plus courageux du mouvement ouvrier révolutionnaire de Perse a été assassiné par le gouvernement persan. Hedjazi, membre du P.C. illégal et des Jeunes communistes de Perse, avait été emprisonné pour son travail. Il fut torturé cruellement en prison. Mais il refusa de donner aucun renseignement. Il mourut au bout de trois jours des suites de tortures policières.

Les tortures et la mort de ce camarade caractérisent le régime de terreur du gouvernement persan. De nombreux révolutionnaires sont dans les cachots pour avoir commis des "crimes" comme la participation au 1er Mai ou parce que "suspects" d'appartenir aux Jeunes communistes.

Cette terreur brutale dirigée contre la classe ouvrière est pratiquée sur l'ordre et dans l'intérêt de l'impérialisme anglais. Les intérêts pétrolifères de l'impérialisme anglais en Perse et le plan de faire de la Perse la base des opérations militaires contre l'U.S. ont amené la collaboration des banquiers anglais et persans contre le mouvement ouvrier révolutionnaire en Perse.

Les Fédérations communistes d'Angleterre et de Perse se réunissent pour protester contre l'assassinat du camarade Hedjazi, contre l'incarcération continuelle des camarades persans et la terreur blanche pratiquée contre les organisations ouvrières. En commun elles demandent la libération des camarades emprisonnés et invitent la jeunesse ouvrière de Perse et d'Angleterre à accentuer la lutte contre la terreur blanche en Perse et contre la domination impérialiste anglaise.

A bas la terreur blanche en Perse!

La Fédération communiste des Jeunes de Perse.  
La Fédération communiste des Jeunes d'Angleterre.

Source: La Correspondance Internationale, No 126, 1928, p.1375 pour la version allemande cf. Inprekorr, Nr. 117, 16 Okt. 1928 Seite 2302.

## LE MOUVEMENT SYNDICAL EN PERSE

L'état économique arriéré de la Perse, l'éducation retardée de la classe ouvrière et le régime qu'elle subit, contribuent encore à l'existence des corporations de métier moyen-ageses. Les syndicats vraiment ouvriers, apparus pour la première fois au commencement du XX<sup>e</sup> siècle (1906) recrutèrent, vers 1922-23, des milliers d'ouvriers des centres les plus importants de la Perse (Téhéran, Tauris). Ces syndicats prêtèrent un appui énergique au mouvement républicain, commencé à cette époque. La persécution du mouvement syndical commença avec l'instauration du régime monarchiste. Le gouvernement réussit à désagréger la plupart des syndicats en y envoyant ses agents.

Pendant les trois dernières années, la répression gouvernementale (en automne 1925, pendant les élections de Médjilia, le Conseil Syndical de Perse, affilié à l'I.S.R., fut violemment dissous et réduit au travail clandestin), affaiblit énormément les syndicats. Le gouvernement refusant de les reconnaître, leur position resta précaire. Dans tout le pays, quelques syndicats seulement vivent: le plus important est celui du Livre. Les syndicats des Employés des P.T.T., des Pharmaciens, des Chargeurs, du Textile, des Instituteurs et des Cordonniers, sont encore moins conséquents. L'accès des syndicats est interdit aux fonctionnaires. L'énorme majorité des travailleurs persans (jusqu'à 100.000 ouvriers industriels) n'est pas organisée.

La situation est particulièrement difficile dans la concession pétrolière anglaise (au Sud de la Perse) qui occupe près de 50.000 ouvriers et représente la plus importante entreprise industrielle du pays. Tout récemment encore il n'existait dans ces entreprises que des "associations de compatriotes" ou des mutuelles et ces organisations elles-mêmes étaient soumises à une stricte surveillance de l'administra-

tion. Un certain changement s'est accompli, semble-t-il en 1927. "La Société des ouvriers du pétrole méridional" présenta au gouvernement une liste de revendications où, à côté de demandes purement économiques, on trouve celles de la liberté d'organisation, de l'action éducative et sociale.

Source: "Le Mouvement Syndical dans les Pays Coloniaux et Orientaux" Rapport Pour Le IV Congrès de l'I.S.R. in l'I.S.R. au Travail. 1924-28.  
Moscou, 1928, p. 290.



## TRADE UNION MOVEMENT IN IRAN ( 1928 )

Report by L. Heller and Su to the IV Profintern Congress

The trade union movement in Persia, having a 20-year history, and which had about 5,000 members at the time of the Third Congress, is at the present time almost completely smashed, numbering only a paltry few hundred members who are scattered among a whole number of dwarfish unions.

The erroneous policies of the leaders of the Persian trade union movement, the excessive emphasis on politics, the transformation of the unions into purely political organizations on the one hand, and on the other hand the cruel persecution of the Shah's government acting upon the dictates of British agents, have led to the collapse of the trade union movement. The radical rectification of past errors is indispensable. It is necessary: (a) to devote the maximum of attention to the struggle for the amelioration of the economic conditions of the workers and to inaugurate the campaign for the eight-hour day in basic industries, like match factories, textile mills, and leather works; (b) to conduct a wide educational campaign concerning the importance of the trade unions as the class economic organizations of the proletariat, as against the guild organizations led by agents of Rez Shah, into which the Shah's government wants to drive the Persian workers; (c) in spite of all difficulties, to proceed to the organization of the most numerous category of workers, and the most cruelly exploited by foreign capital, the Persian workers employed in the oil refineries of the Anglo-Persian Company.

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Source: Report of the Fourth Congress of R.I.L.U., London, 1928, p.42.

PERSIEN  
AM 4. PROFINTERN (RGI) KONGRESS

SEKRETARIATSBERICHT ÜBER PERSIEN

Die persische Gewerkschaftsbewegung blickt bereits auf eine 20jährige Geschichte zurück. Zur Zeit des III. Kongresses vereinigte sie ungefähr 5000 Arbeiter. Infolge der eigenen Fehler (Umwandlung der Verbände in rein politische Organisationen, die sich am parlamentarischen Kampf beteiligten und die Reza-Chan, damals noch Republikaner, für sich gewinnen wollte) und auch infolge der Repressalien nach der Thronbesteigung Reza-Chans zerfiel die persische Gewerkschaftsbewegung, sodaß es gegenwärtig nur einige Hundert Mitglieder in mehreren kleinen Verbänden gibt. Die größte Zahl Industriearbeiter finden wir auf den Ölfeldern der "Anglo Persian Co." im Süden Persiens. Die Arbeit wird aber dort durch die Spitzelorganisationen erschwert, die von der Gesellschaft mit erheblichen Unkosten gegründet wurden. Ebenso wie einige große Konzerne in Amerika hat die Gesellschaft die Ölfelder durch eine eigene Schutzpolizei von der Außenwelt isoliert. Auch auf den Feldern selbst herrscht eine strenge Kontrolle. Jeder Arbeiter wird bespitzelt. Trotz all dieser Schwierigkeiten hat die Arbeiterbewegung Persiens die Aufgabe, in das Gebiet einzudringen, in dem der größte Teil des persischen Proletariats beschäftigt ist.

Gen. Seiphy (Reza Goham Abdullah-Zade). Persien:

Da die beschränkte Redezeit eine ausführliche Schilderung der wirtschaftlichen und politischen Lage der Arbeiter in Persien verhindert, werde ich nur über die Gewerkschaftsbewegung sprechen.

In der internationalen Gewerkschaftsbewegung sind die persischen Gewerkschaften sozusagen ein Kind der Oktoberrevolution. Obwohl unsere Bewegung eigentlich schon nach der russischen Revolution von 1905 entstand, bestand bis 1917 nur der Verband der Buchdrucker. Erst der Oktober, der Persien vom Joch des Zarismus befreite, sicherte unseren Organisationen freie Entwicklung.

Vor der Oktoberrevolution wurde Persien von zwei imperialistischen Großmächten unterdrückt und ausgebeutet. Über Persien schwebte ständig die drohende Gefahr der Aufteilung. Der Zarismus wurde gestürzt, der englische Imperialismus blieb aber bestehen. Wie gesagt, der rote Oktober in Rußland befreite uns zum Teil von unseren Fesseln. In Persien selbst kam es zu Aufständen. Die revolutionäre Welle stieg. Die Organisierung von Gewerkschaften nahm dauernd zu. Der englische Imperialismus, der sich der Gefahr bewußt war, versucht nunmehr mit Hilfe seiner Agenten in Persien die Gewerkschaften zu zerschlagen.

Ein solcher Agent der Engländer ist Riza-Schah, der sich des Thrones bemächtigt hat. Vom ersten Tage seiner Macht bekämpft er die revolutionäre Bewegung und die Arbeiterorganisationen. Er schließt die Gewerkschaften, obwohl sie sich nicht gegen die nationale Bewegung und die einheimische Regierung, sondern ausschließlich gegen das englische Joch, gegen den englischen Imperialismus wenden. Riza-Schah unterdrückte die Arbeiteraktionen mit allen Mitteln, ließ ihre Führer verhaften und henkte mit eigenen Händen die Arbeiter und Bauern, die sich zur Befreiung ihres Landes erhoben.

Persien ist ein kleines Land. Seine Bevölkerung zählt kaum 15 Millionen. Die Industrie ist fast überhaupt nicht entwickelt. Trotzdem haben die Gewerkschaften und anderen Organisationen der Arbeiter sehr viel geleistet. In den Gewerkschaften waren 1923 rund 5000 Arbeiter verschiedener Industrien organisiert. Sie standen unter der Leitung der Kommunistischen Partei, bekämpften die Offensive des englischen Imperialismus, unterstützten nach Kräften die nationale Freiheitsbewegung. In diesem Kampf riefen sich die persischen Gewerkschaften allmählich auf. Gegenwärtig ist ihre Zahl ganz unbedeutend. Sie sind überwiegend illegal oder

halblegal.

In Persien gibt es rund 100 000 Arbeiter, die sich hauptsächlich auf die Ölfelder der englischen Konzessionen im Süden des Landes verteilen. Ist auch die Lage der persischen Arbeiter im allgemeinen äußerst schlecht, so ist doch das Los eines Teiles von ihnen, von 20 000 Arbeitern, besonders schwer. Genossen, die sich ihrer annehmen, sie organisieren wollen, werden sofort verhaftet und aufgefordert, innerhalb von 24 Stunden die Gegend zu verlassen. In einigen Fällen erklärte man ihnen ganz offen: wenn ihr nicht das Feld räumt, so werden wir euch über die Klänge springen lassen. Man kann sich also vorstellen, wie außerordentlich schwierig unsere Arbeit ist.

Man weiß, daß der Imperialismus die Kolonien und Halbkolonien als Absatzmarkt ausnutzt. In Persien drosselten der englische Imperialismus und der Zarismus die Industrie, deren Entwicklung in den achtziger Jahren des vorigen Jahrhunderts begann. Daher haben wir in Persien vorwiegend eine Hausgewerbeindustrie, so in der Textilbranche. Der Lohn ist minimal. Der Arbeiter kann sich von seinem Verdienst gerade das tägliche Brot kaufen, Anschaffungen sind unmöglich. Dazu kommt, daß in der Regel einen Monat gearbeitet und zwei Monate gefeiert wird.

Wie ich soeben feststelle, ist meine Redezeit fast abgelaufen, ich breche daher meine Ausführungen über die Lage der Arbeiter ab, um zum nächsten Punkt überzugehen. In den Thesen wird meines Erachtens die Lage der Halbkolonien im N a h e n Osten zu wenig berücksichtigt. Die Gewerkschaften sind dort noch sehr unerfahren. Man muß sie allseitig unterstützen. Sie bedürfen der Führung. Daran fehlt es aber. Uns fehlt es an Richtlinien. Die organisatorische Arbeit wird mit veralteten Methoden geleistet. Wir haben kein modernes Schema, wir besitzen keine Instruktionen. Das ist ebenfalls ein die Entwicklung unserer Gewerkschaftsbewegung hemmendes Element. Die Gewerkschaften wissen nicht nur nicht, wie sie die Interessen der Arbeiter verteidigen sollen, sondern auch nicht, wie sie die Arbeiter organisieren sollen. Daher muß man dieser Seite unserer Tätigkeit mehr Aufmerksamkeit widmen, die betreffenden Länder im gewerkschaftlichen Aufbau durch Richtlinien und Organisatoren unterstützen. Der größte Mangel ist, daß

wir keine Genossen haben, die unsere Führer, unsere Wegweiser sein könnten.

Man wird vielleicht sagen, dazu ist die Kommunistische Partei da. Nun, die Kommunistische Partei befindet sich in derselben Situation. Auch ihr fehlt es an geeigneten geschulten Kräften.

Ich betone daher noch einmal, instruiert uns, gebt uns Organisatoren.

#### Resolution des 4. Kongresses über Persien

Die Gewerkschaftsbewegung Persiens, die auf eine 20jährige Geschichte zurückblicken kann und zur Zeit des III. Kongresses der RGI ungefähr 5000 organisierte Arbeiter zählte, ist gegenwärtig fast vollständig vernichtet und hat nur einige Hundert Mitglieder, die in einer ganzen Reihe Zwergverbände organisiert sind.

Der Fehler in der Politik der Führer der persischen Gewerkschaftsbewegung besteht in einer allzu starken Politisierung, in der Umwandlung der Verbände in rein politische Organisationen. Diese Fehler einerseits und die grausamen Repressalien seitens der Regierung des Schahs andererseits haben zu einem Zerfall der Gewerkschaftsbewegung geführt. Hier ist eine gründliche Beseitigung der früheren Fehler vonnöten:

a) Maximale Beachtung des Kampfes für die Verbesserung der Wirtschaftslage der Arbeiter und Einleitung des Kampfes für den Achtstundentag in solchen Industriezweigen, wie die Streichholzfabrikation, die Textilindustrie, die Lederindustrie; b) Einleitung einer großen Aufklärungskampagne über die Bedeutung der Gewerkschaften als wirtschaftliche Klassenorganisationen des Proletariats,

wobei man diese Organisationen den Zunftvereinigungen gegenüberzustellen hat, die von den Kreaturen Riza-Schahs geführt werden und in deren Reihen die persische Regierung die Arbeiterschaft hinein-zwingen möchte; c) ungeachtet aller Schwierigkeiten ist an die Organisation der größten und vom ausländischen Kapital meist ausgebeuteten Kategorie der persischen Arbeiter in den Naphtafeldern der Anglo-Persischen Gesellschaft heranzugehen.

Quelle: Protokoll über den 4. Kongress der Roten Gewerkschafts-Internationale. Berlin 1928; Seiten 403, 429-30 u. 547.

#### MASSEVERHAFTUNGEN UND MIßHANDLUNGEN IN PERSIEN

Teheran, den 10. Juni 1928

Angesichts der bevorstehenden Wahlen finden Massenverhaftungen von Arbeitern und fortschrittlichen Intellektuellen unter dem Vorwande der Teilnahme an der Demonstration vom 1. Mai, der Verteilung von Flugblättern und kommunistischer Propaganda statt. Die Verhafteten werden schwer mißhandelt.

Quelle: INPREKORR , Nr. 57,  
15. Juni 1928, Seite 1037.

**GEWERKSCHAFTLICHE BEWEGUNG PERSIENS**  
(Profintern)

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Quelle: Beschlüsse, Resolutionen, und Aufrufe, des IV. Kongresses der R.G.I., Berlin, 1928, Seite, 35.

## Greuelthaten des Pahlawi-Regimes in Persien

Jedermann, der auch nur ein wenig das heutige Persien kennt, weiß, daß von der mit dem Blute der Werktätigen und Bauern erkämpften "Verfassung und Demokratie" keine Spur übrig geblieben ist.

Das Parlament besteht nur zum Schein; in ihm sind in noch größerem Maße als früher, die feudalen Großgrundbesitzerelemente vertreten, die voll und ganz im Dienste des britischen Imperialismus stehen. Bei Ausübung der Terrormethoden zur Unterdrückung der revolutionären Bewegung steht der Despot Pahlawi in nichts hinter Hitler, dem Haupt der europäischen Faschisten, zurück.

Im neuen "kulturellen" Persien werden seit vielen Jahren die Arbeiter, die sich gegen die niederträchtige Ausbeutung durch die britischen Imperialisten erheben, blutig verhöhnt. Die persischen Arbeiter haben kein Recht, in ihrer "Heimat" bei den ausländischen Ausbeutern Lohnerhöhung zu fordern, sie werden für den geringsten Versuch, ihre elende Lage zu verbessern, den grausamsten Gewalttaten der Regierung ausgesetzt, die im Dienste des britischen Kapitals steht.

Als sich im Jahre 1927 die Arbeiter der Naphtabezirke weigerten, die Arbeit aufzunehmen, und Lohnerhöhung und Verbesserung ihrer Lebensbedingungen forderten, wurden die Bajonette der Pahlawi-Armee gegen sie eingesetzt. Der Streik wurde unterdrückt. Hunderte von Arbeitern wurden aus dem Gebiet Abadam ausgewiesen, ihre Familien dem Hunger und der Not preisgegeben. Die Leiter des Streiks, Jusif Eftekhari, Rahim, Ali und andere Arbeiter der Naphtabetriebe, Ata Abdulaeef, der Maschinist des elektrischen Kraftwerkes, und der Chauffeur Pischewari, der Lehrer Ardeschir, Hilfsarbeiter und viele andere wurden wegen ihrer Arbeit in den Gewerkschaften ins Gefängnis gesteckt. Sie schmachten nun fast sechs Jahre in den Folterkammern des Gefängnisses in



Teheran, ohne daß man ein Gerichtsverfahren eingeleitet oder ihnen eine Anklageschrift vorgelegt hätte.

Die Rote Hilfe erfährt, daß die Verhafteten im Gefängnis einer grausamen Behandlung ausgesetzt sind. Die Zustände im Gefängnis sind furchtbar und unhygienisch. Die Gefangenen werden den Kriminalverbrechern gleichgestellt. Sie sind zerlumpt und barfuß, und trotz wiederholter Hungerstreiks zur Erreichung ihrer Forderungen ist es ihnen nicht gelungen ihre Lage zu verbessern und sich Klarheit über ihr weiteres Schicksal zu verschaffen. Einige Genossen, Hedjazi, Ahsabi und andere, sind an den Folgen der brutalen Behandlung in der Haft gestorben.

Das Schicksal der vollkommen unschuldigen Genossen in den Gefängnissen Persiens macht es den Werktätigen aller Welt zur Pflicht, ihren Protest gegen den Pahlawi-Terror zu erheben. In allen Versammlungen der Werktätigen, in denen sie die Befreiung Ernst Thälmanns fordern, muß auch von der persischen Regierung die unverzügliche Freilassung der unschuldigen Opfer der Pahlawi-Diktatur verlangt werden.

von J. Irani

Quelle: Rundschau(Basel),Nr. 50, 13 Sept. 1934, Seite 2148.

WORLD FEDERATION TRADE UNIONS

TRADE UNION SITUATION IN IRAN

REPORT OF THE DELEGATION OF THE W.F.T.U. TO IRAN

presented to the executive bureau,  
executive committee, and general  
council

Prague 2nd- 14th, June, 1947

REPORT ON THE TRADE UNION SITUATION IN IRAN.

The Delegation appointed to enquire on the trade union situation in Iran was composed of:

El Ariss (member of the W.F.T.U. Executive Committee),  
Chairman of the delegation.

Borissov, representative of the A.U.C.C.T.U.

Harries, representative of the T.U.C.

Malfette, Secretary of the delegation.

These comrades were to have met at Teheran on February 25th, 1947. Certain difficulties delayed the departure of the Chairman El Ariss from Paris and obliged to go via Germany, Poland and the U.S.S.R. he only reached Teheran on March 18th. Thus the delegation remained longer than was foreseen and only finished its report on April 22nd, 1947.

In its opinion the delegation carried out a very wide enquiry. It received impartially information from all circles. It had frequent and direct contacts with the Iranian trade unionists and factory workers. It received many written statements, hundreds of telegrams and letters from all corners of the country. The delegation is confident that its coming to Iran aroused considerable interest within the Iranian working class and has brought a little hope to those who had been persecuted for their sincere devotion to their ideas.

We do not see the necessity to present in this report the history of the Trade Union Movement in Iran during the past ten years, and to describe the struggle of the Iranian workers for their economic, political and social rights. We only wish to give here a summary of the struggle of the workers and of their situation since 1941 as they were stated to us in the course of numerous interviews which the delegation had with the Central Council of the Unified Trade Unions of Iran (C.C.U.T.U.)

At the outbreak of the last world war, before the coming of the Allied Forces to Iran, that is prior to 1941, the trade union movement in Iran was unable to develop freely. The leaders of the movement were imprisoned: Reza Rousta (11 years), Ghazar Simonian (8 years), Shaban Yacouzadegan and Hosseyn Tarbiat (each of whom spent 5 or 6 years in prison, the latter has not yet been released) and Hakami (5 years). In 1941, following the entry of the Allied troops, all the political deportees and all those who had been imprisoned for political activity were released. Thus the democratic movement was able to come to life. At the same time the era of the trade union movement began openly and gave birth to four different trade union organisations which were amalgamated in the single Central Council on May 1st, 1944.

Although Iran is a backward country, the workers being undeveloped, towards the middle of 1946 over 500,000 of them belonged to the C.C.U.T.U. In July of the same year Louis Salliant, General Secretary of the W.F.T.U., came to Teheran to make enquiries concerning workers unity and the trade union movement in Iran and to consider the affiliation of the C.C.U.T.U. to the World Federation of Trade Unions.

The report presented on this subject to the Executive Bureau in Washington proved the unity of the trade unions of Iran.

Establishment of Government Trade Unions in Iran  
State of Siege and Pressure exerted upon the C.C.U.T.U.

In the meantime Qavam es Saltaneh founded a political party, the Democratic Party of Iran, and announced his intention of helping to establish trade unions linked with this party. He put this into practice by establishing Government trade unions during the last months of 1946. From that moment he began to exert strong pressure on the C.C.U.T.U. and its affiliated unions. Thus in Teheran and in other towns he interfered with the activities of the trade unions, closed the clubs, imprisoned the workers and trade union officials; at the same time the latter were brutally ill-treated; hundreds of workers were deported into the farthest parts of the country far from their wives and children. All this was carried out by the provincial military governments who still exist in the following regions:

- 1). In Teheran since the coming of the Allies in 1941.

- 2). Khuzistan since July 14th, 1946, the day of the strike of the workers of the Anglo-Iranian Oil Co.
- 3). In the Mazandaran since December 1946 (suppressed about a month ago).
- 4). In Ispahan since December 1946.
- 5). In Azerbaijan since the attack of the Iranian army in this province (December 1946).

These provinces are, from an industrial point of view, the most important in Iran having numerous large factories, in other words they are provinces where workers are concentrated.

In the provinces where there are no workers and no trade union movement such as Khorassan, Baluchestan, and Laurestan there is no military government. In this respect we must add that wherever there are railways and roads a military government is established.

In Shiraz there are also some sugar refineries, spinning and weaving mills. In that province (Fars) the government is in fact in the hands of tribes such as the Ghashghais who are armed and as is well known were in open rebellion against the government a few months ago.

Under cover of the Military Government everything is allowed: attacks on the workers' houses and their looting, terrorism against women and children, collection of illegal taxes, attacks on modesty, violence of every kind, uninvestigated calomny, compulsory divorce between husbands and wives, marriage of women so divorced and imprisonment of husbands, women delivered into the hands of soldiers and police as well as to the members of the governmental parties.

Effects of the Recognition of the C.C.U.T.U.  
by the W.F.T.U.

The recognition of the C.C.U.T.U. by the World Federation of Trade Unions and the appointment of Reza Rousta to the General Council of the W.F.T.U. overjoyed the Iranian workers. This success of the Iranian workers worried the leaders of the country whose representative is Qavam es Sultaneh, the present Prime Minister. The latter began to fight the liberal classes of Iran. The whole government machinery was set in motion to carry out this fight. The government sought the help of all political, economic and military

forces. In particular, it created the Democratic Party of Iran and trade unions directed against the workers and the trade unions; at the head of the trade unions which he established he placed civil servants such as Abbas Shahind, controller of the Presidency of the Council, Sherif Emani, controller of the Ministry of Labour and of Propaganda, the civil engineer Khosrow Hedayat, director of the Railways, Ashtiani Zadeh, doctor Afrashteh, official of the Ministry of Labour and Propaganda and Youssef Eftekhari, official of the same department.

At the outset the Government dismissed in the state and private factories the plant managers and engineers and replaced them by others. These new managers and engineers were well-known enemies of the workers and are members of the Democratic Governmental Party as for instance the engineer Khosrow Hedayat (member of the Central Committee of the Democrat Part), who was appointed Director of the Railways instead of Dr. Mossadegh. Dr. Ali Amini and Salman Assadi (active members of the Government Party) were appointed Directors of the Industrial Bank. Similarly Hadi Qavam, nephew of Ahmad Qavam, replaced at the head of the Tobacco Factory, the former manager and official of the Ministry of Finance Vossough well known for his neutrality. These Government officials, appointed by the Government, began the fight against the trade unions. They neglected nothing to achieve their aim, they were supported by the police, the field-police and the Ministry of Justice (which is headed by Mussavi Zadeh, General Secretary of the Government Party who, because of his allegiance to the fascist ideology, was interned by the Allies during the war). They also enjoyed the support of the Ministry of Labour and Propaganda (headed by M. Aramesh Youth Leader of the Government Party) and of the Under-Secretary of State, the engineer Naficy. They began to terrorise the workers, threatening them with dismissal, imprisonment, and deportation and charged them by forging documents, etc.

Some, with the help of Meshah Fatemi, Governor of Kuzistan, of the Anglo-Iranian Oil Co. and of the Military Government, took draconian measures against the workers whom they imprisoned, against trade union officials whom they imprisoned, deported, or dismissed, Government troops even seized workers' clubs of which there are 22 in Abadan and ransacked them. As soon as he took over the job of Director of Railways Hedayat was responsible for provocation in the railway yards. This provocation resulted in the police and field-police firing on the workers, one of whom named Beratali was killed and several others seriously injured. After which

a great number of workers were dismissed or arrested. This aroused the indignation of the workers who, as a sign of protest, declared a 24 hours strike. Despite Government opposition the strike was successful as 50,000 workers took part in it.

After this strike Government pressure against the workers was increased; groups of workers were arrested simultaneously, particularly the workers of the Railways and of the Industrial Bank as well as a great number of workers belonging to the Central Committee. Field-police and soldiers occupied factories of cement, of silos, of armament, of glycerine, of railways, and others. They prevented workers' meetings; over a thousand workers were dismissed and imprisoned.

The Governmental Trade Unions greatly encouraged attacked the C.C.U.T.U. and its affiliated unions and with the help of the Military Government, the field-police and the police increased their pressure. They assembled a certain number of vagrants and urged them to smash the doors and windows of the clubs and to loot the unions. At the same time Government circles arrested 500 workers in Teheran, 500 workers in Mazandaran and other regions and under various unfounded excuses such as sabotage, inciting to arson, and illegal possession of weapons, threw them into prison without producing any evidence in support of these charges.

At present, over a thousand workers of Teheran and Mazandaran, members of the Central Council, have been dismissed from factories for trade union activities; they suffer from hunger.

In fighting against the C.C.U.T.U. the Government had another electioneering purpose. It seized the identity papers of the workers and forced them to present themselves before ballot boxes and support the Government candidates. Hence the progressive political parties and the C.C.U.T.U. instructed their members not to vote and the newspapers condemned the Government for the use of force and for underhand dealings during the period of elections.

On the other hand, the Government, in order to destroy the confidence of the workers in their political leaders, accused the latter of forgery. They were branded as "men without a country" "spies in foreign pay", they were accused of dilapidating the funds of the C.C.U.T.U. and of the trade unions and to have destroyed industries and factories. They

were described as saboteurs and terrorists.

The Government assembled a certain number of opportunists and criminals who, taking advantage of the poverty of the workers, egged them on against the C.C.U.T.U. Lately, the Ministry of Labour and Propaganda has shown its hand. Through the Under-Secretary of State Nafioy it made a proposal to dismiss Reza Rousta, responsible Secretary of the Central Council, and to establish a Council composed of eleven members chosen from people of good family satisfactory to the Minister of Labour and Propaganda.

At present 186 different trade unions are affiliated in Iran to the C.C.U.T.U. but the number of workers in these trade unions is not definitely known in view of the strong pressure exercised by the government, the reactionaries and the Democratic Party against the unions and their affiliated organisations. However, it can be stated that the majority of the workers, almost the totality of them, are behind the C.C.U.T.U. but dare not come into the open through fear of imprisonment, of deportation, of dismissal and the resulting hardships.

#### The Occupation of the Clubs of the Central Council of the Unified Trade Unions of Iran.

The question of the occupation of the clubs of the C.C.U.T.U. ranks among happenings which can take place in fascist countries. Certain details should be given on the method of this occupation and the reasons which caused it and something should be said of those who carried it out.

The announcement of the departure for Iran of the members of the World Federation of Trade Unions in order to enquire on the trade unions of that country brought anxiety to the Government which did not expect such a mission. Hence it speedily began its action against the C.C.U.T.U. A certain number of unemployed and famished workers who were among those who had been thrown into prison under various excuses, under pressure from the field-police and the government trade unions were led to occupy the clubs of the C.C.U.T.U.

On February 12th, 1947, at 11 p.m., a man by the name of Sattar Ardeshir, who was one of the occupiers, came in a state of fright to the house of Reza Rousta, the Secretary of the Central Council, and informed him that the occupation was decided and that instructions to carry it out had been given



to the police and field-police. The news of this occupation was published on the next day with full details in the papers Zaffar, Mardom, and Aras. These papers officially notified the government of the occupation. On the same day Rousta sent a telegram on this subject to the Prime Minister and to other government departments. During the process of occupation a clash occurred between the members of the C.C.U.T.U. and the field-police and certain members of the government trade unions. Some factory workers had been brought to take part in the occupation but they refused to fight against their comrades. The police arrested over 45 workers members of the C.C.U.T.U. and a certain number of workers suffered bayonet wounds at the hands of the field-police during this clash. The workers loyal to the Central Council wrested the clubs from the hands of government agitators but the Military Government, the police and the field police threw them out.

At present in Teheran only two clubs remain in the hands of the C.C.U.T.U. One is Rousta Club and the other the May-Day Club.

Similarly, the Military Government of Abadan ordered the occupation on October 11th, by the military of the 22 clubs belonging to the Regional Council of the C.C.U.T.U., the equipment and furniture were ransacked. At the same time the watchmen of the clubs were imprisoned for long periods.

#### Letters Received from Workers and Workers' Wives.

We received hundreds of letters and telegrams from the various towns and regions of the country, some of them had hundreds of signatures. Some of these were addressed to us openly, others in a clandestine manner for fear of government reprisals, of prison and of dismissal. These latter emanating from the wives of workers imprisoned for the affiliation of their husbands to the C.C.U.T.U. Some of these letters were sent by workers who under threat were forced to sign false documents; others from workers who were arrested when they were at the mosque in order to celebrate a day of religious mourning. All these letters give details on the arrests describing how jewelry was stolen, how workers' houses were perquisitioned, ransacked and destroyed, how soldiers brought women into rooms for enquiry, promising to free their husbands if they gave up their money which a certain number of them did, in the hope of seeing their husbands released. However, the officers took the money but did not keep their promises. In some cases they released some prisoners after payment of

a certain sum but a few days later they arrested them again. The wives of the workers who gave such bribes gave the names of the guilty officers and policemen. Similarly we received numerous letters signed by hundreds of factory workers. Other were addressed to us by students, doctors, engineers and journalists from Teheran, Mazandaran and Ispahan. In Recht over 300 students wrote to us and sent us flowers. The workers of the large factory of Recht came to meet us and have demonstrated their loyalty to Roustā and the C.C.U.T.U. They spoke frankly to us in front of the Government representative condemning the actions of the Government and of the Democratic Party led by Qavam es Sultaneh, the present Prime Minister. One of the workers from the same factory told us that on the previous day a representative of the Government visited them and forced a great number of workers to write a letter of accusation against the C.C.U.T.U. threatening them with dismissal and imprisonment. He insisted that these letters were signed under threat and that the workers would strongly support the C.C.U.T.U. led by Reza Roustā.

In Shāhi over 500 crying women came to greet us asking for the release of their relatives and the end of the suffering imposed on them. We witnessed the sad spectacle of an old blind woman falling on her knees before the chairman of the W.F.T.U. delegation begging us to have her two imprisoned children released.

In some cases workers or their relatives were prevented from approaching us but they would accost us outside the limits of the towns which we visited.

In the Mazandaran hundreds of workers and their wives awaited us in spots three miles away from built-up areas. We would stop our cars to speak to them and receive the letters they have written. One of them walked ten miles to come at night to the hotel of Babol-Sar where the delegates stayed to place into their hands a letter signed by 52 imprisoned workers of Shāhi.

#### Letters from Students and Young Men of Teheran.

Many letters reached us from Teheran asserting the support of their authors for the C.C.U.T.U. and its General Secretary Reza Roustā. One of these letters, signed by over a thousand pupils of schools, attacks the present reactionary Government, gives details of the terrorism carried out by the Government against trade union organisations, strongly condemns the Government Trade Unions and expresses the disgust of the students for the Government which protects thieves and bandits.

Another letter signed by a thousand members of Youth Organisations of Teheran protests energetically against the reactionary behaviour of the Government Party and of the Government Trade Unions opposed to the C.C.U.T.U.

Other Letters from Ispahan and Mazandaran.

Among the letters received from Ispahan one bears the signatures of 200 factory workers protesting their loyalty to the C.C.U.T.U. to which they belonged for five years. They recognise that the C.C.U.T.U. energetically defended their interests and they added that they were forced to join the Government Trade Unions. They give details of the terrorist action of the government.

Thirty-three workers of Shahi (Mazandaran) describe in their letter the occupation of their club by the Military Government and their imprisonment, the ill-treatment to which they and their families were subjected and express their indignation at the attacks on the virtue of their wives by the members of the Government Party. Most of them are still in prison.

In another letter 58 workers of Shahi speak of the sufferings they endured and the threats made against their wives and children and the beatings the latter endured in their presence.

Another sixty-three workers of Shahi complained in their letter of the same sufferings. On the day of the Ashoura (day of national mourning) they were surrounded by soldiers, brutally beaten, their houses were ransacked and their wives and children also beaten; the workers were exiled for being members of the C.C.U.T.U.; the terror continues.

Fifty-five workmen and workwomen of Shahi express their indignation at the fascist intrigues of the Government and protest against the pressure exercised against the C.C.U.T.U.

Thirty members and delegates of trade unions affiliated to the C.C.U.T.U. who are still imprisoned in Teheran and who come from the different regions of the country protest against their arrest and give details of the fascist schemes of the Government.

Hundred and forty workers from the sack factory of Recht state in a letter that in the plant there are only ten

workers affiliated to the Government trade unions who receive extra pay. They add that they remain loyal to the C.C.U.T.U.

Ten workers from the bakeries of Recht write that since the date of occupation by the government of workers' clubs the pressure exercised on the workers by their employers increases daily and protest against the establishment of Government Trade Unions who have no legal standing.

Mrs. Robabeh complained of the arrest of her four sons, workers who support 21 people. Three of her sons were beaten up with rifle butts and bayonets; these workers Rahim, Azis and Mohamed were plunged into cold water and again beaten with an iron bar; she has no idea what became of her fourth child; government agents promising to release her children received from her 500 toman, proceeds of the sale of her furniture and personal belongings but without result; she wonders what will become of the 21 members of her family who have to be fed. Despite everything she expresses her loyalty towards the C.C.U.T.U.

Mrs. Sakineh, the wife of Nedayi, a worker of Shahi at present in prison, complains that the military arrested her husband several months ago, leaving a family of twelve without any means of support; she has sold all her belongings and a share of the proceeds of the sale has been paid to the military justice in the hope of obtaining the release of her husband, but so far she has no hope of seeing her husband released.

Mrs. Sare, wife of Khalil, a worker in charge of one of the Trade Unions of Mazandaran, states in a letter that her husband and her brother were arrested for being members of the Central Committee. They were tortured and are still in prison. She asked the Delegation to bring these facts to the attention of the World Federation of Trade Unions and of all the workers of the world; that the disappearance of fascism in Europe has no effects in Iran.

Hassan Omarayi states that he was accused of making atomic bombs!!!

#### Visit to the Prisoners of Shahi (Mazandaran).

On Friday April 4th, at noon, accompanied by a Representative of the Government and the Chief of Police of Shahi, the Chairman of the W.F.T.I. Declaration to Iran went to the city prison in order to visit the prisoners and cross-examine four of them.

1. Youssef Lankarani, member of the Central Council.
2. Mohamed Boroumand, one of the officials of the Trade Union of Mazandaran.
3. Khalil Azar.
4. Morad Morad Nedjati, one of the workers of Behshaht, member of the Central Council.

Concerning the reasons for his imprisonment, Youssef Lankarani stated:

" I am charged with resisting the Government and with having in my possession 12 old rifles. Before the repression there was in Mazandaran a party by the name of "Vatan" whose members terrorised and threatened the workers at Shahi. Five workers had already lost their lives and the lives of others were threatened. For these reasons the Governor of Mazandaran had delivered to certain members of the population weapons for their personal defence; I happened to be among them. After three months we returned the Government weapons for which a receipt was delivered."

" The money extorted from the workers imprisoned by the military, the government's agents and the Military Government amount today to one million tomans.

" The latter would arrest workers and trade union officials and then inform their families that the husbands, sons or brothers could be sentenced to death and that the only means of saving them was to pay ransom; the families of the workers were forced to pay the sums demanded but no workers were released."

" Soldiers, accompanied by active members of the Democratic Party, were responsible for the worst excesses against the imprisoned workers. Apart from the ransacking of their houses which was carried out in an unbelievable manner, army officers brought us to the town square and ordered government agents to throw offal at us and the soldiers beat us with rifle butts and injured us. They tortured us in the most cruel way. This was done to obtain our signature on papers prepared in advance. All the signatures were obtained in those days."

Mohamed Boroumand said: "The Vatan Party used to attack workers. We disarmed them several times and surrendered these

weapons to the government for which we were given receipts." He also confirmed the statement of Lankarani.

Khalil Azar made the following statement: "I was in charge of the regional Trade Union Organisations of Mazandaran and I am charged with opposing the Government. I was tied with ropes and handed over to the Democratic Party. The members of that Party beat me and spat upon me. Captain Pakzad, Military Governor of Shirgah and Captain Sepandj, Military Controller, extorted 750 tomans from me promising that they would release me but their promise was not kept. We would be taken into the prison yard and inundated with cold water, after which we were beaten and asked: Why are you in the trade unions?."

Morad Nedjati stated: "I come from Behshahr. I am in prison because I belong to the C.C.U.T.U. I was stripped of my clothes after which my house was ransacked."

The Chairman of the Delegation talked to four other prisoners: Bachir Besharati, Seyd Agha Hashemzabeh, Mohamed Ali Agha and Abdullah Nouri. All come from Behshahr (Mazandaran) and worked at the factory of Shahi. They were thrown in jail four months ago although on the day of mourning they were in the mosque. They were brought to the police where a Mullah (religious leader) by the name of Sheykh was called and they were told: "Make your will before the mullah as you are going to die." After the departure of the mullah the soldiers asked them for a 2,000 toman ransom to save their lives. One of the workers paid a certain sum but the others had no money. It appeared that the bringing in of the mullah was a ruse to despoil the workers.

Finally, Youssef Lankarani begged the Delegation to bring these facts to the attention of the workers of the whole world, to proclaim that the Iranian workers are defenceless and that the accusations made against them by the Government are a pure fabrication.

Mansour Fozouni declared: "I was arrested in the factory and when they saw Stalin's portrait tattooed on my arm they beat me shamefully and I am still in prison."

Abdul Hamid Soheli and Pahlavan Nehmeti also claimed to have signed the statement included in their dossier, under pressure.

## Reprisals against the Workers.

As soon as we returned to Teheran acts of revenge against the workers were resumed and multiplied and all those who were able to raise their voice were subjected to pressure. The delegation received numerous telegrams on the subject.

1.- After our departure from Abadan twelve workers were arrested for having proclaimed their loyalty to the C.C.U.T.U.; others were arrested by the Military Government, among them Moshfegh and Bahirbaha who are well-known members of the Abadan Council.

Before the arrival of the delegation to Ahvaz the authorities arrested a certain number of active trade unionists; they were released shortly after.

2.- After the departure of the delegates from Shahi and Chalouss (Mazendaran) the government had several people arrested through the Government Trade Unions. Among them were Hassan Azimi, Ebraim Hashemi, Khalil Farzi, Djaffar Sangterash, etc.

3.- After the departure of the delegation from Recht the government resumed its action against the workers and the students. A great number of workers from the sack factory were arrested and five pupils from the Recht schools were dismissed, among them Mohssen Shahangian, Eslam Dorost, Sabouri. A student noted the names of 60 workers of the sack factory who were to be dismissed from the plant. The government has the intention of deporting a large number of the members of the Worker's Council of Recht. The teachers of the Shapour School in Recht protested against the dismissal of the pupils from the school and demanded their return.

## The Irregular Situation Created by the Reactionary Government.

Such is the situation of the workers in Iran, an anomalous situation created by the Government and reactionaries, with the resulting establishment of fictitious trade unions having no direct contact with the workers and acting against their interests. The Government unsuccessfully forces the workers to join these trade unions.

These organisations are the following:

1.- The Federation of the Workers' Union of Iran (E.S.K.I.)

2.- The Dissident Committee of the C.C.U.T.U. (composed of a number of workers arbitrarily grouped who, under government pressure, were forced to occupy the headquarters of the C.C.U.T.U. and proceed with elections with the help of fifty people under the excuse of "cleansing" the former Council and deposing Rousta and certain former members of the C.C.U.T.U.)

3.- Central Union of Workers, Artisans and Farmers (Secretary Ashtiani).

4.- The Oil Workers' Union of Abadan (Secretary Youssef Eftekhari).

I. The Federation of the Workers' Union of Iran  
(E.S.K.I.) Secretary Sharif Emani.

On March 3rd, 1947, the W.F.T.U. delegation received the representatives of this trade union organisation (Government Trade Union) led by their Secretary Sharif Emani. These representatives stated:

" The C.C.U.T.U. abandoned its fundamental duties; its leaders carried out political activities and had established a State within a State; they had jails and imprisoned people at will. The workers realised that such activities were nefarious and criticised them several times. A certain number of workers and engineers, members of the C.C.U.T.U. therefore met on September 15th 1946, and established a new union which they wanted very prosperous. They developed this new workers' movement. This movement is constructive. We do not want to frighten the employers. We wish to increase the production in the factories; for instance, in the Tobacco factories where production was only 9,000,000 cigaresttes, the daily production is now 15,000,000 cigarettes. Thus we have been able to convince the manager of the factory not to dismiss workers without the agreement of our organisation. Finally our aim is to work for the interests of the working class."

" The delegation examined the question and took into consideration the following points:

1). The charges made against the C.C.U.T.U. of meddling in political questions result from the fact that it has acted and still acts against fascism, thus the great demonstration which took place in Teheran against the Franco regime last July when Louis Sallant and Mustapha El Ariss were in Iran, a demonstration in which over 60,000 people took part was



considered as a deviation from trade unionism. In their opinion such a demonstration should not have been organized. They do not want the interests of the working class to be defended.

2). The C.C.U.T.U. achieved an excellent situation for the workers of Iran and insured the success of numerous workers' demands thanks to its activities and its competence.

The representatives of the new Governmental Trade Unions look upon this unity and this success as a "Government within a Government".

3). The elections to which the representatives of the Governmental Trade Unions alluded and which took place on September 15th, 1946, asserting that they were favourably received by the workers, are only one aspect of the Government schemings and in no way show the workers' point of view.

4). With regard to the statements on the production in the factories it should be said that the fallen production during the past year was not due to the workers but resulted from the shortage of cigarette paper. Indeed, the workers in the tobacco factories work by the job and are paid according to the quantity they produce. Consequently it is not reasonable to think that had the workers had a sufficient supply of cigarette paper they would have shown negligence and slothfulness. The present increase in the production of cigarettes from 9 to 15,000,000 is only due to a greater quantity of available cigarette paper. Furthermore, cigarette sales were not very high last year whereas this year the position is completely reversed.

Thus the accusations of Sharif Emani and his statements are groundless.

5). As for the alleged jails of the Central Council they are absolutely non-existent and the whole matter is so ridiculous that it can only be laughed at.

II. The Dissident Committee of the C.C.U.T.U. established on February 13th, 1947, on Instruction of the Government and of the Government Democratic Party.

The delegation met four workers who claimed to be members of the new Central Council. They were: Settar Ardashir, Ali Sabet Ghadam, Ali Abbas Sadeghian and Ghavami. They made the following statement:

" We did not wish to create a new organisation but we wanted to change the management of the C.C.U.T.U.; on February 13th, 1947, 75 of the men in charge of the trade union organisations around Teheran met in Teheran and elected a new Executive. In our opinion this was done in accordance with the wishes of the working class as the former leaders no longer deserve to bear that title. It is in order to maintain the C.C.U.T.U. that we named new leaders. There were 2,000 unemployed in Teheran for whom no effort was made by the former leaders. We want the C.C.U.T.U. to keep its influence and to maintain its affiliation to the W.F.T.U. The former leaders are faithless traitors. They were supposed to convene a Congress every year and to report on their activities every six months; they did nothing of the sort. Finally, we wish to add that we are not satisfied with Reza Rosta."

Earlier in this report we mentioned that Sattar Ardeshir was one of the people who acting on government instructions, occupied the headquarters of the C.C.U.T.U. The day before the occupation Sattar Ardeshir went to Rosta's house (February 12th, 1947) and warned Rosta of the government's intentions. One must realise the status of the four representatives and of the new Central Council established on February 13th and also the manner in which this election took place. The 50 unemployed workers (some had just been released from prison for this purpose) who, having been promised employment by the Minister of Labour and Propaganda Mr. Aramesh and by his son-in-law Sharif Emani, Secretary of the Government Trade Unions, occupied on February 13th, 1947, the headquarters of the C.C.U.T.U. were fooled. They organised a meeting and decided to appoint a new Executive Council and a Cleansing Committee. They invited a certain number of local and foreign newspaper editors to attend this meeting. But before the sorting of the votes a notice announcing the results had been prepared by the Ministry of Labour and Propaganda and published in Teheran. The list included 19 names, 11 for the "new" Executive and 7 for the Cleansing Committee. They were: Taghi Fedakar, Yahya Ghovanlou, Ghavami, Panjabi, Sabet Ghadam, Ardaghi, Moussa Hatemi, Sattar Ardeshir, Taghi Eghbal, Nowdjavani, Akbar Abedini, Navayi, Dr. Djaudate, Tahabaz, Tabrizi, Sarehtedari, Abda Zadegan Rana, Sheydan.

Immediately some of the newly elected members: Fedakar, Dr. Djaudate, Akbar Abedini, Yahya Ghovanlou, Tabrizi and Sarehtedari, published a note in the newspapers Zaffar, Mardom and Arras denouncing this attempt at division and expressing their surprise at such elections. Sheydan, Moussa Hatemi and Tahabaz who were imprisoned, also resigned from the Council. Ardeshir Navayi and Abda Zadegan not only expressed their

disgust with the Government's action but also addressed directly to the W.F.T.U. delegation a letter giving details of the Government's schemings against the C.C.U.T.U. Such is the story of the new Central Council. It should be noted that Sattar Ardeshir and his comrades claim to represent the C.C.U.T.U. but do not constitute a homogenous block. Taken separately some maintain their point of view against Reza Rousta, while he still enjoys the confidence and sympathy of others.

Briefly, it can be said that those who claim to represent the C.C.U.T.U. are the following:

- 1.- Sattar Ardeshir and several of his comrades who are afraid to confirm the mandate of Rousta and of the C.C.U.T.U. (Of course their fears are due to Government pressure).
- 2.- Ahmad Rana and his party, opponents of the C.C.U.T.U. and of Reza Rousta. According to information the two groups are subsidised by the Government to continue their occupation of the headquarters of the C.C.U.T.U.

One day the Chairman of the delegation entered the premises of this club and noticed that a part of it was occupied by police. It was obvious that those who claim to represent the workers are under the protection of Government troops and act according to Government instructions.

### III. Central Union of Workers, Artisans and Farmers. ( Secretary Ashtiani )

On March 5th, 1947, the W.F.T.U. delegation received six representatives of this union accompanied by the General Secretary Ashtiani. They spoke of the situation of the Union of Workers of Iran. They stated that the Council of their Union represented 372,000 affiliated workers !!!

### IV. The Oil Workers' Union of Abadan.

On March 24th, 1947, the W.F.T.U. delegation had an interview with a delegation composed of 12 representatives of the Oil Workers' Union led by Youseff Eftekhari. The Chairman of the W.F.T.U. delegation, El Ariss conducted the meeting in the following manner:

THE CHAIRMAN Question No.1

When was this Council appointed?

EFTekhARI Answer

Two and a half months ago.

Q. No.2

How did this appointment take place?

A.

When the former Council was dissolved 14 members worked underground. They invited Youssef Eftekhari who was in Teheran and proceeded to appoint the members from among the workers of the Oil Co.

Q. No.3

How were the elections carried out within the Oil Co.?

A.

Each group of the company appointed a representative.

Q. No.4

How many groups of workers are there within the Co.?

A.

The Co. has eleven basic groups each divided into several small sections and when the elections took place we first chose the representatives of the small sections and then the those of the large groups.

Q. No.5

How many groups took part in the elections?

A.

In two and a half months we carried out elections in two groups.

Q. No.6

What was the proportion of workers taking part in the elections?

A.

We did not bring any statistics with us but according to the Co.'s statistics 60% of the workers took part in the ballot.

Q. No.7

During these elections did the Co. interfere with the elections or did it remain neutral?

A.

The Co. had nothing to do with the elections.

Q. No.8 Then the Co. was satisfied with the choice of the new Union?

A. Yes, it was satisfied; I asked Mr. Ross, Technical Manager of the Co. for his opinion. He told me: "We will recognise the Union."

Q. No.9 What is the number of workers whom you represent at present?

A. I have no statistics.

Q.No.10 Then how could you carry out elections without knowing the number of the participants?

A. When 60% of the workers are present elections take place.

Q.No.11 I am not asking you the legal quorum for carrying out elections but the number of workers who took part in the voting?

A. We are assured that in the two above-mentioned groups 60% of the workers were present.

Q.No.12 You haven't yet answered my question. I repeat: what was the number of the workers who took part in the voting.

After a discussion which lasted for half an hour Youssef Eftekhari stated: "The workers who have a membership card of the new Union number 2,000 and so far those who applied to us number 18,000." A truly vague answer as to the exact number of members of this Union, when the number of workers of the Oil Co. in Abadan alone is of least 30,000.

Q.No.13 What reasons led you to establish the Oil Workers' Union?

A. (By one of the members of the delegation accompanying Eftekhari) After the well known strike of July 1946 the men in charge of the Regional Council fled. A certain number of workers were thus sacrificed in this strike where they lost their lives. They received no help from the Regional Council of the C.C.U.T.U. The members of the Council took to Teheran all the funds which had been collected, that is why we decided to appoint a new Council.

- Q. No.14 Why did you invite Youssef Eftekhari from Teheran? To organise your Union? Is there nobody among the workers of Abadan to lead this Union?
- A. (By another member of the delegation) Twenty years ago Eftekhari was a member of the Council of the Workers of Abadan. We did appeal to Reza Rousta but received no answer. This is why we invited him for this work.
- Q. No.15 What are the reasons for the satisfaction of the Oil Co. and of the Government with the establishment of the new union?
- A. (Eftekhari) The government and the Co. were not opposed to the creation of unions, the former unions which had 30,000 workers were the reason for the slaughters between Iranians and Arabs. This forced the government to establish a Military Government in Abadan and to imprison the Union leaders.
- Q. No.16 How were the union clubs transferred to your Union?
- A. After the events which took place in Abadan a certain number of members of the Regional Union fled and a certain number were jailed. When I reached Abadan I asked the Government to give us the clubs. This took place two and a half months ago.
- Q. No.17 Last summer, in July 1946, you were opposed to the C.C.U.T.U.? Why didn't you protest to Louis Sallant during his visit in Teheran.?
- A. I protested in Paris in 1945 against the presence of Iradj Eskandari and against the C.C.U.T.U.
- Q. No.18 Who were the Trade Union leaders at the time of the strike on July 14th, 1946?
- A. Mehdi Hashem Nadjafi and Hossein Tarbiat were in charge of the C.C.U.T.U.
- Q. No.19 After the strike did the government prosecute Mehdi Hashem Nadjafi and his comrade?
- A. The Government, in order to protect their lives, ordered some arrests. After a short while they were released, that is after the arrival in Abadan of Mozaffar Firouz, Minister of Labour and Propaganda, accompanied by representatives of the C.C.U.T.U.

Q. No.20 What were these two comrades afraid of?

A. They feared the Arabs who might kill them.

Q.No.21 What were the points of conflict between the Arab and Iranian workers?

A. The Arabs held a meeting to create a union when two members of the Regional Council of the C.C.U.T.U. walked past the meeting place. One of them said: "I want to destroy tribal unions even if I have to shed my blood in the process".

Youssef Eftekhari then spoke of the financial situation and asserted that the leaders of the Regional Council had carried away millions of rials. Did the W.F.T.U. know of this, he asked?

Q.No.22 I wish to have some explanations.

A. In order to assist the families of the killed and injured strikers of 1946, they collected the day's wages of all the workers of Abadan but did not pay out a single cent to the families of those who had been killed.

At that moment one of Youssef Eftekhari's companions produced a receipt for a day's wages for the payment of a day's wages to the Regional Council and said: "We have other proof that the Regional Council has spent the money for illegal ends and misused the funds."

#### Survey of Youssef Eftekhari's Statement.

In answer to the 2nd question, Eftekhari stated that the former Council was dissolved and in answer to question 13 he said that this Council fled. Then in answer to question 15 he said: the government was forced to establish a Military Government. The government was forced to proclaim the state of siege in the Khuzistan and to arrest the leaders of the Council. These statements are contradictory. Youssef Eftekhari says on one hand that the members fled and on the other hand that the Council was dissolved and later on he declares that the government arrested them. The truth is that the Executive Council was not dissolved nor did its leaders take to flight but as Eftekhari himself admitted: "they were arrested and imprisoned by the government and deported to Teheran". Some of them are imprisoned at Ahwaz and others in Teheran while yet

others are exiled. This Council had a real influence on the workers of Abadan so that despite all Eftekhari's efforts, despite the help of the Oil Co. and of the government, were ineffective and did not succeed in destroying the workers' will. Thus Mahdi Hashem Nadjafi who was an officer of the Regional Council of Abadan was arrested on August 14th, 1946, by the government forces, imprisoned in turn at Abadan, Ahwaz, Ghom, and finally exiled to Teheran; he is not allowed to return to the Khuzistan. At present his comrades Abdollah Vafaf, Zadeh, Manouch Mosleh, Ghelamriza Moradi, and Fabolah Dashtipour are imprisoned in Teheran; Safavi and Mowzarashouzi at Ahwaz; Hossein Tarbiat, officer of the Regional Council of Khuzistan and leader of the Abadan workers is also at Ahwaz; the others are exiled or are being prosecuted by the local government circles of Khuzistan. Ramazan Kaveh alone, who was a member of the Executive Council and in charge of the Financial Committee of the Council of the Abadan Union abjured under pressure exerted in prison and probably also because of financial misdeeds and the poor state of his accounts; he has gone over to Youssef Eftekhari and resigned from the Council of the Union. This resignation enabled him to evade his responsibility in the financial management with which he was entrusted and prevented him from being imprisoned. Despite imprisonment and exile the members of the Regional Council of Khuzistan have remained in regular contact with the large mass of Abadan workers. These contacts still exist maintained by dozens of comrades who thus achieve considerable results. They were able to maintain the union and the faith of the workers in the C.C.U.T.U. In the course of the last few months the C.C.U.T.U. sent to Abadan dozens of proclamations and hundreds of thousands of newspapers, thus notable results were achieved. The Regional Council of Khuzistan pursues his action with the utmost energy and regularly informs the workers. Before the W.F.T.U. delegation left Abadan it issued a proclamation in Abadan. Similarly, a day before the delegation's arrival in Abadan the C.C.U.T.U. circulated short pamphlets which rendered ineffective the plans which had been made. It has secret strong links with the workers' organisations in Abadan. A ring of trustworthy members of the Council surrounds Eftekhari and watches his activities. The Oil Co. and the Government protect Youssef Eftekhari whereas they persecute the members of the Regional Council and of its organisations, throwing them into prison, exiling them, dismissing them from their work, but with no positive results. On the other hand, the opponents of the C.C.U.T.U. and those who carry out this propaganda remain at large. The statements of Youssef Eftekhari to the effect that the affairs of the Regional Council ended in riots and murders, show that he knows what is happening in the Courts of Military Justice. He knows the charges made by



these Courts concerning the events of July 14th, 1946, in Abadan. The charges drawn up by the Courts of Military Justice clearly show that the Tribal Union is an armed organisation. But this Tribal Union was established to oppose the workers. Furthermore, it is clearly written that "the members of the Tribal Union fired with their weapons on the workers". It is further stated: "it is certain that the members of the Tribal Union fired on the workers, killing and injuring a great number of them". These are the words removed from the indictment during the killings of July 14th at Abadan.

Additional proof lies in the fact that in other points of Khuzistan where the Regional Council has strong organisations as in: Masdjeb Soleyman, Agha Djari and Bendar Mashour nothing happened. The reason is obvious - there was no Tribal Union. Furthermore, in Abadan, events took place which according to Eftekhari "forced the government to establish a Military Government and to arrest the leaders of the union. "Why then is the Military Government still in operation in Ahwaz, Masdjed Soleyman etc. and why are the officials in these towns arrested? The Court clearly writes concerning the events of Abadan: "In the face of the armed attack of the tribes the workers only had wooden clubs with which to defend themselves. "The Court gives further details which prove the crime of the Tribal Council against the Workers' Union of Abadan. In a special chapter under the heading: "Opening of the Tribal Club on the Day of Strike of Abadan Workers", the Court shows with unassailable proof that on the same day the Tribal Council proposed to smash the workers' strike. The Court which also charged and prosecuted the head of the police and the Military Governor of Abadan considered the latter to be accomplices of the Tribal Union because "they took no action to prevent the members of the Tribal Union from assembling".

Youssef Eftekhari's Union was thoroughly beaten and no worker wanted to belong to this fictitious Union. That was the reason why to the question asked by the delegation concerning the number of workers affiliated to his organisation he answered: "I have no statistics" and with regard to the elections he stated: "They took place within the Oil Co.". Eftekhari claimed that the Government and the Oil Co. were not hostile to the C.C.U.T.U. This statement is contradicted by two things: the telegram of the Prime Minister Qavam es Saltaneh addressed to the Tribal Union on July 10th; this Union, according to the Military Court and to Letter No.89 of the Abadan police dated June 22nd, 1946, possessed arms and was hostile to the workers; the Prime Minister accepted the affiliation of this Union to the Democratic Party of Iran. On June 23rd, 1946, the Oil Co.

provided the tribes with all their means of transport in order that the tribes might assemble in a meeting. Now, the Oil Co., knowing full well that Youssef Eftekhari's Union is fictitious, recognises and helps it whereas it took good care not to recognise for a long time the Regional Council of the C.C.U.T.U. which was a powerful workers' organisation to which almost all the workers were affiliated.

It should be noted that the quarrel originated between Arab and Iranian workers was absolutely groundless. The Arab workers have not the same interest in, nor the same loyalty towards, the C.C.U.T.U. as the Iranian workers. On the other hand the Tribal Union is not exclusively reserved to the Arabic speaking workers as Iranian reactionaries also belong to it. With regard to the statements of Youssef Eftekhari on the lack of assistance to the families of workers injured, killed or imprisoned, the C.C.U.T.U. claims them to be a pure fabrication. A sum of 30,000 tomans was sent through Ramezan Kaveh and the latter, who was in charge of the financial affairs of the Union, should account for it. Furthermore, another sum was sent and all the accounts of the Khuzistan Union were received separately. Only the accounts of Kaveh who joined Youssef Eftekhari are lacking.

#### The Government's Documents and Evidence.

The most important Government's documents and evidence are the alleged confessions of the workers of Mazandaran. These confessions were attributed to a certain number of officials of the trade union organisations of Mazandaran, whereas the latter and the Mazandaran workers absolutely deny the whole thing. They even stated before government representatives and the members of the delegation that their signature had been obtained through unbearable torture. A worker by the name of Moslam Ghayebdoust was subjected to such torture that his hands which were beaten for five days are now paralysed. The Government wishes, through these forged documents, to attract attention on certain foreign agents and to make the C.C.U.T.U. appear as a foreign agent and an agent of foreign policy although during the important events and the local uprising in Fars, in Boushir, and in Khuzistan the government agents were unable to a single intervention of foreign agents. As the uprising of Ghashghais and of Khuzistan were of a reactionary character with all the brutalities and murders and the looting which followed them the Iranian Government wanted to ignore them and left them unpunished. And the same Government, to create difficulties for the C.C.U.T.U., tries to fasten on its members forged documents and subjects them to every kind of pressure. The happenings of Mazandaran are typical of this attitude.

## Concerning the Arms of the Mazandaran Workers.

The Government claims that the workers of Mazandaran had arms and intended to stage an uprising. The government also tries to link up the Azerbaijan Movement and what it calls the Mazandaran uprisings. The following points throw a light on this affair.

1). All the weapons seized by the Government in the Mazandaran amount to a few dozen rifles and revolvers. What is well known and definite is that most people carry arms to protect themselves against thieves and bandits. These weapons were found on people who have no connection with labour unions. But among the Ghashghais tribes and in the ports of the Persian Gulf there are tens of thousands of rifles and machine guns and the Government does nothing to retrieve them. Similarly in the Huzistan there are tens of thousands of rifles. But the object of the Government's concern is the existence of several weapons among the workers.

2). The workers of Mazandaran were authorised to carry arms by the Government as for a number of years the forest dwellers always attacked and killed the workers and then ransacked their houses. A number of workers were thus attacked by forest dwellers. For this reason the government of the time allowed a certain number of workers to receive Government arms for their own protection.

In Ispahan Military Government was proclaimed and soldiers were put in factories. Over 700 workers belonging to the C.C.U.T.U. were dismissed or imprisoned.

In the other provinces the police and field-police also persecute the workers and forge incriminating documents against them; they are driven to exile.

In Teheran also, Military Government is in operation and the prisons are packed with trade union leaders; workers' clubs are constantly attacked; the factories are occupied, documents are being forged; Government papers are encouraged, those of the opposition and the trade union papers are suspended. Terror reigns in the capital.

### Services Rendered by the C.C.U.T.U. to the Workers of Iran.

We should draw a picture here of the successes obtained by the Iranian workers since the creation of the unions. They are briefly as follows:

- 1.- Before the creation of the C.C.U.T.U. the mere fact for an organisation of claiming to represent workers' interests or speak on behalf of the workers was considered an offense punishable by imprisonment. The C.C.U.T.U. was able to defend the workers and their freedom; it carried out the struggle for the satisfaction of the political and economic demands of the workers;
- 2.- An increase of the workers' wages from 80 to 100%;
- 3.- During the war in times of hardship and famine the C.C.U.T.U. succeeded in making the employers distribute food and clothes and provide for other needs of the workers at the places of work;
- 4.- For the first time the C.C.U.T.U. forced the local and foreign companies and the Government and employers to recognise officially the workers and their organisations;
- 5.- Lowering of working hours from 10 and 12 to 8 hours per day;
- 6.- Payment of wages for Fridays (weekly day of rest) and a yearly paid holiday of 15 days;
- 7.- Six official holidays with pay;
- 8.- A long and unceasing struggle for the drafting and approval of labour legislation and laws of social insurance. According to the law the C.C.U.T.U. is represented on the Higher Labour Council;
- 9.- Representations for the granting of equal pay to men and women;
- 10.- Recognition of the right to strike;
- 11.- During the war the C.C.U.T.U. encouraged the war effort of the workers, the increase of production and urged the workers to avoid sabotage;
- 12.- It was successful in its efforts to obtain working clothes, soap, working gloves, milk, and other necessities;
- 13.- Fight against unreasonable dismissal of the workers;
- 14.- Opening of clubs to improve the morale of the workers;

- 15.- Strengthening democratic ideas and their propagation among the workers;
- 16.- Energetic fight against fascism;
- 17.- Struggle for the building of workers cities, such as now exist in the Oil Co. and in the Industrial Bank;
- 18.- Means of transport for the workers of the Oil Co. living far from their place of work.

All this was achieved a long time before the full implementation of labour legislation thanks to the efforts of the C.C.U.T.U. which thus obtained satisfaction for most of the workers' demands.

#### Errors Committed by the C.C.U.T.U.

The C.C.U.T.U. made many mistakes during the past years:

- 1.- Lack of adequate supervision among the officials;
- 2.- The distribution of work among the members of the C.C.U.T.U. was defective;
- 3.- Lack of organisation in financial questions and in issuing of balance sheets for the workers;
- 4.- Lack of continuous contacts between the Central Council and the Unions in the different regions;
- 5.- Shortcomings in the regular holding of Central Council meetings for the discussion of important business;
- 6.- Lack of strengthening of the trade union structure among the workers;

These are some of the mistakes of the C.C.U.T.U. but such mistakes can be corrected and abolished and their recurrence can be avoided, especially after the phase of development reached by the trade union organisations of Iran.

But in any case the C.C.U.T.U. established real trade union organisations aimed at the defence of the Iranian workers and of their interests.

It should be noted that every labour movement is faced in the beginning with many difficulties, the same difficulties which were encountered by the C.C.U.T.U. Experience teaches us how to avoid such difficulties.

## C O N C L U S I O N S

Briefly the charges made by the Government and reaction against the C.C.U.T.U. are the following:

- 1). The Council did not defend the interests of the working class.
- 2). The Central Council and its affiliated Unions destroyed factories and paralysed production.
- 3). The Council had a programme of uprisings and revolution against the Government.

### Our Opinion of these Charges.

On enquiry the W.F.T.U. Delegation obtained proof that:

- 1). The Council always defended by legal means the national, economic and political interests of the workers.
- 2). In order to promote better understanding between employers and workers the Council has always made continuous efforts namely in the Khuzistan where the Oil Co. operates.
- 3). The Delegation has found no evidence of a C.C.U.T.U. plan of uprising against the existing government.

Consequently the Delegation makes the following recommendations:

- 1). That the recognition of the C.C.U.T.U. and its affiliated unions be confirmed, in view of the fact that the C.C.U.T.U. is the trade union organisation which is truly free, democratic and representative and should be supported and fortified against the attacks of the reactionaries.
- 2). The delegation proposes to the Executive Bureau of the W.F.T.U. to recommend to the Iranian Government the release of all innocent imprisoned workers, to return to their work all dismissed workers and to allow all those who have been exiled to return to their towns of residence.
- 3). The delegation deems necessary that in future the elections for the Local Councils and the Central Council should

take place on a democratic basis under the single control of W.F.T.U. delegates and that before these elections a Congress of Iranian workers should take place attended by delegates of the W.F.T.U.

This is our report and our opinion. We are fully and definitely confident of the truth of our report which has been approved by the members of the W.F.T.U. delegation in Iran.

Toheran, April 22nd, 1947

Signed by:

The Chairman of the Delegation:	El Ariss
The Representative of the A.U.C.C.T.U.	Borissev (with reservations)
The Representative of the T.U.C.	Harries ( with reservations)

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RESERVATION by E.P. HARRIES

I have signed the report of the W.F.T.U. Delegation to Iran because I agree with the recommendations. I have to add a reservation, however, because I disagree with a great deal of the report itself.

I agree that imprisonments and dismissals of workers have taken place in most, if not all, of the industrial centres of Iran. In my view, however, these have not been caused through trade union activities but by the civil revolts organised by the Tudeh Party in Azerbaijan and in Mazandaran and by the Tudeh riots which occurred in Ispahan (during which two textile mills were fired) and in Khuzistan (where a number of Arabs were killed and injured).

This widely spread civil disorder resulted in the enforcement of military law and the penal actions about which my colleagues complain. It is my view that any Government faced with this situation would have taken similar action.

Unfortunately, the Central Council of Trade Unions became indistinguishable from the Tudeh Party. I therefore regard the prisoners mentioned in the report as being political prisoners who took part in a civil armed revolt which failed and not as persons imprisoned or penalised because of trade union activities.

Iran was occupied by three Allied armies from 1941 to 1946 while the previous 20 years were years of absolute rule. In addition 80 % of the population is illiterate. Clearly, Trade Unionism in Iran cannot be judged by Western standards.

(signed) :

E.P. HARRIES.



LETTER ADDRESSED BY THE CHAIRMAN OF THE DELEGATION  
TO THE IRANIAN PRIME MINISTER.

"To His Excellency the Prime Minister of Iran,

"The Delegation of the World Federation of Trade Unions in Iran having accomplished its mission of enquiry on the situation of Iranian Trade Unions I have the honour to address to Your Excellency the following letter on their behalf :

"Excellency,

"I can only express my grief at the present trade union situation in the various regions of Iran. The existing situation is the outcome of numerous events with which we are not concerned, but which have resulted in the persecution and the imprisonment by the Government of representatives of the Central Council of Unified Trade Unions, followed by mass dismissals of workers who were expelled from factories, thrown into the streets and thereby deprived of their means of existence and placed in the impossibility of feeding their family."

"Excellency,

"We were able to visit all the regions which we planned to see and we must thank your Government for granting us all the necessary facilities and means of transport."

"I trust Your Excellency will allow me to express here the impressions which the delegation received in the course of its visits and of its contact with the workers and their representatives as well as their opinion on the state of mind prevalent among the workers."

"Apart from an infinitesimal minority - which can be noted in many other countries - the overwhelming majority of the Iranian people supports the Central Council of United Trade Unions to which it is thoroughly loyal for the good it has done to the workers and for leading them along the road of progress for the improvement of their living standards both economic and cultural, both on the national plan and on that of trade union organisation."

"The persecution of Unified Trade Unions and of their affiliates has resulted in preventing the workers from

.../...

expressing their opinions. Thus they have lowered their voice and hidden their feelings, fearing the ills that might befall them and drive them, their wives and their children to a state of poverty, of misery, of hardships and of famine."

"I can assure Your Excellency that if conditions were normal in Iran, if workers enjoyed the freedom of trade union action and could democratically express their ideas they would see without any possible doubt the truth of my opinion and that of my colleagues of the Delegation, opinion which I have the honour to express to Your Excellency in the name of the World Federation of Trade Unions."

"We became convinced that martial law had been proclaimed in the regions where workers and factories abound and it has thus become impossible for the workers freely to express their opinion or choose those in whom they wish to place their trust to represent them in Trade Union Councils."

"Excellency,

"The Central Council of Unified Trade Unions of Iran is a member of the World Federation of Trade Unions. It was admitted when the World Federation of Trade Unions had verified the bona fide of its organization and its devotion to the Iranian workers. If the Central Council of Unified Trade Unions has committed some errors, no trade union movement is above errors anywhere in the world."

"Experience teaches trade union leaders to avoid mistakes. Therefore it is possible to correct the mistakes of the Central Council of Unified Trade Unions and avoid their recurrence in the future."

"Excellency,

"I would like to draw the attention of Your Excellency to the case of the arrest of Reza Rousta. It grieves me as it grieves my colleagues of the delegation. Naturally when I refer to this case I have no intention to interfere in legal affairs of Iran. This is not within my competence, but as Chairman of a World Trade Union Delegation having come to Iran with my colleagues on the request of the Central Council of the Unified Trade Unions and with the agreement of your Government I think I have the right to ask Your Excellency to reconsider the case of Reza Rousta's arrest.

.../...

"Excellency,

"I beg you to believe that everything I have said to Your Excellency is based on good faith, mine as well as that of my colleagues of the Delegation, as my only aim is frankly to express my opinion and that of the members of the Delegation in order to reach a satisfactory solution to a... full understanding of the existing trade union problems.

"Excellency,

"Finally I think it is my duty to express in my name and in the name of the Delegation my thanks to Your Government and in particular to Your Excellency for the efforts made to ensure the transport of the Delegation during its visits to the distant regions of Iran, which enabled the Delegation to carry out its enquiry in a satisfactory manner, as well as for the generous hospitality which we received at the hands of your Government.

"I beg to remain, Your Excellency,

Your obedient servant,

Mustapha EL ARISS,

Chairman of the W.F.T.U.

Delegation in Iran,

Teheran, 22nd April, 1947.

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Téléphone 1500

Adresse Télégraphique: Interlab  
Genève-Suisse

SOCIETE DES NATIONS

BUREAU INTERNATIONAL DU TRAVAIL

LEAGUE OF NATIONS

INTERNATIONAL LABOUR OFFICE

Ref. N<sup>o</sup> D. 241  
EJP/DM.

Genève

30th October 1920.

Sir,

I have the honour to inform you that certain representations with regard to the conditions under which children are employed in the weaving industry in Kerman were laid before the Governing Body of the International Labour Office, which is constituted under Article 393 of the Treaty of Versailles, at its recent meeting held at Geneva on the 7th October.

It was alleged that the weaving looms in Kerman and in the adjacent villages which are employed for the weaving of carpets, are situated in small, low, badly ventilated rooms in which the workers are overcrowded to an unhealthy degree; that children are employed at these looms from as early as five years of age, and work from early morning till sunset with only a brief interval in the middle of the day; and that the effect of these conditions and of the nature of the work which the children in question undertake is, in many cases, to conduce to permanent deformities of the arms and legs and to irreparable damage to their general health.

The Governing Body recalls that Persia as a Member of the League of Nations has undertaken under Article 23 of the Covenant "to secure and maintain fair and humane conditions of labour for men women and children", and also that the Delegate of the Persian Government at the International Labour Conference held at Washington, 29th October - 29th November 1919 voted in favour of the adoption of the Draft Convention fixing the minimum age for the admission of children to industrial employment, Article 2 of which prohibits the employment of children under the age of fourteen years. The Governing Body cannot therefore believe that the Persian Government would tolerate the existence of conditions of labour so repulsive to all humane sentiment as those which have been alleged to exist in Kerman and the surrounding villages.

Such allegations, however, made against a Member of the International Labour Organisation, of which the Governing Body is the representative Council, and for whose privileges and repute it is naturally jealous, cannot but be to the Governing Body a matter of the gravest concern. The Governing Body is convinced that Persia fully shares its solicitude in this regard and that she completely associates herself with the efforts of the other Members of the International Labour Organisation to secure the realisation of industrial conditions based upon justice and humanity.

The Governing Body has accordingly instructed the International Labour Office to bring these allegations to the attention of the Persian Government, in the complete assurance that Persia will recognise their concern that such allegations should be made, and will, if she deems it necessary, institute an enquiry of which the results may be communicated to the Governing Body at a subsequent meeting.

In view of the as yet imperfect development of the industrial organisation of Persia and of the difficulties of her administration newly faced with those industrial responsibilities which were assumed when Persia joined the League of Nations, it may be possible for individual cases of industrial conditions, which do not conform with the spirit of Article 23 of the Covenant to exist undetected and therefore uncontrolled. If this should prove to be the case, the Governing Body ventures to urge upon the Persian Government the desirability of completing as rapidly as possible an efficient system of industrial inspection in order that Persia may worthily fulfil the obligations which she so honourably assumed when she became a Member of the International Labour Organisation; and, as the matter may again be raised at the next meeting of the Governing Body in January and possibly at the General Conference in April, I am to ask you to be good enough to inform the International Labour Office of the steps which Persia has doubtless already taken in this respect and of any observations which the Persian Government may wish to make with regard to the allegations regarding conditions in Kerman.

I have the honour to be,

Sir,

Your obedient Servant,

Director.

Genève  
6 mars 1952

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COMMITTEE ON  
FREEDOM OF ASSOCIATION

COMITE DE LA  
LIBERTE SYNDICALE

COMITE DE  
LIBERTAD SINDICAL

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**CONFIDENTIAL**

**CONFIDENTIEL**

**CONFIDENCIAL**

Cas n° 6

FRAN

Résumé

Plaintes soumises par la Fédération syndicale mondiale et par la Confédération générale du Travail (France) au Conseil économique et social à sa onzième session et renvoyées par celui-ci à l'O.I.T.

Plaintes communiquées au Gouvernement iranien par lettre du 19 décembre 1950.

Le Gouvernement iranien a répondu par lettre du 30 janvier 1951.

A sa première session (Genève, 10-12 janvier 1952), le Comité a décidé de demander au Directeur général d'obtenir certaines informations complémentaires du gouvernement iranien avant qu'il ne formule ses recommandations au Conseil d'administration et de faire un rapport plus détaillé sur ce cas lorsque les informations en question auront été communiquées.

Le Directeur général a adressé le 24 janvier une lettre au gouvernement iranien l'informant de la décision du Comité.

Le gouvernement iranien y a répondu par une lettre en date du 29 février 1952.

Analyse du cas

Les plaintes ont été soumises au Conseil économique et social par la F.S.M. et par la Confédération générale du Travail. Elles affirmaient qu'il avait été porté atteinte à la liberté syndicale en Iran par les mesures prises par le Gouvernement en dissolvant certaines fédérations, confisquant des biens syndicaux et arrêtant ou exilant des militants syndicalistes.

Le Directeur général a communiqué ces plaintes au Gouvernement iranien par une lettre en date du 19 décembre 1950.

Dans une lettre en date du 30 janvier 1951, le Gouvernement iranien a "opposé un démenti formel aux allégations contenues dans la communication de la F.S.M."; il a demandé qu'il soit noté que le Code du travail iranien contient des dispositions précises en ce qui concerne la liberté syndicale et que les différentes missions techniques du B.I.T. qui se sont rendues récemment en Iran pouvaient confirmer ce fait, ainsi que l'existence de différentes organisations syndicales.

A sa première session (Genève, 10-12 janvier 1952), le Comité a décidé de demander au Directeur général d'obtenir certaines informations complémentaires du Gouvernement iranien avant qu'il ne formule ses recommandations au Conseil d'administration et de faire un rapport plus détaillé sur ce cas lorsque les informations en question auront été communiquées.

Le Directeur général a adressé le 24 janvier une lettre au Gouvernement iranien l'informant de la décision du Comité.

Le Gouvernement iranien y a répondu par une lettre en date du 29 février 1952.

Dans cette lettre, le Gouvernement iranien réitère son démenti formel des allégations contenues dans les plaintes. En déclarant que les syndicats jouissent dans le pays d'une entière liberté accordée par les lois, il explique la légalité de certaines mesures prises contre quelques organisations et quelques personnes qui mettaient en danger l'ordre public et la sécurité nationale: ces mesures n'ont eu aucun rapport avec l'exercice des droits syndicaux.

En ce qui concerne l'allégation relative au Conseil central des syndicats unifiés, le Gouvernement iranien affirme que l'action entreprise a été rendue nécessaire par les autorités illégales et subversives du Conseil central et que la dévolution de ses biens a été opérée en observant minutieusement les règles du droit iranien.

Pour ce qui est des personnes incarcérées et déportées, le Gouvernement iranien déclare que l'allégation est vague et hors de propos. Il affirme que seules des condamnations d'ordre pénal

sont en cause. Dans le cas particulier de M, Reza Rosta, il est à constater que les raisons de sa poursuite relèvent, soit de la compétence des tribunaux militaires, soit de la juridiction pénale. Etant en fuite, il a été jugé par contumace par les tribunaux militaires, tandis que les tribunaux pénaux doivent attendre la présence du prévenu pour le juger.

TEXTES DES PRINCIPAUX DOCUMENTS RELATIFS AUX PLAINTES  
CONCERNANT L'EXERCICE DE LA LIBERTE SYNDICALE EN IRAN

LISTE DES DOCUMENTS REPRODUITS

1. Communication de la Fédération syndicale mondiale transmise à l'O.I.T. par le Conseil économique et social à sa 11<sup>me</sup> session (Doc. E/C.2/250 (extrait)).
2. Lettre de la Confédération générale du Travail (France) transmise à l'O.I.T. par le Conseil économique et social à sa 11<sup>me</sup> session (Doc. E/1648/Add.1 (extraits)).
3. Lettre du 30 janvier 1951 du Gouvernement de l'Iran au Directeur général du B.I.T.
4. Lettre du 24 janvier 1952 du Directeur général du B.I.T. au Gouvernement iranien.
5. Lettre du 29 février 1952 du Gouvernement iranien au Directeur général du B.I.T.

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1. Document de l'O.N.U. E/C.2/250 (extrait).

Communication de la Fédération syndicale mondiale au  
Conseil économique et social

Iran

La répression contre le mouvement syndical s'est considérablement accrue dans le pays au cours de l'année 1949. Sous le prétexte d'un attentat contre le Shah d'Iran, le siège du Conseil central des syndicats unifiés d'Iran a été occupé, ses biens confisqués et l'organisation elle-même dissoute. Des centaines de militants syndicalistes ont été arrêtés, jugés sommairement par des tribunaux militaires et condamnés à des peines allant de trois à dix ans de réclusion.



L'analyse détaillée des jugements rendus par les cours martiales démontre qu'aucun fait précis n'a été invoqué contre les syndicalistes condamnés, si ce n'est leur activité syndicale.

Ce fait est également illustré par la condamnation de M. Reza Roustâ, Secrétaire des Syndicats unifiés, condamné à la peine capitale par contumace, et contre lequel aucune accusation précise n'a été formulée.

Dans ce pays, comme dans d'autres, le Gouvernement au service du patronat et de l'impérialisme étranger essaie d'étouffer le mouvement ouvrier en qualifiant son action revendicative de "menée subversive contre la sécurité intérieure et contre l'indépendance du pays".

2. Document de l'O.N.U. E/1648/Add.1 (extraits)

Lettre, en date du 15 mars 1950, adressée au Secrétaire général par la Confédération générale du Travail

Paris, le 15 mars 1950

La Confédération générale du travail de France se fait un devoir de dénoncer devant l'opinion publique chaque violation des droits des gens, des libertés démocratiques, civiques et syndicales, chaque violation cynique des droits inscrits dans la Charte des Nations Unies.

.....

Nous protestons à nouveau énergiquement auprès de vous en dénonçant les menées du Gouvernement de l'Iran qui se livre à des actes de répression inqualifiables à l'égard des militants ouvriers.

Nous avons adressé en date du 10 mars 1950 le télégramme suivant à ce gouvernement :

" APPRENANT DEPORTATION SYNDICALISTES IRANIENS DANS ILES INSALUBRES GOLFE PERSIQUE, CONFEDERATION GENERALE TRAVAIL FRANCE PROTESTE AVEC INDIGNATION CONTRE VIOLATIONS DROITS SYNDICAUX CONTRAIRES LOIS CONSTITUTIONNELLES IRANIENNES ET DROITS ELEMENTAIRES DES GENS. TRAVAILLEURS FRANÇAIS DEMANDENT GOUVERNEMENT IRANIEU DE RAPPORTER MESURES INHUMANES ET LIBERER DIRIGEANTS OUVRIERS."

B. FRACHON                      A. LE LEAP

Secrétaires généraux de  
la C.G.T.

Nous insistons de plus sur le fait que la déportation de ces 21 détenus, parmi lesquels se trouvent deux secrétaires du Conseil des syndicats unifiés de l'Iran et plusieurs autres dirigeants syndicaux, équivaut à leur condamnation à mort étant donné les rigueurs du climat et les conditions de vie épouvantables auxquelles ils sont soumis.

Les travailleurs de France vous demandent d'intervenir en faveur de ces dirigeants ouvriers qui ont été arbitrairement condamnés pour avoir exercé leurs droits syndicaux, pour avoir été les meilleurs défenseurs des intérêts des ouvriers iraniens.

3. Lettre du 30 janvier 1951 du Gouvernement de l'Iran au Directeur général du B.I.T.

MINISTERE DU TRAVAIL DE L'IRAN

Téhéran, le 30 janvier 1951

Monsieur le Directeur général,

J'ai l'honneur d'accuser réception de votre lettre n° TUR 1000, du 19 décembre 1950, ainsi que de la copie de la lettre reçue par le Secrétaire Général des Nations Unies et émanant de la Fédération Syndicale Mondiale.

Nous opposons un démenti formel aux allégations contenues dans la communication de la F.S.M. et vous prions de bien vouloir noter que notre code du Travail contient des dispositions bien précises en ce qui concerne la liberté syndicale et que les différentes missions techniques du B.I.T. qui se sont rendues en Iran encore tout récemment ont pu confirmer ce fait ainsi que l'existence de différentes organisations syndicales.

Veuillez agréer, Monsieur le Directeur général, l'assurance de ma haute considération.

(Signé) A.A. Alam  
Ministre du Travail.

4. Lettre du 24 janvier 1952 adressée au Gouvernement iranien par le Directeur général du B.I.T.

Monsieur le Ministre,

Me référant à votre lettre du 30 janvier 1951, dont il vous a été accusé réception en son temps, j'ai l'honneur de vous remercier très vivement d'avoir bien voulu me faire connaître le point de vue du Gouvernement iranien sur certaines communications concernant votre pays et contenant des allégations relatives à la violation des droits syndicaux, dont

l'examen avait été renvoyé à l'Organisation internationale du Travail par le Conseil économique et social des Nations Unies et que je vous avais communiquées par ma lettre n° TUR 1000 en date du 19 décembre 1950.

Le texte de ces communications, ainsi que la teneur des observations du Gouvernement iranien, ont été portés à la connaissance du Comité de la liberté syndicale lors de sa première session, qui s'est tenue à Genève du 10 au 12 janvier 1952.

Le Comité a pris bonne note du démenti formel apporté par votre Gouvernement, dans sa lettre du 30 janvier 1951, aux allégations qu'a présentées la Fédération syndicale mondiale. Cependant, tout en exprimant sa satisfaction des renseignements déjà fournis à cet égard par le Gouvernement iranien, il a estimé de son devoir de demander à ce dernier de vouloir bien lui faire parvenir quelques précisions.

Je mentionnerai, par exemple, qu'en ce qui concerne l'allégation de la Fédération syndicale mondiale ayant trait à l'occupation du siège du Conseil central des syndicats unifiés d'Iran, ainsi qu'à la dissolution de cette organisation et à la confiscation de ses biens, il serait souhaitable que le Gouvernement iranien réfute plus en détail ces différents points et qu'au cas où des mesures de ce genre auraient dû être prises, il en indique les raisons. De même, au sujet de l'allégation concernant la condamnation, en raison de leurs seules activités syndicales, d'un certain nombre de militants syndicalistes et particulièrement de M. Reza Rousta, il serait utile que votre Gouvernement puisse, à l'appui de son démenti, joindre le texte des sentences prononcées par les tribunaux.

D'autre part, la lettre de votre Gouvernement en date du 30 janvier 1951 ne faisait pas allusion à la plainte de la Confédération générale du Travail de France, alléguant que vingt et un syndicalistes iraniens auraient été déportés dans des îles insalubres du Golfe persique. Sur ce point également, il serait désirable que votre Gouvernement indique s'il a des observations à présenter et, au cas où des mesures de ce genre auraient dû être prises, quelles sont les raisons qui les ont motivées.

Le Comité a exprimé le souhait que ces informations me soient transmises le plus rapidement possible et, de toute manière, avant le 1er mars 1952, afin qu'il puisse en avoir connaissance à sa prochaine session, qui doit avoir lieu le 6 mars 1952.

En portant à votre connaissance cette décision du Comité de la liberté syndicale, je me permets d'exprimer l'espoir qu'il vous sera possible de me faire parvenir pour cette date les informations demandées.

Je ne manquerai pas de vous faire tenir à bref délai un exemplaire du rapport du Comité de la liberté syndicale.

Veuillez agréer, Monsieur le Ministre, l'assurance de ma haute considération.

David A. Morse  
Directeur général

Lettre du 29 février 1952 adressée par le Ministre du Travail de l'Iran  
au Directeur Général du Bureau International du Travail.

Monsieur le Directeur général,

En réponse à votre lettre du 24.1.1952 Réf. TIR.1-48, j'ai l'honneur de vous faire parvenir certaines précisions se rapportant aux informations déjà fournies dans la lettre du 30 janvier 1951.

J'attire tout particulièrement votre attention sur le démenti formel de mon gouvernement aux allégations contenues dans la communication de la Fédération syndicale mondiale et dans la lettre du 15 mars 1950 de la Confédération générale du Travail de France.

Le mouvement syndical iranien n'a été l'objet d'aucune répression et notre législation accorde aux syndicats une entière liberté, qui a été reconnue, à maintes reprises, par les délégations du B.I.T. et de la F.S.M. ainsi que par la Conférence internationale du Travail.

Les syndicats légalement constitués jouissent tous de la même liberté, sans discrimination aucune. Actuellement, il y a 88 syndicats formés d'après les prescriptions édictées par la loi du Travail, et dont vous trouverez une liste partielle à l'Annexe No 1.

Dans les chapitres 7 et 8 du document intitulé "L'Iran et la F.S.M. Annexe No. 2", il est fait mention de l'enquête faite par la délégation de la Fédération Syndicale Mondiale. A ce propos, j'attire votre attention sur la lettre de Monsieur Harries, "Page 19", membre de ladite délégation, qui réfute les allégations de ses collègues et explique la légalité et l'opportunité de certaines mesures légales prises contre quelques personnes qui, par des actes contraires à la loi et à l'ordre public, cherchaient à mettre en danger notre intégrité territoriale.

Or, au chapitre 8 du document et aux numéros 6 et 7 de la Revue du Travail, les documents et extraits de presse fournissent suffisamment de renseignements et de preuves sur les menées subversives des dirigeants du Conseil central des syndicats unifiés qui, en fait, n'était qu'une organisation affiliée au Parti Toudah.

Je vous envoie ci-joint, Annexe No. 3, la traduction conforme de quelques chefs de l'acte d'accusation qui démontrent d'une façon précise et indéniable les raisons de la poursuite de Monsieur Reza Rousta. Il est à constater que ces raisons étant d'ordre pénal ne représentent aucune violation aux droits syndicaux.

Par contre, ce document fait ressortir les preuves évidentes des agissements de ce dernier et l'orientation donnée par les chefs du Conseil central des syndicats unifiés à ladite organisation pour comm-

-être des actes contraires à la Constitution, voire même des assassinats, des pillages et la fomentation de troubles et de mouvements séparatistes.

Certains de ces chefs d'accusation relèvent de la compétence des tribunaux militaires, au sujet desquels Monsieur Rousta et quelques-uns de ses complices étant en fuite, ont été jugés par contumace. D'autres relèvent de la compétence des tribunaux pénaux qui attendent la présence des prévenus pour les juger.

Selon une loi, dont je vous envoie la traduction conforme, Annexe No. 4, toutes les organisations ayant pour but la propangation des idéologies contraires à la constitution monarchique et à la forme démocratique du gouvernement sont interdites.

Après la poursuite de Monsieur Reza Rousta, presque la totalité des membres de bonne foi du C.C.S.U. ont démissionné et ont formé de nouveaux syndicats qui existent et continuent leurs activités professionnelles, selon les lois en vigueur. En ce qui concerne les biens dudit syndicat, il a été procédé minutieusement suivant les règles du droit iranien.

Quant aux allégations concernant les personnes incarcérées et déportées - objet de la plainte de la C.G.T. - quoique la plaignante s'est bornée à une accusation générale et n'a fourni aucune preuve à l'appui, il ne s'agit là, comme dans le cas précédent, que de faits imaginaires, ou des condamnations d'ordre pénal, n'ayant absolument aucun rapport avec les activités syndicales.

D'ailleurs, le Comité de la Liberté syndicale saura puiser aux pages 36 et suivantes de la Revue du Travail (première année) Annexe No. 5 autant de preuves flagrantes des actes illégaux du Conseil central des syndicats unifiés, qu'il me semble inutile d'insister davantage.

Veillez agréer, Monsieur le Directeur général, l'assurance de ma haute considération.

(signé) Dr. Alami,  
Ministre du Travail

Le gouvernement cite d'ailleurs une série d'exemples concrets semblant prouver que toutes les entraves à la liberté syndicale ont été, en fait, levées, tels que : le libre fonctionnement des syndicats professionnels, la libre création de nouveaux syndicats, la libre tenue des réunions et des congrès syndicaux, l'extension prise par les conventions collectives, le libre recours à la grève, le rétablissement des dirigeants syndicaux dans leurs anciennes fonctions, la liberté de la presse syndicale, la participation des dirigeants syndicaux à des réunions ou congrès internationaux.

21. Tenant compte de ces faits corroborés par une série de documents que le gouvernement a joints à sa réponse, le Comité recommande au Conseil d'administration:

a) de prendre acte des assurances formelles données par le gouvernement en ce qui concerne sa politique syndicale et des mesures prises en vue du rétablissement de la liberté syndicale;

b) d'exprimer l'espoir que le gouvernement voudra envisager la possibilité de ratifier les conventions no. 87 sur la liberté syndicale et la protection du droit syndical (1948) et no. 98 sur le droit d'organisation et de négociation collective (1949);

c) de suggérer que le gouvernement pourrait estimer opportun de réexaminer sa législation existante en vue de voir s'il ne serait pas souhaitable d'y apporter certaines modifications destinées à la mettre entièrement en harmonie avec le principe de la liberté syndicale;

d) de décider que, étant donné l'ensemble des circonstances dans lesquelles se présente ce cas, il ne serait pas utile que le Conseil d'administration poursuive l'affaire.

#### CAS No 6

### PLAINTES SOUMISES PAR LA FEDERATION SYNDICALE MONDIALE ET LA CONFEDERATION GENERALE DU TRAVAIL DE FRANCE CONTRE LE GOUVERNEMENT DE L'IRAN.

#### ANALYSE DES PLAINTES.

#### A. Plainte présentée par la Fédération syndicale mondiale.

22. La plainte soumise par la Fédération syndicale mondiale contient les deux allégations suivantes qui, de l'avis des plaignants, constituent des violations de l'exercice des droits syndicaux.

a) Le siège du Conseil central des syndicats unifiés d'Iran aurait été occupé par les autorités en 1949, les biens de cette organisation auraient été confisqués et l'organisation elle-même aurait été dissoute.

b) Des centaines de militants syndicalistes auraient été arrêtés, jugés sommairement par des tribunaux militaires et condamnés à des peines allant de 3 à 10 années de réclusion. Aucune charge particulière n'aurait été formulée contre les accusés, si ce n'est leur activité syndicale. M. R. Rousta, Secrétaire des syndicats unifiés, aurait été condamné à mort par contumace bien qu'aucune accusation précise n'aurait été formulée contre lui.

#### 8. Plainte présentée par la Confédération générale du Travail de France.

23. La plainte présentée par la Confédération générale du travail de France allègue que les autorités iraniennes auraient violé l'exercice des droits syndicaux en condamnant 21 dirigeants syndicalistes, dont deux secrétaires de Conseil des syndicats unifiés d'Iran, à être arbitrairement emprisonnés et déportés dans des îles insalubres du fait de leur activité syndicale.

#### ANALYSE DE LA REPONSE ET DE LA REPONSE SUPPLEMENTAIRE

24. Le gouvernement iranien, dans sa première réponse, opposa un démenti aux allégations présentées contre lui par la Fédération syndicale mondiale et ajouta, d'autre part, que le Code du travail iranien contient des dispositions précises en ce qui concerne la liberté syndicale et que les différentes missions techniques du B.I.T. qui se sont rendues récemment en Iran ont pu confirmer ce fait, ainsi que l'existence, dans ce pays, de différentes organisations syndicales. Le gouvernement n'ajouta pas d'autres renseignements sur les points soulevés dans la plainte présentée par la Fédération syndicale mondiale et ne fit aucune référence à la plainte présentée par la Confédération générale du travail de France.

25. Lors de sa première session (10-12 janvier 1952), le Comité de la liberté syndicale avait chargé le Directeur général de demander au gouvernement iranien des informations complémentaires avant que le Comité ne formule ses recommandations au Conseil d'administration.

26. Par lettre du 24 janvier 1952, le Directeur général a demandé des renseignements complémentaires sur les points suivants:

a) allégations concernant l'occupation du siège du Conseil central des syndicats unifiés, la dissolution de cette organisation et la confiscation de ses biens;

b) allégations concernant la condamnation d'un certain nombre de militants syndicalistes, dont M. Reza Rousta. Quant à ce point, le Comité avait notamment exprimé le désir d'obtenir le texte du jugement prononcé contre M. Reza Rousta;

c) allégations concernant la déportation de 21 dirigeants syndicalistes.

27. Dans sa réponse en date du 29 février 1952, le gouvernement iranien a donné les précisions suivantes sur les trois questions qui lui avaient été posées.

28. Quant à l'allégation concernant la dissolution du Conseil central des syndicats unifiés, le gouvernement signale que toute association ayant pour but de renverser le régime de la monarchie constitutionnelle ou d'instaurer un régime d'idéologie communiste est interdite. Toute personne qui constitue ou dirige une telle association ou en fait partie sera punie en vertu de l'article 60 du Code pénal. Le Comité central des syndicats unifiés a été affilié au parti "Toudeh", interdit par le gouvernement. Les dirigeants du Conseil central, comme le doivent prouver les documents produits en annexe à la lettre, s'étaient livrés à des actes subversifs et illégaux. Des poursuites ayant été intentées contre ces dirigeants, les membres qui étaient de bonne foi ont quitté le Conseil central pour former d'autres syndicats. Quant au patrimoine du Conseil, le gouvernement affirme avoir procédé conformément aux prescriptions de la loi.

29. En ce qui concerne l'allégation concernant la condamnation de M. Reza Rousta, le gouvernement a produit un extrait de l'acte d'accusation. Il fait observer que certains des chefs d'accusation relèvent de la compétence des tribunaux militaires, alors que d'autres sont de la compétence des tribunaux ordinaires. M. Rousta étant en fuite, il a été condamné par contumace par le tribunal militaire mais, aux termes du Code de procédure pénale, n'a pas encore pu être jugé par les tribunaux ordinaires. Les charges suivantes ont été portées contre M. Reza Rousta:

- a) Coopérer avec les chefs du Parti démocrate d'Azerbaïdjan (mouvement séparatiste) et favoriser les rebelles exerçant des atteintes à la sûreté de l'Etat dans deux départements du pays.
- b) Entretenir des intelligences avec une armée étrangère et opérer à son intérêt.
- c) Provoquer les citoyens aux actes délictueux contre la sûreté de l'Etat en Mazandaran et Gorgan; opérer la destruction volontaire des matériels de chemin de fer et des mines, couper la relation des deux départements mentionnés avec la capitale et porter ainsi atteinte à l'intégrité du territoire.



- d) Organiser des bandes de terroristes.
- e) Commettre des assassinats et des atteintes dont le but est d'exciter les citoyens à la guerre civile et à la révolte.
- f) Commettre des escroqueries et abus de confiance en détournant le salaire d'une journée de travail et la cotisation mensuelle au préjudice des membres du C.C.S.U. en dissipant les sommes payées par les particuliers à titre de secours mutuels; et la soustraction des biens du gouvernement.
- g) Provoquer et exciter des militaires à passer au service des rebelles en Azerbaïdjan et à compromettre l'ordre public et la sûreté de l'Etat.
- h) Commettre des arrestations et séquestrations arbitraires, exécutant des peines corporelles et des tortures envers les citoyens."

30. En ce qui concerne la prétendue déportation des dirigeants syndicalistes, le gouvernement relève qu'il s'agit là de faits imaginaires ou de condamnations prononcées en vertu du droit commun, sans rapport aucun avec le droit syndical. En résumé le gouvernement réitère son démenti formel opposé aux allégations des plaignants, souligne que les poursuites intentées contre les dirigeants des syndicats étaient motivées par des actes relevant du droit pénal, mais que le mouvement syndical n'a pas été l'objet de mesures répressives et que les syndicats légalement constitués jouissent de leur pleine liberté.

31. A l'appui de sa thèse, le gouvernement a joint à sa réponse, en plus de l'acte d'accusation déjà mentionné, une série de documents concernant tant l'évolution que la situation actuelle du mouvement syndical en Iran et qui étaient à la disposition du Comité.

#### Conclusions.

32. En ce qui concerne l'allégation concernant l'occupation du siège du Conseil central des syndicats unifiés, sa dissolution et la confiscation de ses biens, il avait été demandé au gouvernement qu'il "réfute plus en détail ces différents points et qu'au cas où des mesures de ce genre auraient été prises, il en indique les raisons".

33. Il ressort de la réponse du gouvernement que cette organisation s'est désagrégée à la suite des poursuites engagées contre ses dirigeants. Quant à la disposition de ses biens, le gouvernement a déclaré qu'il y a été procédé minutieusement suivant les règles du droit iranien.

34. En ce qui concerne l'allégation concernant la condamnation de M. Reza Rousta, il avait été demandé que le gouvernement "puisse, à l'appui de son démenti, joindre le texte des sentences prononcées par les tribunaux". Le gouvernement a fait observer que l'accusation porte sur des faits de droit commun, relevant en partie des tribunaux militaires et en partie des tribunaux ordinaires. M. Rousta étant en fuite, le procès devant les tribunaux ordinaires est suspendu, mais les tribunaux militaires l'ont jugé par contumace. Le Tribunal militaire a basé la condamnation sur un acte d'accusation qui indiquait entre autres qu'il entretenait des intelligences avec une armée étrangère. Le Comité estime que cette allégation est d'un caractère si purement politique qu'il n'est pas opportun de poursuivre l'affaire.

35. Quant à l'allégation relative à la déportation des 21 dirigeants syndicalistes, le gouvernement a signalé que le plaignant s'est borné à des accusations générales et n'a pas fourni des preuves suffisantes. Dans ces circonstances, le Comité estime que le plaignant n'a pas fourni de preuves suffisantes pour justifier le renvoi du cas devant la Commission d'investigation et de conciliation.

36. D'autre part, le gouvernement a produit certains documents à l'appui de sa thèse que les poursuites intentées contre les dirigeants du Conseil central des syndicats unifiés s'inspiraient exclusivement du souci de maintenir l'ordre public, mais n'étaient pas dirigées contre le mouvement syndical. Il relève en plus que les syndicats légalement constitués jouissent pleinement de la protection de la loi.

37. Dans ces conditions, le Comité recommande au Conseil d'administration de décider que le cas ne mérita pas un examen plus approfondi de la part du Conseil d'administration.

confidential

OIT/TAP/IRAN/R.14

BUREAU INTERNATIONAL DU TRAVAIL  
PROGRAMME ELARGI D'ASSITANCE TECH.

RAPPORT  
au  
GOUVERNEMENT DE L'IRAN sur LA VISITE D'UNE MISSION  
en  
RELATIONS PROFESSIONNELLES

(23 nov.-16 déc. 1964)

## ANNEXE III

### TEXTE, EXTRAIT, OU RESUME DE CONVENTIONS COLLECTIVES MISES A LA DISPOSITION DE LA MISSION

#### Convention collective de la Fabrique de tricot Téhéran (28 salariés)

##### 1. Généralités

1. Conformément au décret-loi sur la participation des ouvriers, adopté le 7 janvier 1963 par le Conseil des ministres, la présente convention est conclue entre M.A. Mochrefi, employeur, et les travailleurs de la Fabrique de tricot Téhéran, le 4 mai 1964.

2. La présente convention est conclue pour une durée d'un an et prendra effet à la date de sa signature. Sauf dénonciation par l'une des deux parties contractantes au moins un mois avant l'expiration de la période précitée, la convention pourra être prolongée.

3. La présente convention s'applique à l'ensemble du personnel.

##### 11. La participation

4. Par commun accord des deux parties, il est institué différentes primes collectives proportionnelles à la production et à l'augmentation de la production de la façon suivante:

5.	Pour les articles simples:	1 rial
	Pour " " moyens :	2 rials
	" " " difficiles:	3 rials.

Aux montants ainsi déterminés pour chaque catégorie de produit vient s'ajouter une prime d'accroissement de la production pour chaque article dépassant la moyenne de 100 unités par jour:

Pour les articles simples:	2 rials
" " " moyens :	3 rials
" " " difficiles:	5 rials.

6. Les versements de la prime collective seront effectués tous les trois mois.

7. Les sommes ainsi collectées seront réparties entre les salariés au prorata de leurs salaires. Le salaire des travailleurs aux pièces sera la moyenne des salaires des 30 derniers jours.

### III. Les accords

8. En cas de différend relatif à l'exécution et au contrôle de la présente convention, il sera soumis à une commission de conciliation composée d'un représentant de l'employeur, M. Mahmoudi, et de deux représentants des travailleurs, MM. Pocht-Machnadi et Karimi.

9. En cas de nécessité, la commission pourra être convoquée par les parties signataires. De même, la commission peut se réunir à la demande d'un tiers des salariés.

10. Aux termes de cette convention et de l'article 17 du décret-loi sur la participation des travailleurs, aucun travailleur ne pourra s'immiscer dans l'administration et la gestion de l'entreprise.

11. Aux termes de cette convention et de l'article 7 du même décret, les avantages antérieurement acquis par les salariés ne seront pas réduits ou supprimés.

#### Convention collective de la Brasserie Madiidié "Téhéran" (55 salariés)

La présente convention collective est conclue en application du décret-loi du 7 janvier 1963 sur la participation des travailleurs aux bénéfices des entreprises industrielles et productives. Les parties contractantes sont M. R. Issaian, employeur, et M. A. Mobaraki, représentant du personnel et secrétaire du Syndicat.

Article 1er. La présente convention s'applique à l'ensemble du personnel de l'entreprise.

Article 2. Elle est conclue pour une durée d'un an et demi, du 23 septembre 1963 au 20 mars 1965, et se poursuivra, ensuite, par tacite reconduction pour une période d'un an, sauf dénonciation par l'une ou l'autre des parties à l'expiration de la durée de validité de cette convention.

Article 3. Les parties contractantes se sont mises d'accord pour choisir comme formule d'intéressement la participation des travailleurs aux bénéfices résultant de la diminution des pertes, et l'employeur s'engage, outre le paiement des salaires, à verser au personnel 70 pour cent du bénéfice résultant de la diminution des pertes.

La moyenne des pertes journalières des années 1961 et 1962 était de 400 bouteilles dans les sections de sous-sol, fermentation et clarification, et dans les sections de pasteurisation et remplissage les pertes journalières constatées étaient de plus de 500 bouteilles.

Article 4. Par commun accord des deux parties, la somme globale résultant de la diminution des pertes ne doit pas dépasser 900.000 rials pour un an et demi; dans le cas où la somme globale obtenue est inférieure à la somme susmentionnée, l'employeur sera tenu de payer la différence.

Article 5. La somme ainsi obtenue sera répartie entre les bénéficiaires en trois parts, et les modalités de paiement seront les suivantes :

- A. Les deux premières parts seront distribuées tous les six mois.
- B. La troisième sera versée aux bénéficiaires à l'expiration de la durée de la convention.

Alinéa 1. Les sommes obtenues par l'exécution de la formule choisie seront réparties entre les bénéficiaires suivant les barèmes fixés dans les tableaux ci-dessous :

Années de service	Coefficient de participation	Salaires	Coefficient de participation
De un à 3 ans	1	de 80 à 110 rials	1
De 3 à 8 ans	2	" 110 à 140 "	2
De 8 à 13 ans	3	" 140 à 180 "	3
De 13 à 20 ans	4	" 180 à 220 "	4
De 20 et plus	5	" 220 et plus "	5

Alinéa 2. Le coefficient de chaque travailleur est constitué par le total des coefficients se rapportant aux années de service et aux salaires.

Alinéa 3. Pour déterminer la part de chaque travailleur, il faut diviser la somme payée par l'employeur par le total des coefficients de tous les travailleurs et multiplier le chiffre obtenu par le total des coefficients de chaque travailleur.

Article 6. Pendant la durée de cette convention, les parties s'engagent à ne procéder ni au lock-out ni à la grève pour imposer leurs revendications.

Article 7. Les parties signataires préservent le droit de l'activité syndicale dans le cadre des textes législatifs.

Article 8. L'employeur s'engage à déduire la cotisation des travailleurs syndiqués de leur rémunération et à la verser, dans un délai d'une semaine, à la caisse du syndicat.

Article 9. L'employeur s'engage à mettre à la disposition des travailleurs les moyens de transport gratuit et, à défaut, à leur payer 5 rials par jour.

Article 10. Les moyens de premiers secours seront mis à la disposition des travailleurs.

Article 11. Les travailleurs s'engagent à utiliser tous les effets et dispositifs de protection et de sécurité fournis par l'employeur. En cas de négligence et d'inutilisation, ils seront sanctionnés par des amendes dont le montant sera égal au salaire d'une journée de travail.

Article 12. Des réfectoires, des douches et des vestiaires seront mis à la disposition du personnel.

Article 13. L'employeur s'engage à réembaucher le salarié qui a été appelé à accomplir son service militaire obligatoire.

Article 14. L'employeur s'engage à remplir à l'égard du personnel les obligations résultant de la législation sur le travail et de la sécurité sociale.

Article 15. Les différends qui pourraient surgir à l'occasion de l'application de la présente convention seront réglés préalablement par les signataires, sinon par le conseil d'entreprise. Au cas où le désaccord persisterait, les parties signataires s'adresseraient à la juridiction compétente.

Article 16. Tout accord individuel ou collectif contraire aux dispositions de la présente convention sera considéré comme nul; toutefois, les avantages acquis antérieurement à la date de la signature de la présente convention restent valables.

Annexe. Les avantages acquis antérieurement sont les suivants :

1. Les ouvriers recevront tous les six mois 850 rials pour l'habillement (bleus de travail et des chaussures).
2. Il sera versé, en fin d'année, à chaque travailleur, un montant équivalent à 15 jours de salaire.
3. Il sera mis, chaque année, à la disposition des travailleurs des sections de sous-sol, fermentation, clarification : deux vêtements chauds (de peau de mouton). deux paires de bottes et deux chaussettes (bandelettes de laine) et deux pardessus en matière plastique pour laver les tonneaux.  
Il sera également mis à la disposition de tous les ouvriers les effets de protection et sécurité nécessaires (tablier en cuir ou imperméable) à l'exécution des travaux exposant leurs vêtements à une détérioration prématurée.
4. Il sera fourni aux travailleurs des sections de nettoyage de l'orge et du séchage : des vestes chaudes pour l'hiver, et des bottes seront mises à la disposition des travailleurs des sections de maltage, cuisson et remplissage.
5. Il sera fourni, chaque mois, à tous les travailleurs, deux cubes de savon; les techniciens en recevront quatre.
6. Les salariés occupés dans des travaux insalubres (nettoyage de l'orge, maltage, séchoir, fourneau et emballage) recevront du lait.
7. Les heures supplémentaires seront payées avec la majoration habituelle.

Convention collective de l'usine textile  
Chahrezave Djadid (775 salariés)

La convention collective suivante est conclue en application du décret-loi relatif à la participation des travailleurs aux bénéfices des entreprises Djadid et, d'autre part, le délégué du personnel, M. Ali Sharifzadegan.

Article 1. Il sera attribué à l'ensemble du personnel, à partir du 21 mai 1963, une somme égale à 4 pour cent du bénéfice annuel. La part des travailleurs sera distribuée à la fin de l'exercice annuel et conformément aux comptes et au bilan de l'usine.



- A. En outre, à partir du 23 septembre 1963, les travailleurs de la section "filage" participeront aux bénéfices provenant de l'augmentation de la production sous la forme d'une prime de 12 rials pour chaque balle de fil excédant le produit normal journalier (une balle pèse 4 kilos et demi).

De plus, ils bénéficieront d'une prime de réduction des pertes en raison de 15 rials par kilo.

.....

- B. A partir du 23 septembre 1963, les travailleurs de la section "tissage" participeront aux bénéfices provenant de l'augmentation de la production sous la forme d'une prime de 100 rials pour 1.000 mètres de tissu excédant le produit normal journalier.

De plus, ils bénéficieront de 30 pour cent de l'économie totale réalisée sur la diminution du coût de production et des frais de pièces de rechange.

.....

- C. A partir du 23 septembre 1963, les travailleurs de la section "finissage" participeront aux bénéfices provenant de l'augmentation de la production sous forme d'une prime de 80 rials pour 1.000 mètres de tissu.

Il sera institué aussi une prime pour la diminution des pertes. La part de cette économie distribuée au personnel est de 40 pour cent des bénéfices réalisés par la diminution des pertes et les sécantes des tissus.

.....

Article 2. La répartition de la somme provenant des 4 pour cent des bénéfices nets se fera entre les membres du personnel, conformément à l'article 14 du décret-loi sur la participation, et une fois par an.

Article 3. Conformément à l'article 17 du décret-loi précité, aucun travailleur ne pourra s'immiscer dans la gestion de l'entreprise (surtout les affaires d'ordre financier).

Article 4. La présente convention collective est conclue pour une durée de deux ans, et prendra effet à partir du 21 avril 1963; elle se poursuivra ensuite par tacite reconduction pour une durée d'un an, sauf demande de révision ou dénonciation formulée par l'une des parties contractantes.

La partie qui dénoncera la convention devra faire connaître ses intentions un mois avant l'expiration de la convention.

Article 5. Il est institué un comité de collaboration dont les membres sont ...., qui a pour but de surveiller l'exécution de la présente convention, de contrôler l'établissement du calcul des résultats de la prime et de trancher les différends individuels.

Article 6. Conformément aux termes de l'article 7 du décret-loi sur la participation des travailleurs, l'employeur ne pourra diminuer ou supprimer les avantages acquis antérieurement par les travailleurs.

Convention collective de  
l'usine de textile ATLAS-BAFT (450 travailleurs)

Le présent contrat est conclu entre, d'une part, la société anonyme de l'ATLAS-BAFT, immatriculée au registre du commerce sous le numéro 5387, représentée par son directeur, M. Fakhredine Djenab, et, d'autre part, l'ensemble du personnel de la société, en application du décret-loi sur la participation des travailleurs aux bénéfices des entreprises, adopté le 7 janvier 1963.

Article 1. Les bénéfices annuels distribuables entre les actionnaires de la société, conformément aux comptes et bilan de l'exercice financier, sont publiés dans le Journal d'annonces légales. Ce bilan est valable et incontestable.

Article 2. Il sera alloué chaque année à l'ensemble du personnel une somme égale à 15 pour cent des bénéfices répartie de la façon suivante :

A. Paiements constants au cours de chaque exercice annuel

1) Il sera attribué à chaque travailleur de 1 à 10 pour cent de son salaire journalier, proportionnellement à l'augmentation de la production hebdomadaire.

Alinéa 1. La production hebdomadaire sera fixée préalablement par l'employeur.

Alinéa 2. Les paiements effectués, en sus du salaire journalier, avant la date de signature du présent contrat, seront portés aux comptes des travailleurs.

2) Il sera mis, chaque année, à la disposition des travailleurs deux bleus de travail.

Alinéa 1. Il sera possible de verser, aux travailleurs, avec l'approbation du directeur général de la société, le prix des vêtements de travail.

3) Il sera attribué, aux salariés, à raison d'un an de travail, une somme équivalente à 15 jours de salaire (un mois de salaire en ce qui concerne les employés). Cette somme sera payée à la fin de l'année (21 mars); les travailleurs qui n'ont pas un an de présence en profiteront proportionnellement à la durée de leurs services.

4) Les frais sus-indiqués seront portés aux comptes des travailleurs et seront déduits de leur part de bénéfices. Le montant de ces frais, ainsi déterminé par l'employeur, est incontestable et les travailleurs ne peuvent le mettre en doute.

#### B. Les paiements éventuels

Dans le cas où le montant des bénéfices alloué aux travailleurs serait plus élevé que celui mentionné au paragraphe A, le solde sera divisé en trois parts :

- 1/3 immédiatement distribuable un mois après l'approbation du bilan par l'assemblée générale de la société. La distribution s'effectuera suivant les barèmes fixés dans les tableaux de l'article 14 du décret-loi sur la participation des travailleurs aux bénéfices des entreprises. La répartition de la somme allouée se fera entre les membres du personnel ayant été au service de l'usine le 22 mai 1963.
- 1/3 sera remis à la caisse d'aide sociale; la caisse est gérée par les représentants des travailleurs et la somme versée sera dépensée conformément aux statuts de la caisse.
- 1/3 sera versé à un fonds de réserve pour les frais sociaux et les cas imprévus.

Article 3. Le présent contrat prendra fin le 8 mars 1969.

Article 4. Les autres conditions de travail non réglées dans le présent contrat seront les mêmes que celles déterminées par les dispositions légales et le règlement intérieur de l'usine.

Article 5. Dans le cas où la part de bénéfices des travailleurs pour une année considérée serait moindre que le total des frais mentionnés au paragraphe A, ou s'il n'y a pas de bénéfice, la totalité des paiements sus-indiqués ne sera pas reversée.

Article 6. Les statuts de la caisse d'aide sociale du personnel seront rédigés par une commission mixte composée d'un représentant des travailleurs et d'un représentant des employés, et ces statuts seront valables après l'approbation de l'employeur.

Article 7. Les différends sur l'application ou l'exécution du présent contrat seront remis à l'organisation de l'administration industrielle et non aux autorités mentionnées à l'article 14 du décret-loi sur la participation des travailleurs aux bénéfices. La décision de cette dernière sera définitive et s'imposera aux parties.

Sucrerie ISPAHAN

(970 salariés, dont 97 permanents et 873 saisonniers)

- Durée de la convention collective : deux ans à partir du 23 septembre 1963.
- Modalités d'intéressement : prime proportionnelle à la consommation de la matière première.
- Modalités de répartition de la part consacrée à l'intéressement : la répartition de la somme allouée se fera entre les membres du personnel au prorata de leur salaire et de leur assiduité. De plus, il est attribué aux salariés permanents le coefficient 3, et aux ouvriers saisonniers le coefficient 1.
- Epoque de versement : une fois par année, à la fin de la saison de travail.
- Il est institué un comité dit "comité de collaboration", chargé de contrôler les modalités de la répartition de la prime collective d'intéressement, lequel est composé du représentant de l'employeur, du délégué du personnel et de son suppléant, et du directeur technique de l'entreprise.
- Les différends seront réglés conformément à l'article 18 du décret-loi sur la participation des travailleurs aux bénéfices des entreprises.

Ce comité est chargé de régler les difficultés qui pourraient surgir pendant l'exécution de la convention, et de participer à l'étude de l'amélioration de la productivité et de la diminution des pertes.

RADIOELECTRIC IRAN L.T.D. (Montage)  
(114 salariés)

- Durée de la convention collective : six ans à partir du 25 mai 1963.
- Modalités d'intéressement : participation de 17 pour cent du bénéfice net.
- Modalités de répartition de la part consacrée à l'intéressement :
  - a) Paiement au cours de l'année :
    - 1) réduction sur le prix du repas de midi : repas de midi : 5 rials;
    - 2) deux vêtements de travail;
    - 3) prime proportionnelle à l'accroissement de la production;
    - 4) gratification équivalente à 15 jours de salaire.
  - b) Le reste, s'il y en a, sera distribué de la façon suivante :
    - 1) 1/3 sera réparti au mois de juin;
    - 2) 1/3 sera versé à la caisse coopérative;
    - 3) 1/3 sera reporté aux réserves pour les frais sociaux et les cas imprévus.
- Procédures contractuelles : arbitrage.

Usine de ciment d'Ispahan  
(175 salariés)

- Durée de la convention : deux ans à partir du 22 juin 1963.
- Modalités d'intéressement : une prime proportionnelle à la production et une autre en rapport avec l'accroissement de la production.
- Critères et modes de calcul servant de base au calcul de l'intéressement et à la répartition de la part consacrée à l'intéressement : la masse globale de la prime est répartie entre tous les membres du personnel y ayant droit, au

prorata de leur salaire et de leur ancienneté. De plus, il est institué un coefficient de 2 pour les salariés ayant des charges de famille.

- Epoque de versement : une fois par an, à la fin de l'année.
- Organisme de contrôle : l'application de la convention est contrôlée par un comité dit "comité de collaboration", composé d'un représentant de l'employeur, du délégué du personnel et de son suppléant, et du directeur technique de l'entreprise.

Usine de B.F. Goodrich  
(293 salariés)

- Durée de la convention collective : trois ans à partir du 12 février 1963.
- Forme de l'intéressement : prime proportionnelle à la diminution des pertes.
- Modalités de répartition : la répartition de la somme allouée se fera proportionnellement au coefficient hiérarchique de chaque emploi et du salaire y afférent. La prime a un plafond de 20 pour cent du salaire.
- Versement de la prime : le paiement de la prime est effectué mensuellement.

Fabrique de boisson alcoolique ASTALAK  
(62 salariés)

- Durée de la convention collective : un an et renouvelable par tacite reconduction.
- Modalités d'intéressement : prime proportionnelle à la production et à l'accroissement de la production.
- Modalités de répartition de la part consacrée à l'intéressement : les sommes centralisées seront distribuées au prorata du salaire et des années de service.
- Epoque de versement : deux fois par an.

Une commission paritaire veillera à l'application de la convention.

Article 17 of the Regulations provides that if a union has voluntarily suspended its activities for a period of two years, the Ministry of Labour or its representative must, during a further period of two months, call upon the board of management of the union for an explanation. If, after an interval of one month after that meeting, the suspension of activity continues, the Ministry of Labour ceases to recognise the union.

From an examination of the legislation (the Labour Law and the Regulations on the establishment of trade unions), there does not appear to be any legal obstacle to the reformation of a dissolved

**Sventh Item on the Agenda**

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**REPORT OF THE COMMITTEE ON FREEDOM OF EMPLOYERS'**  
**AND WORKERS' ORGANISATIONS**  
**appendix II**



IRAN

(This monograph incorporates the corrections of the Iranian Government.)

1. EMPLOYERS' AND WORKERS' ORGANISATIONS

In order to understand the conditions under which the trade union movement has been born in Iran, and the course of development which has resulted in the trade union organisations existing today, a brief historical survey would seem to be necessary.

Although a first trade union, that of the printers, had been set up in Teheran in 1918, and followed in 1920 by associations of blacksmiths and textile-workers, these first signs of a trade union movement, displaying more a religious than an occupational character, were of little importance. It can be said that true trade unionism, in the Western sense of the term, has only recently been introduced in Iran. It has been - as in all the countries of the Near and Middle East - consequent upon industrialisation, and does not date, in fact, earlier than the first years of the Second World War. Although modern industries had already been established under the reign of Reza Shah, the first trade union organisations were only set up after the relevant laws and regulations had been issued. From its beginning, the trade union movement has been distorted by political influences, both internal and foreign, which have involved the intervention, direct or indirect, of the Government, anxious to protect the workers' organisation from foreign influences.

In October and November 1944, as a result of trade union action, strikes of primarily a political nature broke out in several industrial centres. For the first time, in 1945, the Iranian workers' trade unions made their appearance on the international field: at the first Congress of the new World Federation of Trade Unions, which was held at Paris in September, and at the 27th Session of the International Labour Conference, meeting in October and November.

At this time, the most important of the workers' trade union organisations in Iran were four in number. These same organisations, sometimes under other names, continued to exist and now constitute the trade union movement in Iran. They are:

- (1) the Central Council of United Trade Unions of Iranian Workers, with a Communist trend, which announces a membership of 200,000 and which, by virtue of an agreement concluded on 1 May 1943 by a certain number of trade unions, controls the Federation of

Iranian workers' Trade Unions, created by the same agreement. It is this Federation which, at the Congress in Paris in September 1945, secured affiliation to the World Federation of Trade Unions;

- (2) the Central Council of Workers and Farmers of Iran;
- (3) the Trade Union of Workmen and Craftsmen, controlled by the National Unity Political Party (Wahdat-1-Melli); and
- (4) the Trade Union of Workers and Peasants.

The trade unions of petroleum workers which, before the nationalisation of the petroleum industry in Iran, formed entirely distinct units and, in general, had little contact with the trade union movement in other parts of the country, continue to exist but have not reached the same stage of development as workers' organisations in the highly industrialised countries.

All these organisations were represented at the 27th Session of the International Labour Conference (Paris, 1945). The Workers' delegate put forward by the Government at Teheran belonged to the Central Council of Workers and Farmers of Iran, recognised by the Government as the most representative workers' organisation of the country. Each of the other trade union organisations mentioned above was represented by a technical adviser.

A complaint presented in 1945 at the International Labour Conference by the Central Council of United Trade Unions of Iranian Workers on the question of credentials of the Iranian workers' representative revealed the confusion which existed at that time in the midst of the trade union movement ( a confusion which, in several respects, still continues to exist), and the difficulties which confronted it. In its report to the Conference, the Credentials Committee examined the facts and concluded that the Central Council of United Trade Unions of Iranian Workers seemed to be the only organisation of a national character which had secured the official recognition of the World Federation of Trade Unions. The Committee added that the four organisations mentioned had apparently marked political tendencies which differentiated them very much from one another, and that trade union organisation in Iran was certainly in a rudimentary state.

The aforementioned protests on the part of the Central Council of United Trade Unions of Iranian workers asserted that certain members of the Workers' delegation were not workers' representatives, but rather State Officials or employers' representatives.

Another protest on the question of appointment by the Iranian Government of a Workers' delegate of that country at the 36th Session of the International Labour Conference (1953) was made by the Congress of Workers' Unions of Iran. The Workers' delegate belonged to the Federation of Independent Trade Unions of Iran. On this occasion,

the Iranian Minister of Labour, in reply to the Credentials Committee, declared that "the Congress of Workers' Unions of Iran have not represented for some time more than a limited number of workers". Nevertheless, during succeeding years, the Iranian Workers' delegate belonged to that Congress.

When in 1946 the Tudeh Party was suppressed, and the majority of its leaders arrested, the disintegration of the Party involved that of the Central Council of United Trade Unions which, however, although weakened and having lost much of its importance, has not ceased to pursue, within a limited degree, its illegal activity. To counteract the influence of the Tudeh Party and the Central Council of United Trade Unions, a new organisation was established - the Federation of Trade Unions of Iranian Workers, known under the initials of its Iranian name, E.S.K.I. It was to this organisation, from 1947 to 1951, that representatives of the workers at the International Labour Conference belonged. It was also the same organisation which obtained, at the end of 1949, affiliation to the International Confederation of Free Trade Unions.

During this period other workers' trade union organisations of less importance were created and combined in a Central Union of Workers' Trade Unions of Iran, E.M.K.A. A third organisation, called the "Central Council of Iranian Workers", also came into existence. At the beginning of 1951, following the creation of a consultative council composed of representatives of the three organisations mentioned above, they effected a merger and formed "the Trade Union Congress of Iran", which enjoys the protection of the Government and, as the most representative trade union organisation, sends delegates to the International Labour Conference.

The Committee on Freedom of Association has had before it in the course of the last few years four complaints against the Government of Iran. Three of these complaints, those of 1950, 1953 and 1954, came from the World Federation of Trade Unions; while the fourth, also of 1954, came from the Central Council of United Trade Unions of Iran. In the first case, the Iranian Government with the support of various documents in its favour, argued that, on the one hand, various allegations contained in the complaint were of a purely political nature, and that, on the other hand, as concerned other allegations, the authorities had acted in accordance with the rules of Iranian Law. Moreover, according to the communication from the Iranian Government, the legally constituted trade unions in Iran enjoyed the full protection of the law. The Committee recommended the Governing Body to decide that the question did not call for further examination.<sup>1</sup> The second case (November 1953) arose out of the disturbed situation which followed on the changes, then recent, in

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<sup>1</sup>Sixth Report of the International Labour Organisation to the United Nations, pp. 233-235.

the Iranian Government (August 1953). The Committee concluded that the allegations consisted of general statements not substantiated by any evidence of definite violations of trade union rights and recommended the Governing Body to decide that the case as a whole did not merit further examination.<sup>2</sup> The third complaint, of 20 March 1954, related to the period which followed the coup d'état of 19 August 1953; the allegations in this case referred to martial law, the prohibition of trade union meetings, the right to strike, and the trade union press, as well as arrests, deportations, etc. The Governing Body of the I.L.O. decided that the first four of the above allegations did not call for further examination; as regards the last, the Governing Body took note of the information provided by the Iranian Government and expressed the desire to be kept informed of the results of the inquiry now being undertaken.<sup>3</sup> Finally, on the fourth complaint, submitted by the Central Council of United Trade Unions of Iran, and dated 20 December 1954, the Committee reported that the allegations were extremely vague and unsubstantiated and recommended the Governing Body to decide that the complaint did not call for any action to be taken.<sup>4</sup>

#### Workers' Organisations

There are now three workers' trade union organisations in Iran:

(1) the Congress of Workers' Trade Union Federations of Iran, founded on 21 Bahman 1329 of the Iranian year (10 February 1951). This body does not enjoy the confidence of certain sections of the workers, such as those who belonged to the trade union organisations of workers and peasants of Ispahan;

(2) the Council of Trade Unions of Independent Workers of Iran;

(3) the Central Organisation of Workers' Union of Iran.

Some of these organisations exist in fact but have no juridical personality; they are now taking steps to obtain this and are completing the relevant formalities laid down in the Labour Act.

Some 40 unions of various occupations in the most important industrial centres of the country, such as Ispahan, Mazandaran,

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<sup>2</sup>Eighth Report of the International Labour Organisation to the United Nations, pp. 242-244.

<sup>3</sup>Seventeenth Report of the Committee on Freedom of Association (G.8.130/17/21).

<sup>4</sup>15th Report of the Committee on Freedom of Association.

Tabriz and Teheran, are either independent of any Iranian trade union federation or are affiliated to one or other of the three organisations mentioned above.

### Employers' Organisations

The most important employers' organisation in the country is the Association of Industrial Employers of Iran, which has been affiliated to the International Organisation of Employers since 1946. (There are other employers' organisations, such as that set up by the Iranian Chamber of Commerce and certain provincial bodies).

This Association, founded on 15 Farvardine 1325 (4 April 1946) and possessed of juridical personality in accordance with the law, has the following essential objectives: (a) protection and development of existing industries in Iran; (b) encouragement of the creation of new industries; (c) action with a view to establishing acceptable standards in the relations between workers and employers; (d) settlement of disputes between employers and workers. The Association seeks to take part in the drawing up of all legislation in the industrial sphere, as well as that relating to the fixing of customs tariffs, etc. It collaborates with the Government in the protection and development of industry. Any modern industrial undertaking employing a minimum of 20 workers can become a full member of the Association. The Association consists of a general assembly, a board of management, an executive committee, a registration department and various committees. Either employers' associations or industrial undertakings can become members of the Association. State enterprises cannot join the Association, and so long as the Association does not infringe the law in force in the country, the State does not have the right to intervene in its affairs. This organisation is now taking the steps required for its registration in accordance with the present Labour Act.

## 11. THE PUBLIC SECTOR OF THE NATIONAL ECONOMY

On the national level, the principal forms of public undertakings and services are the following: (i) the public services of the State; (ii) industrial or commercial undertakings belonging to the State; (iii) nationalised industries.

### (1) The Public Services

The principal public services administered and managed by the State are banking and credit, transport, telephone, insurance and the national planning administration.

A. Credit Institutions - Nearly all the banking institutions in Iran belong to the State and are managed by it. The most important are the following:

1. The national Bank of Iran (the Melli Bank), a bank of issue, founded by the law of 5 May 1927, with headquarters at Teheran and branches in the big towns of the country. Although this bank was set up as a joint-stock company, all its capital was subscribed by the Government. In 1949-1950 the Melli Bank employed personnel reaching 3,993 persons. This figure is probably higher at the present time;
2. a National Savings Bank;
3. the Agricultural and Industrial Bank of Iran, with a personnel of 848 persons in 1949-1950;
4. a Mortgage Bank, of which the working personnel reached 269 persons in 1949-1950;
5. a bank for loans on security;
6. the Pahlavi Bank;
7. the Construction Bank;
8. the Development Bank
9. the Export Bank.

B. Transport industry - All carriage roads as well as the principal railways in Iran belong to the State and are managed by it. The highway network in Iran already comprised some 12,000 kilometers in 1954 and employed, according the seasons, from 4,000 to 6,000 workers.

The North-South Trans-Iranian Railway (established under the law of 30 May 1925) is 1,394 kilometers long. Its construction was finished on 26 August 1936 and it had employed, during a period of 12 years, from 40-50,000 workers of whom 3,000 were foreign specialists. It belongs to the State and is managed by it by means of the directorate of railways set up by the law of 9 January 1926. This directorate employed in 1949-1950 a personnel of 17,920 persons; the figure is now 14,632.

C. Telephone Administration - By the provisions of a relatively recent law, Iranian telephones are an institution belonging to the State and managed by it through the general directorate of telephones. This employed a personnel of 1,064 persons in 1949-1950.

D. Insurance - The Insurance Society of Iran, with its headquarters at Teheran, employed in 1949-1950 a personnel reaching 230 persons.

E. Seven-Year Plan Administration - This body, separate from the ministerial departments, in addition to its functions concerning economic and social planning, is also responsible for the management of

the industrial and economic factories and undertakings of the State, employing in 1949-1950 a personnel reaching 3,347 persons.

Total employed: In 1949-1950, the Iranian State public services as a whole (excluding the ministerial departments which comprise some 170,000 persons) employed personnel reaching a total of 58,794 persons.

(11) State Undertakings

The State owns and directly manages, outside the ministerial departments, a relatively high number of undertakings, both industrial and commercial. There are also important estates, Khâlesseh, estimated at some 3.5 or 1 per cent. of all the cultivated area of the country, which might be regarded to some extent as agricultural undertakings owned by the State and managed by ministerial departments. The State, which seeks to divest itself of these lands, develops them while waiting to lease them; the model farms created by the Government on certain of these lands are clearly of the character of a modern agricultural undertaking.

As regards agriculture, the Independent Office for Irrigation and the Forests Administration should also be mentioned.

The principal public undertakings and services belong to the Iranian State and generally are managed by autonomous administrations as follows:

A. Industrial Establishments - The Iranian State owns and manages, through the central planning administration which is itself a State institution -

- (a) five large arms and munition works, about which the official publications do not give any precise particulars;
- (b) 62 factories comprising 28 cotton-ginning mills, six tea-preparation establishments, nine rice mills, six chemical works, five textile mills, two canning factories, one sawmill, one large cement works and four miscellaneous establishments;
- (c) 13 mining undertakings administered by the State; and
- (d) 9 silos of recent construction installed in the different provinces.

The manpower employed by the Iranian State in the above-mentioned undertakings reaches 31,900 workers. Of the total capital of 1,400 million rials invested in modern industry, that of the State had already reached 550 million rials by 1938-1939. It is thus clear that the Iranian State is by far the most important employer of labour.

B. Commercial Monopolies - The Iranian State controls a certain number of monopolies normally managed by the ministerial departments such as, for example, the monopoly of external trade, which a recent draft law proposes to abolish, and the domestic tobacco monopoly, the income from which is most important and constitutes the second item of the State revenues, coming next after custom duties and much higher than taxation. The same applies to sugar, tea, opium, carpets and silk cocoons. The Tobacco Monopoly employs 1,753 workers. The Independent Electricity Administration and the Carpets Corporation belong to the State and are administered by it.

(111) Nationalised Industries

The petroleum industry of Iran was nationalised by the laws of 15 and 20 March 1951. The procedure of nationalisation was laid down in another law of 30 April 1951.

This industry is by far the most important in the country. By the terms of the nationalisation law, "nationalisation" means that "the Iranian Government takes over all the work of the prospecting, extracting and exploiting of Iranian petroleum". The administration of the industry has now been taken over by the Iranian National Oil Company, which on 5 August 1954 concluded an agreement with an international consortium. It is this body which is now engaged in the extraction of petroleum and its refining, as well as its sale on behalf of the Iranian State. The total number of employees in the petroleum industry in Iran which, in 1949, had reached 55,790 (of whom 3,000 were foreign specialists), is not so high at the present time but there is a constant tendency for it to increase. The Iranian National Petroleum Company now employs 51,702 workers.

The Caspian Sea fisheries compose the second nationalised industry in Iran. By means of a joint agreement between the Iranian Government and Russia in 1921, a mixed Russo-Iranian company was founded for the development of the fisheries, but following on the nationalisation of the petroleum industry, the fishing industry was also nationalised. It is at present managed by the State through the Iranian National Fisheries Company, which employs 484 permanent and 7,187 temporary workers.

The purpose which has motivated the State in the creation of a national Iranian industry is above all the stabilisation of the national economy on a solid foundation. The programme adopted by the Government to this effect can be summarised as follows:

- (1) The taking over by the State of the direction of the national economy;
- (2) the reorganisation of the elements of production;
- (3) the establishment of a balance between the consumption of foreign goods and the national purchasing power;
- (4) the raising of this purchasing power.

The greater part of modern industry in Iran has therefore been created directly by the State.



## Workers' Organisations in the Public Sector

Iranian law makes no distinction as regards membership of trade unions between workers in the public sector and those in the private sector. The only exception to this rule is made by Section 2 or Article 1 of the Trade Union Regulations of 3 March 1946, which concludes thus: "The present rules do not apply to the personnel of the War Ministry and of the Prefecture of Police and Gendarmerie".

It should also be noted that agriculture has been excluded from the scope of trade union legislation in Iran. The Iranian Labour Law of 7 June 1946 expressly lays down that "Agricultural workers shall be subject to a special law to be drafted and submitted by the Government to Parliament.....". This special law has not yet been submitted to Parliament. Wage-earning agricultural workers represent a very small minority of the population and their employment is often of a purely seasonal character.

There do not exist trade unions open only to workers of the public sector or only to workers of the private sector.

Trade unions, by reason of the presence of their representatives on the National Council of Labour, participate in the fixing of minimum wages, as well as other conditions of employment of their members both in the public and the private sectors.

### 111. THE RIGHT OF ASSOCIATION

This right is defined by the Iranian Labour Law of 17 Khordad 1328 (7 June 1949). Article 12 of the law provides that "workers and employers in the same occupation or belonging to the same undertaking may form trade unions for the defence of their occupational interests. The unions must be registered in conformity with the

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<sup>1</sup>The Council is established by Article 15 of the Labour Law and is constituted as follows: (a) representatives of the Government and Government experts, namely: the Ministers or the Under-Secretaries of State for Finance, National Economy, Agriculture, Roads and Communications, and Labour; three advisers (economic, technical and legal), selected by the Minister of Labour; the Director of the Bank of Industry and Mining; the Director of the National Bank; the President of the Chamber of Commerce; the President of the Municipal Council of the City of Teheran; (b) three representatives of workers, selected by a congress which is convened annually at Teheran by the Minister of Labour and is composed of one representative of each registered union having at least 100 members; and (c) three representatives of employers, who are selected by an annual congress, similarly convened, of representatives of employers and registered unions of non-governmental employers having at least 500 workers in their employment.

special rules". No distinction in law has been made between the employers' and the workers' organisations.

The Regulations on the establishment of Trade Unions in Iran, date 3 March 1946 (Article 11), lays down that "the establishment of trade unions mentioned hereafter shall not be certified by the Minister of Labour", who must refuse authorisation for the establishment of a trade union: (a) if its name might create confusion with that of another trade union already registered, and (b) if its rules do not conform to the provisions of Article 12, which specifies a number of matters which must be dealt with in the rules of a union. (see later)

#### Registration

Article 2 of the Regulations on the establishment of Trade Unions in Iran, of 12 Esfand 1325 (3 March 1946) provides that any group of eleven or more persons may form a trade union if they are (a) of Iranian nationality; (b) have not committed a criminal offence; (c) are not less than 18 years of age; and (d) before setting up the trade union, have informed in writing the Ministry of Labour or its representative (this condition does not apply to unions established before the Rules came into operation provided an application for registration is made within six months). Copies of the identity cards of the members must be attached to the application. The labour Ministry must make its decision known to the applicants within a month (Article 3).

No request for registration has been refused in the last three years. Any organisation which has been listed by the Ministry of Labour and does not complete the registration formalities within six months is automatically dissolved. Such an organisation may be re-established if it goes through the prescribed formalities of registration.

In addition, Article 32 of the Constitutional Laws of Iran of 30 December 1906 and 8 October 1907, provides that "anyone may address a written petition concerning his situation, his grievances, or his complaints to the Parliamentary Petitions Office; if the petition concerns Parliament, Parliament shall make a suitable reply, and, if it concerns one of the Ministries, Parliament shall transmit it accordingly so that it can be examined and dealt with in the appropriate way". There is no obstacle to the registration of several different organisations in the same undertaking. Registered unions have legal personality and may act for the defence of the workers' interests, in accordance with the law, on matters of their concern.

#### Representative Capacity

In Iran, the relative importance of each trade union organisation is indicated by the number of its registered members. Each year, a congress of workers' trade unions is organised, under the auspices of the

Ministry of Labour at Teheran, when each organisation sends its representatives. It is this congress which decides which organisation is the most important and, consequently, the most representative. It is to this organisation, therefore, that the responsibility belongs for sending, for example, a delegation to the International Labour Conference and to participate in the National Labour Council. Neither legislation nor administrative practice allows an exclusive right of representation, whether general or other, to any employers' or workers' organisation.

#### Activities of Organisations

No restrictions exist under Iranian legislation, except in cases where the authorities consider that public order or the safety and the independence of the country are involved. The law of 22 Khordad 1310 (13 June 1931), dealing with the crimes of persons who have acted against the safety and independence of the country, lays down in its first, second and fourth articles that "any person in Iran, under whatever claim of pretext he acts, who sets up or directs a group or association of which the object or policy is to oppose the constitutional regime, or which aims to separate a part of the territory of the country, or which attempts to interfere with the integrity or the independence of Iran, or of which the objects or programme are of a communist character, or which forms part of any group or association or section of an association, either in or outside Iran, having the same aims or policy as those indicated above, shall be liable to imprisonment for life with forced labour".

#### Rules of Organisations

The Regulations of 3 March 1946 provide (Article 5) that "in the case where the establishment of a union does not conform to the laws of the country or to the provisions of these Regulations, the Ministry of Labour or its representative must state its reasons in writing and return the application to the applicants". Article 9 of the Regulations lays down that any amendment in the rules of a registered union must be communicated to the Ministry of Labour in order that he or his representative may, within a period of a month, advise the union whether they require or do not require legal amendment. The Regulations add that the authorisation of the Ministry is indispensable if amendments are to be valid.

Article 12 of the Regulations specifies the essential points, 23 in number, which must be dealt with in the rules of every trade union. These are enumerated: (1) name; (2) address; (3) objects; (4) conditions of admission of members; (5) scope of activity and occupation of members; (6) methods by which the union is managed; (7) constitution and powers of the general meeting; (8) methods of election of members of the board of management, its duties and responsibilities; (9) financial management; (10) and (11) control and inspection of income, expenditure and accounts, (12) preservation of property and investment of funds; (13) re-

recruitment, appointment and dismissal of employees of the union; (14) and (15) subscriptions and supplementary contributions; (16) mutual aid; (17) disciplinary measures; (18) strikes and the conditions under which they can take place; (19) examination of complaints made by the members; (20) revision of rules; (21) dissolution; (22) merger and coalition; (23) extraordinary general meetings.

Article 14 of the Regulations also requires the union to keep its accounts in a sealed register, and to draw up and publish its balance sheet every six months and send a copy of it to the Ministry of Labour.

Where a union has received the authorisation required for its establishment it must, within six months, frame its rules and send them to the Ministry of Labour so that the latter can examine them and discover whether they conform with the law. It is only when the Ministry has given its approval that the union becomes officially registered and acquires legal personality (Article 3).

A union that has not been legally registered (Article 8) is deemed to be illegal.

As regards the right of appeal of organisations against the withholding of approval, the Regulations provide (Article 5 (2)) only for cases where the individuals who seek authorisation from the Ministry of Labour for the establishment of a union, believe themselves to be deprived of their rights. In that case, they can present their complaint, in the terms of the same Regulation "not only to the competent authorities, but also to the National Labour Council". It may be assumed from this text that the term "competent authorities", means the competent court.

#### Administration

Every union must keep its accounts in a sealed register. It must, in addition, draw up and publish every six months its balance sheet and send a copy of it to the Ministry of Labour or its representative. The latter must verify the balance sheet, having regard to the provisions of the union's rules and take whatever measures may be necessary in order to safeguard the interests of the members of the union (Article 14). Every union must also present an annual balance sheet of its financial operations to the general meeting and when it has been adopted by the meeting send a copy of it, within a month, to the Ministry of Labour or its representative. A detailed report of the annual income and expenditure of the union, as well as a statement of its assets and liabilities, must be annexed to the balance sheet. Hitherto, no restriction has been imposed on the freedom of action of the trade unions.

The Iranian Government does not, as a general rule, grant subsidies to organisations.

There has been no case in the last three years of the funds of a trade union being blockaded, seized or sequestered by the public authorities. In any event, these penalties may be ordered only by the courts which are competent under penal legislation.

### Meetings

The Constitutional Laws of Iran of 30 December 1906 and 8 October 1907 stipulate in Article 21 that "associations and meetings which do not give rise to any religious or civil disorder, and which are not contrary to public order, are free anywhere within the territory of the country. However, their members must not carry arms and they must conform to the provisions of the Law on this question. Meetings on the highway and in public places must conform to the "police regulations".

The political situation in Iran during the last few years having often required the declaration of an emergency, workers' organisations have sometimes been obliged to notify the authorities (governor, military governor, police, etc.) in order to hold their meetings in public. Once authorised, this kind of meeting has generally taken place in the presence of the police or representatives of the authorities.

The foregoing applies equally in the case of two or more organisations holding a meeting in common, although this is rare in Iran.

### Suspension and Dissolution

The dissolution or suspension of a union by the public authority operates in Iran along the following lines. The Ministry of Labour (for cases arising under Article 15 of the Regulations) applies to a court, through the Attorney-General, for the dissolution or suspension of the union in question. The suspension may be for a period varying from a week or a year. In the case of suspension, the Ministry of Labour demands at the same time the re-election of the board of management of the union.

Hitherto, only one union - that of the workers in the Herati factory at Yazd - has been dissolved (by the Yazd Courts).

A right of appeal is available, under the Regulations (Article 5), only to applicants for an authorisation for the establishment of a union but, in practice, workers' organisations have often appealed to Teheran, to the Ministry of Labour or to the National Labour Council, and, in the provinces, either to the Labour Office or to the Governor, or even to the courts, without their appeals being rejected. It often happens that the chairman of the union in question succeeds in preventing the dissolution or the suspension of the organisation by giving the authorities a guarantee that the organisation will observe the prescribed rules and himself taking full responsibility therefor. Such an undertaking is generally given in writing and attested by witnesses enjoying the confidence of the public authorities.

Article 17 of the Regulations provides that if a union has voluntarily suspended its activities for a period of two years, the Ministry of labour or its representative must, during a further period of two months, call upon the board of management of the union for an explanation. If, after an interval of one month after that meeting, the suspension of activity continues, the Ministry of Labour ceases to recognise the union.

From an examination of the legislation (the Labour Law and the Regulations on the establishment of trade unions), there does not appear to be any legal obstacle to the reformation of a dissolved or suspended union and the resumption of its activities, if these are not in opposition to the Laws and regulations in force.

#### Federations.

Article 12 of the Labour Law provides that "Unions (of workers or employers, following the same occupation or belonging to the same undertaking) of the same occupation may establish federal unions which must conform to the legal requirements for trade unions generally, and shall enjoy the rights and privileges of the latter." The Regulations of 3 March 1946 provide in Article 10 that "If two or more registered trade unions desire to unite, each of the unions, in conformity with their rules, must convene a general meeting in order to examine and approve the proposal of unification. If the proposal is approved by two-thirds of the members of the general meeting of each union, each union shall appoint its representatives. The representatives of the merging unions shall form a council and proceed to the registration of the united unions as for a new union. This council, after having registered the union and obtained the ratification of the Ministry of Labour or its representative, directs the united unions to hold elections for a new board of management. The merged unions must, within an interval of six months from the date of the ratification of the present regulations, ensure that their rules are consistent with the requirements of the present Regulations".

#### International Affiliation.

As regards the affiliation of Iranian organisations of workers or of employers to international organisations, although Iranian legislation is silent on this subject, in practice there has been nothing so far to oppose it; and the Congress of Workers' Trade Unions of Iran is affiliated to the International Confederation of Free Trade Unions. In principle, there is no restriction regarding establishment of or affiliation to international organisations.

As a consequence of the prohibition in Iran of the communist Tudeh party, Iranian trade union organisations, as well as other organisations, have been prohibited from taking part in international congresses of a communist character.

## Protection of the Right to Organise.

The Iranian Labour Law of 7 June 1949 expressly recognises (in Article 12) the right of workers and employers to form unions for the defence of their interests. It is equally explicit as regards the prohibition of acts designed to prevent them, by means of intimidation or reprisals, from joining trade union organisations. In addition, the Regulations of 3 March 1946, in Article 2, allow to any group of 11 or more persons the right to set up a union, if its members fulfil the conditions already stated.

## Penal or Coercive Action

During the last three years, no action of a penal or coercive character - permissible under existing laws or administrative practice - has been applied to organisations established in accordance with the laws and regulations.

## IV. COLLECTIVE NEGOTIATIONS AND AGREEMENTS

The system of collective agreements is of recent date in Iran, and their application has not yet become general. But the legislation includes provisions dealing with collective agreements. Article 7 of the Labour Law provides that "collective labour agreements concluded after the promulgation of this Act between workers and employers or between workers' trade unions and those of employers, as well as contracts of service concluded between a contractor (moghatskâr) and a gang-foreman (Sar-Kârger) relating to the employment of a group of workers, must be in writing and must not contain provisions contrary to those of this Act concerning workers' insurance or to the provisions of the Regulations on the application of these laws".

## V. CONCILIATION AND ARBITRATION

The essential legal provisions on conciliation and arbitration appear in Article 13 of the Labour Law. Where a dispute arises between a workman or workmen in an undertaking and their employer, the dispute is taken in the first place to a Conciliation Committee of the undertaking, composed of a representative of the workers and a representative of the employer, which examines the question and tries to bring the two parties into agreement. If the Committee fails to do so the dispute shall be taken before a council, called the Council of Good Offices, composed of representatives of the workers and of the employer of the undertaking question,

together with a representative of the Ministry of Labour. The Council must examine the dispute and announce its decision within a week. Its decision, if unanimous, is final and obligatory, unless the case relates to the dismissal of a worker by the employer. In such a case, if the complainant does not accept the decision of the Council of Good Offices, the dispute must be taken to the Arbitration Tribunal. The Arbitration Tribunal in each district is composed of the Prefect Judge or a judge representing him, a representative of the Ministry of Labour as secretary, two workers' representatives and two representatives of the employer; each of the groups representing the authorities, the workers and the employer has only one vote. The decision of the Arbitration Tribunal must be announced within a maximum interval of a month from the day on which the Tribunal has been seized of the dispute. The decision may be taken unanimously or by a majority of votes, and it is final and obligatory. The periods specified may be extended on one occasion only if the representatives of the workers and of the employer agree.

Conciliation and arbitration are not obligatory. There is no difference, in this regard, between the public and private sectors.

#### VI. STRIKES AND LOCKOUTS

Article 14 of the Iranian Labour Law lays down the conditions under which the employer may suspend the work of his undertaking and the workers may come out on strike. It stipulates that "before the expiration of the time provided by Article 13 (concerning the decisions of the Arbitration Tribunals) the employer has no right to suspend work in his undertaking and the workers have equally no right to come out on strike". It is to be noted that this period is a maximum of one month and that it can, on one occasion only be extended by agreement between the representative of the workers and the employer. The Article also provides that "the strike must not give rise to acts of violence, or cause damage, disturb public order or security, or lead to other wrongdoings; offenders against these provisions shall be liable to judicial penalties".

In addition, Article 12 of the Regulations of 3 March 1946, which specifies the matters which must be included in the rules of each trade union, stipulates that no strike shall be permitted without express authorisation of the board of management of the union. No distinction is made, either by legislation or administrative practice, with reference to the objectives for which a strike or a lockout is declared. There are no special restrictions on strikes or lockouts applicable to the public services, transport, nationalised industries or any other categories.



It is the ordinary courts and, in the case of martial law, the military courts, which deal with cases of strikes or lock-outs which take place in contravention of the law.

Statistics are not available concerning strikes and lock-outs during the course of the last three years.

#### VII. MAINTENANCE OF PUBLIC ORDER

Since the time when the trade union movement first started in Iran, penal action has only once been taken against a workers' organisation. This was the Central Council of United Trade Unions, regarded by the Government as an organ of the Tudeh party, which had itself been declared illegal by law.

#### VIII. FIXING OF MINIMUM WAGES

The Labour Law of Iran of 18 May 1946, adopted in its present form by the Ma'jlis (Parliament) on June 1949, deals in Articles 10 and 11 with the problem of wages. The law provides that "the minimum wages of an unskilled worker shall be fixed so as to assure to him sufficient to maintain himself and his family (one wife and two children)". The minimum wages are fixed, within each region of the country or for each specified occupation, once a year or as may be necessary, on the proposal of a council comprising the Governor, the Chairman of the Municipal Council, the Director of the National Bank of the district, or their respective representatives, a representative of the Ministry of Labour, two workers' representatives and two employers' representatives. The minimum wages so fixed are officially announced after having been approved by the National Council of Labour. It should be added that the National Council of Labour, established by Article 15 of the Labour Law includes three workers' representatives and three employers' representatives. The position in the nationalised industries, as regards the fixing of minimum wages, is the same as in private undertakings.

TYPES OF BUSINESSES <sup>a/</sup>  
COVERED IN THE  
IRAN SALARY AND WAGE SURVEY

<u>Activity</u>	<u>Employers</u>		<u>Employees</u>	
	<u>Number</u>	<u>Per cent</u>	<u>Number</u>	<u>Per cent</u>
<u>Manufacturing</u>				
Textiles	23		14,535	
Other than textiles	<u>19</u>		<u>9,075</u>	
	42	62.7%	23,610	34.7%
<u>Construction</u>				
Engineering Construction	3		851	
Allied Activities	<u>2</u>		<u>1,571</u>	
	5	7.5%	2,422	3.6%
<u>Commerce</u>				
Trade	4		1,974	
Finance and Insurance	<u>4</u>		<u>9,662</u>	
	8	11.9%	11,636	17.1%
<u>Other Activities</u>				
Power and Services	9		2,113	
Transportation	<u>3</u>		<u>28,285</u>	
	12	17.9%	30,398	44.6%
<b>Total</b>	<u>67</u>	100%	<u>68,066</u>	100%

a/ Based on the Classification of All the Collective Economic Activities prepared by the Iran Ministry of Interior, Public Statistics Cooperative Organization.

## SUMMARY OF GENERAL INFORMATION

### Size and Ownership of Business

The largest manufacturing enterprises in Iran are owned and operated by the National Government. These enterprises include sugar refineries, cement and tobacco factories, textile mills, and canneries. Under private ownership are such manufacturing industries as match factories, glass works, leather products factories, and most of the country's textile mills.

Among the non-manufacturing enterprises, insurance and finance are largely under Government operation. Transportation, construction, and commerce are predominantly under private ownership.

The Government enterprises which were included in the survey, are corporations which (a) function independently of the Civil Service, (b) are subject to the rules and policies established by their own boards of directors, and (c) are mainly under the coordinating and planning direction of the Seven-Year-Plan organization.

Approximately 70 per cent, however, of the country's non-agricultural labor force is employed by smaller businesses. These smaller businesses are run on a patriarchal basis and are characterized by low wages, unpaid overtime, long working hours, and a minimum of social benefits.

The larger business enterprises, as noted in the analysis of benefits in this report, are more enlightened in their treatment of their employees. The higher paying employers generally also provide a higher proportion of benefits.

### Composition of Business Enterprises

The communities in which the surveyed industries are located, including the city of Teheran, cannot fully provide the requisite supporting services and facilities which normally are expected to be available in urban areas. Large businesses, therefore, provide for themselves at least some of the services required for operation, such as power, water, heat, and equipment and property maintenance.

Many communities do not have sufficient electric power to supply either public needs or the power requirements of large manufacturing plants. Many businesses, therefore, operate power generating plants with capacity to cover their own requirements and also to provide electricity to their employees and to parts of the local communities.

A number of commercial and manufacturing establishments have their own water supply systems, from which each community also benefits. Those businesses that must create their own heat, light and water supplies consider it uneconomic to limit such services to company requirements. The provision of utilities to employees and the sale of limited quantities to the local public enables them to maintain these utility services at a stable optimum level.

The repair and maintenance of company operating equipment is generally accepted as a company responsibility, the capacity for such service by small outside service establishments being limited. This practice applies to the repair and maintenance of machinery, plant, and equipment, and the supply of spare parts and tools.

### Manpower Availability

Unskilled labor is in excess supply in most parts of the country. This is an important reason for the very low rates of pay for this class of labor. There are few industrial enterprises of any size in any single area, and it is difficult for them to absorb the manpower which is able and willing to work.

The potential labor force includes also women and children, who seek employment in order to supplement the meager income of the male wage earners of the family. As a result, the supply of labor is further out of proportion to the demand.

Women and children work at lower rates of pay than men, and all types of workers are willing to work intermittently or seasonally. This tends to encourage the employment of unskilled labor at marginal wages and without the usual statutory benefits.

On the other hand, in the separated communities where there are enough industries and businesses to absorb the available labor supply, pay for unskilled labor is considerably above the legal minimum wage. In one highly competitive community in Northern Iran minimum rates match the minimum rate in the southern province of Khuzistan, which has the highest minimum wage rate in the country. The extremes of pay which exist within and between communities throughout the country are perpetuated by the comparative immobility of the working populations.

In contrast with the low rates of pay for unskilled labor, pay rates for the skilled trades rise in direct relation to demand. As a result, the pay for master artisans may, in a single establishment, be as much as 10 times the pay of unskilled labor and, in extreme cases, even higher. The very small individual businesses were not included in the survey and no estimates are available of the earnings of self-employed master artisans in such businesses.

SALARIES OF STAFF BENCHMARK JOBS

(Salaries expressed in Rials per month)

<u>Benchmark Job</u>	<u>Survey Coverage</u>			<u>Total Adjusted Compensation</u>		
	<u>Estab- lish- ments</u>	<u>Cities</u>	<u>Posi- tions</u>	<u>Upper Quartile</u>	<u>Mean</u>	<u>Median</u>
<b><u>I. SCIENCE AND ENGINEERING GROUP:</u></b>						
a. Professional Engineer	40	13	161	17,200	16,600	14,800
b. Junior Engineer	25	8	140	11,800	10,500	10,300
c. Junior Chemist	6	5	10	10,100	9,180	9,560
d. Junior Draftsman	15	11	50	8,700	8,140	7,780
e. Tracer	7	4	22	6,860	5,520	5,050
<b><u>II. MEDICAL AND HEALTH GROUP:</u></b>						
a. Physician General	25	8	77	25,100	16,800	14,800
b. Dentist	5	2	13	17,300	14,100	13,100
c. Pharmacist	5	3	11	10,600	9,220	8,600
d. Charge Nurse	7	4	22	7,620	6,110	5,020
e. Medical Lab Technician	6	3	21	6,700	5,210	4,650
f. Nurse	9	7	61	5,180	3,880	3,060
g. Compounder	6	5	22	3,890	3,390	2,670
h. Practical Nurse	8	5	47	3,150	2,250	1,840
<b><u>III. STORES AND ACCOUNTING GROUP:</u></b>						
a. Accountant	38	14	60	15,200	14,000	13,400
b. Teller	33	17	441	10,900	8,490	8,220
c. Buyer	32	14	58	9,180	7,680	7,500
d. Accounts Clerk	65	17	1,060	8,100	6,670	6,460
e. Storekeeper	37	13	167	7,210	5,710	5,420
f. Retail Store Clerk	7	3	14	6,050	5,280	4,120
<b><u>IV. CLERICAL AND OFFICE GROUP:</u></b>						
a. Translator	19	11	118	13,300	10,700	10,700
b. Stenographer	11	9	27	8,240	8,030	7,710
c. Typist Clerk Bi-lingual	8	5	23	7,990	7,220	6,650
d. Typist Clerk Farsi	51	17	465	7,240	5,690	5,380
e. Typist Clerk Latin	18	11	148	6,650	5,820	5,620
f. Junior Clerk	44	16	1,026	5,970	5,300	4,840

WAGES OF LABOR BENCHMARK JOBS

(Wages Expressed in Rials per Day)

<u>Benchmark Job</u>	<u>Survey Coverage</u>			<u>Total Adjusted Compensation</u>		
	<u>Estab-lish-ments</u>	<u>Cities</u>	<u>Posi-tions</u>	<u>Upper Quartile</u>	<u>Mean</u>	<u>Median</u>
<b><u>I. ARTISANS. CLASS I</u></b>						
a. Automotive Mechanic	14	9	30	356	306	301
b. Engine Mechanic	24	11	40	242	195	194
c. Carpenter	27	13	82	213	153	146
d. Electrician	23	10	76	171	150	142
e. Blacksmith	24	10	59	167	146	118
f. Mason (Bricklayer)	23	11	55	164	135	132
g. Plumber	9	5	16	147	130	132
<b><u>II. ARTISANS. CLASS II</u></b>						
a. Automotive Mechanic	15	10	67	266	244	250
b. Carpenter	27	10	102	182	123	103
c. Blacksmith	22	9	50	123	113	105
d. Electrician	24	9	113	119	116	109
e. Engine Mechanic	12	6	56	113	89	85
f. Mason (Bricklayer)	17	9	63	101	93	87
g. Plumber	15	7	34	98	87	76
<b><u>III. ARTISANS. CLASS III</u></b>						
a. Automotive Mechanic	12	11	51	196	168	177
b. Electrician	24	11	197	104	75	66
c. Carpenter	34	15	116	98	89	80
d. Blacksmith	26	11	80	84	71	68
e. Mason (Bricklayer)	12	7	40	76	66	65
f. Engine Mechanic	10	7	51	71	65	61
g. Plumber	12	6	39	70	65	59
<b><u>IV. OTHER SKILLED AND SEMI-SKILLED OCCUPATIONS</u></b>						
a. Driver	38	14	661	207	181	187
b. Telephone Operator	36	9	111	178	137	107
c. Cook	13	7	47	168	126	124
d. Printing Machine Operator	4	1	63	167	139	142
e. Type Setter	4	1	79	151	124	125
f. Book Binder	3	1	57	138	113	106
g. Welder	30	11	107	118	120	109
h. Electric Motor Repairer	19	7	82	118	119	118
i. Storeman	22	12	45	117	86	77
j. Boiler Operator	26	13	106	114	104	99
k. Gardener	34	15	149	108	86	86
l. Firefighter	5	3	14	107	85	59

<u>Benchmark Job</u>	<u>Survey Coverage</u>			<u>Total Adjusted Compensation</u>		
	<u>Estab- lish- ments</u>	<u>Cities</u>	<u>Posi- tions</u>	<u>Upper Quartile</u>	<u>Mean</u>	<u>Median</u>
<u>IV. OTHER SKILLED AND SEMI-SKILLED OCCUPATIONS - (Cont'd)</u>						
m. Painter (Maintenance)	17	8	47	104	92	81
n. Upholsterer	11	7	35	104	81	80
o. Cleaner/Greaser (Garage)	15	10	83	98	80	61
<u>V. UNSKILLED OCCUPATIONS</u>						
a. Farrash	49	18	1,281	134	113	116
b. Waiter	8	6	58	118	99	101
c. Watchman	38	17	796	107	85	77
d. Labor Gang Pusher	23	11	351	98	82	77
e. Kitchen Helper	10	5	34	94	79	81
f. Medical Ward Orderly	5	2	76	93	83	83
g. Janitor	34	13	272	91	74	71
h. Laborer	58	16	10,902	65	59	51

Source: Survey of Salaries, Wages, and Employment Practices in Iran. Chicago, 1956.

DOCUMENTS FROM THE BRITISH  
FOREIGN OFFICE



N° 223-S., dated Bushire , the 15th March 1922.

From- The HON'BLE LIEUTENANT-COLONEL A.P. TREVOR, C.S.I.,C.I.E., Political Resident in the Persian Gulf.

To- The HON'BLE Mr. D. de S. BRAY, C.S.I.,C.I.E., C.B.E., Foreign Secretary to the Government of India in the Foreign and Political Department.

Conditions of Indian Employés of the Anglo-Persian Oil Company in Persia

The result of His Majesty's Consul's enquiry has been to prove that most of the allegations are entirely groundless , and where there has been cause for complaint the Fields Manager and Dr.Young have, as soon as it has been brought to their notice, taken prompt steps to rectify matters.

The Indian employés of the Oil Company are as a matter of fact treated very liberally, evidence of which is the difficulty experienced in recruiting clerks for, and retaining them in Government Service in Arabistan<sup>1</sup>and the Gulf. In this connection , I beg to invite a reference to paragraph 4 of my letter N° 97-S , dated 2nd May 1921; in which I mentioned the excellence of the new clerks' quarters and cooly lines at the Fields , and commented on the fine new hospital and excellent medical arrangements made by Dr. Young.

The publication of such articles in the Indian Press cannot but have a detrimental effect on the Company's interests by giving them a bad name as employers and rendering it difficult for them to recruit labour in India and I beg to recommend, if Government has no objection , that steps may be taken to counteract the entirely wrong impression which the article in question must create regarding the conditions of the Indian employés of the Anglo-Persian Oil Company in Persia.

1) Khuzistan.

ENCL0. III of Serial N° 34.

Copy of *Bombay Chronicle* advertisement dated 10th, January 1922.

INDIAN WORKERS IN PERSIA.

(Miserable condition)

The following statement has been made by Dr. Ghore about the condition of Indian workers in Persia:-

There are thousands of Indian workers in Persia. The Anglo -Persian Oil Company Limited alone employed 95 per cent Indians. There is no restriction in the number of hours worked every day. Neither coal nor ice were supplied to the workers until agitation was started. Workers die of sunstroke in summer and pneumonia in winter as little is done to look to their wants and comforts. I request Indian labour to take up the cause of their comrades in Persia particularly those employed by the Anglo-Persian Oil Company, whose Agents are the Shaw Wallace & Co. ,Bombay.

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ENCL0.IV of Serial N° 34.

INDIANS IN PERSIA.

Anent the report of Dr. Ghore on "Indian Workers in Persia" under heading "miserable conditions" published in your issue of 10th January 1922 , I beg to record my personal experience as an eye witness on the same subject for the information of the general public and the Indian Labour party in particular.

Large numbers of workers of all classes skilled and unskilled are brought up as fast as steamers and trains can carry them, without the slightest care being given to them on board the ships causing untold suffering on the way. From Mohammerah batches of men are sent up to the oil fields in steamers on open decks, though second class passengers , to suffer in the biting cold and the chill weather of

the cruel Persian winter. No representative of the Anglo-Persian Oil Company meets the passengers to look into their comforts, nor anyone speaking Persian guides them.

The arrangement is extremely poor and the greatest hardship is felt by the lower ranks, whose voices are but several cries in the wilderness. First they are not given any accommodation in such a dreary place as this, and even if any is given, it is without latrine, without cook house. All representations to set right this state of affairs, have proved futile and culminates in this last but unavoidable course being taken to mitigate the several sufferings enumerated herein, which is commended to the attention of the Labour Leaders in India.

There is no certainty of the working hours, which are sometimes as long as 10 and 12 hours in a day in all weathers, and the general condition of labour is made extremely humiliating inasmuch as time cards are demanded even from the Superior Indian Personnel, as though they are several daily labourers.

The treatment meted out to the Indian workmen is on the whole very bad and quite unbecoming. This maltreatment of setting up class hatred even in a foreign land is unbearable. No notice is taken of complaints of infringements of social privileges in a public place. Even complaints of assaults are allowed to pass over, so much so, even if the worst were to happen, it will not see the light of day. The medical attendance, though it be free is all a sham, patients simply taken to hospital and without careful examination, sent about their business. Even in serious cases of abdominal complaints, patients were told to buy "Enos fruit salt", selling in the provisions stores of the Company on their own cost. The treatment is sadly lacking in sympathy and everything is looked on with suspicion. Nothing is done to look to their wants and every word of Dr. Ghore's statement of men dying of sunstroke in summer and pneumonia in winter rings true. Living accommodation provided is inadequate and large numbers of people are huddled together in small rooms incompletely furnished, by way of furniture and lights, nothing to say anything of cook houses and latrines, thus making life extremely hard. People have got

to go without even bedsteads necessitating to sleep on the floor if there are chairs , tables are not available and if available not issued, reserving to the British. Such is the case with all articles of outfit provision and other stores, the Indians only getting the remnants if any. All this is still on payment. No local shops also can come to our rescue in our sad despair for none is existing in these parts of Persia and have entirely to depend upon the Company's stores.

Prices rule high and are on the increase daily thus making it impossible to command even the necessaries of life out of the meagre pay given to Indians. While engaging them in India, bright prospects are held out which dwindle into insignificance on nearer view. The so-called high pay they think they give is almost taken back by the Company for supplying a few necessaries of life. The paltry pay is quite inadequate even to make both ends meet, much less for the support of their dependants in India. No heed is paid to skilled workmen and merit goes unrecognised, contracts being made all in their favour.

The foregoing is a true picture of the state of affairs of Indian workers in these parts and deserves a close scrutiny to improve their miserable condition and would pay amply the time and trouble of Mr. C.F. Andrews the saviour of Indian Labourers all over the world and of whose cause he is a staunch advocate to pay an early visit. The labouring hundreds would be immensely grateful to him to see their champion in their midst in these critical times.

A sufferer.

A.T. Mudilar

Source: *Ibid.* ¶.219. For a reply by AIOC authorities cf. H.M. Consul' report(Ahvaz) F.O. 371/7819/ff. 220-22.

Anglo Persian Oil Company Labour Summary for the month of September.

1922

PLACE.	British	Indian	Persian	Armenian	Arabs	Chinese
M.I.N., D.I.K. and Tembi	202	684	8,851	185	...	...
Ahwaz and Pipe line ....	99	616	1,877	55	1,236	...
Abadan .....	100	2,312	4,729	103	1,206	51
Diyala and forward area.	45	70	882	5	321	...
Ali Gharbi area	23	81	836	...	228	...
Bushire area .....	15	56	2,500	...	...	...
Kishm .....	4	8	116	...	...	...
TOTAL	488	3,827	19,791	350	2,991	51

Source: F.O. 371/7819.- f. 222/verso.

Statement showing relative proportion Of Indian and Persian labour employed by the Anglo-Persian Oil Company , Limited.

As on January 1st, 1921

	Indian	Persian	Percentage of Indian labour
Maidan-i-Naftun .....	479	1, 720	22 per cent.
Der-i-Khazinieh .....	85	889	8½ "
Tembi .....	227	404	36 "
Outside tests.....	4	177	2 ¼ "
Ahwaz and Boosting Stations..	331	2,407	13½ "
Abadan .....	3,816	4,909	77¾ "
<b>TOTAL</b>	<b>4,942</b>	<b>10,506</b>	<b>46 per cent.</b>
Add-Contract labour Fields and Pipe line.	...	4,000	...
<b>GRAND TOTAL</b>	<b>4,942</b>	<b>14,506</b>	<b>Say 33 per cent.</b>

Source: F.O. 371/7819. f. 218.-

CHILD LABOUR  
IN THE CARPET-WEAVING INDUSTRY

26 th September, 1924.

Dear Mr. Waterlow,

In Wolfe's absence I am replying to your note of 12th September (F. 3079/790/10), on the subject of the instructions to the British Government representative on the Governing Body of the International Labour Office with regard to the proposal to include consideration of the question of hours of labour in China, Persia and Siam, in the Agenda of the 1926 Session of the International Labour Conference.

No reference was made to the 1926 Agenda at the Twenty-third meeting of the Governing Body in June of this year, but it had been agreed (see C.P. 333/24) that the matter should not be pressed for inclusion in the Agenda or even suggested if the effect of such action would be likely to weaken the possibility of the inclusion in the Agenda of the subjects of the Prevention of Industrial Accidents and of the Method of Fixing Minimum Wage Rates which in the view of H.M. Government should, in present circumstances, have priority of consideration.

The Twenty-fourth Session of the Governing Body will begin on the 9th October, 1924, at Geneva. The question of the Agenda for the 1926 Conference will then be discussed. The instructions to be given to the British Government representative will be considered at a meeting of the International Labour Committee (of which Orde is a member) on Thursday next and we should be glad to know by then whether the Foreign Office wish to alter the instructions as set out in C.P. 333/24.

Yours sincerely,

S.P. Waterlow Esq.,  
Foreign Office,  
S.W.1.

Sommerville

SOURCE: F.O. 371/10286/f. 151.

BUREAU INTERNATIONAL DU TRAVAIL,  
INTERNATIONAL LABOUR OFFICE,  
GENEVE.

11 December, 1922.

Dear Sir Montague,

I should like to call your attention to the somewhat embarrassing situation in which the Office finds itself placed as a result of its efforts on behalf of the workers employed in the carpet weaving factories in and around Kerman. As it is largely due to the friendly offices of the British Government that the Office has been able to do what it has done for the protection of these unfortunate people I feel confident that I may appeal to its continued interest in their welfare. The subject is a very delicate one and I therefore have thought it best to approach you unofficially.

You will remember that the Governing Body at its Fifth Session adopted a proposal made by Sir Malcolm Delevingne that the Director "should be authorised to address, in the name of the Governing Body a friendly representation to the Persian Government on the subject" of the condition of the carpet weavers in Persia, and that as a result of the negotiations which ensued with the Persian Government the Director was able to announce in the Official Bulletin of 21 December 1921 that the Persian Government had, pending the adoption of a definite regime, invited the Kerman local authorities to put into execution a number of regulations for the benefit of the workers in the carpet weaving industry. Moreover, by a letter dated 25 December, 1921, transmitting a telegram from the Persian Minister of Foreign Affairs, the Persian Minister at Berne informed the international Labour Office that these regulations had been put into execution.

The appearance of this official announcement of the Persian Government in the publications of the Office naturally created a most



favourable impression in countries such as Great Britain where humanitarian opinion is strong and vigilant. The Office, which had received some of the credit for what appeared to have been a happy intervention, was therefore particularly disappointed at seeing in the issue of the "Women's Leader" for 18 August allegations (1) of the existence in the Persian carpet factories of just those abuses, (e.g., employment of children of 5 years of age, deformation of limbs due to unsuitable sitting arrangements) which the Persian Government professed to have been abolished. Though it is possible that these allegations may refer to a time when the Persian Government had not yet been able to apply the promised reforms, they nevertheless, as long as they remain unrefuted, encourage doubts of the sincerity of the Persian Government in this matter, especially as it seems to be generally held that Oriental Governments are much more ready to promise than to perform.

It is evident that the condition of the Persian Carpet weavers was a matter of concern to the British Foreign Office. It appears from the correspondence between Sir Malcolm Delevingne and the International Labour Office on this subject (I need hardly add that Sir Malcolm wished these negotiations to be treated as confidential) that the Foreign Office informed Sir Malcolm, in reply to a request for an opinion which the latter had made when, in August, 1920, he was first considering the possibility of bringing this subject before the Governing Body that, in its opinion, the Governing Body could, with more propriety than any particular State, make direct and friendly representations to the Persian Government on the matter.

At the same time the Foreign Office offered to forward in its own bags any correspondence on the subject addressed by the International Labour Office to the Persian Government, and informed Sir Malcolm that a copy of the correspondence with him was being forwarded to His Majesty's Minister at Teheran for his guidance.

(1) Cf. *infra* pp. 210-211 & 299-301.

On 9 September 1921 Sir Malcolm forwarded to the International Labour Office a copy of a report dated 17 May submitted by Major A. Grey, His Majesty's Consul at Kerman, to His Majesty's Minister at Teheran. This report confirmed the allegations of evil conditions of labour in the Kerman carpet factories and made certain suggestions for reforms similar to those which the Persian Government afterwards professed to have adopted. The Office has no knowledge whether His Majesty's Minister at Teheran obtained this report from his Majesty's Consul at Kerman on the instructions of the Foreign Office itself, but the interest which the Foreign Office takes in this subject seems sufficiently established to justify the hope that representations might be made to it with a view to obtaining from His Majesty's Consul at Kerman a second report on conditions in the carpet industry and in particular information as to whether the reforms enumerated in the telegram of the Persian Minister of Foreign Affairs of 7 December (see Official Bulletin of 21 December, 1921 attached) have actually been put into execution.

If you should agree, as I hope you will, that this is the best procedure to follow, I should be glad if, in approaching the Foreign Office, you would again express to them the appreciation of the International Labour Office of the assistance which they have rendered in this case, and if you would ask them to convey the thanks of the Office to His Britannic Majesty's Minister at Teheran and to Major Grey for the valuable information which they collected with regard to the conditions of workers in the Persian carpet-weaving industry.

Yours sincerely,  
(Sgd) H.B. Butler.

The Rt. Hon. Sir C.A. Montague Barlow, P.C., K.B.E., LL.D., M.P.,  
Minister of Labour,  
c/o Secretary to the International Labour Committee,  
8, Richmond Terrace, Whitehall, LONDON, S.W.1.

SOURCE: *F.O. 371/9030/ f.197.*

H.B.M's Vice Consulate,

Hamadan,

December 8th 1923.

Sir,

Further to my letter of the 24th October with reference to carpet-weaving, I have to state that apart from the factory of Vakil ur Ruaya there are three carpet makers in Hamadan who have nine, five and five looms respectively. The others are mainly single looms in private houses. The employees are women and girls. The conditions regarding wages, hours of labour and sanitation are not so good as those obtaining in the factories of the Oriental Carpet Manufacturers Limited, but are fairly satisfactory notwithstanding. Doctor J.A. Funk of the American Mission states that in the course of twenty years medical work in Hamadan only one case (of Paralysis) has come under his observation which might be ascribed to the effects of weaving. He adds that he observed several in Sultanabad (Araq) , which might have been due to the narrowness and the height of the seat-boards of the weavers. He states that conditions of lighting and seating are better in Hamadan town than in the villages of the province.

I have e.c.,

(Signed) Frederick Hale.

His Britannic Majesty's Minister

Teheran.

SOURCE: F.O. 371/10131/f. 140.

PERSIAN EMPIRE.

( Government of the Province of  
Kirman and Baluchistan.)

Regulations for Carpet Factories dated 17th December 1923.  
(25 ghowss 1302)

In view of the necessity for due regard to hygiene and the improvement of the conditions of work in carpet factories and the protection of workers, the Governor of the Province of Kirman issues the following Decree in virtue of the decision of the Council of Ministers.

1. The Working day of all workers in carpet factories shall be 8 hours. The manufacturers (employers) shall not be entitled to require their workers to work longer than the specified hours.

2. On Fridays and on public holidays work shall be suspended in all carpet factories, and the workers shall be entitled to receive their wages for these days as for working days.

3. Boys under 8 years of age and girls under 10 years of age shall not be employed in these factories.

4. The boys' workshop shall be separate from the girls' workshop. Mixed workshops shall be absolutely prohibited.

5. Foremen (persons who dictate the patterns to the workers) shall not be admitted into the girls' workshop. Forewomen shall be employed to dictate the girls' patterns.

6. A manufacturer shall not in any case engage or retain a worker suffering from an infectious disease.

7. Carpet weaving workshops shall not be situated in underground or damp rooms. Workshops shall have windows towards the south, so that the sun can enter them.

8. The carpet weaving loom shall be 1 metre above the floor of the workshop and the seat shall be high enough for the chil-

dren to be able to perform their work as comfortably as possible.

9. The head of the Public Health Service or the municipal medical officer shall visit and inspect each factory every month . If the prescribed sanitary and hygienic requirements are not complied with, he shall report the matter to the competent authority, which shall at once take action.

10. A fine of not less than 100 and not more than 500 krans or imprisonment for not less than 1 day and not more than 20 days shall be imposed for every contravention of the provisions of the preceding sections.

11. The Police Department shall be responsible for supervising the carrying out of these provisions and for seeing that they are not contravened.

THE FARMANFARMA (Governor General)  
Of the PROVINCE OF KIRMAN AND  
BALUCHISTAN,  
SARDAR-MOAZAM.

From a Translation into French supplied by the Persian Legation at Berne, 20th April 1924.

SOURCE: F.O. 371/10131/ ff. 149-150.

T R A N S L A T I O N .

From the Minister for Foreign Affairs to Mr. Norman .

Tehran 16th May 1921.

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After the receipt of Your Excellency's note of March 24th, addressed to my predecessor regarding the unsatisfactory condition of child labour at Kerman, and the simultaneous receipt of a letter from the Office of the International Labour, in continuation of the previous negotiations the matter was brought to the notice of the Ministry of Public Works, Commerce and Agriculture. Necessary instructions were therefore sent by the above-mentioned ministry to the local authorities in the Kerman province and authorities in other places where there are carpet factories.

According to information received the authorities in question have taken certain measures for the improvement in condition of the child labour.

In order that proper arrangements may be made for this important matter, which has the full attention of the Government, a commission has been appointed in the Ministry of Public Works with a view of studying the means by which the condition of child labour can be improved and drawing up regulations which will be put into operation when passed by the Government. The object of this measure is that the Persian Government may be able to fulfill their engagements as a member of the League of Nations.

I avail etc.

signed Moazziz ed Dowleh.

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SOURCE: F.O. 371/6450/f. 17.

British Vice Consulate,  
Sultanabad.  
April 14th 1921.

SUBJECT: Child labour and its conditions in the province  
of Aragh.

Sir,

I have the honour to inform you that the conditions under which women and children work in the carpet industry are anything but satisfactory, although in this district, owing to the causer qualities woven generally, the women do not start so early to weave as in the Kerman district. It is true however in the Sarukh district where the finer qualities are woven, the children are put on the looms as soon as they can tie a knot, and work from sunrise to sunset. After dark they prepare the wool for the next days work and do their household duties. Owing to the poverty stricken state of the working classes they must work these long hours. There are no factories, all weaving is done in their own houses, which in many cases, as is well known, are anything but healthy.

The age limit of 14 is in my opinion too high for this country. Women marry and have families at the age of 12 and even under.

I am informed that the local Governor and Karguzar have received instructions from the Minister of Interior to report on this subject, and I understand they have given most favourable replies. They do not however know of better conditions.

I have the honour to be,

Sir,

Your most obedient humble servant  
(signed) Edward Hutton.

Hermann Norman Esq. C.S.I. C.B.E.  
H.B.M.'s Minister - Tehran.

SOURCE: F.O. 371/6450/f.21

Copy of a letter dated the 5th May 1921, from the Rev. A.K. Boyland, C.M.S., Kerman, to Major A.J.H. Grey, H.B.M's Consul, Kerman.

In reply to your Circular letter No. 275 of the 26th ultimo, as to the injury done to children employed in carpet factories here, I am of opinion that as far as it goes the statement is correct but that the facts would warrant a much stronger one than that forwarded by you, viz "the effect of these conditions and the nature of the work which the children in question undertake is, in many cases, to conduce to permanent deformities of the arms and legs and irreparable damage to general health", as I think the following statement which I have obtained from our medical authorities at the C.M.S. Hospital here will show:-

"In one year there were 47 cases of deformed carpet weavers, all expectant mothers, under treatment in the C.M.S. Hospital. In 28 of the cases the children died, it being impossible to deliver them alive. (The operation of craniotomy necessarily involving the death of the child). In all these cases the mothers, who had been several days in agony and in a state of extreme exhaustion, would have died but for the surgical assistance given at the Hospital.

In addition to the above there were 19 operations performed upon girls for the straightening of crippled limbs.

There was also a considerable number of girls suffering from rickets, paralysis of limbs, and deformities due to carpet weaving not urgently needing operation who were treated as outpatients at the Hospital."

In the streets of this town one is constantly reminded of the iniquity of this child-labour by seeing deformed and stunted women, and occasionally men, who are no longer able to work, as their hands are often deformed as well, and are reduced to beggary.

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Source: F.O. 248/1343, 1921.



## SONG OF THE CARPET

### Horrifying Tales of Persian Factory Life

Horrible stories of factory conditions in Persia were related to the congregation of St. Andrew' Church, Nottingham, yesterday, by the Right Rev. J. H. Linton, D.D., Bishop in Persia, who preached a most unconventional sermon in which he gave many glimpses of his singularly adventurous life.

The Bishop said he had been a missionary twenty years, first on the West Coast of Africa and then in Persia. For a time also he had been on the Afghan frontier near Peshawar.

#### Ordained by Negro Bishop

He went out to West Africa in deacon's orders and received priest's orders at the hands of a negro bishop. The church in which the ceremony took place was built on the site of a slave market, one of the largest on the West Coast, and the negro bishop told him afterwards that the spot where he knelt had been the whipping-post.

Bishop Linton then gave an appalling picture of the conditions under which, until recently, priceless Persian carpets were made in the factories of that country. Imagine, he said, a little, low, dark hovel about 20 ft. square in which you could almost touch the ceiling with your hand. In it would be two looms, at which four or five children were weaving a carpet. You would hear them singing, but it was not a song of joy. It was a song of toil and labour. They were singing the pattern of the carpet, for it was the only way they could remember it.

#### Stunted and Deformed

A few years ago there was a law passed saying they should not work longer than from sunrise to sunset. The Bishop went on to describe how these children grew up stunted and deformed; how at nightfall they had to be carried from the places where they sat at the looms because they could not walk themselves, and of how the young girls married when still children in our eyes, usually died in child-birth - unless there was a European hospital near - as the result of the unnatural conditions of their work in the carpet factories...

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Source: Nottingham Journal and Express du 28 avril 1924.

## THE GIRL'S LOT IN PERSIA

(Girlhood)

After going along a wide street we turn down a lane, so narrow that you may see a cat jump across from one roof to another. These high walls shut in the compounds around which the houses are built. The fourth door is very low and firmly fastened. After one knock a distant voice calls out: "Who is there?" As the voice comes nearer we call out "Open!" and slowly the key is turned and the bolt pulled back. We are in a very dark passage, and the voice says: "You are welcome. Bring your Excellency in. In the name of God." We are soon in a compound with three dark rooms opening on to it, and with an open well; and, oh! the smells! We go up to the little verandah outside the chief living room, a scrap of ragged carpet is shaken, and we are begged to sit down on it, "in the name of God!" An old woman is tottering about in the compound, a swaddled baby is strapped on to a hammock cradle, and two women and children are sitting on the ground busily at work. The woman has a frame on which a piece of white cambric is stretched; she is doing a tiny piece of very fine drawn-thread work at one end of the material. What can it be? Just the little lattice for the eyes on the ordinary white veil, or "rubandeh", worn over the black "chador" by the townswomen. When she has finished half a dozen she will go and sit on the ground at the side of the bazaar and sell them. The other woman and the two little girls are laboriously stitching away at the uppers of the cotton shoes, or "givahs", so commonly worn by men and boys. There are merchants who send round agents to give out materials and to collect the finished work. None of these women earn a living wage. The children are kept very hard at work, and beaten or starved if they are lazy. They have never been to school, but their knowledge of life makes one shudder. "I want to come to your school," one of them says, "let me be your daughter." "We are too poor" says the mother, "but we could send them if you would give them their bread. Their father only feeds himself. What can we do?"

In a recent visit to a large carpet factory under European supervision, it was noted that there were no weavers under five years of age!

In another factory the owner was showing the work of an expert little weaver of five to a visitor. The Englishman asked what the child's daily wage amounted to for such beautiful work. When he heard the small sum he asked if it was possible for her to live on it. "No, of course," was the reply, "but she is only an orphan."

A girl was one day brought to a Mission Hospital, one of whose legs was more like a 2 than anything else. Her general condition pointed to such bad treatment that inquiries were made. The factory in which she worked was owned by her brother. She could not walk home, and he would not carry her, but had dragged her along, and thus brought her to a pitiful condition. Though a good weaver, she was only a girl and of little account.

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Source: The Woman's Leader, Friday August 18, 1922.

BRITISH WARSHIP TO THE RESCUE.

ENGLISHMEN IN PERIL IN PERSIAN REVOLT.

OIL REFINERY RIOT.

"Daily Express" Correspondent.  
BASRA, Monday, May 6.

The British sloop Cyclamen left Basra unexpectedly this morning in order to protect British subjects at Abadan, Persia, where serious riots broke out this morning.

Stones were thrown at the Anglo-Persian Oil refinery, and pamphlets were distributed. These papers are considered by the police to prove that the outburst was caused by Communist propanganda from outside the State.

The police were unable to control the mob, and Persian troops were called out to restore order.

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The British sloop Cyclamen is a vessel of 1,259 tons, with two four-inch guns and four three-pounder guns. She is commanded by the Hon. W.S. Carson. Abadan is a large island in the Shatt-el-Arab. It contains the refineries of the Anglo-Persian Oil Company, which are connected by a pipe-line across Khuzistan with the oilfields beyond Ahwaz. The British Government holds a controlling interest in the oil company.

Source: Daily Express, Tuesday, May 7, 1929, p. 1

### RED AGITATION IN PERSIA

An agitation was begun a few days ago by certain Armenian elements among the A.P.O.C.'s employees at the refinery at Abadan. There are grounds for believing that it was due to Soviet instigation. The Persian authorities acted with promptitude and energy, and the ringleaders were arrested. Troops were sent from Ahvaz to Abadan and the remaining agitators were dealt with drastically. No damage has been done to the Company's installations and output has in no way been affected.

Reports received from Persia by the A.P.O.C. confirm the above telegram. It appears that on May 2, intensive Bolshevik agitation broke out among the Persian labourers at the Abadan Refinery, work ceased and there was some rioting. It was at once plain that there was an extensive secret organisation formed among the workers to foment this agitation. Forty-five ring leaders had been arrested by May 4. Documents were found giving evidence of a widespread Bolshevik plot in all centres of the Company's operations. A lighting strike was intended, which was believed to be incident and preparatory to the development of a revolutionary programme in Khuzistan and in Southern Persia generally. As a reaction to the Governor-General's suppressive measures, there was an attempt two days after to prevent employees from going to work by a body of about 40 intoxicated agitators, armed with sticks and knives. Troops were rushed down from Mohammerah to disperse the mob. The Persian workers generally seemed to wish to resume work, but emergency measures remained in force until the agitators were rounded up. Troops remained in control in Abadan and re-inforcements were brought up from Ahvaz.

The agitators made no actual demands but their evident intention was to ask for a six hour day, a minimum wage for labourers of 45 rupees a month, representation for the workers on the management and complete equality of treatment for Indians and Persians. The greater majority of workers did not understand what the agitation was about and demands would obviously have been a cloak for revolutionary activity. Yesterday the refinery was working normally. The military garrison was maintained and the police continued to make investigations and arrests.

Source: The Times, May 8, 1929, p.16

WORKERS' STRIKE IN ABADAN AND  
THEIR DEMANDS

Abadan,  
2nd May 1929.

My dear M.,

Please refer to your letter No. M.E. 44 dated the 21st March 1929 and to our report No. 19 for the period ending 15th December 1928 with particular reference to paragraph No. 3.

Since the abortive attempt to form Workmen's Clubs at Abadan, Mohammerah and Ahwaz, we had hoped that we should be freed from this sort of attempt to organise Labour. Unfortunately this has not been the case and information which we have now been able to obtain leads us to the certain conclusion that those responsible for organising Labour in Abadan and elsewhere had at once turned their attention to other methods when frustrated in the formation of the Workmen's Clubs referred to.

It would appear from information which is now in our possession, and which we have only just lately and with the greatest difficulty been able to obtain, that the organisers of the Labour movement in Abadan have commenced to introduce the Cell system amongst the Refinery workers, and they have succeeded in doing this with the utmost secrecy, for neither the Local Authorities nor ourselves (and we have both continued to exercise the greatest vigilance possible in regard to any labour movement as the results of the attempts to form Labour Unions and/or Workmen's Clubs) had any idea of the intrigue which must have been taking place since January.

The position today is, that we are faced with 30 cells in Abadan alone, controlled by leading foremen and gangers who rank in this organisation as officers and sergeants. Each of these cell leaders is said to control up to 100 men — a number which we consider to be much exaggerated, firstly because we do not employ so many artisans and secondly because cell meetings which our informers have attended have not been reported to exceed 15 to 20 men.

We have so far been unable to locate the superior organisation which is directing this movement but which is said to comprise 7 Russians, 4 Tabrizi Turks, and 4 Isfahanis. We are also informed that several influential merchants and other important persons in the Province, including Mirza Hussain Movaqqar, formerly known as Mirza Hussain Germani, whose record in the war was a bad one and who is now Parliamentary Representative for Abadan and Mohammerah, and his son Abdul Majid, are in sympathy, if not in support of the movement.

We have also very good reason to believe that 2 cells exist in Masjid-i-Sulaiman, 2 in Ahwaz, and 7 in Mohammerah, and one is almost forced to the conclusion that this movement is not solely directed against the Company but forms a definite item in a revolutionary programme in preparation for South Persia.

Needless to say, when the first whisper reached our own organisation which deals with these matters, neither time nor effort was wasted for a moment in carrying out every possible investigation with the result that I felt today compelled to cable the Chairman that we are likely to be faced with a most serious situation unless the Govern-

-ment and ourselves have the good fortune to anticipate this trouble with success.

It is an interesting aspect of this movement that no labourers have been hitherto admitted into the organisation which is confined at present almost entirely to clerks, foremen, and artisans, all of Persian nationality.

At present, so far as we can ascertain, the intention of this organisation is to increase its numbers, and its funds by subscriptions until such time as they feel in a position to offer a united front both to the Company and to the Government. We are informed that they will demand, when ready to do so, the following:-

1. Representation in the Labour Office and at Medical Examinations, with special reference to the engagement and discharge of employees.
2. The increase of pay of labourers to the equivalent of Rs. 45/- per mensem which wage was formerly paid in 1923.
3. Leave with pay.
4. A six hour day.
5. Company quarters or rent in lieu.
6. No further demolitions to take place in Abadan or elsewhere.
7. Persian artisans to be placed on agreement in the same manner as indentured Indians.
8. All grievances to be investigated by the Persian Police authorities.
9. Persian clerks to be placed on the same footing as Indians.
10. Questions of dispute between Europeans and Persians or between the Company and Persians to be settled by the Persian Law Courts.
11. Pensions to be awarded as the result of long service or if discharged as surplus to requirements, instead of gratuities, such pensions to be continued to the descendants of the employee after death.

Meetings have been arranged to take place once a week, and on certain appointed dates all leaders meet together, when Russian propaganda is received and discussed. We are informed that the latest bulletin was to the effect that, should success attend the efforts of the Abadan workers, they would receive considerable increase in wages and would be better off under the Russians than under the British.

I attach hereto a list of cell leaders.

From the foregoing you will appreciate that some very drastic

measure is necessary if we are to prevent a serious outbreak. We are informed that when the psychological moment arrives, the workers will enter the Refinery, close the gates, and will enforce their demands upon the Company and upon the Government from within and not from without. The brains behind the organisation have obviously left nothing undone or unthought of, for we could still carry on the process with our other labour provided the strikers remained outside the Works. It is hoped that everything will be ready at the month of Moharram which this year commences on the 7th June and ends on the 7th July. It is, as you are aware, a period when the passions of the Persians are considerable excited, and in my opinion no better opportunity could have been chosen.

I am in the closest touch with the Local Authorities in Abadan and with the Governor General in regard to this situation, the seriousness of which they fully realise, and am awaiting advice from the Governor General as to what action he has decided to take and in what manner he desires our co-operation.

I attach a copy of my telegram No. 99 to the Chairman from which you will observe that I have refrained up to the present from reporting matters to the Central Government through Greenhouse until the Governor General in whom I have implicit confidence, considers it advisable to do so.

It is interesting to note that coincident upon the formation of a Workers' Club and the present situation, the Soviet Ship "Communist" (means "Michail Frunze") arrived at Mohammerah, and from the anxiety displayed by certain Soviet agents there is a grave suspicion in my mind that certain packages containing arms and ammunition have been smuggled ashore. The Persian authorities have been acquainted with this suspicion and they are investigating matters as vigorously as possible.

Yours sincerely,

LIST OF NAMES OF CELL LEADERS.

Mirza Ali Tangsiri	- Foreman Wireman, Elect. Dept.
Ramazan	- Switchman, Power Station.
Seyed Khalil	- Boilermaker, Marine Workshop.
Mirza Jaffer	- Head Foreman, Bawarda.
Mirza Ali	- Late Labour Office, now in Mishun.
Mirza Hassan Ali	- Rigger Mistri.
Mirza Mahmoud	- Late Labour Office Clerk, now in Time Office.
Mirza Ahmed	- Mistri, Ice Factory.
Ali Nejad	- Mistri Rigger on Benches
Khurshid	- Foreman, Bawarda.
Ali	- Foreman, No. 4 Jetty.
Hossein	- Foreman, Storage and Export Depart.
Ahmad	- Asst. Foreman, No. 10 Pumphouse.
Mirza Hassan Ali	- Carpenter Mistri.
Gholam Hussain Khan	- Governor of Abadan's Clerk.
Gholam	- Fitter, Civil Engineering Dept.
Kal Nazar	- Foreman, Bawarda.
Mirza Ahmad	- Time Office Clerk.
Seyed Mohammed	- Watchmaker in the Bazaar.
Mohamed Sami	- Storekeeper, Elect. Department.
Ustad Hajji	- Carpenter.
Kah Shahbas	- Sarraf, Bazar.
Mirza Yousif Khan Ardebili	- Unknown.
Ibrahim Effendi	- Foreman Workshops.
Mirza Sahib	- Painter Mistri.
Haider	- Mistri, Constructional Engineering Dept.
Agha Yusuf	- Unknown.
Agha Nadjafi	- Unknown.
Mirza Mohammed Tangistani	- Discharged employee



MAY DAY DEMONSTRATIONS AT ABADAN  
AT SOVIET INSTIGATION.

TELEGRAMS.

From Abadan - 2nd May 1929.

Regret report intensive Bolshevik agitation broken out among our Persian Labour and considerable unrest has been fermented at Abadan where I am in the possession of information regarding extensive workers organisation which has been formed with the utmost secrecy. I believe organisation at work on the pipe-line and main field also but so far I have been unable to locate agitators or unrest. Reported matter Governor-General and requested his advice and co-operation. Persian authorities fully appreciate serious position and are considering in conjunction with us measures necessary in order to deal with situation. Do not consider workers who consist almost entirely of artisans sufficiently organised to present demand under threat of strike which is their intention. Will keep you fully advised report being posted. I am informing Tehran after further consultation with Governor-General.

From Abadan - 4th May 1929.

Governor-General arrested 45 ringleaders many of them our employees. From documentary evidence and ample information now in the possession of Government existence widespread Bolshevik plot, revealed to foment intense labour trouble all centres Company's operations this being incident to and preparatory to development revolutionary programme Khuzistan Southern Persia generally. This vigorous action has anticipated lightning strike workmen whom we now learn intended seizing works and defy Government until demands acceded to by the Company. Situation here now quiet and it is hoped prompt action taken by Government deal with situation will obviate further trouble. Main field report slight agitation which I am confident will now cease. Other centres normal.

From Abadan - 6th May 1929.

Persian 3.00 p.m shift did not come work Persian night shift continue duty and are contented. Arrangements successfully carried out to relieve and strengthen Indian shifts in order

to have reserve men in the works during the night in case of emergency. Entire process still continues. There are signs Persian labour desire resume work in increasing numbers but we are not permitting this until we are satisfied agitators have been rounded up. Position still remains very serious but we have every confidence in the Government retaining control with the troops now in Abadan and re-inforcements now on their way from Ahwaz.

From Abadan - 6th May 1929.

No demands have been actually put forward but I have been informed by certain agents that nature of demands would be 6 hour day minimum wage labourer Rs. 45 per month representation labour on the management complete equality Indian Persian. These demands have in my opinion obviously been formulated to cloak real Bolshevik activity and are not likely to materialise. Great majority labour do not appreciate what the trouble is about and are merely reacting to intimidation leaders who are gradually being rounded up by the Government.

From Chairman to Tehran - 7th May 1929.

"Daily Express" today publishes highly coloured and incorrect report from their Basra correspondent headed "Oil Refinery Riots and British Warship to Rescue". In view of excellent work done by Governor-General and entire Persian authorities please represent Minister of Court that it now becomes advisable in view of above that authentic and sober statement should at once be made Tehran for information of entire Press. From data received our interpretation of situation is as follows. As part of world-wide communist May Day demonstrations there has been outbreak in Persia directed inevitably against Persian Government and against organised industry in Khuzistan. Evidence shows trouble inspired by professional agitators. Due to prompt and vigorous measures by Governor-General Khuzistan Persian Government arrested ringleaders and have situation well in hand. Work at Abadan Refinery has not been interrupted. (message ends) In view of misleading reports detrimental to Persian Government interest I am replying to Press enquiries on these lines. Suggest to Minister of Court that he should make announcement in the same sense Tehran.

From Abadan - 7th May 1929.

We are informed Basra "Times" correspondent in spite of definite promise not to publish or cable home press any information regarding recent situation without submission to us for approval has telegraphed "Daily Express" a garbled version

containing four unfortunate references to firstly, Company's special police being unable handle situation, secondly, H.M.S. Cyclamen proceeding Abadan, thirdly, Persian police being ineffective, fourthly, considerable damage to Company's property. Cyclamen did not proceed vicinity Abadan but remained well above Mohammerah in Iraq waters, damage to Company's property negligible, Persian police who were seriously out-numbered invoked military assistance. Editor Basra "Times" has been requested to cancel his message and to substitute brief but accurate report as follows:- Number workmen incited by certain agitators not connected with the Company created disturbances outside Refinery Monday morning, attempted to prevent with partial success other workmen from proceeding works. Rioting ensued but was effectually isolated by Persian police to an area outside Works where the damage done was negligible. Persian Authorities fearing situation might develop more serious summoned as a precautionary measure military from Mohammerah who dispersed rioters without difficulty. At no time was production interfered with and matters are again entirely normal.

From Chairman to Abadan - 8th May.

Times received despatch from their Tehran correspondent giving short summary of situation. They communicated with us and we gave them the necessary information. They have reproduced a paraphrase of this in this morning's paper headed "Red Agitators in Persia" and commenting most favourable on the prompt and energetic action of the Governor General.

This authentic and complete statement should entirely counteract "Daily Express" references which appeared yesterday without attracting much attention.

SECRET

DECYPHER OF TELEGRAM

From .....Admiralty

N° ....891.

To .....Commander-in-Chief, East Indies.

Date.....7.5.1929.

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Your 794. Anglo Persian Company, London, now report that Persian troops acting under the orders of Persian Governor General Abadan have successfully dealt with outbreak at Abadan, and have made many arrests. No further immediate trouble is anticipated and as long as Persian Government can and will deal with such situations, it is in every way best that it should be encouraged to do so. H.M.Ships should therefore have due regard to this.

1803/7.

Copies sent to: FOREIGN OFFICE  
COLONIAL OFFICE  
INDIA OFFICE.

SOURCE: F.O. 371/13783/f. 122.

LABOUR AND INDUSTRIAL CONDITIONS IN ISFAHAN

[...] 2. I enclose a copy of a letter from His Majesty's Consul at Isfahan summarising developments there.

3. It was reported in March last that a Workers Union was being formed in Abadan under the leadership of a man named Farhad Falahati, who had entered the service of the Anglo-Iranian Oil Company in January 1944. Frequent meetings were held, and by the end of the month membership was said to have reached two hundred. The programme of the union was to ensure "equality for all", to prevent exploitation of workmen by the Company's contractors, and to obtain certain minor concessions from the Company itself. Falahati and his colleague Pasiyah are both of the agitator type, and their activities seemed likely to endanger supplies to Russia. Accordingly the Military Governor of Abadan, acting in agreement with the Political Adviser, asked them to leave Abadan, which they did on the 15th April. Falahati returned almost at once, and was arrested and sentenced by a military court to banishment from Abadan.

4. The enrolment of workers in a labour union has also begun at Shiraz. During April various disturbances occurred in the spinning factory and in the power house, and several arrests were made. The workers demanded the reinstatement of a foreman who had been dismissed in connection with the disturbances, and the release of the arrested man, but these demands were resisted, and they eventually resumed work. The owner of the Electric Light Company claimed that there had never before been complaints about wages or working conditions, and it was generally believed in Shiraz that the trouble was the work of professional agitators financed and directed by the Tudeh party. His Majesty's Consul suggested to the local authorities that the best way to deal with the position would be to summon the chosen leaders of the workmen before a neutral committee appointed by the Governor-General, who would enquire into grievances and make any necessary recommendations for their settlement.

5. A detailed note on the different Labour and Trade Union Movements in Persia is enclosed.

6. I am reporting separately on the subject of a labour bill which is now before the Majlis. [...]

British Consulate,  
Isfahan,  
June 21st, 1944.

My dear Sir Reader,

My letter No. 365/5/2/1 of May 13th, 1944 about the labour troubles in Isfahan.

I now sent you an appreciation of developments since then.

After the disturbances of April 18th and the resulting strike, Dr. Shaikh of the Ministry of Industry and Commerce came to Isfahan to try and bring about a settlement between the mill workers and their opponents. He remained for a few days and, after discussions with both sides, drew up a draft agreement which he sent to the workers' side, the owners' side and the Governor-General. This draft agreement provided for the annulling of the agreement made between Bahrami, then Governor-General, and Fidakar in July 1943, whereby Fidakar had the sole right of removing from any mill anyone he desired and in return undertook to manage all labour problems, for the return to work of some hundred workers who had been dismissed under this agreement, for freedom of political association on the part of the workers who were no longer to be obliged to join any political party or the Workers' Union, for the settlement of disputes between owners and workers on matters of the internal running of the mills, wages etc., by a committee composed of the Governor-General, the Chief of the Justice Department and the Chief of the Department of Industry and Commerce, and for certain lesser matters. This draft was however never accepted in its entirety by the workers. Fidakar expressly refused in writing to accept the annulment of his agreement with Bahrami, and at the time it was issued by Dr. Shaikh most of the mill owners were in Tehran so they never formally accepted it either, although it is unlikely that they would have refused it seeing that it benefited them so much.

Nothing much further happened until the time of the Shah's visit. Then after further discussions, Fidakar agreed to the annulment of his agreement with Bahrami and to the exclusion of the workers' affairs. It was further arranged that during the Shah's visit the Governor-General should go to the main mills to advise the workers to settle down to work again and in general to appear to calm everything. Fidakar however had not really digested his acceptance of the exclusion of the shop stewards from activity in the mills and, when the Governor-General went to the Riehaf mill on May 16th, he put up the workers to refuse to accept the proposal that they should no longer have any shop stewards. The workers did this and prevented the Governor-General from leaving the mill until Fidakar had come and 'arranged' that they should still have their shop steward but that, for the time being, these should take no active part in things. Later on the same day it was agreed in the presence of the Minister of the Interior that a representative of the Workers' Union should join the conciliation committee already mentioned. From this time on, except for minor disputes in individual mills, things as far as the mills themselves were concerned, seem to have gone fairly smoothly. All are working and in many cases an increase of wages has been granted by the owners.

Now was the Government's chance, by skilled manoeuvring, to undermine the remainder of the Fudeh's influence. But, firstly because the Governor-General, Afshar, had no very clear directive and because he tended to go too fast himself through lack of knowledge of

local conditions, being recently arrived, and secondly because agitation against him had been begun in Tehran by the Tudeh, and thereby his position locally weakened, the chance went by. The Prime Minister also made a slip in announcing in the Majlis in defence of Afshar that disturbances in Isfahan had ceased since his arrival and that if they broke out again he would of course be recalled. This gave the Tudeh a line on which to work and is probably the cause of the many incidents which have occurred between the Tudeh and the Vatan party in Isfahan in the last couple of weeks or so. It should be noted that these incidents, with one or two exceptions, only concerned the two parties and not the mill workers and owners. Unfortunately they have had the effect of resuscitating the Tudeh which was fast losing ground, and of damaging the reputation, such as it was, of the Vatan, which is now looked upon locally as a band of troublemakers little better than its rivals.

There is also a new and unsatisfactory tendency in relations between the mill owners and the Tudeh and the Vatan. It is that the owners, while the Vatan was weaker than the Tudeh but was vigorously opposing it, supported the Vatan, but now that there are signs of the Vatan being at least equal in power to the Tudeh and making promises of support to the mill workers in their demands for more wages and lower selling prices by the mills, the owners are tending to oppose it because they see that from the purely monetary point of view, which is the only one they appreciate, they may stand to lose more from the Vatan's work than from that of the Tudeh. This tendency to look askance at the Vatan as well as the Tudeh will, I think, be exploited by Sarem-ed-Douleh who, as I have said elsewhere, is angling for control over the mill owners for his own ends and so we shall have yet another cause of friction in Isfahan between mill owners and workers.

+ representatives (shop stewards) from interference in the workers' (as in the original)

## Labour and Trade Union Movements in Persia

### 1. Iranian Central General Union (Ittihadiye-i-Markazi-yi-Kull-i-Kargaran-i-Iran):

This is the name under which the Iran Labour Union (3) and the Iran Labour Union Council (2) published a joint declaration of co-operation on the occasion of Labour Day (1st May) 1944. It is not clear whether these two organisations have actually amalgamated into a single Union, especially as a split in one of the two has since occurred.

The following Unions have announced their adhesion to this organisation:

- Union of Workers (Ittihadiye-i-Zahmatkishan) 10th May 1944.
- Northern Railway Workers' Club (Kanun-i-Kargaran-i-Rah-i-Ahan) 11th May, 1944.
- Railway Workers' Technical Union Club - 11.5.44.

### 2. Iranian Labour Union Council (Shura-yi-Ittihadiye-i-Kargaran-i-Iran):

The Tudeh party Union, with headquarters at the Tudeh party premises in the Firdausi Avenue in Tehran, which bears the name of the Union on a placard. The following Tehran Unions are known to be affiliated to it:

- |                           |                   |
|---------------------------|-------------------|
| Tobacco and Opium factory | Railway workshops |
| Glycerine factory         | Sawmills          |
| Cement factory            | Shoemakers        |
| Carpenters                | Asbestos workers. |

In the cement factory in particular a considerable following is reported.

This Union put up two candidates for the Tudeh party in the 1943 elections for the Majlis. They were Ibrahim Mahzari, engraver, and Hussein Jahani, carpenter, and finished 44th and 48th respectively.

This Union published in Rahbar on the 4th May 1944 a declaration of co-operation jointly with the Iran Labour Union (3), under the name of the Iranian Central General Labour Union.

The Tudeh organisation in Shiraz, which caused sabotage and disturbances in that city in April 1944, is also called Shura-yi-Ittihadiye-i-Kargaran. It requires registration fees up to 2000 rials from new members.

### 3. Iran Labour Union (Ittihadiye-i-Kargaran-i-Iran):

Records do not always distinguish this very clearly from the labour Union (4). It has no affinity with any Russian group. Its declared object is to improve the lot of the workers. Inqilab was formerly the head of the Union in Tabriz, until he was removed by the Governor-General in December 1942, perhaps at instance of Russians, for agitating in factories working for them.

Although it has no official relation with the Tudeh, it is in some districts connected with that party through its leaders, who, in South Persia and Isfahan are Tudeh men. Similarly in Azarbaijan there is affiliation between the Tudeh and the Unions.

The Union was involved in the Saltanatabad munitions factory strike in December 1943. Its activity round Tehran has diminished since Inqilab fled to avoid arrest early in 1944.

After the declaration of co-operation with the Tudeh Union in



May 1944, Inqilab broke with Iftikhari, and both are now said to be forming Unions of their own (see below).

The programme of the Union has been published. It is organised into Local Committees (Ha'yat-i-Mahalli); Town Committees (Ha'yat-i-Shahr); District Committees (Ha'yat-i-Vilayati); and the Central Union in the Capital (Ittihadiye-i-Markazi).

#### 4. Labour Union (Ittihadiye-i-Kargaran):

Also described as the Railway Union, and indeed it operates mainly on the railways, but its activities are not confined to them. Easily confused with the Iran Labour Union (3). One Shuhhabi is described as its leader.

This organisation is a Trade Union and not a political party. Its leaders emphasize that its aims are not in conflict with the Allied war interests, but should on the other hand tend to promote them.

The name of this Union has been particularly associated with Shushtar, Ram Hormuz, Khurramshahr, Abadan, Masjid-i-Suleiman - most of these places being railway centres. In February 1944 it was also extending its activities down to Behbahan and Gach Saran and some Darashuri and Kashkuli Khans were made members against a nominal subscription.

Leader in Ahwaz is 'Ali Umid, and in Abadan, Farhad Falahati. The Union has been active in Abadan since March 1944, and has a shop there showing the sign "Workers of the World, Unite". Its activities first appeared in Khuzistan at the end of 1943.

It has its headquarters in Tehran, and operates especially on the Iranian State Railways and among the mill-workers of Isfahan. Its organisation compares closely with occidental Trade Unions.

The age limits for membership are 16-70. Entrance fee is 2 grans, and monthly subscription 1% of monthly salary. It is organised into Town branches, answerable to Provincial Committees, which in their turn are under the Central Committee in Tehran. Town branches have a manager, a clerk and a treasurer.

Persian officials fear to take any action against the activities of the Union, because they think the Russians are behind it. The Soviet authorities in Ahwaz appear to have been in touch with its leaders but there is no evidence that they actually support or sponsor it.

This Union played a part, but not a predominating one, in the threatened railway strike in December 1943. It hoped to gain official recognition through the resulting negotiations, but was only partially successful.

Leaders in Tehran are: Muhammad Daryewash - 'Ali Akbar Niruzad - Ruh'Allah Tam - Zarukian - Gulistani - Makmenish. In Ahwaz: 'Ali Umid - Muhammad Taqi Tehrani - Samad Ni'matpur - Qutbi - Akharuni. In Sultanabad: Rafi'i. In Durud: Hassen Idrisi. In Andimishk: Reza 'Ali Naurazi and 'Izzatu'llah Rahmanan. In Behbahan: Salihi - Bulurani - Gharati. It is noticeable that most of these places are railway centres.

Connected with this Union - it is difficult to ascertain how intimately - is the;

5. Labour Union (Ittihadiye-i-Kargaran) in Ahwaz and Abadan: This may be a branch of (4); many of the same names appear in it. Shuhhabi is the Leader, Umid runs it in Ahwaz and Falahati in Abadan. Another prominent member in Abadan is Jawad Pasiyah or Parsiya, who is known to

have been in touch with the Tudeh leaders and with Iftikhari, who is anti-Tudeh. Pasiyah professes pro-British feelings, but Iftikhari (who is, however, not reliable on this point) says he is working against us in Abadan.

This Union was started in Abadan in February 1944 by Falahati, who has since drawn the unfavourable notice of the Allied authorities on himself. Its membership on the 7th March was 50; on the 15th March 94; on the 21st March 150, and on the 3rd April about 200. It seems to be connected with Inqilab's Iranian Labour Union.

'Ali Umid told the Military Governor of Abadan that the Union meant no harm to the Allies, but wanted only to uphold the rights of workers against contractors (13.4.44).

As is the case of (4), Persian officials are afraid of interfering with this organisation because they think it has Russian backing.

There are two more members of this confusing group:

6. Labour Union (Ittihad-iye-i-Kargaran):

After the Labour Day declaration of co-operation, Iftikhari broke with Inqilab, who wanted to stand for the Majlis with Tudeh and Russian support. Both he and Inqilab then started their own Unions, both bearing the same name. Their relations with the Central General Union (1) are not yet clear.

7. Labour Union (Ittihad-iye-i-Kargaran):

This is Inqilab's pro-Tudeh Union, started in opposition to Iftikhari's.

8. Union of Progressives and Cultivators (Ittihad-iye-i-Taraqqi-Khahan va Kishavarzan):

An offshoot of the Vatan party, run by two brothers called Rashidian. Has an office in the Khiyaban-i-Sipah in Tehran.

9. Union of Workers (Ittihad-iye-i-Zahmatkishan):

Announced its adhesion to the Central General Union on the 10th May 1944. Nothing else has been heard of this Union.

10. Workers' Club (Kanun-i-Kargaran):

Published the usual detailed programme in 1943. Concerned with labour conditions and insurance. Nothing to do with the Tudeh.

Has a directorate of 7, which runs a Council of 64. The directorate includes Dr. Human, Dr. 'Ata'u'llah Sami'i, and engineers named Tajbakhsh, Ardaq and Tabrizi.

11. Union of Iranian Chemists:

The only public manifestation of this Union was an announcement of a general meeting in the press on the 5th April 1944, for the purpose of electing a managing committee. It may be nothing more than a professional association.

12. Union of Excise Employees (Ittihad-iye-i-Kermandan-i-Rusumat):

Published a letter in "Rahbar" signed by Seifu'llah Qadiri and 'Abbas I'tiqad Haqqa. No other information on it as yet.

Provincial Unions:

13. Isfahan Union of Cultivators (Ittihad-iye-i-Kishavarzan):

No connection with the Vatan party, but some of the Union's members have left it and joined the Vatan.

It is the only organisation other than the Tudeh to have

made any headway in Isfahan.

The official head of the Union is Mujtaba Daulatabadi, Mayor of Isfahan; but the Union is backed by Saramu'd-Daula. It is ostensibly a peasants' union but is really run by the landowners with the sole object of countering the influence of the Tudeh.

14. Isfahan Central Workers' Union Council (Shura-yi-Markazi-yi-Ittihadiye-i-Kargaran-i-Isfahan):

A Tudeh Union run by Fidakar, the Tudeh Deputy. It claims to include all the factory-workers in the city.

The Union is nominally independent but is actually entirely under the control of the Tudeh, which obtains funds from the contributions made to the Union by its members. The name "Shura" (Council) normally seems to indicate a Tudeh organisation.

15. Central Union of Workers, Cultivators and Artisans (Ittihadiye-i-Markazi-yi-Kargaran va Kishavarzan va Pishavaran):

A Society formed in April 1944 to make propaganda among labourers, peasants and artisans of the Isfahan district, in opposition to the Tudeh Union (14), which published a notice in the Tudeh press on the 18th April warning the public against this "Bogus union inspired by reactionaries".

It has an office in the Khiyaban-i-Katif in Isfahan, and is under the influence of the Vatan party. Organiser of the group is Hussein Da'i Jawad.

16. Azərbayjan Workers' Union:

All that is known of this Union is that it is associated with one Rashidi, who signed a letter to "Rahbar" in its name.

Possibly identical with (17) or (18).

17. Azərbayjan Provincial Workers' Union (Ittihadiye-i-Kargaran-i-Iyalati-yi-Azərbayjan):

Leader Rahim Hamdad, successor to Iftikhari. Affiliated with the Iran Labour Union (3), and joined forces with the Tudeh in the Azərbaycan elections. Active for increase of workers' wages, extra pay for night work and general protection of the interests of its members. Has succeeded in getting an official commission along to examine these and similar matters in the areas where it is active, and has even managed to get certain reforms effected.

18. Azərbayjan Workers' Union Provincial Council (Shura-yi-Iyalati-yi-Ittihadiye-i-Kargaran-i-Azərbayjan):

This Union has no official recognition and is strongly opposed by (17). Its leader is Asrafil Akbarov, a Caucasian of no good repute and apparently little ability. The members are principally Caucasians or Armenians. It is believed to be in close touch with the Tudeh, and is perhaps intended as a branch of the Tudeh Union. More extreme than (17) and unscrupulous in its methods.

19. Ardabil Workers' Union (Ittihadiye-i-Kargaran-i-Ardabil):

Announced its affiliation to the Tudeh party on the 22nd May 1944, over the signature of one Tahuri.

20. Shiraz Society of Freeman (Jam'iat-i-Azadegan):

Started in early April 1944 by two persons with Communist views, Muhammad Bahari and 'Abdu'r-Rasul Parvizi, both of whom were

arrested on the 24th April. Has offices and a club in the Khiyaban-i-Sa'di in Shiraz. Its leaders have been in constant touch with Mubashiri, a Communist, now in Isfahan.

Bahari and Parvizi, together with two reputed Communists, Muhammadian (also arrested) and Tavallali, are said to have instigated a strike in the two spinning mills in Shiraz, through this organisation.

The party is perhaps financed by Mubashiri and the Tudeh.

21. Khurasan Workers' Union:

Has published correspondence in the Tudeh press over signature of Hassan Jami'i.

22. Behbahan Labour Union:

Reputed to belong to the Labour Union (4), or, according to other sources, the Iran Labour Union (3). The former is the more likely.

23. Fruit-Sellers' and Grocers' Union:

Formation reported in "Ra'd-i-Imruz" on the 18th May 1944, under the auspices of Seyyid Zia'u'd-Din.

24. Northern Railway Workers' Club (Kanun-i-Kargaran-i-Rah-i-Ahan):

See under (1).

25. Railway Workers' Technical Union Club (Kanun-i-Ittihadiye-i-Fanni-yi-Kargaran-i-Rah-i-Ahan):

Joined General Central Union 11.5.44.

26. Southern Tehran Labour Congress (Kunfarans-i-Kargaran-i-Janub-i-Shahr):

Presumably connected with the Tudeh, since it uses the columns of Zafar, the combined Tudeh Union's paper.

27. State Grain Warehouses Labour Union (Ittihadiye-i-Kargaran-i-Anbar-i-Ghalls-i-Oaulati):

Also uses "Zafar".

28. Khuzistan Labour Union(s) (Ittihadiye(ha)-yi-Kargaran-i-Khuzistan):

Announced its affiliation to the Tudeh combined union in July 1944.

29. Labour League: (Ittihadiye-i-Kargaran):

Came into existence in Yazd in the summer of 1943 and appears to have relations with the Tudeh. Operates secretly and has been definitely responsible for periodic strikes in Yazd factories. Some of its members appear to be Soviet secret agents. Its leaders are 'Abbas Ustadan and Ruseain Kasrahi, who directly instigated a strike in the Harati factory in June 1944.

30. Central Drivers' Union (Ittihadiye-i-Ranandigan-i-Markazi):

Formed at end of May 1944. Stated to have no political affiliations, but uses "Zafar", in columns of which notices have been signed by one Faraju'llah Kughtadi.

31. Municipal Workers' Union (Ittihadiye-i-Kargaran-i-Shahrdari):

Advertised in "Zafar" in June 1944.

32. Bandar Shah United Council of Workers and Toilers (Shura-yi-Muttahide-i-Kargaran va Zahmatkishan-i-Bandar Shah):  
Presumably a Tudeh organisation. One Baba'i signed a letter to Zafar.
33. Bihshahr Workers' and Toilers' Unions' Combined Council (Shura-yi-Muttahide-i-Ittihadiyehha-i-Kargaran-va Zahmatkishan-i-Bihshahr):  
Presumably Tudeh.
34. Azerbaijan Workers' and Toilers' Unions' Combined Provincial Council (Shura-yi-Muttahide-i-Iyalati-yi-Ittihadiyehha-yi-Kargaran va Zahmatkishan-i-Azarbaijan):  
Uses "Zafar" and is possibly the same as 18.
35. Pul-i-Safid Workers' and Toilers' Union Council (Shura-yi-Ittihadiyehha-i-Kargaran va Zahmatkishan-i-Pul-i-Safid):  
Presumably Tudeh, having published in "Zafar" congratulations to elected Tudeh deputy for northern Armenians.

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ADDITIONS:

Under 22

Announced in "Zafar" its affiliation to the Central Combined Tudeh Union (July 1944).

Under 2.

Now calls itself "Central Combined Council of Iranian Workers and Toilers (Shura-yi-Muttahide-i-Markazi-yi-Kargaran va Zahmatkishan-i-Iran), and has started newspaper "Zafar" as its organ. Referred to in these notes as the Combined Tudeh Union.

J.A. Grant.  
21.B.

Labour and Trade Union Movements in Persia (ii)

36. Union of Merchants and Tradespeople of Tehran:  
In May 1944 published a declaration directed against MILLSIPAUGH in "Nijat-i-Iran".
37. Landowners' and Cultivators' Union (Ittihadiye-i-Malikin va Kisha-varzan):  
Of ISFAHAN. In May 1944 sent a telegram to Ra'd-i-Imruz" (chief anti-Tudeh paper in Tehran and at that time connected with Sayyid ZIA UD DIN) complaining against MURTIZA QULI Khan SAMSAM of the BAKHTIARI.
38. GILAN Workers' Union:  
Of RESHT. In May 1944 complained to the Tudeh paper "Rahbar" of police interference with an exhibition held by the Union in Resht.
39. Railway Club (Kanun-i-Rah-i-Ahan):  
Perhaps the same as No. 24. One RIZA IBRAHIMZADE in May 1944 signed declaration of the Shura-yi-Muttahide-i-Markazi as its representative.
40. Young Toilers' Union (Ittihadiye-i-Zahmatkishan-i-Javan):  
First appearance February 1944, when it congratulated SHAFAG and MAS'UDI on their election for Tehran.
41. SIMMAN Railway Workers' and Weavers' Union:  
In May 1944 announced adhesion to Ittihadiye-i-Kargaran-i-Iran, over signature of one ISKANDAR SARABI.
42. Bakers' Union (Ittihadiye-i-Kargaran-i-Nanvakhane):  
Announced its existence by a press notice in "Rahbar" 24.8.44.
43. SHIRGAH Workers' Union:  
Also uses "Rahbar" to air grievances.
44. MAZANDARAH Workers' Union:  
5.9.44 letter to "Rahbar" signed by HASAN AZIMI.
45. Farmers' Union (Ittihadiye-i-Kashtkaran):  
Formed in September 1944 by farmers and cultivators of VARAMIN, with the professed object of improving the lot of the peasant and the state of agriculture.
46. Kiln-Firers' Union (Ittihadiye-i-Kargaran-i-Kuropazi):  
Inserted notice in "Zafar" (Tudeh paper) August 1944.
47. United Council of Workers and Toilers of SARI:  
Notice in "Zafar" August 1944.
48. Warehousemen's Union (Ittihadiye-i-Anbar-i-Kala):  
Perhaps the same as No. 27. Has used "Zafar".

49. United Council of Workers and Toilers of KHUZISTAN:  
Formed in summer 1944 by the absorption of Nos. 4 and 5 (Ittihadīye-1-Kargaran) into the Tudeh Union, together with branches in BIHBIHAN and elsewhere. Even then it was apparently moribund: railway employees in particular were showing ever decreasing enthusiasm. It has, however, recently shown a renewed activity.
50. Machine-Gun Factory Workers' Union:  
First appearance in "Rahbar" September 1944.
51. SKODA Workers' Union:  
Supported by Tudeh in dispute with directors of the company in September 1944.
52. AHAR Farmers' Union (Ittihadīye-1-Kargaran-1-Barzgaran-1-Ahar):  
Has used "Rahbar".
53. ZIRAB Workers' Union:  
Has used "Rahbar", (September 1944).
54. Ministry of Commerce and Industry Employees' Union:  
Published programme in "Ittila'at" 11.7.44, declaring that it was non-political and in reality a staff welfare association.
55. Merchants' and Guilds' Union:  
Formed in March 1944. Aims: "to strengthen the national parliamentary government; improve the economic position of the country; combat speculation and profiteering; promote good works and public assistance; eliminate differences between guilds and merchants; and protect guild and mercantile workers and employees".
56. Provincial Union of Workers and Farmers of AZERBAIJAN:  
Appeared during October 1944. Leader RIZA SIMALD. Claims to be unassociated with any party, and to have as its sole aim the fight for better economic conditions.
57. Persian Workers' and Toilers' Union (ISFAHAN):  
Isfahan Diary No. 20/44, paragraph 7, mentions its fusion with the Central National (Tudeh) Union. It seems to be the central bureau of all the "Workers' Unions" in the country. There is to be a second one in Tehran.
58. Persian Workers' and Cultivators' Union:  
In December 1944 sent a letter to the "representative of the American Federation of Labour, c/o British Labour Confederates, London" sending greetings and congratulations on the establishment of "World Labour Conference Union" (sic). Described itself as the premier solid labour establishment in Persia, consisting of labourers from every part of the country.
59. United Council of Persian Toilers and Workers (Shura-yi-Muttahide-1-Kargaran va Zahmatkishan-1-Iran):  
Presumably the same as No. 2, the leader being ALI UMID and

the organ "Zafar". Also called "Shura-yi-Muttahide-i-Markazi (i.e. Central United Council) -yi-Kargaran va Zahmatkishan-i-Iran". In December 1944 opened a branch in Kirmanshah calling itself the Fifth Province Workers' and Toolers' Union, led by a Dr. Furutan.

60. ISFAHAN Workers' Union:  
FIDAKAR's (Tudeh) Union.
61. ISFAHAN Workers', Farmers' and Peasants' Union (Ittihad-iye-i-Kargaran va Kishavarzan (or Pishavar) va Dihqan-i-Isfahan):  
Formed in January 1945 as opposition to FIDAKAR's Union (No. 60). Proclaims interests of ISFAHAN workers, Islam and no foreign interference. Includes most of the mill-workers, and the DALLATABADIS' "Peasant Party" has joined forces with it. Claims to have no political colour or adhesion, but is anti-Tudeh. Leaders are workers in various textile mills; SHAMS, SARRAFIAN (recently murdered by Lurish thugs in Tudeh pay), KAFAMI, KIYAN.
62. SULTANABAD Railway Workers' Union (Ittihad-iye-i-Kargaran-i-Rah-i-Ahan-i-Arak):  
A Tudeh union.
63. TEHRAN Teachers' and Educational Employees' Union (Ittihad-iye-i-Muallimin va Karmandan-i-Farhangi dar Tihran):  
Formed in December 1944. Claims no political bias. Affiliated unions claimed in SHIRAZ, KIRMANSHAH, RASHT, MALAYIR, SABZAWAR, ARDABIL, QUM, MASHHAD, LANGARUD, ZINJAN, FIRDAUS.
64. KARAJ Students' Union (Ittihad-iye-i-Danishjuyan-i-Danishkade-i-Karaj):  
No information available.
65. Government Contract Employees' Union:  
Formed in June 1945 in Tehran. Aim is revision of the Civil Service Law to bring them under its provisions. (A government employee "engaged on contract" is a person employed after 1920 not entitled to pension etc.).
66. MASHHAD Barbers' Union:  
Started June 1945 under auspices of the KHURASAN Workers' Union.
67. United Labour Unions:  
I have no knowledge of this organisation except that it sent, over the signatures of RUSTA, IBRAHIMZADE and MAHZARI, all of Tehran and all known to have Tudeh affiliations, a telegram to the Confederation Generale de Travail in Paris, declaring their adhesion to the International Labour Conference and asking to be invited. It may even be a name invented for the occasion - as indeed so may of these so-called Unions are. Or it may be the French version (the telegram was in French) of any of the more grandiose names of Tudeh organisations in this list.



68. Omnibus-and Public Vehicle-Owners' Union:

Started in summer 1945. Its organ is the paper "AHAN", which has not, so far as I know, yet appeared but is edited by RIZA VAZIRI, formerly the editor of "IRAN-1-NAH".

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Source: F.O. E 5733/ 1905/ 34 and F.O. 371/ 45512.

SOVIET TRADE UNION DELEGATION

Cabinet Distribution

From Tehran to Foreign Office

Sir R. Bullard  
No. 728

20th July, 1945.

Your telegram No. 417.

General Officer Commanding-in-Chief considers that the interests of security require the exclusion of Soviet Delegation from Abadan and oil fields. In view of the Soviet attitude towards applications by foreigners to go to Azerbaijan and of the much greater importance of oil supplies to us than any military interest in Azerbaijan to the Soviet Government this seems perfectly reasonable. Whether Kermanshah should be included in this ban is being discussed.

2) Unfortunately welfare facilities for Persian labour in the Anglo-Iranian Oil Company are not so good that they would be convincing to the Soviet delegates who would in any case not be there to praise the A.I.O.C. Facilities for education are excellent but housing is weak and we cannot expect the Soviet delegates to take into consideration that the war has greatly increased the number of workers while reducing supplies of building material and that A.I.O.C. labour is in any case better housed than other Persians living nearby.

3) Welfare work among Persian labour is one of the questions that I intend to study when I visit Abadan late July.

O.T.P.

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Source: Telegram Sir Bullard to London, F.D. 371/45433,

SOVIET TRADE UNION DELEGATION

Cabinet Distribution

From Tehran to Foreign Office

Sir R. Bullard.  
No. 829.

August 10th, 1945.

During visit of Soviet Trade Union Delegation there was much talk of representation of Tudeh Trade Union at forthcoming Congress in Paris and this has stirred rival Unions to activity;

(1) Yusef Eftekhari who claims to represent oldest Trade Union in Persia (workers and peasants) has telegraphed Secretary General of the International Congress of Trades Unions in Paris asking that representatives of his Union be invited to attend.

(2) I hear that anti-Tudeh Trades Union in Isfahan which comprises most factory workers there propose to telegraph to Paris asking for admission to the Congress.

2. Yusef Eftekhari is a communist who spent many years in prison for his political opinions in the time of Reza Shah. He is ostensibly opposed to Tudeh and was ejected from Tabriz at the instance of Russians but certain indications suggest that there is little between him and Tudeh leaders except personal ambition.

3. Movements of Soviet Trades Union delegates are kept dark beforehand but I believe they have returned to Russia. If they have left without visiting Isfahan, chief factory town in Persia, omission will weaken any case for Tudeh unions which they may try to make at Paris Conference. They can, it is true, pretend that Tudeh in Isfahan are terrorised by a reactionary Government but they cannot expect the world to believe enthusiasm for the Russian sponsored unions in a region full of Russian troops is entirely spontaneous.

Foreign Office please pass to the Government of India as my telegram No. 210.

[Copies sent to India Office Telegraph Section for repetition to Government of India].

O.T.P.

TUDEH PARTY'S MESSAGE TO LABOUR PARTY SECRETARY

From Tehran to Foreign Office

Sir R. Bullard  
No. 802  
6th August, 1945.

IMMEDIATE

British Censor has shown me telegram addressed to Secretary of Labour Party London by Central Committee of Tudeh of Persia and signed by two members of the Committee. Following is a brief summary.

2. Tudeh representing hundreds of thousands of workers etc. salutes [?grp. omitted] ing defeat of reactionary forces in British Isles. They hope that the United Nations by defeating Fascism will establish liberty of work and bread for all. Persia has during the past years been suffering from internal reactionary elements under the influence of British agents and reactionary [grp. undec.] policy. These forces are still at work. Now that Labour Party has taken control of British policy Persia expects its support in establishing real democracy and freedom and eradicating internal reactionary elements and Fascist feudal system in Persia...

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Source: Bullard to London, F.O. 371/45433

SOVIET TRADE UNION DELEGATION

Cabinet Distribution

From Tehran to Foreign Office

Sir R. Bullard  
No. 752

25th July, 1945

IMPORTANT

My telegram No. 692.

Soviet trade union delegates have returned to Tehran from their tour of the north. They will presumably go to Isfahan where at present the great majority of workmen belong to a union which is opposed to Tudeh. Plan has been made for the leaders of the anti-Tudeh union to show courtesy to the Soviet delegates but to say that while the workers of Isfahan are willing to be associated with other genuine trade union organizations they will have nothing to do with the Tudeh party. Whether performance will come off exactly as rehearsed is doubtful.

2. It seems probable that Tudeh trade unions will send representatives to Paris in September in the hope that Administrative Committee of trade union conference will recommend the admission of applicants to membership.

3. Tudeh unions are now claiming quarter of a million members. Whole industrial population of Persia can hardly exceed about half that figure. Anglo-Iranian Oil Company has 70,000 workmen and other assistants and private industrial organisations were recorded in 1943 as numbering 114 with a total [gp. undec. ?establishment] of 39 (half 78) thousand employees. Number of alleged members of Tudeh trade unions may be swollen by sympathisers amongst the northern peasantry but it would be absurd to call them trade unionists in any serious sense - or the unfortunates who I understand are not allowed to take their weekly wash at the village bath until they produce a card of Tudeh membership.

4. Daily Mail correspondent will probably give this question publicity. Representatives of British Iron and Trade Confederation who passed through recently on their way to Moscow were lobbied by Tudeh on the question of admission to membership at Paris but they showed proper caution...

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Source: F.O. 371/ 45433

## IRANIAN TRADE UNIONS

### Reactionaries Frightened by Growth of T.U. Influence

Referring to the Soviet trade union delegation's stay in Iran, the Moscow newspaper "Trud" (quoted by TASS) writes:

The working people of Iran meet with great warmth and interest the Soviet trade union delegation which came to Iran on the invitation of the Iranian Central Trade Union Council. The size of meetings held in honour of the Soviet guests is significant. These meetings are a vivid demonstration of the Iranian workers' friendly feelings for the Soviet Union.

The Iranian trade unions have made great gains in the last few years. According to figures published in the Iranian press the united trade unions already have a membership of more than 200,000. Almost all the Iranian trade unions are united by the Central Trade Union Council formed in 1944.

It is perfectly understandable that the Iranian reaction is frightened by the growing organisation of the workers. It is alarmed by the prospects of further growth of trade union influence: as a result of the strengthening of ties with the labour movement of the democratic countries and in particular with the Soviet trade-union organisation. It is known that the activities of the Iranian reactionary and pro-Fascist elements, headed by the adventurer Seid Zia ed-Din, far from ceasing, have even increased recently. His followers and other reactionaries are trying to prepare in the country a favourable ground for their anti-popular dictatorship. Seid's terrorists are waging a stubborn struggle against the working class and its trade-union organisations.

Iranian reactionary newspapers took advantage of the Soviet trade union delegation's visit to the country to disseminate the most incredible anti-Soviet provocations. The Iranian reactionaries want to spoil the stay of the Soviet trade union delegation which is enthusiastically welcomed by the working masses. The reactionaries outdo themselves to prevent contact between the Iranian workers and the Soviet guests. The arrival of the Soviet trade union delegation is an important and happy event for the Iranian workers, who are unanimously demanding the strengthening of the friendship with the Soviet Union and the establishment of close and permanent ties between the Soviet and Iranian trade unions. The vile attacks of Seid's hooligans only serve to fan the indignation and anger of the Iranian people at the reactionaries' subversive activities.

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Source: Soviet Monitor, 30.7.45.

## SOVIET TRADE UNION DELEGATION LEAVES IRAN

Thousands of members of Iranian trade unions gathered at a meeting held in front of the premises of the Central Council of Iranian Trade Unions, to bid farewell to the Soviet trade-union delegation (reports TASS from Teheran). Speakers requested the Soviet delegates to convey warm greetings to the members of Soviet trade unions, to the whole Soviet people and to Generalissimo Stalin.

In reply the head of the Soviet delegation, Borisov, thanked the audience for the exceptionally friendly welcome, and said that the Soviet delegates would remember for ever the warm sympathies of the Iranian working people for the Soviet people and its leader Stalin. Borisov expressed confidence that the visit of the Soviet trade-union delegation to Iran would promote the establishment of still closer relations between the Iranian and Soviet trade unions and strengthen the friendship between the peoples of the two countries.

In the evening the delegates of the Soviet trade unions met Iranian pressmen at the house of the editor of the newspaper "Dad", Nuri Amidi. On the aerodrome the delegation was seen off by representatives of the Iranian trade unions.

[CYPHER]

FROM TEHRAN TO FOREIGN OFFICE.

Sir R. Bullard.  
No. 559.  
7th June 1945.

Tudeh Party in Tehran made attempt to influence Anglo-Iranian oil Company's representative in Tehran but receiving no encouragement eventually advised strikers at Kermanshah to exercise moderation.

2. Strikers were informed in good time that under Company rules all employees absent without permission for one [? gp. omitted] would be discharged and 364 have been discharged under this rule. Others are being recruited in their place. No disorder reported.

3. This Embassy is not slow to sympathise with genuine industrial grievances but in this case employers were in the right:

1) Strike was promoted from outside by Tudeh for political ends.

2) Wages and conditions of Anglo-Iranian Oil Company's employees compare very favourably with those in other industries in Persia.

3) Theoretical nature of strikers' demands can be judged from their insistence on an eight hour day when they at present work only 7 3/4.

No.11/41/45.

British Embassy,  
Tehran,  
20th June, 1945.

The strike at Kermanshah is over and the Anglo-Iranian Company have won. They deserved to win since the complaints which were the ostensible cause of the strike were it is not to be supposed that there will be no more trouble. The instigators are doubtless furious; indeed, this is evident from articles in the Tehran press; and it is expected that attempts will be made to cause trouble, if not at Kermanshah, then at Abadan or elsewhere among the Company's Persian employees. Apart from possible strikes there is the risk that the company may be rendered unpopular by press propaganda.

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Source: F.O. 371/45460 f. 96



It is vulnerable, being a foreign company of whose shares a large part is held by a foreign Government.

When Persians complain to me about revolutionary activities on the part of "left" elements I always give them the same reply viz. that the way to prevent revolution is to undertake reforms. I point out the great need of reform and tell them that if they do not take some action they will be swept aside by people who are more determined. I do not compare the Anglo-Iranian Oil Company with the Persian ruling classes, but there is an analogy. I should like to be assured that the Company are fully alive to the necessity to remove all legitimate grievances among their Persian employees, and that they are making a serious attempt to find out what those grievances are.

I shall be showing this to General Sir Arthur Smith and sending copies to the Foreign Office and to the Government of India.

(SGD) R. W. BILLARD.

E. G. D. Northcroft, Esq.,  
Anglo-Iranian Oil Company,  
TEHRAN.

SECRET

No. G. 130/24/45.

British Embassy,  
Tehran,  
20th March, 1945.

Thank you for your letter No.185/5/2/25 of March 14th about Marchenko.

When you next see Garzan, you can tell him that you have heard from me that Marchenko's account of Maximov's conversation with me about the Tudeh is completely fictitious, and that in point of fact my Soviet colleague has never raised with me in any shape or form the question of the Tudeh. I think this sort of lie is well worth killing; and I have told the Persians that he was lying. This should help to confirm, what they evidently suspect already, that he is going for beyond any brief he may have received from his own higher authorities and is therefore not to be taken seriously.

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Source: F.O. 371 / 45 460 p. 99

If Garzan reverts to Marchenko's story of what passed at the Yalta Conference, you can say that you have no official information and very much doubt whether your Soviet colleague has any either; but, while you think it not improbable that the British are in favour of the withdrawal of Allied troops, the allegation that they proposed as an alternative the partitioning of Persia into spheres of influence is obviously the most arrant nonsense, besides being entirely incompatible with our public assurances and declarations.

Although I am in favour of emphasising to the Persians on suitable occasions that we think the Tudeh should be given a square deal in so far as it keeps within the law, I think it was going rather too far to say that we support the Tudeh. We should not, and do not, support any internal faction, though we may approve of the avowed programmes of some more than of others. And the fact of the matter is, of course, that, owing to the wide discrepancy between the Tudeh's actions and its programme, we cannot even approve of it, still less support it.

(SGD) R. W. BILLARD.

C. A. Gault, Esq.,  
His Majesty's Consul,  
British Consulate,  
ISFAHAN.

British Consulate,  
ISFAHAN,  
Persia.

233/5/2/I.

April 4th, 1945.

(Dear Lascelles),

In my letter No. 218/5/2/I of March 29th I said, at the end, that some documents in Russian had been found in the Tudeh offices here when they were looted last week. I have not been able to ascertain what these documents were yet but I learn that in addition, at least one letter was found from the Isfahan Tudeh to one of their members in the Isfahan silo saying that the time had come for a rumpus to be caused in the silo and that the Red Army was supporting the Tudeh. Fahimi, the Minister without Portfolio, told me this this morning and while it may well be genuine, the possibility of a fake should not be forgotten. Anyhow, even if it is half true it incriminates at least the Tudeh.

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Source: F.O.371/ 45431 f. 57

In the postscript to my letter mentioned above I said that the Russians appeared to be pressing the foreign political side of the recent anti-Tudeh developments here, as opposed to the struggle going on among the mill-workers and the mill owners between Tudeh and anti-Tudeh interests, and were trying to drag in so-called anti-Russian sentiment in Isfahan as witnessed by writing on walls against Stalin and a so-called deterioration in security in the town. Pressure on these lines has continued from the Russian side but has, I think, died down a little with the return of Rassadin to Tehran yesterday. No dropped that line probably because the Persians were able to make their protests look very suspiciously like fabricated protests. Tudeh followers seem to be telegraphing/Tehran saying that Isfahan is an unsafe place but that, too, is, I think wearing thin. I have done what I can to encourage Fahimi, the Governor-General and the Chief of Police to stick to their guns and not be intimidated and as far as I can judge, they seem to be holding their ground pretty well. It depends now more on what the Tehran government does. Rassadin has said quite openly that his ambassador was taking energetic steps in Tehran to have both Governor-General and Chief of Police removed. I have said to the Persians that while the looting of the Tudeh offices was an unfortunate event and one for which regret to the Russians and to us could properly be expressed the matter of the anti-Stalin writing on the wall was so suspicious (as having been a fake) that the Persians should on no account do anything which could enable the Russians to say they had cried peccavi over this as that would only encourage the Russians to bully still more.

I have heard no more of any proposed introduction of Russian troops and the fortunate passage of a British leave convoy of 200 lorries through Isfahan this morning may perhaps cause the Russians, had they really had the intention, to think again.

In the last two days the Tudeh have been saying that the anti-Tudeh union intends to perform some hostile act towards them in Julfa - not a very likely argument - but the Persians seem to be scotching this tale. It is clear however that both Tudeh and Russians are looking everywhere for excuses for bringing pressure to bear on the local Persian officials and to discredit them and I think we must expect this to go on. Any encouragement you can give the Persian Government to stick to its guns in Isfahan will therefore be useful.

Security generally in the town is as good as it normally is so any tales to the contrary that reach you can be disbelieved. There was a fight between a British officer and some Persians the other night but as the circumstances are not yet fully clear I am not anxious that the case should be used to prove any particular point of view.

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Source: F.O. 371 / 45431 f. 130-31

Enquiries are in progress and if anything of importance transpires I will report it. If however this should be put up to you for any political purpose I suggest that it be treated as a small matter which I think will turn out to be the fact of the matter.

(Yours sincerely,)

Sgd/- CHARLES A GALLT.

D/ W. Lascelles Esq.,  
Tehran.

COPY

British Consulate,  
ISFAHAN.

218/5/2/I.

March 29th, 1945.

(Dear Lascelles),

In my telegram No. 21 of March I reported the wrecking of the Tudeh party offices in Isfahan in the course of a demonstration by mill workers in favour of the recently formed anti-Tudeh workers' union (ettehadish-i-kargeran va pishvaran va dehaqan-i-esfahan).

Although the result of the official enquiry now being carried out has not yet formally been made known there seems little doubt that the immediate provocation came from the Tudeh side though this is not to say that the holding of a demonstration by the anti-Tudeh people was not of the nature of a provocation in itself.

As far as I can make out, in the mass of accusation and counter-accusation, what took place was this:- A meeting had, several days previously, been billed to take place on March 27th for the purpose of reading and passing the articles of association of the anti-Tudeh union. There can be little doubt that this meeting was intended to display the strength of popular support at present enjoyed by the union. Saifpur Fatemi, deputy for Najfabad, and his brother, Huessein Fatemi, editor of the Bakhtar paper in Tehran, had much to do with this. On March 26th Fahimi, Minister without Portfolio, arrived from Tehran to enquire into the general political affairs of Isfahan, as had been publicly made known some time previously. I do not think that anyone had previous notice of his arrival but I do think that his arrival at this moment encouraged both Tudeh and anti-Tudeh to show their paces. One report had it that the Tudeh had collected a number of youths and sent them to join in the anti-Tudeh procession and shout pro-Tudeh slogans to confuse the workers in the procession (there are thought to have been about a thousand men in this procession). This manoeuvre, however, failed of its purpose. At the same time the

Tudeh had gathered a number of boys on the balcony of its offices, which are in the Chahar Bagh and before which the procession had to pass. These, it appears, shouted in favour of Fidakar and the Tudeh in general as the procession passed. Whether because this did not have any stimulating effect on the procession, a great part of which went on its way, or not is not yet clear, but next the boys began to stone the procession (this was seen by the Governor-General who happened to be passing on his way to his office and has been confirmed by shopkeepers in the area). Then the tail of the procession turned and wrecked the offices. It is not impossible that it was Tudeh people in the procession who led this rush in order to set it going. By then the situation was quite out of hand and the wrecking proceeded, a number of men on both sides sustaining cracked heads and other more or less minor injuries.

As I have said, I think both sides had planned, probably independently, to show off their paces for the benefit of Fahimi. I do not think, however, that the anti-Tudeh side ever intended that things should go as far as wrecking the Tudeh offices. That part was unpremeditated. It is nevertheless very unfortunate that this should have happened for it brands the Tudeh opposition as just as lawless as the Tudeh ever was. It also enables the Tudeh to complain that the local authorities should have taken precautions so that had the anti-Tudeh demonstration shown signs of violence this could have checked. Actually the police had done nothing much. There were probably a couple of policemen and soldiers near the Tudeh offices but no patrols (these had been taken off some time ago because the army were anxious to get on with training their men instead of having them waste their time patrolling the city; moreover all had been quiet for some weeks).

It so happened that I had previously arranged to see Colonel Garzan, the divisional commander, Fahimi and Sarem-ed-Douleh on the day the trouble took place and I told them all I thoroughly disapproved of what had happened. I saw Saifpur Fatemi and his brother Hussein and various others the same day, at various places and told them too. Saifpur agreed that what had happened was bad. His brother sought to argue that it was good and that in any case it would have been impossible to hold the demonstrators in check. That is true as far as it goes but if the Tudeh offices had been well patrolled by police and army neither side would have done anything and the procession would have passed safely. But this is perhaps being wise after the event.

On the day following the riot I saw the Governor-General and found him very upset and annoyed at the turn events had taken. He, like myself, was inclined to think that the Fatemis had worked up the demonstration unnecessarily and indeed I had been hearing for two or three days that Saifpur was going too fast for the liking of several of the more reasonable among the Tudeh opposition. He may have been encouraged somewhat in this by having received a message,

I believe from Dr. Teheri, telling him to 'finish everything'. Whether this meant the Tudeh or his own attempts to organise a Tudeh opposition is not clear but at least it probably led him to force things a bit.

Later the same day Marchenko, the Soviet Consul, came to see me. His version of what had happened was that the mill owners had organised the whole thing specially, including the wrecking, and that threw no stones. He made the interesting statement that the shopkeepers below the Tudeh offices, which are on the first floor knew that something of the sort was in the wind several days before. On my asking why, then, the Tudeh made no reference to the police for protection against such a contingency he made no answer. I told him the version I had heard including the bit about the Tudeh having started the stone-throwing. He then accused me of having organised the whole thing through Saifpur Fatemi! I took him up on this with some heat, saying that he should not believe all the mischievous things he hears, that many people in Isfahan were always seeking to harm our mutual relations and that while I heard many tales of what he was supposed to have done against us I did not believe them. In any case he could ask any of the local officials "because it was no use" and abruptly changed the subject. What advantage he had hoped to obtain out of accusing me of having organised the demonstration I do not know. He cannot have expected that even if I had organised it I would say so to him. In fact, of course, everybody in the town has been saying it was the work of the British and perhaps that led him to do what he did.

I have since heard that a quantity of documents in Russian was found in the Tudeh offices during the wrecking but I do not know what they were. Some of the local Tudeh leaders are reputed to know Russian. The documents are in the possession of Hussein Fatemi.

( Yours sincerely ) ,

Sgd/- CHARLES A. GALT.

P.S. All the additional evidence I have obtained since writing the letter above is that the riot on Tuesday was definitely provoked by the Tudeh people here.

Krutchkov, the previous Soviet Consul here, who has been on leave in Moscow, has now come back to Isfahan and taken charge of his Consulate which will I hope stop Marchenko's tricks. Krutchkov, with Rassadin, once Soviet Consul here in 1943 and now in the Embassy in Teheran, came to see me this morning. Rassadin did most of the talking.

D. W. Lascelles Esq.,  
British Embassy,  
Tehran.

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Source: F.O.371 /45431 f. 132/133

## THE VISIT OF SOVIET TRADE UNION DELEGATION TO PERSIA

### From Moscow to Foreign Office

Mr. Roberts

No. 4145

16th September, 1945.

True September 15th publishes almost three column report on visit of Soviet Trade Union Delegation to Persia by Borisov, head of delegation. He writes: that invitation was made to United States, Britain and France as well as U.S.S.R. who were first to accept. Warmth with which delegation was received is explained by part played by Soviet Union in struggle against Fascism and for democracy, freedom and independence of nations. Hope was generally expressed for close relations between trade unions of both countries.

2. Visit to Persia showed that workers were employed largely in semi-handicraft industries in conditions of the worst feudal and semi-colonial slavery. There are 600,000 wage-earners but no legislation on working hours which go up to 14 a day. Women are mercilessly exploited and if paid at all receive arbitrary payment in kind. Child labour is widely used.

3. Bill to remedy this situation was submitted by People's Party in 1943 but it was obstructed by Saed Government and eventually thrown out by reactionary majority in Majlis. People's Party was formed after alliance with great Allies which permitted creation of democratic parties and organisations. Its efforts to unite democratic elements and form trade unions were however frustrated by reactionary parties who were alarmed at its success and wished to split working class movement.

4. In June 1944, however, the three independent trade union associations in Persia, People's Party Trade Union, Toilers' Union and Engineers' Union merged in spite of efforts of Yusef Eftekhari, a rogue and provocateur, guilty of organising railway strikes to prevent delivery of war supplies to U.S.S.R. to create competing "Workers' Trade Union". New organisation represents 235,000 workers of 19 trade unions of all branches of industry and is fighting seriously for economic interests of working class and carrying on active struggle against reactionary element led by Seyyid Zia, who tried to suppress democratic development of country and poison relations with Soviet Union. Seyyid elements are trying by all possible means to undermine authority and influence of trade unions, leaders of which are only working for unity of workers both in Persia and outside.

5. Central Council's request to take part in London conference was rejected as result of trick by Eftekhari. Soviet Trade Union Delegation on return to Soviet Union heard with indignation of renewed attempts to prevent Persian Trade Unions going to Paris.

They hope that this time trick will not come off.

6. Author of article concludes that Persian Trade Unions are in need and deserve brotherly help from international working class in their courageous struggle against reactionary forces. 1)

#### IRAN'S REPRESENTATIVES AT 1945 INTERNATIONAL LABOUR CONFERENCE

Ministry of Labour and National Service, on September 20, 1945, wrote the Foreign Office that a "question of some importance has been raised in connection with the representation of Iran at I.L.O. meetings... As a member of I.L.O., Iran is entitled to send two Government delegates, one employer's delegate and one workers' delegate. Each of the latter can be accompanied by advisors also appointed by the Government...

In the absence of employers' and workers' organisations the Iran[ian] Government proposes to hold a general meeting of employers and a similar meeting of workers in order to permit the selection of delegates to the Conference. They have asked the AIOC to be represented and would like to see their representatives appointed either as delegates or as advisors." They consider this "politically not expedient" for Tudeh or other nationalist elements may capitalize on it.

F.O. replied on October 2, that they agreed to the proposal that if AIOC is represented, an Iranian from the managerial staff should be appointed.

Ministry of Labour informed F.O. on October 4 that "I have gathered that the Workers' Delegate is a Tudeh representative." 2)

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Sources: 1) F.O. 371/ 45450, ff. 143-44.

2) E 7078/7078/34-1945.



LABOUR CONDITIONS - ANGLO-IRANIAN OIL CO. - PERSIA

1. Between 28th November and 12th December 1946 I visited the Anglo-Iranian Oil Company establishments at Abadan and the Oilfields of Masjid-i-Suleiman and Agha Jari. The purpose of the visit was to study conditions of employment, welfare arrangements and social amenities to endeavour to discover whether there is factual basis for criticism of the Company's labour policy and to make such suggestions for improvement as appear appropriate.
2. Complaints and dissatisfaction on the part of Iranian workers had little opportunity for expression until the cessation of hostilities, when the Tudeh Party organised Central and Branch Trade Union and gave coherence to workers' grievances. Allegations of unjust treatment by the Company reached their climax with the strike of 14th July 1946 and have, since that date, been continuously ventilated in the extreme Left Wing Press and in individual or collective petitions from workers. For example, a comprehensive 15-point programme of "demands" was recently submitted to the Company and to the Persian Government by the Iranian Staff of the Company. The more vehement and vituperative outbursts of the Tudeh Press have vaguely referred to oppression of the workers, the lamentations of the working class, the traitorous plots of the Oil Company, and British imperialist aggression. Specific complaints, meriting greater attention, have been concerned with -
  - (a) Wages and remuneration.
  - (b) The Company's alleged unwillingness to recognise workers' representatives and to accept suggestions for improvement of conditions.
  - (c) Alleged victimisation and dismissal without good cause of workers' representatives and Trade Union leaders.
  - (d) Housing.
  - (e) Medical and hospital facilities.
  - (f) Discriminatory treatment of Europeans and Persians.

The merit of each complaint is assessed in subsequent paragraphs.

## General

3. The population of Abadan is approximately 115,000 and it is estimated that 30,000 are employees of the Oil Company and 60,000 are dependants. Some 10,000 are believed to earn their living indirectly from the Company (e.g., as shop-keepers or by business) and probably 15,000 live outside Abadan town and are engaged in rural occupations. In spite of this concentration of population and the circulation in Abadan of the large monthly wages bill paid by the Company, little attempt is made by Persian officialdom to discharge the functions of a public authority. The making of roads, street cleansing, the building of schools, medical services, the inspection and cleaning of the municipal abattoir are left to the Company, and there are indications that the Company is now tiring of the role of universal provider. There is a marked distinction between the facilities (hospital, clubs, housing) afforded by the Company to its own employees and those available to non-employees. Social conditions and amenities of Company labour are, in general, superior to those to which the normal Persian manual worker is accustomed - and the contrast with living conditions of non-employees is therefore all the more marked. It would be unwise and undesirable to expect the Company to accept entire responsibility for social amenities and community services for the total population of Abadan. Such a policy would merely invite mass immigration and swell the non-Company population, thus accentuating the problem. The ultimate solution lies in strong and imaginative municipal officials whom the Company could afford to encourage by subscribing a proportion of the cost of public works, or by assisting with materials and equipment. The Company is not unwilling to co-operate on a joint and agreed basis but it has not, as yet, encountered municipal officials with sufficient enthusiasm or responsibility to initiate and develop schemes. Political instability and the inability of the Central Government to issue effective or consistent directives to provincial officials have, no doubt, encouraged indifferences.
  
4. In the Oilfields approximately 21,250 Iranian workers are employed. The problem of non-employees of the Company exists here, but in a less acute form. The Fields areas being more isolated and organised for one purposes only - drilling oil - offer less attractions to a floating population. Influx appears to be mainly of mountain villagers and tribesmen who, on termination of employment, return to their villages in preference to remaining as non-employees in the Company area. The Fields communities were formed by the Company, exist solely for the Company and are dispersed, transferred or expanded by the Company according to the production programme. It can, therefore be contended that a greater responsibility for community services rests upon the Company. Non-employees do, in fact, enjoy certain of the Company's facilities (e.g., dispensaries, water) but there were many empty beds in the Masjid-i-Suleiman hospital, and medical and surgical cases were being refused admittance because they were not employed by, or dependants of, employees of the company.

5. Most of the present social problems of the Fields can be attributed to the former programme of geologist's report, selection of site, despatch of drilling crew and concentration on oil production with belated realisation that a community of workers and their families had been conjured up lacking adequate amenities. The programme now under consideration insofar as technical factors permit, provides that after selection of the site, roads shall be made and electricity and water installed, followed by the erection of houses, dispensary, schools, clubs and general amenities (temporary structures would suffice at this stage). Oil production will keep in step with amenities. A programme on these lines would prevent repetition of many current labour problems.
6. The numerically largest category of direct labour is Iranian unskilled, followed by skilled, artisans, and Indian skilled. In all areas there are large numbers of contract workers, and although these are employed on work for the Company the fact that they are on the pay roll of an intermediate employer denies them the full amenities and conditions of Company employees, and leaves them vulnerable to such malpractices or irregularities as their employers may pursue from profit motive. Of a total Company pay roll of 63,000, some 11,000 are contract workers. The proportion is higher in Fields areas, and, for example, at Agha Jari 2,400 are listed as Company employees and 1,188 as contract labour. The technical or economic arguments for the employment of such large numbers of workers through an intermediary were not pursued; from the viewpoint of the worker direct employment by the Company would be advantageous and would remove dissatisfaction caused by different treatment.
7. In the past many complaints have been made about the Agha Jari Fields. The following "breakdown" of the pay roll is of interest:-

Senior Staff	-	Iranian	8
		Non-Iranian	77
Junior Staff	-	Iranian	55
		Indian	30
Artisans	-	Iranian	459
		Indian	67
Skilled	-	Iranian	1191
Unskilled	-	"	642
Domestics	-	"	22

(The largest employing units are Transport (traffic) 264, Civil Engineering 186, Mechanical Construction 166, General Stores 166).

The figures show that 25% of employees above the skilled category are non-Iranian, and in the total Staff categories the Iranian is heavily outnumbered. It must be an unwelcome reflection to the Iranian that so few of his nation are considered capable of filling Staff appointments. The preponderance of skilled to unskilled workers is a noteworthy feature.

8. There is a heavy percentage of illiteracy and figures were quoted showing that of 7,727 employees under the age of 20 in Abadan, only 2,251 were literate. The illiterate obviously form fertile ground for agitators, and any printed publicity given by the Company to its achievements and to its social programme cannot directly reach this type of worker.
9. The quality of Iranian workers is, on the whole, good. They are said to attain a high degree of skill as welders, moulders and carpenters; it was also apparent from a tour of the workshops that they can be trained to a high standard as fitters and machine operators. With regard, however, to these latter occupations, the preference seems to be to employ Indians as far as they are available. The work of Iranians as drilling crews appears efficient, in spite of statements that they lack the confidence and quick reactions necessary for this type of work. No doubt judged by the standards of a British or American crew Iranians are inferior but with strong direction from a European driller they can obviously be moulded into an enthusiastic and adequate team. The P.O.D. plant at Abadan where petrol cans are made and filled by conveyor and line methods is impressive, and shows that the Iranian takes kindly to high speed, automatic production. It is understood that a special bonus is paid when output in this Department exceeds a target figure, but the high tempo of production (with which the workers were quite at ease) appeared to be achieved more by speeding up rhythm than by financial incentive. In the Abadan establishments there was ample evidence that the Iranian can be trained to accept a high degree of responsibility and that he makes an efficient charge hand, foreman or Shop Superintendent. (It was alleged that the workers in one shop staffed entirely by Iranians complained that the supervision was stricter and more exacting than when Europeans were in charge). There appears to be scope for a more extensive upgrading of Iranian personnel.
10. The employment of Indian workers has given rise to criticism in the past, and as long as appreciable numbers are filling posts which would otherwise be available to Iranians, the criticism will continue. The records of the Abadan Labour Office showed a peak of 1,700 Indian employees, decreasing to 1,400 in March 1946 and to 1,200 at the beginning of December 1946. Justification for their continued employment must be that they are specifically skilled in certain types of work for which suitable Iranians are not available. A special procedure has been instituted in Abadan for reviewing the continued indispensability of each Indian, and individual decisions are given at a high level before contracts are renewed. At the workshop level, however, there is a not unnatural desire on grounds of convenience and efficiency to retain the Indian worker and to recommend accordingly to higher authority. Recalling the extent of "substitution" in Great Britain during the war years it is difficult to agree that a decision to renew an Indian contract on grounds of indispensability need ever be given.

In the Fields evidence of planned approach to the question of replacement of Indians was less convincing than in Abadan. It was, in the first place, not clear that all Indians were being actually employed on work requiring any special skill or aptitude, and secondly, the facilities for training substitutes are not as good as in Abadan.

That there is ample scope for review is shown by the statistics for Agha Jari quoted in paragraph 7 - of 85 Junior Staff 30 are Indian.

Turnover

11. The Company is far from achieving its aim of establishing a static labour force through which it can develop a family spirit and a unity of interest. The Abadan figures for the end of 1945 showed a labour strength of 28,500, and of these only 15,000 had been with the Company for 12 months. The Labour Office quoted 20,000 terminations and 25,000 new engagements during 1945. A detailed "breakdown" of wastage for 1944 is available, and it is believed that current wastage is in approximately the same proportions. The 1944 analysis shows that:-

Of 1567 Artisans engaged 683 terminated employment the same year.

7308 Skilled	"	3186	"	"	"	"	"	"
16201 Unskilled	"	7623	"	"	"	"	"	"

Total terminations and discharges for 1944 were 19,185, of whom 18% had between one and 15 days' service, 44% had 31 to 90 days' service and 15% had 90 to 180 days' service.

1944/45 records give the following average percentage analysis of terminations:-

Long absence or irregular attendance	60.3% ) (71%)
Own request	29 )
Dismissed	4.5% ) (24%)
Unsatisfactory	1.6 )
Unsuitable	1.4 ) incl. % surplus
Invalided	2.4% ) (4%)
Death	.8 )

Figures in parenthesis are actual percentages for the three months ended October 1946.

12. Employment is considered to be terminated by absence when the worker has been away from work without good excuse or cause for seven days. It is contended by the Company that terminations under this heading are worker initiative, and that the employer can only be deemed to have initiated termination under the headings of Dismissed, Unsatisfactory, and (to some extent) Unsuitable. These account for only a small proportion of the total terminations and, considering the wide variety of labour that presents itself for recruitment, discharge by the Company is not excessive. A more disturbing feature is the large numbers of workers who leave employment of their own volition, and the short duration of their stay. Company officials contend that some leave for private reasons unconnected with their employment, but that the majority represents the normal migration of tribesmen or itinerant workers who return to their farms or villages for seasonal employment. This might account for wastage of unskilled

workers but it is not an adequate explanation of the turnover of skilled workers and artisans. It must be assumed that a large proportion of the workers who at present voluntarily terminate employment do so because of dissatisfaction or grievance, whether it be real or imaginary. A levelling up of amenities and the removal of differential treatment of workers of the same category, a vigorous system of identifying and dealing with grievances at an early stage and a "Tell the Worker" type of publicity explaining problems, admitting shortcomings and outlining proposed remedies should combat the tendency to leave employment because of ignorance or frustration.

### Recruitment

13. Analysis of a years' new engagements showed that 36% came from the Abadan, Khorramshahr and Ahwaz area; 35% from Shiraz and Bushire area; 19% from Isfahan and 7% from Bandar Abbas. Excluding Isfahan, over 95% of the newly engaged came from the South and presumably had experience of climatic conditions as trying as those in Abadan. The actual procedure of recruitment is highly organised in Abadan and is operated through a central Labour Office (Company staffed) and ten Labour Offices within the Works Departments. Preliminary selection of new recruits is made from a crowd of supplicants in a pen outside the Labour Office - this is the least satisfactory feature and is reminiscent of a "Dock-gate" engagement. Then follows a highly efficient induction ceremony of bath, medical examination, vaccination, finger prints, identity cards and grading for job and pay (the appropriate Works Department being consulted where necessary). The system is so complete that it is difficult to find a card index system to cope with it. The introduction of a personal file system is under consideration, but the high labour turnover may make this a cumbersome procedure with an eventual dormant library of files for most of the industrial population of Persia. Adaptation of the British Ministry of Labour "Personal Units" might be worth consideration as an alternative to the large personal file.

The job grading of workers, automatic reviews for increments, long service pay, etc., appear to be efficiently performed in the Labour Office.

### Terms of Service

14. Minimum wages, maximum hours, overtime rates, leave and holidays have been fully prescribed in recent Persian Government legislation. The Company's workers enjoy conditions that are in most respects superior to the minima of the Labour Law. Since the Government brought wage rates within the field of legislation agitators have found little scope for criticising the Company on this score; the Press, in fact, admits that "the wages of A.I.O.C. workers are not low compared with their other privileges". The revised "basket" defined in the Minimum Wage Regulations is not yet being applied. Ministry of Labour officials are in process of costing the itemised basket for Khuzistan, and by making use of Company commodity supply services they will cost at approximately 40 rials per day a basket which, at free market prices, cannot be purchased for less than

54 rials per day. Company employees should have no ground for complaint, provided they receive all the items and quantities of the prescribed "basket", and the Company and the Persian Government will be well satisfied with a minimum monetary wage payment of 40 rials. But other employers in the area who have not the commodity supply facilities of the Company will presumably either have to pay a wage of 54 rials, thus guaranteeing that their workers can purchase the "basket", or pay the same money wage as the Company and ignore the "basket". Either alternative will produce invidious comparisons and discontent. It will be particularly unfortunate if contract labour, employed on Company works through an intermediate employer, receives differential wage treatment.

15. The Company's hours of employment - 44½ in winter, 45 in summer - are more favourable than those prescribed by the Labour Law, viz., 48. It is not clear whether the restrictions on overtime imposed by the Labour Law (a maximum of 12 hours work per day with an annual maximum of 600 hours overtime) are being fully observed in the case of motor transport drivers.
16. Employees are able to purchase food and clothing at cheap prices in the Company's shops. There is an individual and apparently adequate weekly ration of flour, sugar and tea for each worker, and additional flour for each dependant and an additional family ration of tea. Other items, such as, soap, cigarettes, rice, ghee and clothing are issued on a monthly ration card. In the main the qualities are better and the prices much lower than those ruling in the open market; the flour, however, is not at present entirely satisfactory - quality is indifferent and the price is not attractive. It was stated at Masjid-i-Suleiman that workers are not taking their flour ration, preferring to buy in the open market. The Company's policy of purchasing flour through the Persian Government for the sake of guaranteed supply appears to be disadvantageous to both Company and consumer. The clothing issued is almost entirely for men, cotton cloth being only occasionally available for women dependants. It is understood that clothing for dependant children is never supplied, and this policy is in marked contrast with the Company's interest, in other directions, in child welfare - e.g., schools, clinics.
17. Free medical services and free housing accommodation are recognised conditions of employment and are reviewed in detail in subsequent paragraphs.
18. The system of gratuity for long and satisfactory service has not been much publicized, probably because the award of a gratuity is discretionary and is not a right of the worker. Review of appropriate cases for gratuity is conducted by the Abadan and Fields Labour Offices, and appears to be sympathetic. After 20 years' service and provided the worker is over 40 years of age, the rate of assessment is five months' pay for the first ten years of service and an additional month's pay for each additional year, with further addition of a bonus. The entire calculation is made on the worker's last rate of pay. The records of the Abadan Labour Office showed a total gratuity payment in September 1946 of 617,935 rials to 37 cases, and in October 1946 of 809,778 rials to 42 cases.

## Training

19. At Abadan the value of training is fully appreciated and schemes are efficiently conducted. The Artisans' Course, from which the Company might expect to build a static and loyal labour force, recruits juveniles 14 years of age and over, the quota being 500. It is a five years' course combining schoolroom theory and workshop practice. Wage on commencement is 31 rials a day rising to 52 rials at the end of the final year. In spite of the obvious immaturity of many of the trainees, the standard of work is high and interest and enthusiasm are apparently well sustained. A Technical Apprentice Course accommodates 100 youths, from whom it is hoped to obtain foremen and junior technicians. It is claimed that at the end of a four to five year course trainees attain a standard equivalent to National Certificate. The commencing wage is 40 rials a day. There is a four year Course for Commercial Apprentices, practical work in the offices being combined with schoolroom theory - here again there is a quota of 100. The highest grade of training is the Technical Trainee Course for which 100 youths who have completed a Secondary School Course are recruited. Training is given at the Abadan Institute - an imposing establishment, well-equipped and staffed with enthusiasts. These trainees are destined for the Company's technical staff and the most promising are given the opportunity of completing their studies at Birmingham University.
20. In spite of - or possibly because of - the efficiency of the various training schemes, wastage figures are high. If the estimates given by the Company's officials are correct (100% in twelve months was mentioned) the purpose of the scheme is defeated and instructors may well lose heart. It was stated that many youths seek admission to the training courses with no intention of completing the full course nor of entering the Company's employ. They desire only to gain sufficient elementary knowledge of a trade to enable them to find employment in their home area on the strength of exaggerated reports of their capabilities. Others who may originally have intended to complete the full course, find that after they have attained the bare standard of qualification for a trade they can command high wages from employers elsewhere. There is, however, a further possible explanation for the wastage. Trainees are accommodated on the "Boarding School" model - dormitories, studies, senior boy privileges, "Housing" dining rooms, and all types of organised sports and activities. The Artisan Trainees very quickly realise that at the end of five years when they are fully trained craftsmen the Company can offer them little or no accommodation; they will have to leave the pleasant Trainee hostel and seek private (and unenviable) accommodation in Abadan town. This distasteful picture of their future prompts them to leave Abadan as soon as they have obtained a sufficient degree of skill to take employment elsewhere. It is obviously not equitable to give Artisans who are ex-trainees preferential treatment in the allocation of housing - the remedy lies in the speeding up of the housing programme as a whole.



21. There is much scope for the development of training in the Fields. There is an adult scheme at Masjid-i-Suleiman which provides six months' training in the centre, followed by three months in the workshops, trainees then being regarded as Artisans. The training school accommodates approximately 40, and a further 40 are concurrently following the second part of the course in the workshops. Here again wastage is high. The average age of trainees is far higher than in Abadan and there appears to be less enthusiasm and interest. To the casual observer the younger the trainee the more successful the scheme. A further difficulty is that men recruited and trained at Masjid-i-Suleiman may be expected, on completion of their course, to fill vacancies throughout the oilfields, and few are satisfied with allocation to the more isolated stations. It might be possible to develop recruitment of men with families or ties in a particular area, train them at the central school of Masjid-i-Suleiman and return them to their place of recruitment.

### Industrial Relations

22. Workers' organisations or any form of authoritative representation do not exist. During the heyday of Tudeh in Khuzistan there was both a Trade Union and a highly organised system of Tudeh Shop Stewards and spokesmen. The structure was imposed on the workers who were, however, quite willing to support self-appointed leaders who, in addition to bringing novelty and excitement, were fortunately able to claim credit for certain concessions that were granted by the Company to its employees. These leaders have now either been arrested or have fled. The Company denies victimisation of the former spokesmen of the workers. A worker is dismissed when he has been absent from employment for seven days, and the Company contends that if the absence is due to arrest or threat of arrest by Persian Military Government the Company's action is not open to criticism. It is clear, however, that there is close liaison between the Company and the Military Governor, and the workers are suspicious. They have seen many of their previous spokesmen arrested at the work bench and those best fitted for leadership are reluctant to court a similar fate. It was particularly unfortunate that, by mistaking a name, the Military Governor for the Fields area recently arrested a Shop Steward who, although a member of the Tudeh Party, was not primarily a political agitator, and who had been freely elected Steward by majority vote of his fellow workers (a rare procedure in the Tudeh organisation). The Company soon obtained the man's release but the incident must have strengthened the workers' conviction that it is unhealthy to be a workers' leader. The present tendency is to await fulfilment of the promise made by the departed leaders - that they would return to complete their work. Those Shop Stewards who remain in post discharge their responsibilities erratically and half-heartedly, rarely thinking it worth while to offer constructive suggestions or raise major issues.
23. The Stewards - inadequately organised as they are - form the only link between employer and worker; there is no other joint negotiating or consultative machinery to enable the Iranian workers and the Company to ventilate grievances, offer explanations or agree remedies. Company representatives at Masjid-i-Suleiman stated that

during the Tudeh regime the joint machinery for the Fields had worked well and was making progress until extreme elements assumed control and refused to abide by the decisions of the Committee. There is, in Fields, a sincere appreciation of the value of this form of contract, and an apparent desire to try again. In Abadan the negative attitude has many supporters and typical comments are, "our troubles of the summer are over", "the workers will not take the initiative", "we must await developments".

24. No action has been taken to implement the Factory Council Regulations that were approved by the Council of Ministers on 28th August 1946. If workers lack enthusiasm or initiative to develop voluntary associations and joint machinery, they might still be persuaded to exercise their right under Persian Law; it is doubtful whether the majority yet know that they have this right to participate in Factory Councils. The Company look to the local representative of the Ministry of Labour to implement the Regulations and he has been awaiting directives from his Headquarters. If the Company were determined to make the experiment they could give the Ministry of Labour representative sufficient support and facilities to enable him to obtain workers' nominees to the Councils.
25. The development of joint negotiating machinery and the growth of a freely elected and representative Trade Union organisation in the Company's area are vital to future tranquility and progressive employer/worker relations. If, as reports from many other sources state, British interests in Khuzistan are a target for disruptive influences, it would be dangerous to assume that the present easing of tension in the labour sphere is anything but a lull. Now is the time to encourage and foster healthy organisations and machinery which will permit workers to air their grievances and to obtain concessions by agreement. An incoherent, discontented and unorganised audience is a happy hunting ground for the professional agitator; he is less likely to make an impression on workers who have adequate and efficient channels for self expression. The Company's influence and publicity facilities are such that, in a combined effort with the Persian Ministry of Labour, it should be possible to persuade the worker to take the initiative, at the same time avoiding any suggestion of Company sponsoring.

### Housing

26. The present numerical inadequacy of the houses provided for Company labour is fully realised by all concerned and the future programme of construction is comprehensive. The trouble lies in the time lag (estimates vary from two years for the Abadan Refinery to five years for the Fields) before minimum housing requirements are met, and during which large numbers of workers must exist in discontent and discomfort. At present only approximately one third of the total Fields labour force is housed and much of the accommodation is old and inferior to the modern standard. The problem at Agha Jari is complicated by the imminent transfer of the Field Centre to a point some ten miles away. 1,100 workers with families are accommodated in

rooms (with suspicion of heavy overcrowding) and 450 families live in tents. There are no facilities whatsoever for 800 workers living with their families in some form of Company accommodation. An extensive programme of housing construction is in hand at the new Centre, but it may be years before the move is completed, and in the meantime Agha Jari housing will be freely and incessantly quoted as an example of the iniquities of the Company.

27. The quality of the new housing is excellent, the four room type both in Abadan and the Fields comparing very favourably with the accommodation available to large numbers of workers in Great Britain. The question is in fact whether, with such a large problem of unaccommodated, it is desirable to spend time constructing houses so superior to the Persians' normal mode of life. /The fact that one worker has free accommodation whilst another has to pay a high rent in the bazaar is sufficient cause of grievance without exaggerating the distinction by making the rent free house so completely superior to the bazaar accommodation. This high standard is being so far pursued at Abadan that a large number of two room houses are being converted to three rooms by cannibalising every third house - thus reducing the total possible accommodation, whilst approximately three quarters of the labour force still remains unaccommodated. Raising the standard of accommodation is commendable - as a long term plan, but it cannot be assumed that the temper of the workers will remain satisfied with a promise of things to come. /It might be better to concentrate present efforts on mass producing emergency accommodation and then rebuilding to raise standards.
28. It is also for consideration whether rent should now be charged for accommodation - at low rates, graded according to type of accommodation. This would make the present distinction between accommodated and unaccommodated less invidious. It might also lessen discontent amongst those who are already accommodated in poorer type housing and who, as long as all accommodation is free, complain and agitate for something better. The new minimum wage "basket" includes an item for housing and the monetary wage payable under the Regulation will give the worker a sum for rental; from this angle a rental charge by the Company would not be unreasonable. It would not, however, suffice to apply a rental charge to Iranian personnel only, the scheme would have to be universal and enforced also for Europeans.
29. A useful experiment in Abadan is the system of Registrars, one being located on each housing estate to handle day to day queries and community records. There is scope for the further development of corporate estate life through Registrars, District Wardens, Shopping Centres, Club-rooms, etc. Club facilities have been provided by the Company, but they are few in number and restricted in membership. Future development might well be on the lines of small community centres.

## Medical

30. The Company's scheme for medical treatment and compensation for sickness and injury compares very favourably with the requirements of existing Persian Law, and new Government proposals for the revision and extension of Insurance legislation are unlikely to exceed the Company's standards. Benefits granted by the Company range from full pay during sickness to the provision of artificial limbs and free burial, all of which exceed the requirements of Law. /Hospitals and Dispensaries are available for treatment of workers, dependants and non-employees in that order. In practice facilities are so limited that non-employees have little opportunity of treatment - and there are no alternative facilities available for them. At the Masjid-i-Suleiman hospital there were many empty beds, but needy non-employees were being refused admittance on the ground that the beds must be held in reserve to meet the Company's prior responsibility to employees and dependants. /In Abadan the Company is presenting a Dispensary to the local authority, and there are plans for assisting the authority to build a public hospital. By encouraging the municipality to accept responsibility for a public medical service pressure on the limited facilities of the Company will be relieved.

There is room for extension of the Company medical service by the development of local Dispensaries serving housing areas. It is understood that this is an item in current plans for revision of the whole medical service.

31. Earlier criticism of differential treatment for Europeans and Iranians apparently had some basis in fact, but the Company is now pursuing a clear policy of non-distribution - to the discontent of a section of the European Staff. At Abadan accommodation still varies considerably in type and quality. At Masjid-i-Suleiman there is no marked distinction and the hospital authorities express strong determination to maintain equality of conditions and treatment.

## Education

32. Abadan is probably far better served than anywhere else in Persia with educational facilities. The donation of 17 schools to the municipality and financial aid to the teaching staff demonstrate the Company's real desire to ensure that adequate facilities shall be available. There appears ample scope for extending accommodation in Primary Schools and the Secondary School - the latter in particular is seriously cramped and overcrowded. Special attention could also be given to the development of Nursery Schools for children under the age for admission to Primary School. The Company operates one such nursery for children of its employees - it consists of wooden benches in a Nissen hut. Whatever the enthusiasm of the teacher, the inadequacy of accommodation and equipment limits the usefulness of the establishment.

33. There are sufficient adult educational facilities for any worker wishing to become literate. The fact that so many remain illiterate (see paragraph 8) is presumably due to lack of desire to learn and inadequate knowledge of the facilities that are available. The improvement in efficiency and in employer/worker relationship that might result from removal of illiteracy would justify a campaign to give wider publicity to the educational facilities that are available. The workers' incentive to achieve literacy might be aroused by a greater monetary reward or bonus for successful completion of the course.

### Conclusions

Judged by existing Persian standards the Company is unquestionably a good employer. Before it can attain the status of a model employer and avoid further criticism and complaint, action appears to be necessary in the following directions:-

- (i) A practical system of employer/worker relations should be established. Factory Councils are a first essential and through these, workers' representatives should be encouraged to organise Trade Unions. Wide publicity should be given to British and European model organisations. It will be necessary for the Persian Ministry of Labour to assign a strong team of officials to Khuzistan to guide the workers through the process of the Labour Law and Regulations.
- (ii) The Persian Government should be urged to strengthen Provincial and Municipal administration in order that joint schemes for municipal development (as distinct from Company prime responsibility) may be pursued.
- (iii) The Company should concentrate on reduction of labour turnover. This will entail detailed analysis of alleged reasons, general remedies, and examination (and removal) of individual complaints.
- (iv) A special survey might be conducted into Trainee wastage and remedial action taken.
- (v) There appears to be scope for somewhat more extensive upgrading of Iranian personnel to Artisan and Staff posts.
- (vi) The housing programme should be accelerated and the bare minimum provided for all, before improving the housing standard for the few.
- (vii) Social amenities should be developed around the community (e.g., estate social centres, dispensaries, shopping centres).
- (viii) Enthusiastic specialists on the Company's staff will no doubt guard against the danger of establishing social and welfare amenities or facilities which only a small proportion of the labour force can enjoy. The aim should, in general, be to extend the universal minimum, not the privileged optimum.

- (ix) The policy of non-discrimination on racial grounds should be firmly enforced and the tradition among the older European staff to treat the Iranian as an inferior race should be discouraged.
- (x) The Educational services might conduct a campaign against illiteracy, and the question of nursery schools merits attention.
- (xi) The problem of contract labour deserves review, and if it is impractical to make any appreciable transfers to the Company's direct pay roll it should at least be ensured that the terms and conditions of contract labour are not less favourable than those of direct labour - especially under the proposed procedure for operating the new Minimum Wage Regulations.
- (xii) In order to avoid haphazard recruitment from a mob at the Factory gates, the Labour Office might review the procedure for selection of new engagements. A simple system of initial registration of applicants for employment and the allocation of fixed days and times for different types of applicants to report to keep their registration "live" might be considered. A British Colonial officer, Legget, in January 1947, opposed Hird's report. His total defence of the A.I.O.C. can be found in F.O. 371/61984 too.

K.J. HIRD

Labour Attache.

31st December, 1946.

British Embassy  
Tehran.

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Source: F.O. 371/61984, 1946

POSITION OF TRADE UNION ORGANISATIONS IN PERSIA

Mr. Le Rougetel to Mr. Bevin. (Received 7th January, 1947)

(No. 522)

Tehran, 31st December, 1946.

Sir,

With reference to my telegram No. 1879 of 20th November last, I have the honour to inform you that, at a meeting on 21st December between A. Aramesh, the new Persian Minister of Labour and Propaganda, and the labour attache at this embassy, the position of trade union organisations in Persia was fully discussed and in some respects clarified.

2. The labour attache expressed his conviction that the development of free and representative associations of workers is a most urgent feature of the Minister's programme. Political experiences with the Tudeh organisation did not in any way disprove the workers' need for representation, nor their right to form democratic organisations. He urged that the approach should not be by substitution of Democratic Party for Tudeh and by making membership of a State-sponsored party the prime consideration. Union structure should be developed from the workmen's level on the basis of identity of interests and common aim.

3. The Minister expressed agreement and said that he proposed to foster local growth and to make clear distinction between right of association and right to subscribe to any political opinion, but if union members also became members of the Democratic Party so much the better.

4. The labour attache suggested that the preparation and issue of regulations giving unions a status in law and prescribing a simple procedure for formation need not await general election results, nor any eventual change in ministerial posts or organisation. The Minister agreed, and was of the opinion that the preparation of such regulations was the next duty of the High Labour Council. This was, in fact, confirmed by the Under-Secretary of the Ministry, and it was agreed that draft regulations submitted to the Ministry by this embassy two months ago would be studied and that further help would be sought.

5. A further indication of the Government's policy was given in an interview granted by Mr. Aramesh on 24th December to the correspondent of the French News Agency in Tehran (see my telegram No. 2058, paragraph 3). I enclose a copy(\*) of the record of this interview published in the press, from which it will be seen that, when asked whether the Central Committee of the Persian Federation of Trade Unions (the Tudeh organisation) has complete freedom of action, the Minister replied: "All workers' associations and organisations have complete freedom of action within the restrictions of law, but it is obvious that, if, as was the case with certain members of the Central Committee, they illegally profit from the freedom which they enjoyed and threaten public security, the Government will intervene". To a request for information about the new workers'

(\*) Not printed

organisations and their relationship with the World Federation of Trade Unions, the Minister replied: "Use by union (Tudeh) leaders of their powers for purposes contrary to the workers' interests, and absence of an organisation which can properly protect workers' interests, were reasons why the workers themselves lost confidence in the Central Committee of Trade Unions and created a new syndicate for the defence of their rights and interests. With the formation of this new organisation the old Central Committee of Trade Unions has no further reason for existence, and it is obvious that it will be the new organisation which will enter into contact with the World Federation of Trade Unions".

6. It is evident that the Minister has much faith in the formation of trade unions under the aegis of the Democratic Party, of which he has been Secretary-General since July 1946. The dangers of such a policy are, however, being continually pointed out to him, and it is hoped to ensure that the regulations now being prepared afford the opportunity for the spontaneous development of trade unions outside the direct control of a political party.

7. Failure to implement throughout the country the Factory Regulations which were approved by the Council of Ministers on 28th August last is an unfortunate obstacle to the speedy development of workers' organisations. Factory Councils would enable workers' spokesmen to gain experience in negotiations, and these individuals might then be encouraged to accept the greater responsibilities and duties of trade union leaders and officials. Whilst the delay in implementing the regulations is regrettable, the imminence of the elections makes immediate implementation difficult, for under existing conditions the present Government might be unable to resist the temptation to establish Factory Councils for political ends. I do not therefore propose to urge them to implement the regulations until after the general election. Similarly, the Anglo-Iranian Oil Company will not be pressed to accelerate the creation of Factory Councils or to encourage the formation of workers' organisations in Khuzistan until after the elections.

8. I am sending a copy of this despatch to the Labour Counsellor at British Embassy, Cairo, and to the headquarters of the Ministry of Labour and National Service.

I have, &c

J.H. Le ROUGETEL

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Source: F.O. 371/61993, 1947



INTERNATIONAL LABOUR OFFICE  
Bureau International du Travail  
MONTREAL 25, CANADA

RECEIVED  
JAN 23 1947

PERSONAL

23 January 1947

My dear Myrddin,

In reply to your letter of 17 January, I had better summarise briefly what has happened since the Paris Conference.

After that Conference Mr. Naficy, the Persian Director of Labour, visited Geneva and had some conversations concerning a Labour Law which was before the Persian Parliament.

The law was general in character and would have to be followed by a number of Decrees on various technical subjects. It was clear that Mr. Naficy's department was not sufficiently equipped to deal with all this technical matter and he was promised the assistance of the technical services in the Office. It was also understood that Mr. Djamalzadeh of the I.L.O., who is of Persian nationality, would go to Iran to assist the Persian Government in this task.

The idea was that Djamalzadeh might have met with Brelloch when Brelloch was in Cairo and have participated in the conversations with Radi Bey about the Middle East Conference.

Djamalzadeh's journey had to be postponed due to transportation difficulties. Meanwhile, it became clear that the desire of the Persian Government was to have some technical assistants who could remain in Persia for six months or more, and an endeavour was made to find one or two experts outside the Office who would be prepared to undertake a job of this kind.

Affairs were complicated by certain changes in the Persian Government - the Minister of Labour ceased to occupy that post and became Ambassador at Moscow.

On 1st January the present Minister of Labour telegraphed to Geneva pressing for Djamalzadeh's visit but adding a new request, namely, that "in view of the extremely interesting situation at present, the Government invites observers from the I.L.O. to come as soon as possible to observe social questions" and asked that we should urgently telegraph the number, names and dates of departure of such observers. He added that the Government would accept all conditions - by which I assume they would undertake the financial charges involved - and concluded by expressing the hope that this collaboration could be furnished immediately.

G. Myrddin Evans, Esq., C.B.,  
Deputy Secretary,  
Ministry of Labour & National Service,  
St. James's Square,  
London, S.W.1.

We have no definite information as to what is behind this request. It seems highly probable however that it arises out of the recent political developments in Persia and in particular out of the struggle between the Central Government and the Province of Azarbaijan which has been reflected in certain developments in the trade union movement. I gather that a group of Persian trade unions which were in sympathy with the movement for the autonomy of Azarbaijan has complained to the World Federation of Trade Unions to which it is affiliated against certain alleged action by the Persian Government against the group in question. It seems probable that the Government would wish to have observers from the I.L.O. who would make a report on the social reforms which have been introduced and on the improvements in working conditions, etc. for which the Government wishes to obtain credit. The real underlying reason, however, would seem to be the hope that the observers would report that the grievances of the trade union group in question were not founded.

I have instructed Djmalzadeh to proceed to Persia as soon as transportation can be arranged and to explain to the Government that the Office will be glad to render every possible technical assistance which its resources and other commitments permit in order to aid it in its task of social legislation, but to endeavour to make the Government understand as tactfully as possible that the Office cannot become involved in political problems of an internal character nor act as an arbitrator where differences of view prevail.

I shall keep you informed of any further developments and no doubt if Djmalzadeh can get to Persia we shall get a much clearer picture of what the situation really is.

With kindest regards,

Yours very sincerely,

(sgd) W. PHELAN

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Source: F.O. 371/61993, 1947

EFFORTS TO DEPOSE REZA RUSTA

British Embassy,

TEHRAN

19th February, 1947

Sir,

With reference to my despatch No. 522 of 31st December regarding Trade Unions in Persia, I have the honour to inform you that an effort has been made to depose Reza Rusta from the position of Secretary of the Central Committee of the Persian Federation of Trade Unions and to form a new Executive Committee.

2. On 13th February a number of workers who claimed that they were members of the Federation of Trade Unions invited Persian and Foreign Press Correspondents to the Union's headquarters in Tehran and forcefully expressed their dissatisfaction with Rusta and other leaders of the Union. They then proceeded to elect a new Executive Committee to include Dr. Jodat, Dr. Fidakar and Engineer Tabrizi, who are workers' representatives on the High Labour Council and on other Government Committees, and who are among the more moderates and apparently sincere members of the Tudeh Union. On 15th February the old Executive Committee of the Federation staged a counter offensive on the Trade Union headquarters when "happily only a few unimportant persons were wounded" and the headquarters and workers' club remained in the hands of the reformers.

3. Rusta alleges that he has long been aware of a Government inspired plot to overthrow the Central Committee, and he claims that the workers who arranged the meeting on 13th February were members of the Democratic Party Trade Union in possession of false membership cards of the Tudeh Union. He states that they were armed with cudgels and iron bars, and that the results of the election of the members of the new Executive Committee were circulated in Tehran before voting had actually taken place. In the left wing newspaper "Mardum" of 13th February, Rusta published a long and violent tirade against the Government, Democrat Party Trade Unions, and traitors within the ranks of the Tudeh Party and Unions, complaining of "occupation of the premises and clubs of the Central Committee" and alleging that "all the Persian nation and the freedom loving world is aware of the fact that, in view of the dictatorial general elections conducted throughout Persia, the occupation of the premises of the Central Committee by Government sponsored Trade Unions cannot have been perpetrated without the agreement of the Government". He has addressed telegrams in similar vein to the World Federation of Trade Unions, and to the Persian Prime Minister and the Judicial and Military Authorities. Translations of these telegrams are attached together with translation of a "Proclamation" published in the Press on 17th February by the old Executive Committee of the Persian Federation of Trade Unions.

The Right Honourable Ernest Bevin, M.P.,  
His Majesty's Principal Secretary of State  
for Foreign Affairs.

4. The Persian Government and the Democrat Party Trade Unions have, naturally, denied in the Press and in private conversations with the Labour Attache, that they were party to the "plot" or that the reformers were anything other than bona fide members of the Tudeh Union intent upon putting their own house in order prior to the visit on 26th February of the delegates from the World Federation of Trade Unions. Drs. Jodat and Fidakar have also denied, in the Press, that they were aware of the action proposed by the malcontents, and they have implied that they cannot accept their irregular nomination to the Executive Committee. Translations of their press statements are attached. These statements do not fully confirm information given privately by Messrs. Jodat and Tabrizi to the Labour Attache. The impression gained during discussion of the recent events is that Jodat, Fidakar and Tabrizi are well satisfied with the offer of appointment to the Executive Committee but that they are postponing acceptance and professing reluctance in order that their names shall not be linked with any allegations of irregular or coercive action.

5. In this connection it should be stated that the Ministry of Labour has for some weeks been bringing influence to bear on Jodat and Fidakar who, in January, openly expressed their disillusionment and disappointment with the political aims of the Tudeh Trade Union and stated their intention of retiring from labour activities. Senior Ministry of Labour officials persuaded them that their experience and abilities would be invaluable in the drafting of labour legislation, they were appointed to numerous Ministerial Councils and Committees and they were treated with exaggerated affability by officials and employers. There is little doubt that the Persian Government has pursued the deliberate policy of cultivating the more amenable Tudeh leaders for some definite purpose. The deposition of Rusta and of his Executive Committee is not, therefore, unexpected and official denials do not remove the suspicion that the rebellion was inspired by the Persian Government.

6. Reza Rusta is, however, continuing to put up a struggle to keep alive the old organisation. He has moved into a building to which he has affixed a signboard announcing that it is the new headquarters of the Persian Federation of Trade Unions. It is not known how many members of the old Executive Committee continue to support him, or how far any factory organisations remain loyal to him. His newspaper "Zafar" has been suppressed and a substitute which he endeavoured to publish was closed down after its first issue. The Tudeh Party newspaper "Mardum" is, however, opening its columns to him for publicity. I have not yet been able to discover in whose hands the organisation's funds now lie.

7. The situation will probably be clarified in a few days when the Trade Union Regulations requiring the registration of workers' associations are expected to come into force.

8. I foresee that when the delegation from the World Federation of Trade Unions arrives, Reza Rusta will make a spirited effort to convince the members that his organisation has been victimised by the Government and to persuade them to pursue the matter as an international issue.

9. I am sending a copy of this despatch and its enclosures to the British Middle East Office, the British Embassy Bagdad, the Labour Counsellor at the British Embassy, Cairo, and the Ministry of Labour and National Service.

I have the honour to be with the highest respect,  
Sir,

Your most obedient humble Servant

Extract from Tudeh Newspaper "Shamshir" of 17.2.47

The Proclamation of the Central Committee of the Persian  
Federation of Trade Unions

We reveal the low action taken by the Government and the Democrat Party Syndicate.

The Government is responsible.

Friends, Workers of Iran

Owing to the illegal suppression of Zafar we were able to inform you yesterday through "Mardum" of the Fascist cowardly plot organised by the Government and the Democrat Party Trade Union, under the auspices of police officers and gendarmerie, regarding the occupation of the Central Committee's Clubs.

Now, in order that the public and specially the working class and all other freedom loving people may know full details of this final attack on democracy, we disclose further particulars of the incidents. After the groups of members of the Government and the Democrat Party Syndicate had treacherously and by means of stolen cards of the Central Council of United Unions occupied our Clubs, they issued a Proclamation the same afternoon about the election of the new Executive Council, intending thus to conceal their treacherous act and to complete the deception of the suffering workers of Iran. They quoted the names of certain of our sincere, active and experienced friends on the list of the above-mentioned Council, in order to give the public the impression that this action had been done by the workers, and that the Democrat Party Trade Union and the Government itself had no hand in it.

Now, in order to demonstrate once more the action taken by the enemies of freedom and the opponents of Trade Unionism, to give an example of anti-democratic behaviour by the Iranian authorities, and to prove to the democratic world (which is fighting against Franco and Fascism) that before destroying the old oppression it is necessary to prevent the development of a new dictatorship, we herewith disclose, through the freedom loving press, the original letters of our friends denying the above statements. We also publish a letter just received from Mr. Yahya Qovanlou and others.

Extract from Tudeh Newspaper "Shamshir" of 17.2.47

Letter from Dr. Jodat

Workers, do not be deceived!

According to information received by the Central Committee of the Persian Federation of Trade Unions and published in some of the freedom loving papers, the Trade Union attached to the Democrat Party organised a clumsy plot under the direction of the Government authorities.

Owing to the news of the imminent arrival of Representatives from the World Federation of Trade Unions they hastened to put their plan into action and they instructed several shady persons to occupy the Clubs of the Central Committee. As a formality they invited several correspondents of the press and announced that they wished to hold elections. Before however the vote of about 80 persons who were present were read, they issued and distributed proclamations showing the result of the elections which had been arranged in advance.

Unfortunately my name has been shown among those elected, apparently in order to deceive the working class. I oppose such illegal action which does not conform to Trade Unionism and Syndicatism, and I inform you that this is the action of the enemies of the working class.

We are loyal to the Trade Union movement and to the struggle of the Central Committee, and the re-election of the members of the Central Committee will shortly take place in accordance with the rules of the Committee which have been under consideration for some time. We shall relentlessly continue our struggle for the improvement of the moral and material conditions of the working class.

(Sgd.) Dr. Jodat

Extract from Tudeh Newspaper "Shamshir" of 17.2.47

Letter from Mr. Taghi Fidakar

During the two days when I was sick at home and was under medical treatment, I saw, by chance, a proclamation concerning the Executive Council of the Central Committee. It mentioned my name for membership of the Executive Council of the Central Committee, and a proclamation has been issued signed by this same Executive Council. I had no knowledge whatsoever either of the proclamation or the elections. As I have always been and still am strongly opposed to the elements which are antagonistic to the Central Committee, I am disgusted with the recent action and with the distribution of the proclamation. These things have been done to harm the workers, and on no account do I wish to take part in the episodes.

(Sgd.) Taghi Fidakar  
14th February 1947

British Embassy,  
Tehran

5th March, 1947

Sir,

With reference to my telegram No. 269 of the 26th February, 1947, I have the honour to inform you that the three members of the W.F.T.U. delegation who arrived in Tehran on the 24th and 25th February have commenced their investigations without awaiting the arrival of the delegation's leader, El Aris.

2. The Persian Government, which originally strongly opposed the direct request of the Central Committee of the Persian Federation to the W.F.T.U. for the despatch of a delegation, subsequently decided to grant the delegation full facilities but to maintain a detached attitude. From the time the three delegates arrived at the Tehran airport the Government has, however, been clearly determined to present its own case with vigour and to overwhelm the delegates with cordiality. Government representatives met the delegates at the airport, whilst Reza Rusta and his colleagues were vainly awaiting their arrival at another airfield. If the Central Committee's representatives were not deliberately misled, it was certainly a fortunate coincidence for the Government that they were able to take two of the delegates to the state-owned Darband Hotel, some ten miles outside the town, and to install them in comfortable accommodation under the eye of a senior official of the Ministry of Labour, who, with his wife took up residence in the hotel. The Russian delegate, pleading ill-health after his journey, retired to the U.S.S.R. Embassy for two days, but he joined his colleagues at the hotel on the 1st March. Upon arrival at Darband the delegates were welcomed by a crowd of workers who had been sufficiently well briefed in advance to arrange for lorries to take them to the hotel, and whose slogans were, "Death to Rusta" and, "What has he done with our money?". The W.F.T.U. delegates were not impressed.

3. The Central Committee's representatives eventually arrived at the hotel, but by that time M. Malfettes was out and Mr. Harries was resting in his room. Rusta saw the hand of the Government in this, and alleged that the delegates were deliberately withheld from him, but he failed to admit that the Under-Secretary of the Ministry of Labour who called at the hotel at the same time was also unable to see the delegates. The attached translation of a press article from "Mardum" gives Rusta's description of the incident.

The Right Honourable Ernest Bevin, M.P.,  
His Majesty's Principal Secretary of State  
for Foreign Affairs,  
Foreign Office,  
London, S.W.1.

4. Since the 1st March the delegates have been involved in interminable interviews with Government representatives, Central Committee spokesmen and rival Trade Union leaders. They have also started a full programme of factory visits, and have witnessed numerous workers' demonstrations clearly organised by the Democrat Party and invariably strongly critical of Reza Rusta. It has, in fact, been possible to identify one particularly enthusiastic senior official of the Ministry of Labour marshalling the workers and acting as slogan leader. During a visit on the 4th March to the Tobacco Factory the delegates were so unconvinced with the demonstration that they speedily terminated their visit, and it is understood that "spontaneous" demonstrations which were expected at the Cement and Glycerine Factories later in the day were suspended by order of the Ministry of Labour.

5. Reza Rusta has, of course, spent many hours explaining his real or imagined grievances and has presented a long written statement of his case against the Government. This is merely repetition of articles that have previously appeared in the press, and general tirade against the Government, Minister of Labour, Aramesh, and Under-Secretary, Naficy, of whom he speaks in bitter terms. An interesting development has been the close attendance of Dr. Jodat on Reza Rusta, the two have been inseparable and have presented joint statements to the delegation. In my despatch No. 59 of the 19th February and my telegram No. 254 of the 23rd February, I drew attention to the close association during the past few months between Jodat and the Ministry of Labour, and I suggested that the deliberate cultivation of Jodat by the Government might lead to his agreeing to take office in a reformed and reconstituted Central Committee. Jodat's attitude during the last three days suggests another change of face and re-alliance with the old Executive Committee. It is not yet clear whether he has been playing with the Ministry of Labour, or whether he is not sincere in his present apparent support of Rusta. The delegation find him rather an enigma at the moment.

6. The delegation's provisional itinerary provides for a visit to Abadan between the 6th and 10th March, returning by way of Isfahan where they will spend two days. They propose to visit Mazandaran between the 15th and 18th March, Tabriz between the 20th and 23rd March, and to write their report in Tehran before leaving the country on the 27th March.

I have the honour to be, with the highest respect,  
Sir,  
Your most obedient, humble Servant,

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Source: F.O. 371/61993, 1947



Press Extract from "Mardum" of 28th February 1947

The Government's Treatment of the  
Executive Council of the Federation of Trade Unions  
during their Meeting with the  
Representatives of the W.F.T.U.

Although effective action was taken by appropriate Government authorities to prevent the representatives of the Central Committee from meeting Messrs. Harries and Malfettes, nevertheless Reza Rusta, Dr. Jodat and several other members of the Executive Committee visited the Hotel Darband on Tuesday at about 5 p.m. to try to meet the representatives.

At first, people standing in front of the door of the hotel who were not in any way connected with workers and who knew nothing about labour affairs tried to prevent the entry of the Executive Committee, but they later let Mr. Rusta and then Dr. Jodat with others enter the hotel. Inside the building several Government officials and non-workers were gathered, and they likewise tried to make the members of the Executive Committee lose their tempers and thus create trouble. There were many irritable scenes which had obviously been planned beforehand under instructions of the enemies of the working class.

A person calling himself Abbas Afshar stated that three years ago he was instructed by Rusta to provide him with cartridges, and that because he refused to do so he was put into prison. The story was given with profuse details and was more complete than the same allegation made by Abbas Afshar in a newspaper controlled by a party attached to the Government Syndicate. Our readers, however, know very well that three years ago Mr. Rusta was not in charge of workers' organisations, and in particular three years ago the Central Council had not yet been organised. Another individual stated that Mr. Jahani was armed, but this lie was so obvious that the instigators of the statement were compelled to refrain from pursuing it. One of the highest officials of the Ministry of Labour stated that those present in the hotel could do anything they liked with members of the Council outside the premises.

Finally, the aforementioned Government officials, by various pretexts, prevented members of the Ex. Council from meeting Mr. Harries, so they sent their visiting cards to Mr Harries to convey their compliments, and they left the hotel. Upon leaving certain of the aforementioned disreputable persons attacked the automobile of the Executive Committee. On this occasion and previously in the hotel, the plan of the enemies of the workers was to prevent members of the Executive Council meeting the delegates. However, Mr. Malfettes was approaching the hotel on his way back from town and he came across to Mr. Rusta and his companions. After the formalities of introduction had been completed, Mr. Malfettes expressed a wish to converse with Mr. Rusta immediately and he also arranged appointments for further meetings.

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Source: F.O. 371/61993

ON WFTU VISIT TO IRAN

British Embassy,

TEHRAN

2nd April, 1947

Sir,

With reference to my telegram No. 359 regarding the delegation of the World Federation of Trade Unions now visiting Persia, I have the honour to transmit to you herewith copy of a despatch from His Majesty's Consul at Isfahan, about the visit of the British member of the Delegation to that town.

2. I have previously reported that, although the delegate's original instructions were to meet at Tehran on 26th February, El Aris, the leader of the delegation, did not arrive until 18th March. The British delegate, Harries, grew impatient at the delay in commencing serious investigations, especially when it became evident that the Russian delegates and Reza Rusta, the Secretary of the Tudeh Central Committee of the Persian Federation of Trade Unions, were using the delay to restore the prestige and develop the organisation of Tudeh Unions. Although Harries persuaded his colleagues to agree to visit Abadan on 6th March and Isfahan on 11th March, Borisov, who said he was acting on telephone instructions from Moscow, refused at the last moment to proceed. Harries then gave clear notice of his own intention to leave for Southern Persia on 15th March to conduct an independent investigation. He had some hope that his action might expedite the departure of El Aris from Moscow, and the latter did in fact arrive in Tehran on 18th March, although it is not sure whether Harries can claim any credit for the materialisation. After a minimum of delay in Tehran, El Aris, the Russian delegate Borisov, and secretary Malfettes, hastened to Khuzistan in the wake of Harries. The latter had by that time completed his enquiry in Khuzistan and had arrived on 18th March, in Isfahan.

3. Before leaving Tehran Mr. Harries had discovered so much cross current and prejudice among the interpreters provided by the Government and by the Central Committee that he determined that during his tour of Abadan and Isfahan, he would request H.M. Consuls to assist him by loaning official interpreters. It seems clear that through the medium of Consulate interpreters, Mr. Harries has obtained all the information he required, and that he has not been impressed by verbiage, promises or cordiality. He gives Bakhtiar Chapour credit for being sincere from a Persian nationalist angle, and also for his staunch belief in the Labour Law and Regulations, which he has quite bluntly informed Isfahan employers, have come to stay and must be observed.

The Right Honourable Ernest Bevin, M.P.,  
His Majesty's Principal Secretary of State  
for Foreign Affairs.

4. Harries also considers that the mere fact that Factory Councils have been elected in Isfahan is something of an achievement, especially in view of the increasing indifference of local employers to industrial welfare and relations. At the time of his visit all the Isfahan Councils had held their first meetings, with little material result as the Councils were uncertain of their functions and procedures. Nevertheless, they appear to be reasonably representative of the three Trade Union movements in the area and an attempt had obviously been made to conduct free elections of workers to the Councils.

5. Whilst in Isfahan Mr. Harries did not conceal from the Governor General his unfavourable impressions of the efficiency of the textile industry, the quality of output, and the attitude of the employers. He strongly advised that the nine firms and three Unions in the city should form a Joint Committee to assist the work of Factory Councils, to improve conditions of employment, and to develop the technique and efficiency of the industry. He also suggested that the nine firms should co-operate in forming a technical committee and should secure the advice of textile experts from Britain, France or America. Although the Governor General expressed great interest, Harries is not unduly confident that he has left a real impression on Isfahan industrial circles.

6. I am sending a copy of this despatch and its enclosure to the British Middle East Office, British Embassy, Bagdad, the Labour Counsellor, Cairo and the Ministry of Labour & National Service.

I have the honour to be with the highest respect,

(Sgd.) Sir

Your most obedient humble Servant,

WFTU VISIT TO ISFAHAN

British Consulate,

ISFAHAN.

March 22nd, 1947

Sir,

I have the honour to refer to your telegram No. 15 of March 6th, informing me of the intention of the delegates of the World Federation of Trade Unions to visit Isfahan on March 11th, and to inform you that Mr. E.P. Harries, the delegate from Great Britain, arrived hereby by air from Abadan on March 18th.

2. A fair number of workers went to the airport on March 11th to meet the delegates, for their change of plan was not known until the aircraft arrived without them. As the telegram line between here and Ahwaz was out of order at that time no news about the delegates' movements was obtained until March 17th.

3. On March 18th the Governor-General sent a senior Police Officer and the Acting Head of the Municipality to meet Mr. Harries. The Inspector of Labour for the Tenth Ustan, the Assistant Director of the Department of Labour, Shams ud Din Sadri - the chairman of the Isfahan branch of the Workers' Syndicate of Iran - and three of his friends were also there. There was no large crowd and no kind of demonstration. The Director of the Isfahan Department of Labour, Dr. Shapour Bakhtiar, had accompanied Mr. Harries from Abadan and he introduced him to the persons on the aerodrome. There were no speeches.

4. In Isfahan, Mr. Harries stayed at the Irantour Hotel and he had a conversation there that evening with Dr. Shapour Bakhtiar and a group of workers' representatives. I called at the hotel the same evening and asked Mr. Harries if I could assist him in any way. He asked me to provide a "neutral" interpreter. The Department of Labour here had provided an interpreter from the Ford Motor Agency who, as far as I know, is "neutral", but Mr. Harries preferred to have one from the Consulate, and Dr. Bakhtiar agreed. I therefore lent him my official translator for the two days of his visit. Mr. Harries told the Director of Labour and the workers' representatives while I was there that he did not want to be accompanied in his tour of the factories by officials of either Trade Union, but only by the Director of Labour and the representatives of the workers in the particular factory he was visiting.

Mr J.H. Le Rougetel, K.C.M.G., M.C.,  
His Majesty's Ambassador,  
Tehran

5. This arrangement was followed on March 19th and 20th, 1947 when Mr. Harries visited all nine of the Isfahan textile factories. He was able to speak quite freely with the workers' representatives, but I gather that they had little to say. It should be understood that new elections for representatives in all factories were held under the supervision of the Department of Labour in the few days before March 8th and that these elections resulted in the return of a large majority of members of the Syndicate - the "Democrat" of Qavam - Saltaneh, the pro-imperialist Union. Nevertheless, some Tudeh members were elected, and Mr. Harries was able to meet them. Workers other than representatives had plenty to say, though on two subjects only - the largeness of their families and the smallness of their pay.

6. The managers at all the factories sought to persuade Mr. Harries that perfect harmony was now prevailing in their establishments and drew idyllic pictures of industrial sweetness and light under the beneficent rule of Dr. Bakhtiar. I do not suppose they were much abashed when Mr. Harries drew attention to the number of very young children and women with small babies working at their machines.

7. At one factory, Pashmbaf, the majority of the workers' representatives are of the Tudeh Party. None of these in conversation with Mr. Harries made any definite charge against the Department of Labour or the Syndicate - or, indeed, so far as I can make out, said anything that might have pained Dr. Bakhtiar. On the morning of March 20th Mr. Harries called at the Tudeh Club but found it closed. Ascertaining from a shopkeeper next door that the caretaker would be back sometime, Mr. Harries left his card with the shopkeeper for delivery to the caretaker. I gathered that Mr. Harries had an appointment that day with the Secretary of the Isfahan Tudeh Party, but the Secretary failed to keep it. Mr. Harries also called at the Syndicate Headquarters and had a talk with Shams ud Din Sadri, the chairman. The latter's remarks, as reported to me, seemed to express very closely the published opinions of Dr. Bakhtiar.

8. Mr. Harries called on the Governor General on the Tenth Ustan in the morning of March 19th and met him again at my house in the evening. (I had invited some members of the British community, my Soviet colleague and a few Persian officials and notables to meet Mr. Harries). In the afternoon of March 20th a tea party was held for Mr. Harries by Dr. Shapour Bakhtiar at the Department of Labour. The attendance was heavily weighted with officials and capitalists among whom the dozen or so workers' representatives looked very shy and subdued. Dr. Bakhtiar spoke in French (which Mr. Harries understands as little as he does Persian) putting the case, in which he may honestly believe, for a genuinely industrial Trade Union, deploring the political exploitation of the workers and declaring that at the present time there was a greater understanding and harmony among the workers and between the workers and factory owners than at any time since the rise of modern industry in Iran. Mr. Harries in a brief reply thanked the local government officials for their help and courtesy and told the workers' representatives that "although it was only a short time since the abdication of Reza Shah" they had already made appreciable progress. He said that he had found a group of idealists in Iran who were genuinely determined to improve the condition of the workers and

he was confident that in another ten years they would have made very considerable progress. The Governor-General, who understands English well, translated these remarks into Persian, but left out the reference to Reza Shah. Emphasis added (Editor).

9. The situation being what it was in Isfahan it was inevitable that the Tudeh should be kept entirely in the background during Mr. Harries's visit, but I do not think the Government's stage-management hindered his seeing and hearing what he wanted. At least he saw the factories as they are and was more impressed by his own observations of conditions there than by the beautiful sentiments, and French, of Dr. Bakhtiar. He formed, I gather, a low opinion of Isfahan factory owners.

10. Before Mr. Harries' departure for Tehran by air on March 21st he was informed of the arrival of Mustafa El Aris in Tehran and of his departure, with M. Borisov, for Abadan, but Mr. Harries declined to return to Abadan on the grounds that it would be bad tactics for him, the British delegate, to visit the British concession twice. He told me that he thought of making a separate report since to obtain an agreed report with El Aris and Borisov he would have to pay too heavy a price in concessions to the Communist point of view.

I have the honour to be Sir,

Your most obedient and humble Servant,

(Sgd.) J.W.WALL

SOVIET MONITOR

Tuesday,  
August 12, 1947

"WHO SHIELDS THE MURDERERS OF THE IRANIAN WORKERS?"

"Trud" Article (August 12, 1947)

In an article under the above heading the newspaper "Trud", organ of the Central Council of the Soviet Trade Unions, writes (quotes TASS):

A few days ago in Tehran there ended the trial of the organisers of the massacres staged during the strike of workers of the Anglo-Iranian Oil Company in Abadan in July last year. After three and a half months of court proceedings, the special tribunal sentenced the principal persons responsible for the murder of dozens of workers, the former chief of the Abadan police, Lt. Col. Laoli, and the former Military Governor of Abadan, Major Fateh... to a year's imprisonment.

The other defendants got even lighter sentences, while four were acquitted.

Such mild sentences leave no doubt that the criminals will generally, with the aid of their influential protectors, go unpunished.

According to the newspaper "Mardum" the trial established direct connection between the oil company and Laoli and Fateh who received large sums from the former.

It was proved documentarily that the Abadan massacres were provoked by the Anglo-Iranian Oil Company. According to data cited by the newspaper "Rahbar", the company allocated large funds "to finance the fight against the trade unions".

The Abadan massacres became the signal for an offensive by Iranian reaction on the working class and its trade union organisations. In just over a year since the Abadan slaughter, provocative actions by the reactionaries have followed one upon another.

The ridiculously light sentences passed on the stranglers of the Iranian working class movement are additional proof of their ties with backstage forces encouraging the Iranian reactionaries and their offensive on Iranian progressive elements, with the Anglo-Iranian Oil Company acting as the mainspring in these intrigues.

In the past five months the value of the stocks of this British-owned company has rocketed from £30 million to £49 million. Little wonder that the British colonisers cling to their positions in Iran.

For this purpose they maintain a widely ramified network of agents, subsidise certain newspapers, political groups and parties, organise plots and spin webs of intrigue and provocations in order to weaken the Iranian democratic forces and prevent their consolidation.

The General Council of the World Federation of Trade Unions at its June session held in Prague passed a special resolution demanding protection of the Iranian working people from persecution and terror. This decision was unanimously approved by tens of millions of organised manual and office workers throughout the world. The world trade union organisation had the right to expect that the organisers of the Abadan massacres who appeared before the court would be properly punished. Actually, however, the hangmen of the workers escaped a deserved severe punishment.

This again shows the strong influence of the reactionary elements and foreign monopolists in Iran and the importance for the Iranian working people of rallying their forces in order to repulse reaction's offensive.

(SOVIET MONITOR, 12.8.47)

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Source: F.O. 371/61984



WHAT IS HAPPENING IN IRAN?

(Summary of lecture given by S.E. Dolinkov in the Lecture Hall of the Polytechnic Museum on February 13th, 1947)

Opening with a general outline of the situation in Iran, the lecturer characterised it as a struggle for elementary democratic rights by the broad masses against the reactionary ruling clique. He drew attention to the illiteracy of the vast bulk of the population, the feudal relationship of the majority of the peasants to their landlords, the prevalence of corruption and bribe-taking among the Government and police officials and the orientation of the country's foreign policy towards Britain and America.

The main bulwark of the oppressed classes was the National Party, with a membership over a million, drawn from all the progressive elements among the workers, peasants, tradesmen, youth and intelligentsia. Among the successes it has achieved are the distribution of land to some half-million peasants in Iranian Azerbaijan, the passage of a Labour Law, an increase of wages, the banning of child labour in industry and considerable progress in the formation of progressive trade unions, although certain difficulties in this latest connection have since arisen. Its press organ, the newspaper "Rahbar" is considered one of the country's leading papers.

These efforts of the National Party were naturally countered as far as possible by the forces of reaction, which tried in every way first to discredit it and then, when that failed, to break it up by violence and oppression. The National Party, it is true, made several important mistakes, particularly in its summing up of the international situation, but despite all counter-measures is still strong and influential.

Turning next to the Anglo-Iranian Oil Company (A.I.O.C.), he said that it disposed of 250,000 square kilometres of concession land in South and South-West Iran, which had virtually become a British oil state. He then gave a brief history of the formation of the Company in 1909 and the eventual acquisition by the British Government of a commanding position within the Company. The importance attached by the British Government to the A.I.O.C. can be seen by the recent appointment of Lord Alanbrooke to the board of the Company. The extent of the Company's power and privilege is obvious from the fact that it has its own airfields and even its own police.

The A.I.O.C. has been active in a number of ways calculated to retain its own all-powerful position. Prominent among those has been the attempt to form a union of Arab tribes in Southern Iran to act against the Iranian workers in the enterprises of the Company. Arab workers themselves got four times the wages of an Iranian worker, and a British employe~~e~~-t~~an~~ty

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1) *Narodnyj* (Tudeh).

times. The total ignoring of the Labour Laws led last year to extensive strikes in Ahwaz, Bandar Shah and Abadan itself demanding higher wages, better living conditions, etc. and also the removal of the Governor-General of Khuzistan, Fatemi, who was busy stirring up the Arabs against Iranian workers in the oilfields.

The events of recent months have included fresh oppressions against workers and their trade unions and a refusal to allow Louis Saillant of the WFTU to visit the oilfields when in Iran. There has also been a widespread conspiracy to detach Khuzistan from Iranian sovereignty. Thus it can be seen that the A.I.O.C. is the chief instrument of British imperialist policy in Iran.

Last spring great anxiety was expressed in Britain about the weakened position of the British in Iran and various proposals were put forward for remedying the situation, the "Economist" even advocating a return to the original Treaty of 1907, by which British domination of the South and Russian domination of the North were recognised. Various links in the chain of events thus started include: the revolt of the Bakhtiari tribes in the Isfahan area; events in Fars and Shiraz; the activities of British agents, such as Colonel Underwood, Trott, Gold and Jeacock; the machinations of petty Iranian chieftains, such as Nasir Khosrow, bought by British gold, the reactionary activities of the governing clique in Tehran who mask themselves as Democrats; the arrival of British troops in Basra, representing a flagrant breach of Iranian sovereignty.

The lecturer then proceeded to review American activity in Iran. This had greatly increased after an extensive campaign by press and business circles in the US and found expression in a search for concessions, particularly for oil. At the same time pressure was put on the Iranian Government by drawing out the Iranian negotiations for a small loan in Washington.

The chief instruments of American intrigue in Iran were their advisors to various Government departments. Most important of these was Dr. Millspaugh who headed the US Economic Advisory Mission to Iran but whose activities were more noticeable in the political than in the economic sphere. Another leading figure was General Schwartzkopf, the head of the police and gendarmerie, which has so oppressed the National Party and the trade unions; his services to the US Government have met with appreciation in the form of promotion to the rank of Lt.-General. Further signs of the US activity are the recent visits of General Arnold and other outstanding figures and specialists in Iran.

When the British brought up the Iranian question in the Security Council, they were supported to the utmost by the US delegates, and a possible reward for this can be seen in the recent deal between two leading US oil companies and the A.I.O.C. which gives the former great advantages in Iran. At the same time the Americans have been countering Russian proposals for an oil concessions in the North by stating that they were prepared to pay in dollars - another example of "dollar diplomacy".

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2) Qashqa'i

Five days after the formation of his Cabinet in February last Qawan-es-Saltaneh went to Moscow to negotiate, inter alia, on oil, resulting in the formation of a joint Soviet-Iranian Oil Company to exploit the oil deposits of the North. British and American displeasure at this found expression in the inflation of the "Iranian question" in the Security Council, and various efforts to prevent the ratification of the agreement by the Mejlis.

The lecturer continued with a history of events in Iranian Azerbaijan, leading up to the final settlement with the Pishevari Government and then described the campaign of reaction to subvert it. The clash in Zenjan led to open repression and the despatch of troops to the North. On December 4th, 1946 Iranian army forces began hostilities against Azerbaijan forces, followed by the open violation of the promises made by Qawan-es-Saltaneh the previous April. Tens of thousands of Azerbaijanis were beaten up and many killed, and trade union and National Party premises and leaders were savagely attacked.

Then came a short review of events in Iranian Kurdistan, Here the same semi-feudal conditions existed as in the rest of the country and there was the same desire to secure elementary democratic rights. A Kurdish Democratic Party had been formed in 1945 from all classes of the local population and tried to get fair relations between the great landlords and the oppressed peasants. The agents of the reactionary General Arfa were however busy throughout the province and Iranian troops recently entered. Although meeting with no armed resistance, they carried out cruel repressions.

Most recent events in Tehran and throughout the country have included the release of fascists, traitors and foreign agents, prominent among whom being General Arfa himself. There has also been the formation of reactionary trade unions in Tehran, Isfahan and other centres in an attempt to draw the workers away from the really democratic trade unions which still manage to survive all the repressions against them. Finally, there has been the "discovery" of an anti-Government plot in Gilan and Mazanderan, the Caspian provinces of the North.

Although the WFTU protested strongly against the persecution of the Iranian trade unions, no notice has yet been taken. On February 20th three WFTU representatives are to visit the country to give their assistance to the young democratic trade unions but it is not yet known whether the visit will in fact take place and whether it will have a chance of achieving anything.

Another noteworthy manifestation of 1946 was the formation of the Democratic Party of Iran, under the leadership of Qawan-es-Saltaneh. The programme it has announced includes many democratic measures and reforms, as land distribution, higher wages, better labour legislation, etc.

The lecturer closed with a reference to the Mejlis elections. The last Mejlis, which ended last March, had been "elected" in 1943, composed of 60% landowners, 30% merchants and industrialists and only 10% workers and intelligentsia, and had proved itself very corrupt and reactionary. The elections to the new Mejlis have been repeatedly postponed and efforts are being made to ensure that when formed it will have very much the same composition.

Duration of lecture : 90 minutes

Attendance : 200

There were no questions.

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Source: F.O. 371/61988, 1947

## WFTU and Persecution in Iran

(Moscow, 31.12.1946)

The persecutions and restrictions lately directed against Iranian workers with an especial intensity, have caused indignation in democratic circles all over the world. Since 19th October when the representatives of progressive parties left the Government, telegrams have arrived daily reporting outrages by reactionaries against Iranian workers.

The Azerbaijan incidents, the complete suppression of democratic freedom and the massacre of Azerbaijan democrats unleashed all the country's reactionary elements. The Tehran authorities reacted to the mass arrests of democrats in Tabriz by police persecutions and the arrests of members of TU committees, active workers and ordinary TU members. Within two days, 18th and 19th December, 500 arrests were made. During the last few days over 400 TU officials have been arrested in Tehran and about 1,000 in the provinces. In institutions where the workers were not prepared to listen to the propaganda of the "Democratic Party", a very great number of arrests were made. The blood of the Iranian workers was spilled on the streets of Iranian towns. The arrest of 147 workers in Zirab, three of whom were immediately executed and about 100 sentenced to life imprisonment or exile, was one of the latest terrorist measures.

The following incident is extremely interesting as revealing present conditions in Iran: The Central Council of the Iranian Trade Unions wished to send a telegram to the WFTU, of which it is a member. The telegraph office refused to dispatch it. Such is the value of the statements issued in Tehran about democratic freedom in Iran. Behind the veil of such statements, the authorities deprive the workers of the last shreds of democracy left to them.

But the truth cannot be hidden and reports of the outrages committed by reaction in Iran have spread everywhere. It is interesting that the Iranian looters' mobilisation against the workers was warmly welcomed in Turkey. Commenting on events in Iran the paper "Cumhuriyet" said: "Iran sets a brilliant example". If we remember the present persecution of Turkish trade unions and other democratic organisations, we can understand why this Turkish paper is so jubilant. The paper "National Call" published in India, has different views on the subject. In its leader on Iran it says: "Only the enemies of democracy can be pleased with what is happening in Iran". The paper then goes on to talk in an indignant tone of those foreign forces which provoked anti-national use of armies and which support reaction in Iran.

The WFTU, having admitted the Central Council of Iranian Trade Unions into its ranks, has repeatedly drawn the attention of the authorities and social circles to the plight of the Iranian workers. In its 24th issue, the journal of the WFTU publishes a telegram from the Central Council of the Iranian Trade Unions to the Secretariat of WFTU. This telegraph dispatched in November, gives a gloomy picture of the persecution of workers' organisations. The Central Council of Iranian Trade Unions states that freedom to engage in TU activities is denied to the great majority of TU members. TUs all over the country are persecuted and suppressed as a result of the activities of the Government Party which is called "The Democratic Party of Iran". This Party scours the mass dismissal of workers and employees and thus subjects the workers who are members of TUs to the spectre of unemployment. The telegram of the Central Council of Iranian Trade Unions concludes with a request that an international trade union commission be sent to Iran.

There has lately been a further deterioration in conditions in Iran. In his statement to the Press, Mr. Rusta, the secretary of the Central Council of Iranian Trade Unions, mentioned numerous cases of TU persecution by the authorities and by the so-called "Democratic Party". Mr. Rusta pointed out that this Party is trying to create disunity among the workers and towards this end it resorts to threats and blackmail and tries to impose its phoney trade unions on the whole country. According to Mr. Rusta this task has been assigned to Shahandeh, the notorious editor of "Farman" and the local leader of the "Democratic" Party in Tehran. Mr. Rusta then presented the foreign and Iranian correspondents with certain documents providing terrorism against the workers in Iran.

After a careful and impartial examination of reports received from Iran, the WFTU, through a special mission, made a violent protest to the Iranian Minister in Paris against the arrests of workers and the looting of TU offices in various parts of the country. A number of demands were presented and it was pointed out that if they were not met the WFTU would take the case to the Social and Economic Council of the UN. The WFTU requested the Iranian authorities to release the arrested workers immediately, prevent the continuation of attacks and the looting of TU offices, give the TUs the possibility of continuing their activities under normal conditions, provide for the dependents of executed workers, and protect the leaders of the Iranian workers against all attacks.

The reactionaries' electoral campaign seems to consist of weakening Iran's working class with the assistance of their foreign friends, isolating TU leaders from the workers and intimidating the workers by arrests. But even under the present harsh and difficult conditions the progressive forces of Iran preserve their faith in democratic ideals and refuse to give up the hope of a better future for the Iranian nation.

The declaration issued by the Central Committee of the Tudeh Party stated: "There may be vicissitudes for Iran's freedom movement but the movement as such can never be wiped out. The interests of world capital can only temporarily prevent social reform".

Iran

It is desirable that the following points should be explained to the representatives of the World Federation of Trade Unions.

Whilst it is expected that M. Louis Sayan and the International Labour Organisations would seek the welfare of the true masses of Workers and nationals of all countries, and not concern themselves with a few political adventurers, who under the guise of defending the interests of workers and those of the Workers Unions, carry out their nefarious agitations for illegal political aims, nevertheless as a gesture of respect towards the World Federation of Trade Unions it is desirable that their representatives including M. Sayan may be informed of the actual facts as to the extent of the infamy of the organisation formed in Iran which happens to receive their support.

When M. Sayan, as a guest of the Iranian Government, stayed in Tehran and freely travelled all over Iran, he saw for himself the extent of absolute freedom which the workers and their unions enjoyed in Iran as well as the extreme care and attention given by the Government to the affairs of the workers. On several occasions M. Sayan himself criticized the lack of moderation and unnecessary interference of the workers in the internal and external political affairs of Iran.

In order to prevent the destructive designs of the so-called leaders of Trade Unions, which in reality are the spineless tools of the Tudeh Party, a few months ago the Iranian Government placed the most sensitive cabinet portfolios at the disposal of the political leaders of that party. Moreover, the Iranian Government withdrew support from other rival labour organisations in Iran, so that the Tudeh Party and the Central Council of Trade Unions may feel the responsibility of the official positions held by them, and have no further cause for intrigue. Against all this freedom, help and collaboration accorded to them, not only did they not refrain from continuing to further their treacherous separatist plans for dismemberment of Azerbaijan, but they took advantage of the situation in arming the workers in factories and industrial centres and turning the factories into arsenals and the workers into armed persons awaiting the instructions and signal of the political leaders for a treacherous general uprising all over the country, and to effect their separatist plans. Thus at one stroke the whole country would have been enveloped in a conflagration, the evidences of which are all in the hands of the Iranian authorities. The report issued by the representatives of impartial newspapers which have been studying the situation in Northern Iran in the centre of these activities is the best evidence and proof of the dangerous plans of the Tudeh Party and that of the communist controlled Central Council of Trade Unions.

It is quite obvious that the terrorism against Iran's workers produced by the intricate political tricks of foreign and internal reactionaries, threatens the vital interests of Iranian workers. That is why the present conditions in Iran have attracted the attention of the workers' movement of the whole world. The workers of the whole world fully and categorically approve and support the attitude of the WFTU towards the Iranian question.

The Iranian Government would have been most anxious that impartial observers from United Nations Organisations and the International Federation of Trade Unions may have been present in Iran to see for themselves the genuine photographs of the very same workers known personally to M. Louis Sayan, all fully armed, to hear them and to observe the extent of general abhorrence shown by the people of this country towards this destructive and revolutionary machinery. The presence of these observers in Iran would have been more than welcome if it were not for the illusory encouragement it may have given to the agitators at the time and which may have induced them to further acts of violence.

The dungeons which have been filled up by members of the rival parties of Tudeh, the correspondence and instructions issued against the fundamentals of the sovereignty of Iran by the leaders of the Tudeh Party and the Central Council of Trade Unions and many more documents and evidence, will fully convince every impartial person of the aforesaid contentions. All these have been placed at the disposal of foreign observers and newspapers.

Notwithstanding all the evidence pointing to the open enmity of the leaders of the Tudeh Party and the Central Council of Trade Unions towards the constitutional Government and the constitutional people of Iran, nevertheless, if M. Louis Sayan was in Tehran he would see for himself that his friend Mr. Rusta (Chairman of the Central Council of Trade Unions) and friends like him are still quite free and at liberty to come and go where they like and even visit Government offices.

These people are afraid of the wrath and fury of the nation. These people who rely on the artificial machinery of the democrats of Azerbaijan and have perpetrated every kind of nefarious activity are fleeing from the first impact of general feeling of the people of Iran towards their treacherous acts and on the assumption of the well known Persian proverb of "the traitor is afraid" are pleading to the World Federation of Trade Unions.

But the World Federation of Trade Unions should be aware that Mr. Rusta and the other political adventurers are solely frightened of the patriotism of the people of Iran, not of punishment by the Iranian Government. Other statements made by M. Sayan all emanate from the falsehoods which these traitors have maliciously reported to him. They are all devoid of any foundation whatsoever. The allegations of the occupation of the workers centre of the Tudeh in Tehran and other towns, the occupation of their printing houses, the destruction of the centre of the Tudeh Party and those of the Central Council of Trade Unions, the conviction of Reza Rusta and of his friends to imprisonment for life or death, the suppression of extreme left newspapers etc. are all untrue and officially denied by the Iranian Government.

With regard to the few workers killed in Northern Iran, the facts of the case are that the workers in question had staged an armed uprising which would have presaged the dismemberment of the province of Mazanderan. During the first volleys fired by them towards the Government Security forces, eight gendarmes were killed. Obviously the perpetrators had to be punished.

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1) cf. previous document.



But the Iranian Government have taken no wholesale steps against the workers involved. On the contrary, the Government is ever mindful of their welfare. The Labour Law which protects the rights of Workers was immediately drafted and put into execution on the formation of the present Cabinet.

The few persons who have been punished or banished are all people who in accordance with available documents had designs of staging an armed uprising against general security in Iran. They all possessed various kinds of arms even to machine guns, hand-grenades, bombs, dynamite and equipment for manufacturing dynamite and radio transmitters. Plans were made by these people whereby at a certain time and signal a Coup d'Etat would be staged and all bridges and railway stations destroyed and all means of communication between Tehran and the Northern provinces severed.

During all this the Government has merely carried out its duty i.e. the preservation of general security and has treated the persons in question in accordance with the laws of the country. All Trade Unions and Workers Guilds enjoy complete freedom of action, so long as their activities are not against the laws, but should any labour organisations like the present Central Council of Trade Unions intend to abuse this freedom and to take any steps inimical to general security, the Government will stop them.

In spite of the deserved punishment of the four workers who killed the gendarmes, every help is being given to their families.

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- 2) To our knowledge, these were fabricated charges by Iranian reaction.

SECRET

British Consulate  
Khorramshahr.

No. 14-T

27th January, 1947

Sir,

I have the honour to refer to paragraph 2 of my telegram No. 14 dated the 22nd January, 1947, and to forward herewith one of the original pamphlets issued by the new "UNION OF OIL WORKERS" together with an English translation thereof, for your Excellency's information.

2. The first signatory to this manifesto, Yusuf Iftikhari, was the leader of the 1929 strik in Abadan and is not a Company employee. The others are all Company employees and friends of the former. Quli Mohammed Mostafa Baghbest and Hassan Ali Sabeti are both said to be unreliable individuals.

3. I have discussed this development with Mr. Elkington, who has recently arrived in Abadan, and we are both of the opinion that the movement has great possibilities if it is really a genuine one. We are in agreement that for the present, and until the Union is formally registered, we should display no outward interest in it whatsoever. Any attempt to foster it at this stage would only hamper its growth. As it is, the workers are by no means eager to associate themselves with this movement because they fear it may be sponsored by either the Company or the Government.

4. In the meantime the Company intend to hold up one or two projects they had in mind, so that, when the time comes and they are approached by this Union, they will be able to put them into effect and give them the appearance of being "direct results" of the Unions representations to the Management.

5. I am sending a copy of this despatch and its enclosures to H.M. Consul-General at Ahwaz.

I have the honour to be,  
Sir,  
Your Excellency's Most Obedient Servant,

V.W.D. Willoughby (Sgd.)  
His Majesty's Consul,  
KHORRAMSHAHR

His Excellency  
J.H. Le Rougetel, Esquire,  
K.C.M.G., M.C.,  
His Majesty's Ambassador  
TEHRAN

TRANSLATION OF MANIFESTO ISSUED IN  
ABADAN BY THE 'EXECUTIVE COMMITTEE  
OF THE OIL WORKERS' UNION'

January 21st 1947

Dear fellow-workers-workmen-toilers,

It is about 18 months since the workmen's unions of the Oil Industry has begun to function and during this period the Central United Council of Workers and Toilers of Iran was leading our organisation.

We, the workmen of the Oil Industry of Iran, attached ourselves, to the above Union to get our rights protected and improve our living conditions.

But unfortunately the recent events have proved that the said Union, contrary to what it claimed to be, was a political organisation, an offshoot of the Iran Tudeh Party, whose treacherous and adventurous activities are clear to all the Iranian nation to-day.

Our organisation had actually come into being merely to be an Industrial Union of the workmen, and should not have been involved in political affairs and should only use its power to organise the workmen and protect their rights. Unfortunately we had been deceived, and they used us as a tool for foreign policy, collected a considerable amount of money from us and sent it to Tehran. Now that we are claiming for the money, they are giving us a negative reply.

We, the undersigned, who form the Executive Committee of the Oil workmen's Unions and who, for our previous service have, obtained the confidence and reliance of our workmen brothers, have reached the final decision after a careful study, that we should form a completely independent Union that should protect the real interests of the workmen. We therefore submit the following for the information of all our workmen brothers:-

1. The name of our Union will in future be: "UNIONS OF THE OIL WORKMEN" - completely independent and will not be attached to any other unions or SHOURAS.
2. The Unions of the Oil Workmen will not be attached to any political party and its activities would be in accordance with the country's laws and regulations - that is, to maintain the interests and rights of the workmen.
3. Our Unions' Executive Committee has been formed and selected from persons who are either workmen themselves or have experience in the Iranian Oil Industry and as a result they are well aware of the workmen's living affairs and their needs and will not use the workmen's support for political objectives.

4. The Executive Committee of the Oil Workmen will be registered in accordance with the Labour Law and will attend to all administrative and guild affairs of the workmen. The present Executive Committee is acting temporarily, and after completion of the organisation of the workmen's Unions, the committee members will be selected according to the Labour Law and in a democratic manner.

5. All money taken from us and/or sent to Tehran will be claimed for and we shall get it returned through appropriate channels, and in future the capital of the Unions will be published every three months, for the public's information.

We are hoping that all of you will be careful in future and will not be deceived by mercenary agents. You should know that our objects are only to maintain the interests and rights of the Oil Industry workmen and we will not be prepared to be deceived and be a tool in the hands of foreign mercenaries, adventurous individuals, knife-pullers and barrackers.

LONG LIVE OUR DEAR COUNTRY etc., etc. etc.

EXECUTIVE COMMITTEE OF THE OIL WORKMEN'S UNIONS.

YUSUF IFTIKHARI, ALI SHAHANDEH, MOHD BADI, ABBAS ALI NAJAFI,  
TAQI SAMANI, AMIR QULI MOHAMMEDI, MOSTAFA BAGHBEH, NOUSHAD  
CHANBERZADEH, HASSAN ALI SABETI, HORMUZ SHABANI.

ON THE ACTIVITIES OF TUDEH PARTY AND  
TRADE UNION COUNCIL

... The Central United Council (Tudeh) , whilst avoiding public demonstrations or activities , maintains its organisation in most industrial centres. Carefully chosen representatives recruit members discreetly, and meetings are held in private houses. In October, Dr. Radmanesh, (one of the members of the Central Executive Council) led a recruiting campaign in Isfahan with no marked success. Recent Factory Council elections in Mazandaran are perhaps a fair indication of the present strength of the organisation. In one area where , twelve months ago the workers were entirely pro-Tudeh, the Tudeh candidate polled 300 votes and the anti-Tudeh candidate 1.200 votes. Of the Central United Council leaders, Rusta remains in prison but investigations have, it is believed , been sufficiently completed for the Government to be able to submit its case (if it so wishes); Radmanesh is developing the new recruiting campaign; Jodat remains loyal to the Council but avoids publicity; Fidakar professes indifference to the fortunes of the Council and claims that he is now concerned only with his private practice as a lawyer- he has been succeeded as Isfahan delegate by Ahmad Salek, also a lawyer. The Council still conducts press campaigns against the Persian Government , the Anglo-Iranian Oil Company, the new Trade Union Confederation ( in which it refuses to participate ) and the International Labour Organisation , and eulogises the W.F. T.U. to which , of course, its affiliation was confirmed by the Prague Congress.-

Source: F.O. 371/ 61992 (1947).

THE TUDEH PARTY AND IRANIAN TRADE  
UNIONS

Soon after the Allied occupation of Iran in 1941, Reza Shah - who had been in power for the last two decades - resigned and went into exile. Before leaving he appointed as Prime Minister FORUGHI. Since then and up to the formation of the Qavam Es S ltaneh Government in February, 1946, various parliamentary Governments had been in power in Persia.

Qavam came to power with the support of the Tudeh Party which supported him because of his strongly pro-Russian sympathies.<sup>1</sup> In exchange Qavam granted the Tudeh party considerable freedom of action but, at the time, his Government did not include any Tudeh members. In the spring of 1946, when the term of office of the Majlis expired, Qavam formed an extra-parliamentary government to prepare general elections. The Tudeh party was, and still is, represented in that Government by 3 Ministers; one of them - Iraj Eskandari - is the Secretary General of the party.

A change in Qavam attitude with regard to the Tudeh Party took place at the end of June, 1946 when Qavam decided to set up a party of his own under the name of "Iranian Democratic Party". The programme of that party - which was more or less a copy of the Tudeh programme - included far-reaching economic, social and political reforms. The chairman of this party was Qavam himself, while Prince Firouz was its Vice-Chairman. It is worth while mentioning that Prince Firouz is particularly interested in Labour and Trade Union problems. His appointment as Minister of Labour and Propoganda - and the setting up of such a Ministry was included in the programme of the Iranian Democratic Party - is considered to be an event of outstanding importance in Persian internal policy.

The Tudeh party started in 1941. It is not a purely Communist party in the European sense and comprises other, non-Communist left-wing elements.

At the beginning of 1942, Tudeh claimed a membership of 10,000. At the time of its formation Tudeh Party seemed to be a democratic party and enjoyed the support of both Gt. Britain and the U.S.S.R. British authorities, for instance, provided Tudeh papers with newsprint and gave them various practical assistance. At the end of 1942 Tudeh already claimed a membership of 50,000 and Trade Union organisation sponsored by Tudeh, 60,000. After Stalingrad, January, 1943, Tudeh party became increasingly one-sided pro-Russian. By the spring, 1945, Tudeh had 100,000 members and its trade unions, 90,000. It is quite interesting to mention in this connection that according to the Central Council of Iranian Trade Unions the number of workers in Persia is of between 500,000 to 600,000.

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1) Qavam used to be pro-British(cf. F.O. 248/1346 and 248/1350(1920), but later, in the 1940, he was more pro-American. C.C.

In 1943 the Tudeh Party set up the "Freedom Front" which was at its inception mainly composed of the Tudeh Party and its trade unions. In June, 1946, the "Iran Party" joined the front.

In June, 1945, when a conservative government under Mohsen Sadr came to power, the premises of Tudeh and its trade unions were occupied and Tudeh papers suspended. The Sadr Government remained in office until October, 1945.

The fall of the Sadr Government coincided with the coming into the open (in October, 1945) of the Azerbaijan Democratic Party which is closely connected, if not identical, with the Tudeh Party. The activity of the Azerbaijan Democratic Party culminated in December, 1945, in the formation of the autonomous government of Azerbaijan.

In 1944 Tudeh trade unions and some other trade union groups formed the Central Council of Iranian Trade Unions. In order to counter-balance the Central Council of Trade Unions, the Iranian Democratic Party and more particularly Prince Firouz, formed a new trade union organisation. We have as yet no information regarding this organisation. As for the Central Council of Trade Unions a memorandum signed by the first Secretary of the Council - Reza Roustaa contains the following information about the activities and structure of the Central Council. (The memorandum has no date, but it seems it had been written last May or June).

33 Unions with a total membership of 275,000 are affiliated to the Central Council of Iranian Trade Unions. These unions are as follows:

1. Railwaymen	approx. 20,000 members
2. Armament (during war years 6,000 members)	" 3,000 "
3. Builders (12,000 in Tehran)	" 45,000 "
4. Miners	" 8,000 "
5. Oil workers	" 45,000 "
6. Tobacco	" 2,200 "
7. Food and Drink	" 9,000 "
8. Spinners and weavers	" 40,000 "
9. Carpets (home workers)	" 20,000 "
10. Printers	" 2,000 "
11. Electrical	" 600 "
12. Drivers of motor vehicles	" 6,000 "
13. Drivers of vehicles without motors	" 3,000 "
14. Glass	" 2,000 "
15. Sugar	" 3,000 "
16. Flour mills and grain storage	" 3,500 "
17. Concrete	" 1,200 "
18. Chemical	" 2,300 "
19. Slaughter houses	" 3,000 "
20. Education	" 3,000 "
21. Municipal workers	" 1,500 "
22. Public baths	" 1,500 "
23. Hospital workers	" 2,700 "
24. Silk workers	" 2,700 "
25. Dockers and others	" 11,000 "
26. Craftsmen (including moccasin workers)	" 9,000 "
27. Cotton stripping	" 2,000 "
28. Newspaper sellers	" 150 "
29. Fisheries	" 5,000 "
30. Spirits and breweries	" 3,000 "
31. War Ministry workers	" 1,500 "
32. Landworkers (particularly tobacco growers)	" 8,000 "
33. Engineers and technicians	" 1,000 "
Total over	<u>275,000</u>

The Central Council of Iranian Trade Unions directs the movement through provincial Councils of Azerbaijan, Gilan, Khorasan, Khuzistan and Ispahan. The provincial Councils in turn determine the activities of the district and town councils. Each of these Councils comprise several unions which are in their turn sub-divided into various branches (unfortunately the sense of this paragraph of the memorandum is not quite clear). Special persons are appointed by the Central Council for educational work in the cells. 62 Trade Union clubs had been set up out of which 16 are in Tehran. Numerous strikes were sponsored by the Central Council, the most important being the 14-days strike at Aghajari last May, when "the strikers were supported by the workers of the whole country". The Central Council claims to be recognised by the Anglo-Iranian Oil Company. In the words of Reza Rusta "the Anglo-Iranian Oil Company had to recognise our organisations and negotiate with the Central Council for the conclusion of labour agreements".



OFFICIAL  
BULLETIN

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21 December 1921.

Vol. IV. No. 25.

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GENERAL NOTES.

The Employment of Children in the Weaving  
Industry in Persia.<sup>1</sup>

Some time ago, the attention of the International Labour Office was drawn to the unsatisfactory conditions under which women and children are employed in Persia in certain carpet factories, especially in Kerman and in the neighbourhood, and friendly representations were made to the Persian Government by letters of 30 October 1920 and 7 July 1921, addressed by the International Labour Office to the Persian Minister for Foreign Affairs.

In view of the difficulties and uncertainties of communication with Persia, advantage was taken of the presence in Geneva of His Highness Prince Arfa-ed-Dowleh, First Persian Delegate to the Second Assembly to the League of Nations, and the Office submitted to him the considerations put forward in the above-mentioned letters. In his reply<sup>2</sup>, His Highness undertook to communicate with the Persian Ministry upon the matter.

The communication of the Office had laid particular emphasis upon :

(1) the excessive number of hours of work in certain industries ;

<sup>1</sup> See Vol. II, No. 10, p. 5, and Vol. IV, p. 365.

<sup>2</sup> See Vol. IV, p. 305.

(2) the improper admission of children of tender years to industrial employment ;

(3) the absence of the most elementary sanitary provisions in the arrangement of the workshops ;

(4) the extremely unhealthy conditions in which women and children work in the carpet factories at Kerman and the neighbourhood, mainly on account of the unnatural position they are compelled to assume, which in a few years causes atrophy of the arms and legs, as well as other physiological complaints of all kinds ;

(5) the low standard of living prevalent in many workers' families, on account of the insufficient wages.

The following letter has now been received from the Persian Minister in Switzerland by the International Labour Office, in which the Persian Government announces that it has taken steps to remedy the unsatisfactory conditions of labour to which the International Labour Office had drawn its attention.

*(Translation.)*

*(1) Letter from the Persian Minister.*

Berne, 9 December 1921.

Your Excellency,

I have the honour to send you herewith a copy of the telegram received from the Imperial Minister of Foreign Affairs concerning the conditions of labour of the women and children employed in the carpet factories at Kerman and elsewhere.

I am happy to inform you that the efforts made have not been fruitless and I hope later to be able to advise you of even better results.

I have the honour to be, etc.

**EMIR ZOKA-ED-DOWLEH.**

*Persian Envoy Extraordinary and Minister Plenipotentiary in Switzerland, Second Persian Delegate to the League of Nations.*

*(2) Copy of telegram from the Ministry of Foreign Affairs at Teheran, dated 7 December 1921.*

Legaperse, Berne. — Telegram 31 August concerning children and women working in carpet factories in Kerman :

Have the honour to inform you that pending definite measures on this subject Kerman local authorities, etc. have been requested to enforce following articles :

1. Engagement of workers to be effected with complete liberty on both sides.

2. Eight-hour day.

3. Prohibition of employment of boys and girls under age of ten years.

4. Permission for workers to leave factory at midday for rest.

5. Provision of healthy sites and pure air for factories.

6. Preparation by local authorities of comfortable and suitable seats for women and children to allow work in normal positions, etc.

Authorities also requested to regulate wages and welfare of workers.

**MOCHAROS-SALTANEH.**

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A B A D A N

(A First-hand Account of  
the Persian Oil Crisis)

by. N. Kemp  
(London, n.d.)

The Persian labourers generally were illiterate. A harsh season of poor crops would send them to the refinery or oil-fields to earn more money, but, brought up in pastoral ways, they were ignorant of the technical skills required in industry. They found industrial discipline, with its rigid working hours, hard to understand after their nomadic existence.

Many retreated after a few months to their flocks among the hills, where they found their true homes; but even men who had worked for the Company for ten, fifteen or more years, tended eventually to yield to the instinctive call of the tribe, and returned to their folk.

They were strangely emotional people, capable of sincere friendliness, with a penchant for simple practical jokes. But the confusion of abstruse politics made them suspicious and sensitive, and they looked to the lore of the tribe for a measure of judgment.

The workers mirrored in their dress the compromise between the peasant simplicity of their life and the encroachment on their customs of modern industry. Arabs liked to wear blue, usually very greasy, boiler suits, with a coloured cloth tied around their heads. The Bahktlari tribesmen preferred wide, black trousers of a style worn by the hillfolk, with a European jacket.

Often they walked bare-footed, or in "ghive.s", white canvas-topped shoes which slip on without straps or laces....

In contrast, thousands of Iranian workers crammed into inadequate dwellings. In spite of its efforts to stem the mounting flood of people without decent homes, the Company could not keep pace with the incessant influx while expanding the great refinery.

The dearth of housing materials and shortage of skilled labourers delayed the Company's house-building programme. It would have occupied builders probably for another generation to have erected good homes all the workers.

During war years, house-building had diminished; after the war the Iranian population of Abadan almost doubled in number. The municipality, once an agglomeration of tiny villages on the mudflats, now held a tightly-packed population of nearly 200,000.

About 130,000 were Company workers with families, and the others were mainly labourers employed by Persian contractors, craftsmen and bazaar stallkeepers, with their wives and children.

The municipality of Abadan was administered by its own council. The Company supplied water, electricity and drainage services, assisted in the suppression of disease and helped with the building of schools and clinics-usually by constructing these and handing them to the council.

Persian landlords owned dozens of dingy tenements which were overcrowded by workers who paid rents which absorbed most of their wages for small, insanitary rooms, but were compelled to live in these squalid acres because there was no better shelter available. About 300 lived in tents which the Company had erected as temporary dwellings though some families had occupied them for at least two years.

Beyond both the Company area and the municipality, a poverty-stricken community existed under canvas and sack-cloth awnings, supported by walls of beaten petrol cans and mouldering wood.

This area was a shanty town for contract-labourers, who frequently were paid less than the minimum wage directed by the labour laws, their Persian bosses enjoying immunity because of the laxness of Persian Government supervision in the oil region. Most of the workers obtained jobs irregu-

larly. Their tasks included cleaning the oil storage tanks, or shifting sulphur cargoes.

Because they were not listed as Company workers, they had none of the hospital privileges, nor could they shop at Company stores and buy goods at subsidized prices. They were a scrawny, wild-eyed people, fighting desperately for survival on handfuls of beans and lentils.

Although there were trade unions in Persia, their influence among the oil workers was small, and there were different unions in Abadan and Fields. The unions were at their strongest when the Communist Tudeh Party operated openly, but its effacement from popularity coincided with the rise of the larger nationalistic vision, which superseded domestic issues.

The workers were represented by Company Joint Departmental Committees comprised of British and Persian at Abadan and in Fields. The Company had appointed thirty Persian senior staff to the highest-grade executive posts to watch and solve problems which affected the welfare and interests of the workers, but they were consultants mainly and interests of the workers, but they were consultants mainly to British managers, and without absolute power for implementing their decisions.

The British had raised these Persians to top grades to sponsor goodwill and trust among Iranian workers, yet without prejudicing its autocracy in management.

Nature had been a brutish opponent, but the Company was triumphant. Beneath the wilderness lay a treasure-house which had surrendered to the oilmen's determination.

But the Persian felt no ownership in the wealth below their land, or in the alien control which extracted it. As the oil flowed faster, the Company had grown away from the hearts of its workers, and did not perceive the inward pining of the people for a bond of partnership.

In the early days of 1951, naffars and houseboys had warned their British bosses:

"Get ready for trouble when the holidays are over!...."

The Moslem cemetery in the Iranian quarter of Abadan was a popular meeting-place for the agitators' demonstrations. At dusk, crowds of 30,000 or 40,000 massed among the graveyard headstones, or thronged the surrounding brick walls to hear the Communists shouting, "Sweep the British into the sea!"

Trouble-rousers avoided arrest by hiding in the crowds when police and troops arrived to disperse the gatherings.

There were daylight attacks by terrorists on bicycles, who hurled stones at British cars and bungalows. They tore up Company and Government notices appealing to the strikers to return to their jobs, and plastered their own slogans on walls - "Free Persia! Throw the British out ! "

Strike pickets posted outside the refinery gates stopped Iranian workmen reporting for duty. To confuse the authorities, pickets complained they could not go to work because other men were stopping them. They would point to an innocent workman, and accuse him of being a strike picket; the police would arrest the man and hold him, sometimes for hours, until he could prove his innocence.

Workers who tried to break through were punched, kicked and robbed. Cyclists were knocked off their machines, and Company buses carrying workers were laid. House servants and car drivers were warned not to approach the British bungalows.

Trainee-apprentices were insolent to British instructors, and students tried to stop teachers entering the training institute. Many classrooms were empty.

At Masjid-i-Sulaiman, Persian garage hands joined with the Agha Jari strikers, and began picketing other establishments.

To restore order, and escort workers to their jobs, the Persian Government rushed more troops, police and a few tanks and armoured cars into Khuzistan Province.

While Persian workers reported intimidation and terrorism increasing, the British staff heard little news from the Company whose English and Persian-language newspapers barely mentioned the strikes....

Every report was censored and approved by Drake or Ross, to guard against interpretations which might seem to criticize adversely the efficiency of the Persian Government or defence authorities.

The extent of the troubles was kept hidden, for the Company was holding to its policy of not offending or embarrassing the Government and local officials. But the Company realized the seriousness of the outburst, by agreeing within a few days to discuss the students' complaints, and in assisting a three-man commission appointed by the Iranian Government to investigate the strikes.

All the oilmen heard from the Company after a week of strikes was this notice, which appeared, signed by Eric



Drake in the English-language Abada Daily News:

"A number of workers have failed to report for duty at Bandar Mashur and Agha Jari.

"The company has always been willing to discuss with duly accredited representatives of Labour, in the presence of Government representatives, any grievance which they have.

"However, as the Labour Law does not permit strikes, without prior negotiations between the employers and workers and whereas the Company has always acted in strict accordance with the provisions of the Labour Law, it now invites workers to resume work so as to enable joint negotiations to commence between employers and the workers' representatives".

This calm "invitation" to resume work failed to solve the dispute. Instead, it instilled a false confidence among many British oil families that the disorders would soon dissolve. Radio news bulletins and British newspapers which were "sensational, and alarming to families in Britain"....

More soldiers and police were being sent from northern Iran, and the Government's three-man commission was on its way to Abadan by the first week of April, when 12,000 Iranians were refusing to work. Students who had quitted the classrooms in March returned on 1st April; though that afternoon 600 apprentices left the training shops and defied the instructions of the Persian authorities to return....

Although the military governor promised a guard for the works, none came, and, in uneasy tension, Thornton worked on.

On the sixth morning, Turner phoned Thornton.

"We've decided you'd better take your wife to Baghdad, just in case there's trouble," Turner said. "There's a Com-pany plane leaving this afternoon".

They flew on it.

Less than twenty-four hours later, Persian mobs in Abadan had overrun the troops, attacked the British installations and killed three British - it was the seventh day since Thornton had received the warning; it was "Black Thursday", 12th April.

The warm, languid afternoon of 12th April seemed the ordinary, summer week-end holiday, when all but the essential refinery departments closed. Oilmen and their families were drowsing, playing golf, swimming, sailing on the river, tending their gardens, or shopping in the bazaar.....

The riots of 12th April had begun at Bandar Mashur that morning. A thousand rioters, pushing women and children

in front of the mob, and yelling, "We're going to sweep the British out!" had marched towards the tanker-loading jetties.

They refused to stop at the order of the troops; soldiers fired their rifles, and the crowd turned on the security forces.

The troops soon beat off the attackers. In their retreat, the rioters left fourteen wounded, and two women dead.

Since dawn, Communists at Abadan had been inciting young and old workers at the Abadan apprentices' hostel, undeterred by the 500 Persian soldiers patrolling outside the building.

When, in a few hours, at least 5,000 Persians had gathered in a wild-eyed, frantic session of stamping and screaming, the Abadan military governor ordered the troops to smash the meeting. As troops broke in, impassioned demonstrators implored the soldiers to join them in a festival of carnage among the British property.

But the troops, ignoring the pleas, fired into the throng, and killed two Persians. Ring-leaders of the strife seized the bodies, and hustled them forward in a muster of hate-crazed, whooping rioters....

The Iranian Government had recalled Colonel Zellie to Tehran, and a new military governor, Brigadier Kamal, commanded the security forces. Observing the quieter attitude of the people, Military Governor Kamal ordered the soldiers to remove the bodies which the rioters had retained in the apprentices' hostel.

Fanatics leaped from windows and through doorways to stop the troops, and grab their rifles. One "passive resister" jumped in front of an armoured car, but the driver swung clear sharply, though the wheels crushed the man's legs.

Abadan became a fortified garrison, with nests of machine guns and tanks surrounding the British homes at Braim, though there were still insufficient forces to patrol Bawarda. Hoodlum youths on bicycles evaded the soldiers, and raced past British homes in both suburbs, yelling threats to the families, and trying to push British men and women off the footpaths.

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1) pp. 42- 77. Obviously, the language, values, and vision used in these passages are those of a colonial writer. Nonetheless, they do throw some light on the plight of Iranian oil workers, their militancy, and the brutality of the police.

## THE COMPANY'S CIVILISING MISSION

FOR a time after the signing of the new concession the company showed a change of front in its dealing with its Persian employees. But as with the Persian government, no effective efforts were made to remove or relieve the many grievances that had grown up during the company's thirty years of activity.

The company frequently claimed that the wages it paid were better than any paid elsewhere in Persia. This is a pretty poor standard for a wealthy British company to set itself, and in fact the claim has been disputed. The general level of wages in the company was always very low, and had not increased notably in relation to the cost of living, even after the very substantial rise forced on it by the Persian government in 1946.

Up to that date the minimum wage for an unskilled labourer remained fairly constant at 1/- a day, that is, if we base our calculations on the artificially high exchange rate of the rial relative to sterling that prevailed throughout the war and after. Measured by actual purchasing power it was very much less. To give figures, the minimum rate in 1936 was Rls. 4, that is, one shilling at the current rate of Rls. 80 to the pound. In 1946, when the cost of living had risen by more than 900 per cent., the minimum wage paid by the company was Rls. 14. In the course of the next two years the government set a minimum for the Khuzestan area of Rls. 40, thus bringing its purchasing power back approximately to the level of 1936. A further slight improvement was secured by the government in insisting that wages should be paid for the weekly holiday of one day.

The wage thus established was calculated to secure only the barest necessities of existence for a single man. The list of items on which it was based is given in a report prepared by the International Labour Office in 1950, and will give some idea of the standard ensured. The total allowance of foodstuffs of all kinds is 100 kilograms per month, of which 67 kilograms is bread. This is, of course, the same whether the man has a family or not.

Similarly he and his family are expected to occupy a single room approximately twelve cubic metres in volume, say six feet by seven by eight feet high. The clothing ration assumes one winter and one summer suit annually, a change of underpants and shirt, and no less than *four* pairs of socks. He must clothe the whole of his family on 75 per cent. of the clothing allowance for himself. There are certainly many peasants and workers in Persia who enjoy no more than these things, but it is surprising to find the representatives of a highly developed and industrialised country like Britain finding cause for satisfaction in the fact that they offered no less.

The company of course claimed that only a few of its workers actually received this minimum. This is literally correct, as the figures in the ILO report show. Out of 42,614 workers on daily wage rates in 1949 only 1,167 were actually getting as little as 40 rials a day. What seems to have escaped the ILO delegates, though they could have calculated it from their own figures, was the fact that 40,348 or about 95 per cent. were receiving less than Rls. 80 per day, nominally worth about £4 a week, actually less than a quarter of that—and only double the bare minimum. Oil workers in the United States received at that time \$1.65 an hour, which works out at about 6½ times the average rate paid by the AIOC in its last years. This rate may be exceptionally high, but in no area outside the Middle East was the average rate as low as it was in Persia.

Nor was the position much better in the higher grades. In fact one of the reasons why the company was unable to train enough Persians to take over executive posts was that the wages and salaries offered were wholly unsatisfying to an ambitious man.

Another practice of the company that improved the look of its official figures was the employment of large numbers of men through contractors. These men, of course, were not included in the company's wage structure, nor incidentally in any of the other facilities and amenities provided for its workers. Again consulting the invaluable ILO report, which was too rashly hailed by the company as a complete vindication of its activities, we find that 16,410 were employed in 1949. Most of these would have been unskilled labourers, employed casually as need arose.

Not that the security of the regular worker in the company was

very much better. Even after the changes of 1946 the prospect of permanent employment was not too good. The figures show a 21 per cent. turnover of wage-earners even in 1948. At that time the company was required to pay a week's wages on dismissal for every completed year of service. This cannot have been a heavy burden on the company's resources, for in 1948 59 per cent. of those leaving had less than one year's service, and another 28 per cent. had completed no more than one.

Before the war no notice was required, and men frequently turned up at the gate in the morning to find that their number had been "stopped", and that they were to report to the Labour Office for their discharge papers. Sometimes, indeed, when there was a prospect of alternative work being found, men were simply suspended, that is, deprived of pay until they were re-employed elsewhere in the works. The period of suspension might drag on for a week or more. This method was also used for purposes of discipline, a common penalty for misconduct being a few days' suspension.

The fear of unemployment was always present in the company worker's mind. It meant not only loss of wages at the time, but loss of privileges, loss of priority in the fierce struggle for accommodation, loss even of retirement bonus if he ever came back and remained that long. It was hardly surprising that he viewed with alarm not only the contraction of work after the abrupt expansion of the war years, but also the steady development by the company of its refineries outside Persia. As nearly 70 per cent. of the company's workers were employed in Abadan, this policy had a sinister bearing on unemployment prospects in the oil industry. When the Llandarcy refinery was opened near Swansea in June, 1922, Sir Charles Greenway boasted that it would employ 20,000 men. The Persian government maintained that the refining of Persian oil outside Persia was an infringement of Article 16 of the D'Arcy concession, which required that the company should employ Persians as far as possible in its operations.

The employment of foreigners by the Anglo-Persian Oil Company was a long-standing source of grievance. The 1933 concession somewhat modified Article 16 of the D'Arcy concession, by stating in general terms that the company was to recruit its artisans and technical and commercial personnel from Persian subjects "to the extent that it shall find in Persia persons

who possess the requisite competence and experience." It was also understood that "the unskilled staff shall be composed exclusively of Persian nationals." The company further undertook to co-operate with the government in preparing "a general plan of yearly and progressive reduction of the non-Persian employees with a view to replacing them in the shortest possible time and progressively by Persian nationals."

This provision was most irksome to the company. In 1938 Sir William Fraser, a director of the company, came out to Tehran to discuss with Davar, now Minister of Finance, general working conditions in the oil industry and in particular the plan envisaged by the concession for reducing the number of foreign employees. At that time the employees of the company numbered about 30,000, of whom about 2,000 were foreigners. It was represented to Davar that, since the operations of the company were not likely to expand very rapidly, the desired result could more conveniently and flexibly be achieved by progressively reducing the *proportion* of foreign employees, rather than the actual number. Sir William indicated, however, that ultimately the company hoped to be able to manage with no more than 650 foreign staff, and that on the proposed basis, which was to run for five years in the first place, the number by 1943 would be about 1,500, and possibly less, if Persian educational facilities continued to expand.

Davar agreed to the plan, which was in fact contrary to both the letter and the spirit of the concession, and was accordingly never ratified by the government, though it remained the *modus vivendi* for the next five years. The company was thus enabled to add over 800 to the number of its foreign employees in the first year. The war brought initially a slight fall in all categories, but thereafter there was steady expansion, accompanied by an influx of employees from Palestine and from the Burmah Oil Company after the Japanese conquest of Burma.

There was no official renewal of the Davar agreement in 1943, though presumably it was held to be the working arrangement. In 1945 the number of foreigners had risen to a little over 4,000 out of a total of 42,000, a ratio of 10 per cent. as against 7 per cent. in 1938. Even more serious was the proportion in the higher grades. While foreign salaried employees had risen between 1939 and 1945 from 1,744 to 2,478, Persian salaried employees had actually fallen from 1,496 to 1,479. In the artisan

grade the figures were 979 and 1,552 for the foreigners, and 6,516 and 6,254 for the Persians—again a drop for the latter. Even the ratio of 10 per cent. therefore had only been achieved by a large influx of unskilled Persian labour.

Persians pointed out that there had been a great expansion of the educational system in Persia during the past fifteen or twenty years, and that there must now be many Persians capable of filling the many non-technical posts in the company—administration, education and training, accountancy, health services, construction, railways, motor transport, and so on. None of these required the technical training that might be argued for the specialist oil workers. There was no excuse therefore for the fact that foreigners were actually replacing Persians in the higher grades. It could not but be resented that Persians were entirely excluded from the senior executive posts. A few British-educated Persians found themselves at the head of small departments; one even, Mostafa Fateh, with more than twenty-five years service behind him, eventually became an assistant general manager with special responsibility for the welfare of Persian staff.

After 1945 there was a slight reduction. The Palestinians were discharged, and the Burmah Oil Company employees returned briefly to Burma. But even so there were still 4,500 foreigners (2,500 of them British, the rest Indian and Pakistani) in 1949 out of a total of 56,000—a ratio of 8 per cent. Thereafter the figure remained level, while Persian employees increased to 70,000, the peak figure, in March, 1951. After thirteen years the Davar plan had come into operation.

The company was bound, both morally by the need to replace its foreign staff and legally by the terms of the concession, to train Persian students to fill the higher-grade posts. This was done mainly through the Abadan Technical Institute and the sending of students to Britain for further training. No figures are available of the numbers graduating annually, but judging from the numbers undergoing these two types of training the average graduation must have been about 15 in Britain and 200 in Abadan. Presumably most of these were absorbed, though there was doubtless some wastage owing to the relatively unattractive prospects offered by employment in Khuzestan. When it is remembered that an average of 200 graduates annually would have been needed merely to replace the 2,500 foreign employees

added between 1938 and 1950, it will be seen that the training facilities, glossy though they may have been, were only about half what was needed to fulfil the requirements of the concession.

The resentment against the foreigners was not merely that of the disappointed job-hunter. Far more lasting wounds were left by the discrimination between Persian and British. In this case the dividing line was one of race, for Indians and Pakistanis shared with the Persians the indignities of a lower status. The whole of the staff and labour was divided into three classes. In the first (actually called First Class until the late thirties) were—automatically—all the European staff of whatever grade, together with a few handpicked Persians who had had higher education in Britain. In the second class came all the salaried office workers and technical men, Persian, Indian and Pakistani—many of whom had also studied in Britain, but were not qualified sufficiently to be admitted to the first class. The third class fell into three groups—the artisans, who included Indians and Pakistanis as well as Persians, and the skilled and the unskilled labour, both purely Persian. These divisions held good not merely for salaries and wages, but also for accommodation, hospitals, transport, clubs and recreation—in fact for the whole life of the community.

The Anglo-Iranian Oil Company prided itself on the high quality of the accommodation and amenities provided for its staff. This view was shared by casual visitors, itinerant members of parliament, labour experts, and journalists, who visited the oil company's area with very little knowledge or understanding of conditions in Persia generally. But it must be borne in mind that what was provided was not the outcome of pure altruism. When the company came to Persia, it found little more than a desert in the areas with which it was concerned. It had to construct new roads and bridges, to provide accommodation and services for its workers, as an essential element in the efficient operation of its task. These were just as necessary as drilling rigs or fractionating columns; indeed they were never questioned insofar as they were provided for staff imported from overseas. It was assumed that everything had to be provided for them; many British staff indeed resented the all-pervading influence of the company, which even chose their drinks and supplied their ministers of religion. But where the Persian population was concerned, there was no such urgency.



Just enough was provided to ensure that there was an adequate flow of labour of the right grades and standards, and no more.

One newly-arrived and conscience-stricken member of the British staff had this made clear to him. "A member of the management once explained to me (in 1950) that I should bear in mind that we are here, operating as a commercial concern, solely to get oil. The construction of roads, houses, schools, the planting of trees and gardens, the building of bazaars and cinemas, in areas where no human being would be found but for the presence of the company, must all be kept to the lowest possible minimum. This was in answer to my petulant enquiries as to why the AIOC allowed a bazaar as filthy as the Abadan bazaar to exist cheek by jowl with the so-called largest single refinery in the world. Was it not something to be ashamed of, I asked? The answer was that we must not interfere too much and, anyway, if we gave a little they would ask for more so it was best not to give at all where such giving was not made imperative by the operations of the company."

The point is well illustrated by the provisions made for accommodation. The only staff who were automatically entitled to housing on engagement were those brought from overseas. Locally employed staff had to take their turn in a queue, their place in which depended mainly on salary or wage and to some extent on length of service. Yet their need was as great as that of the foreign staff, for the oil areas were inaccessible from even the nearest towns, and no satisfactory accommodation, other than that provided by the company, existed within reach. The only ones who could count on getting a room in a reasonable time were the better paid clerical staff and the highest grade of artisan. A skilled worker on the lowest grade might have to wait thirty years; an unskilled labourer had no hope at all; 40 per cent. of the wage-earners fell into these last two classes.

The effects of this system can be seen from the figures. In 1949 accommodation was available for 3,295 foreign salaried staff and 3,162 Persian salaried staff, leaving 1,181 of the latter unhoused—about 27 per cent.; 1,182 foreign wage-earners were accommodated and 9,363 Persian wage-earners, leaving a balance of 27,787 Persian wage-earners—80 per cent., to say nothing of the 16,000 contractors' men. Altogether, then, 12,525 Persian employees were accommodated by the company out of 51,493.

The figures, taken from the ILO report, do not distinguish clearly between foreigners and Persians accommodated in married and bachelor apartments, so it is not possible to say how many of the 12,500 were married; the probability is that most of them were, so that perhaps 30,000 or one-sixth of the population of the oil towns, called into being entirely for the benefit of the Anglo-Persian Oil Company, were living in company houses. The remaining five-sixths had to fend for themselves, mostly in ramshackle "boom-town" hovels.

But even this picture is not complete unless we take into account the types of accommodation provided. These were classified, like the staff, into first, second and third class. The British staff were all housed in fully-furnished houses or flats, some of the junior members having to content themselves for the first year or so with a single room. Persians of the first class had similar but generally less commodious accommodation, this result being achieved by allocating them to separate areas where newer houses had been built with this in mind. The second class staff, foreign as well as Persian, could not hope to get better than a four-roomed house partially furnished. The majority of the married ones had to be content with three or even two rooms, and bachelors normally lived two in a room. The provision for the wage-earners was still further down the scale; no furniture was supplied, the rooms (never more than three) were smaller, and sanitation and facilities were of the most primitive. Gardens, in a country where they are the solace of every man's heart, were the exclusive privilege of the British staff.

It was not as if the type of building was good. All housing had since the thirties been designed in London and constructed with steel frames and roofs imported from Britain at great expense and in apparent utter disregard of the requirements of a climate where the temperature sometimes exceeds 120° in the shade. Many of the British staff, it is true, enjoyed air conditioning; and presumably the Persian was supposed to be able to stand his own climate—even if he came from Tehran or Tabriz, where the snow lies thick on the ground in winter.

The company claimed that no other employer in Persia provided such good accommodation for its Persian workers as did the AIOC. Yet virtually no other firms in Persia, and certainly none of comparable size, were under the necessity of constructing accommodation of any kind for their employees, since they

operated in urban areas, where housing—in many cases quite as good as that provided by the company—already existed.

Under Article 17 of the concession the company was “responsible for organising . . . the provision, control and upkeep of, sanitary and public health services.” Once again the ILO report provides a number of interesting statistics on this subject, but by failing to distinguish between the provision made for foreign and Persian employees glosses over some of the facts of the situation. Even without this distinction, the figures are not too savoury.

“In advanced European countries,” says the report, “it is assumed that the number of beds which should be available in hospitals should be between 10 and 15 per 1,000 of population . . . In Abadan, however, the need for hospital beds may be greater, in view of the higher morbidity and of the bad housing conditions, which make it undesirable for sick people to stay at home, where more often than not they would have to lie on a carpet or mattress in unhealthy rooms shared with many other people.” The total number of hospital beds provided by the company for a population of some 180,000 was 590, together with 210 in isolation wards. This is an average of 4.4 beds per 1,000. The company sought to justify this by claiming that it was only responsible for its employees. Even their dependants (if they were Persian) could only get out-patient treatment, and the 40,000 or 50,000 outside that limit were not entitled to medical treatment at all—and there were no other hospitals.

If we assume that the foreign employees and their dependants were provided for at least on the scale laid down in the ILO report, we find that the average for the Persian salaried staff (without their dependants) was 12 per 1,000, and for the Persian wage-earners 11.

Experts in Persia consider that 20 beds per thousand would be a reasonable figure in view of the harsh conditions prevailing in most areas. Two government concerns, the railways and the tobacco factory, which provide hospital services for their staff in addition to those available to the general public in all Persian cities and towns, maintain an average of 12.

One of the most serious criticisms levelled at the company services—and it must be remembered that the company was bound not merely by humanity and common sense, but also by the concession, to provide adequate health services—was that there was no maternity hospital, and in some smaller areas

not even a midwife. The extent of the medical services provided is not only a question of figures. Persian doctors complained that they had little or no contact with the British doctors, whose function was mainly to attend the British staff, and so were unable to benefit from their experience. Only 57 per cent. of the medical staff were Persians, and as elsewhere in the company they were given no executive positions. Most could hope for no more than to be in charge of a dispensary, whose function was to examine workers and decide whether they were fit for work. Here, the complaint went, they were hindered by statistical estimates that expected an average of 94 per cent. fit. For those considered unfit medicine was prescribed, unless the patient was lucky enough or ill enough to qualify for one of the rare beds. It was not an atmosphere in which a conscientious doctor could give of his best, and many preferred to work in other parts of the country for less reward.

The statistics are incomplete, but they make it quite clear that there was no ground for the company to boast of the excellence of its health services. On the contrary, they were quite inadequate to the task with which they had to deal. There was no excuse for the complacency that inspired, for example, a circular issued by the management in 1937 to the senior staff, shortly after the passing of the first Persian Factory Act, which, of course, covered the oil company as well as all other industrial undertakings throughout the country. The AIOC circular criticised as unpractical many of the provisions of this Act, which required works over a certain size to install a wide range of health services, including washing facilities, lavatories, working clothes, crèches and the like, as well as a comprehensive scheme of accident insurance; it indicated that the company would find it impossible to modify its practices in order to bring them into line with the new law. The Act no doubt became a dead letter in many parts of the country—but nowhere more than in the oil districts of Khuzestan.

Some ten years later a new social insurance law was introduced, and again the company seems to have found a way out of the difficulty. To quote from the ILO report, "the other form of social insurance [the first being industrial accidents and illness] operated under the Labour Law of 1949 covers marriage, pregnancy, support to large families, childbirth, burial and legal aid. According to law, this scheme should be financed by a levy

of 3 per cent. on the total earnings of the wage earners, of which 1 per cent. should be paid by the workers and 2 per cent. by the employers. . . . In the case of the AIOC, however, the aid funds . . . are financed exclusively by the dues of the workers, since the company, with the agreement of the government, retains its contributions in view of the special benefits which the company itself has undertaken to provide for its workers."

This is a characteristic example of the way in which the ILO delegates misunderstood the position. The company never even claimed that it covered the contingencies listed above—"marriage, pregnancy, support to large families, childbirth, burial and legal aid." It was, however, entitled not to pay these dues through its exemption from taxation under the concession.

It would be tedious to list the endless shortcomings—1½ million gallons of water (out of a total handled of 480 millions) allowed to a population in Abadan town of some 150,000, ten gallons a day per head (a British member of the staff expected to use more than twice that quantity for his two daily baths alone); the inadequate electric power supplied even to company quarters, let alone outside (Abadan town for instance had 225 kilowatts, enough to supply a single street in a London suburb); worst of all, the pitifully inadequate schools, with places for 2,500 out of a school-age population of 20,000.

Company officials, as we have seen, argued that the company was not obliged to provide for facilities of any kind for anyone but its own employees, and even at times maintained that it was the business of the Persian government to provide them for everyone. The Persian government's natural reaction to this kind of claim was well expressed by the ILO investigators: "The problems of the petroleum areas have been created by the operations of the company, the government has already incurred heavy expenditure in these areas, and it cannot be expected to expend more money and effort on what it considers to be a vast factory called into being by the company."

Apparently the company thought that the government should spend millions out of its slender resources on the development of this area, which but for the presence of this organisation would be virtually uninhabited. Yet when the Persians mildly suggested that they should benefit rather more from the exploitation of the oil, they were rebuffed. On this basis the government would have

had to spend considerably more on Khuzestan than it could ever hope to get out of it, let alone pass on the benefits of the oil industry to the remaining 96 per cent of the country.

At the same time the company invested millions in expanding its industrial processes inside and outside Persia, in constructing refineries throughout the world, in building up a huge marketing organisation, in developing new sources of supply in other countries that eventually would compete with Persia (as Kuwait was able to do in 1951, for example). All these activities were undertaken to the loss of general development in Persia. The Persian government had every right to complain that the oil industry benefited Persia as a whole very little.

We have seen how relatively insignificant were the royalties—never more than 15 per cent. even of the government's budget, itself a very small proportion of the whole national income. We have seen how small a fraction of the population was directly affected in any way by the facilities and amenities provided by the company. The whole population of the oil areas was only 1 per cent. of the inhabitants of the country; at most but one-sixth of these were provided with company houses, and there was very little indeed that the whole community there enjoyed.

Outside the strict limits of company employment a hard and fast line was drawn, over which the merest dribble was allowed to percolate. It would not have been unreasonable to expect that an area in which such a huge industrial undertaking was established would in a matter of a few years have progressed into a condition of notable activity and prosperity. Instead we find that, outside the limits of company-owned property, the stagnation was as bad as ever. Worse, in fact, for the population had increased enormously without any corresponding increase in amenities. Of all the wealth that was being drawn out of the ground, a trickle was going to the central government in Tehran, another trickle to the company's Persian employees, and the rest either to develop oil installations in Persia which would have exhausted their value when the time came for them to be handed over, or to build up the strength of the company in the world at large against the day when, sooner or later, it would have to leave Persia—to say nothing of the considerable sums that went to the British government and the shareholders in the meantime.

The company, however, tried to justify its attitude. "If we

do anything outside what is strictly our own property," it said in effect, "we shall be accused of political activities, of interference in Persia's internal affairs." This was the automatic excuse, even the guiding principle in all company declarations of policy.

There was naturally a great deal of interference in Persia's internal affairs by the company. A huge organisation of that kind cannot operate in a thinly industrialised country like Persia without consciously or unconsciously exerting enormous pressure on the whole machinery of government. The company's autonomy was sufficiently ensured by the absence of government officials in the smaller oil centres, and elsewhere their indebtedness to the company for housing, services and facilities of every kind. It was not easy for even a conscientious man to be impartial in such circumstances, or to avoid subservience to the company machine of which he virtually formed a part.

What the company failed to see was that its argument was the best possible one for nationalisation of the industry. An industry of that magnitude ought to have "interfered" in the affairs of the country in a way that could never be possible for a foreign company. If Persia had been able to offer, instead of a mere five, ten or even twenty millions a year in foreign exchange, the whole value of her oil exports for badly needed products of western industry, the development of the country would have proceeded far more rapidly. It would not have been a question of a few thousand houses built in Abadan or Masjid-i-Sulaiman, but of tractors and farm machinery for Khuzestan, slum clearance in Tehran, piped water for Isfahan—any of the thousand and one projects that remained on paper for want of funds.

The company's foreign staff were unaware of all this. How could they have been anything else? They saw nothing outside the bare desert and ragged hills that surrounded the oil installations on every side. They had virtually no facilities for travelling, and little encouragement to make the attempt. Even the few who were allowed a rare breath of local leave suffered the impression that travel into the interior was a hazardous business, and that Basra or Bombay was a safer bet. No one ever saw a Persian newspaper—not even the French-language *Journal de Tehran*, published daily in the capital since 1934. The company issued a daily bulletin of world news, but it rarely contained a word about Persia. In later years the company authorities even tried to squeeze out the Persian newspapers circulating among the

Persian staff, by publishing their own Persian-language bulletin and weekly magazine, suitably angled.

As to any knowledge of Persia's history (far older than Britain's), culture and fundamental contribution to civilisation, or even awareness that such things existed, these were entirely missing. Persian art to the average British AIOC employee was the shoddy piece of silk embroidery or the crudely painted bone bracelet brought to his door by some rapacious hawker. Persian literature was the curious hieroglyphics on certain signboards around the refinery or the oilwells—"Smoking not allowed", "Danger—well drilling in". Persia's religion meant a ragged beggar grovelling by the side of the road, or lethargic workmen during the fasting month of Ramazan. Persia's past was the meaningless coins grubbed up by dirty children among the ruins in Masjid-i-Sulaiman.

Nor was personal association between Briton and Persian encouraged. We have already seen how the racial bar operated. Segregation was almost complete, whether in major matters like employment or accommodation, or in the use of buses, cinemas and clubs. One club only was mixed, the Golestan Club with a picked membership of 300, 160 Persian and 140 foreign. This division of membership, by the way, was a characteristic piece of window-dressing giving the impression that the club was controlled by the Persian members. It was not, of course, controlled by the members at all, but by the AIOC management, like all the other clubs established by the company.

On paper the company claimed that it encouraged contacts. By that it meant that it offered prizes to British staff who had the time, energy and desire to pass tests in Persian; it detailed certain members of the staff to "contact" Persian officials and to indulge in "welfare" activities generally. It even once encouraged the formation of a "French circle" (why French?) at which French-speaking Britons were likely to meet French-speaking Persians. It did not survive very long. It had little chance against the numerous other social activities that were exclusively British—the dramatic societies, dances, golf, tennis and boat clubs, to say nothing of private entertainment, in which Persians were never included.

The distinction was emphasised by trivialities such as a nomenclature borrowed from India—the Britons were "sahibs", their wives "memsahibs", terms that excluded even those



Persians that had the same grade as their British colleagues. So once, in a small centre, a circular went out from the senior grade club announcing a forthcoming social function and expressing the hope that "all five memsahibs would make a point of coming". The feeling on receiving this of the sixth lady member of the club, wife of a senior grade Persian, can well be imagined.

Incidents and attitudes of this kind were not the exception. The rarity was the Briton who made a genuine attempt to mix with Persians on his own, and he was regarded as wrong in the head. Even to meet a senior grade Persian was odd; and as for calling on a Persian of lower grade, that was unheard of. The most tragic figures were a few English girls who had married Persian students in England and now found themselves virtually ostracised by their British compatriots. In not much better case were the rare Persian girls married to Britons; they were of course boycotted by the British wives, but at least they had a place among the Persian community.

Much of the blame for this state of affairs must be laid on the management and the senior officials of the company. When an assistant general manager or a superintendent could spend twenty years in Persia without learning more of the language than would enable him to get a large whisky, when responsible members of the management spoke contemptuously of Persians and denied them admittance to their homes, when the management paid lip-service to Persian susceptibilities in their official capacity and openly flouted them as private individuals—it was hardly surprising that newly arrived members of the staff, with no other guide, automatically followed suit.

With this attitude towards Persians who were nominally their social equals (some would say superiors), it is not difficult to imagine the prevailing British view of the workers, the 50,000 wage-earners with whom they were in contact every day of their lives. They were, it seemed, a race apart, "wogs", "bastards", "lousy —s". The only way to handle them, so one was told, was to browbeat them, to cow them into submission. It was most unfortunate that the police no longer allowed one to "clock" one's labour; things were much better in the old days.

One incident—out of many—will serve to illustrate the normal attitude; the quotation is from the writer's personal diary.

"The only other excitement was over a fitter's mate from

Tehran working on construction, who (about the end of February) was kicked up the —— by his job officer—one can imagine the latter easily. The reaction of the company officials, however, was not to punish the European, but to try and hush the whole matter up by getting the Tehrani transferred to another department. This was found difficult, and eventually the man was discharged. He kicked up a considerable fuss, and finally assaulted the Chief Timekeeper because he couldn't get his pay as quickly as he liked. He then caused trouble in the Labour Office, was arrested by the police, and finally, I believe, assaulted the Police Superintendent. What has become of him now I don't know. Being a Tehrani, he was of a higher standard of intelligence than the local population—and also of political consciousness. But it's only one more example of the stupid attitude of the European out here—to antagonise rather than co-operate with the Iranians. Even among quite intelligent people here, this racial antipathy is to be found—and unless it goes, this company will."

These lines were written in 1936; only fifteen years later the forecast was fulfilled.

Source: Elwell-Sutton, Persian Oil, London, 1955, pp. 88-103.

# Labour Legislation

## LABOUR BILL

### Chapter 1 - General

**Article 1:** There shall be established in the Ministry of Commerce and Industry, pending the creation of a Ministry of Labour, an organization entitled the Department General of Labour charged with the execution of the present Act and the relative laws and regulations.

**Article 2:** The industrial, mining, constructional, commercial, transport, industrial-farming, and other similar institutions to which this Act will apply shall be determined by the Dept. General of Labour subject to the approval of the High Labour Council. The institutions mentioned in this Act shall be known as "Factories".

**Article 3:** For purposes of this Act a workman is a person who works in a factory for an employer against wages or a fixed payment.

**Note:** The Dept. General of Labour shall prepare special regulations, in conjunction with the Ministry of Agriculture, dealing with labour and wage-earners engaged in agriculture.

### Chapter 2 - Duration of work

**Article 4:** The period of actual work in any one of the institutions to which this Act will apply shall not exceed 48 hours per week.

**Note 1:** Kinds of work necessitating working hours of less than eight hours per day shall be laid down in Regulations to be passed by the Council of Ministers on recommendation of the High Labour Council.

**Note 2:** The actual hours of work for different kinds of work shall be laid down in regulations to be prepared by the Dept. General of Labour, and approved by the Labour Council.

**Article 5:** Employers may require from workmen, subject to their consent, over-time work during holidays or in addition to the hours specified in the preceding Article, but the wages to be paid for such additional work shall be 35% in excess of ordinary wages. However, the total hours of ordinary and over-time work in a whole day shall not exceed 12 hours, and in general the total hours of overtime work shall not exceed 600 per annum for seasonal industries, or 400 hours per annum for other industries.

**Note 1:** For workmen who permanently work during the night the working hours shall be considered as overtime work and such workmen shall not work more than 8 hours per day.

**Note 2:** The hours of night work are those between 22 hours and 6 a.m.

### Chapter 3 - Leave and Holidays

**Article 6:** Every workman shall have the right to rest from work one day per week (i.e. on Friday), and should, for technical reasons the working system involve working on Fridays, the employer shall give his workmen another day of rest instead of Friday.

**Note:** If the employer does not pay his workmen wages for Fridays, he is bound to fix their weekly wages in such a manner that the wages paid them for six days shall be equivalent to wages for 7 days.

**Article 7:** Every workman shall be entitled to one week's leave with pay for six months of continuous service, and to 15 days leave with pay for each year of continuous service in a specific factory. The weekly day of rest as per Article 6 and other holidays mentioned in Note 3 of this Article shall not be included in this leave of one week or 15 days.

**Note 1:** The period of six months or one year of continuous service shall consist of the total period of work plus holidays mentioned in this Article and its Notes.

**Note 2:** Employers may pay their workmen wages for official holidays and charge such payment against the 15 days leave specified above.

**Note 3:** The above Note shall not apply to the following six days on which workmen must be granted holidays with pay:

The New Year's day; [March 21st]  
Ashoora [Moharam 10th]  
21st Day of Ramazan;  
The Anniversary of the Constitution; [August 5th]  
Eid-i-Ghadir;  
1st of May;

### Chapter 4 - Conditions of work for Women and Children

**Article 8:** Employment of children who are less than 12 completed years of age shall not be allowed except for training purposes to be provided for by regulations. In any case, no child under 10 completed years shall be engaged and no child shall work more than 6 hours per day.

**Article 9:** Night work shall be forbidden for children below 16 years of age, as well as for women.

**Note:** Employment of girls below 16 years of age as sales-women in shops, in restaurants, and in public places shall not be allowed, except where they work with their guardians.

Article 10: In factories where women are employed, employers are bound to provide a special place to serve as creche.

Article 11: Mothers who feed babies less than one and a half years old must be given half an hour's time after every 3 hours work for nursing their babies.

Article 12: Women must not be allowed to work 6 weeks before and 6 weeks after childbirth.

Note: The wages for the above period shall be paid half by employers and half out of the Aid Fund of the factory.

Article 13: Children below 16 years of age and women shall not be allowed to do hard and dangerous work.

Note 1: Hard and dangerous work shall be defined by a regulation to be prepared by the Dept. General of Labour and approved by the High Labour Council.

Note 2: Offenders against the rules laid down in the present chapter shall be condemned according to Regulations in the first instance to correctional imprisonment from 8 days to one month or to payment of a fine from Rs. 1,000 to 5,000, and in each case of repetition to a maximum punishment of 3 months correctional imprisonment, or to a fine of Rs. 5,000.

#### Chapter 5 - Contracts

Article 14: Individual and collective contracts concluded after the date of approval of this Act between employers and workmen or between Unions of labour and of employers laying down conditions of work should be in writing and should not be inconsistent with the present Act, the Act of Workmen's insurance and the relative regulations.

Note 1: Regulations defining the nature of labour contracts and the method of their enforcement shall be prepared by the Dept. General of Labour for approval by the High Labour Council.

Note 2: If, in accordance with agreement between employers and workmen, certain privileges and rights additional to those laid down in this Law have been provided for workmen in a Factory, they shall be enforceable until expiry of the period of agreement, and thereafter subject to mutual agreement.

#### Chapter 6 - Hygiene

Article 15: All matters connected with the hygiene of workmen and their protection against possible dangers shall be dealt with in a

regulation to be drawn up by the Dept. General of Labour in consultation with the Ministry of Health, for approval by the Council of Ministers. Employers are bound to enforce such regulations under the supervision of the Dept. General of Labour. Offenders against the provisions of Regulations shall be sentenced to a fine from 1,000 to 10,000 Riials.

Article 16: Employers shall be bound to enforce in addition to the Act of Workmen's Insurance such technical regulations as will protect workmen against probable dangers resulting from their work according to a separate regulation. Offenders shall be condemned to a fine of Ri, 1,000 to Ri, 50,000 and should their act involve another offence, they shall be condemned to the punishment provided for that offence.

Article 17: A workman may abandon his employment on giving 7 days' prior written notice and his employer may dismiss him on giving him 7 days' prior written notice. If the employer fails to give 7 days' notice as herein provided, he shall be bound to pay the workman wages in lieu thereof.

Note 1: Only workmen who have worked in the same factory for at least 2 months shall benefit by the above article.

Note 2: A dismissed workman may, provided he has at least worked in the factory for four months, complain to the Board of Settlement of Disputes against the employer's act, within two weeks. The decision of the Board shall be final and binding, and for the period from submission of complaint till issue of judgement, the workman's wages shall be paid by the employer.

Article 18: Where an employer terminates the services of a workman, accordance to Article 17 the workman shall be entitled in addition to his wages for the notice period, to payment of 7 days wages for every year of continuous service at the rate of his last wages payable out of the Aid Fund. If however, a workman leaves employment at his own request, or if the period of his service is less than one continuous year he shall receive nothing out of the said fund.

Note: Workmen who have written contracts for doing a specific work or working for a limited period are not covered by the provisions of this article.

Article 19: In the event that with the concurrence of the Dept. General of Labour an employer has to stop work or to reduce his workmen for economic reasons or by reason of certain serious defects in tools and equipment, or because of not having received raw materials, he shall act in accordance with Article 18. But in cases where stoppage of work is caused by force majeure such as flood, earthquake, fire, etc., the employer shall have no obligation towards his workmen.

Note: In cases where a Factory is wilfully closed, whether through failure to procure raw materials and spare parts, through

destruction and fire, or through any other reasons, which the General Dept. of Labour shall determine to have been coupled with bad faith on the employer's part, the Govt. shall act according to Article 32, and shall pay the wages of workmen and the expenses of operation out of receipts, insurance recoveries, etc., accruing to the employer.

Article 20: The establishing of Government and private employment agencies and the method of their work shall be subject to regulations which the Dept. General of Labour shall, in conjunction with the High Labour Council, prepare for approval by the Council of Ministers.

### Chapter 8 - Unions

Article 21: Workmen and employees engaged in the same factory or in the same trade may form a Union to safe-guard their common interests connected with their trade and with the improvement of their material and social conditions. The union shall elect for the management of its affairs a board of Directors which shall be bound to register the articles of association of the Union with a view to securing legal personality. Members of the Board of Directors must be Iranian nationals.

Note 1: Employers concerned with the same trade may also form unions as laid down above.

Note 2: The Rules concerning unions shall be laid down in a regulation to be approved by the Council of Ministers.

Article 22: Any one causing individuals by force or menace to join unions or preventing them from joining unions shall be punished by correctional imprisonment from 8 days to one month and should his act involve another offence, he shall be condemned to the punishment provided for that offence as well.

Article 23: If a union is established in contravention of the provisions of Article 21, or if it exceeds its specified rights or limits after it has been established; also if it disturbs public peace, the Dept. General of Labour shall request the local Court of First Instance through the Prosecution General to dissolve or suspend it as necessary, for a period of one week to one year and to re-elect the Directors of the Union.

Note 1: The court shall investigate the cases in question immediately and out of turn. In cases of dissolution the judgement of the Court shall be subject to appeal; in other cases the judgement shall be final.

Note 2: Any member of the Board of Directors whose act has caused the passing of a sentence against the Union shall be deprived for three years of membership of its Board of Directors, and furthermore the Union shall make good any losses caused.



## Chapter 9 - Wages

Article 24: Wages must be paid in the currency of the country and at the end of a week or a fortnight except as provided in regulations to be passed by the Council of Ministers. Workmen must receive the full amount of their fixed wages in the locality where the work was done.

Note 1: The minimum wages of workman shall be determined, in accordance with the conditions in each different part of the country, in such manner as to meet the expenses of living himself and his family (according to relevant Regulations). The minimum rate of wages in each part of the country shall be fixed by the Board mentioned in Article 31 at the beginning of each year for a period of one year, and shall be enforced with the approval of the High Labour Council. If during the course of the year it becomes necessary through extraordinary occurrences to modify the minimum wage rate, a revision shall be made at the request of workmen or employers.

Note 2: Payment of wages shall not be effected on holidays.

Note 3: Sums which shall be deductible from workmen's wages on account of fines, contributions to Aid Fund, insurance premium, public health contributions and the like shall be fixed by regulations to be approved by the Council of Ministers. In instances other than those foreseen, no recovery from a workman's wages shall be allowed. Offenders must repay any sums thus recovered by them, immediately on receiving a notice from the Dept. General of Labour, and shall be prosecuted and punished in accordance with the Criminal Law.

Note 4: Wages of men and women shall be the same under equal working conditions.

Article 25: Workmen's wages shall rank as priority dues which must be provided for and paid in preference to the employer's other debts. Wages shall not be liable to recovery or seizure in favour of employer's creditors.

Article 26: No creditor of a workman may be allowed to attach more than 1/4 of the workman's wages in satisfaction of a debt.

Note 1: Expenses of maintenance of the workman's wife and children are an exception to the above rule, and attachment and seizure for the benefit of the said persons shall be allowed.

Note 2: The wages of a minor must be paid directly to himself, but this shall not prevent the legal protection of the minor workman by his guardian or tutor.

## Chapter 10 - Settlement of Disputes

Article 27: There shall be established at each factory a Council

known as the Factory Council composed of one representative from the workmen of the factory, one representative from the employer and a representative of the Dept. General of Labour. The duties of this Council shall be determined in a regulation to be approved by the Council of Ministers.

Note: Members of the Factory Council may attend meetings of the Factory Council accompanied by one adviser.

Article 28: Individual disputes arising between a workman and his employer on questions of infringement of laws and regulations concerning work and insurance or of the employer's contractual obligations shall be settled in the presence of the petitioner or his representative by the Factory Council whose decision shall be final.

Article 29: Disputes arising concerning work between a number of workmen and their employer or employers or between a union of workers and employers shall, if not settled in the Factory Council, be referred to an Arbitration Board, composed of one arbitrator nominated by workmen and one arbitrator nominated by the employer or employers. If the said Arbitration Board fails to agree, an umpire shall be nominated by their mutual agreement. If no agreement is reached regarding the selection of the umpire, the representative of the Dept. General of Labour, and in his absence the Chief of the local Justice Office, shall act as umpire.

Article 30: If the Arbitration Board mentioned in Article 29 fails to settle a dispute within twenty days, or if the arbitrators refuse to give an award, or if their award should be contrary to the laws of the country, the matter shall be referred to the Board for Settlement of Disputes, composed of the local Farmandar or his representative, the Chief of the local Justice Office or his representative, the Local representative of the Dept. General of Labour, two representatives of workmen and two representatives of the employer or employers. The board so established shall be presided over by the Farmandar. The award of the Board shall be given within not more than twenty days, and shall be final and binding.

Article 31: The manner of selecting the representatives of workmen and of employers as well as the procedure to be followed by the Board for Settlement of Disputes and the Arbitration Board shall be determined by regulations to be passed by the Council of Ministers.

Article 32: Before the expiry of the periods specified in Article 30 employers shall have no right to effect a lockout, nor shall workmen have the right to go on strike. In case of a lockout in contravention of this Article the Government can, on the recommendation of the Dept. General of Labour, restart work and pay the workmen's wages and other expenses for the account of the employer. If, on the other hand, the workmen are the offenders, the employer may dismiss them and engage other workmen in their place.

Article 33: Strikes by workmen must only be a means of securing rights in a peaceful manner; they must not involve assault or bodily injury,

destruction, disorder or any other offence. Offenders shall be condemned to the punishments provided for in the Criminal Law.

Note: No one may induce by force or threat another person to go on strike, or prevent him from going on strike. Offenders shall be condemned in correctional imprisonment from one to three months

#### Chapter 11 - The High Labour Council

Article 34: A body called the High Labour Council is organized for the purpose of drafting laws concerning Labour as well as laws and regulations relating to this Act, and supervising the enforcement of workmen's insurance, and Social Insurance; and of studying all matters concerning work. The organization of the procedure to be followed by and the duties of the Council shall be specified by regulations to be passed by the Council of Ministers.

Note: Representatives of workmen and of employers shall participate in the above Council in equal numbers.

#### Chapter 12 - Aid Fund

Article 35: In order to assist workmen two Funds shall be created in each factory under the supervision of the Factory Council. Firstly, a Health Fund for assistance to workmen in cases of illness not arising from employment. Secondly, an Aid Fund for cases of marriage, having large families to support, unemployment not resulting from economic crises, incapacity to work (due to retirement, serious illness or bodily defect not arising from accidents in the course of employment, pregnancy, child-birth or other causes), providing for the burial expenses of deceased workmen and meeting other similar expenses.

Article 36: Employers are bound to deduct 1% of wages of their workmen add 2% thereto on behalf of the factory and pay the total, in such proportion as shall be specified in the constitutions mentioned in Article 37 to the above Funds.

Article 37: A Fund shall be established in Tehran by the name of Workmen's Central Aid Fund under the supervision of the High Council of Labour, for the purpose of centralizing and supervising the affairs of the various Factory Funds. The Central Aid Fund shall have legal personality.

Note: The constitutions of the Central Aid Fund and of the Factory Funds shall be approved by the Council of Ministers.

Article 38: The Funds of each factory shall pay, at the end of every three months, such part of its net receipts into the account of the Central Aid Fund as shall be specified in the Constitutions.

Article 39: Each of the Funds is bound to extend in instances mentioned in Article 35 above, the aids provided for in that Article to the workmen of the factory concerned. In the event that the amount available in a particular Aid Fund is not sufficient to meet these aids, they will be supplemented by the Central Aid Fund according to the relevant constitutions.

Article 40: All balances existing in factories' Funds or in the Treasury General under the name of Provident Fund shall be paid, as from the date of approval of this Act, into the workmen's Central Fund, constituting thereby the initial capital of the said Fund.

Note: Sums hitherto collected pertaining to Govt. factories and the State Railways shall be earmarked for the health of the workmen of the same institutions. These sums shall be spent exclusively for health purposes and the establishment of hospitals.

Article 41: Assistance out of the Central Aid Fund shall be extended to those workmen who have contributed to the local Aid Funds.

Article 42: In order to assist workmen who become unemployed due to economic crises and the outbreak of epidemics the Govt. shall create a Fund, to be known as Unemployment Fund, in accordance with constitutions to be approved by the Council of Ministers.

Article 43: The taking of any sums out of the Funds dealt with in the present Act except as allowed by the present Act and the relevant Regulations shall be considered as misappropriation and shall be prosecuted according to law.

### Chapter 13 - Execution of the Law

Article 44: The inspectors of the Dept. General of Labour shall report cases of infringement of the provisions of the present Act, connected with labour to the local Public Prosecutor, whereafter the reported cases shall be prosecuted in the competent Court of Justice. The Public Prosecutor may also directly prosecute all cases of infringement.

Article 45: The inspectors of the Dept. General of Labour shall be selected from among engineers and licenciés in conformity with Special Regulations for Engagements to be drafted by the said Dept. and approved by the Council of Ministers.

Article 46: Proces-verbaux prepared by inspectors of the Dept. General of Labour shall have the same validity as those drawn up by legal officials of the Ministry of Justice.

Article 47: All regulations relating to the execution of this Act shall be compiled by the Dept. General of Labour with the concurrence of the High Labour Council, and submitted to the Council of Ministers for approval within not more than one year.

Article 48: The Dept. General of Labour shall be responsible for the enforcement of this Act.

Approved by the Council of Ministers

on 18th May, 1946.

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LABOUR BILL, MARCH 1949

(Promulgated June 1949)

Working Factors

Article 1: For purposes of this law a worker is a person who works under the instructions of an employer against a remuneration in the form of wages or piece work rates, the former consisting of payment against certain hours of work, and the latter being payment against the worker's daily output. An employer is any real or legal person who operates a working-place in which workers work. A working-place is an industrial, mining, constructional, commercial, and transport place and institution, as well as an industrial/agricultural institution, and the like.

Note 1: Working-places covered by this law shall be determined by the Labour Ministry, subject to approval by the High Labour Council.

Note 2: The Government is bound to draw up a special bill concerning agricultural workers, and submit same to the Parliament within a period of six months.

Note 3: Workers and professional men of foreign nationality, if permitted to reside in Iran, may start their work only when they are in possession of a labour permit to be issued by the Labour Ministry with due regard to the relevant regulation and in respect of a specified time and special occupation.

Duration of work

Article 2: The working hours in any one of the working places to which this law applies shall not exceed 8 hours per 24 hours, or 48 hours per week. The period of work for children of 13 to 16 full years of age shall be 7 hours, plus one hour for training, and they shall not be allowed to do overtime work.

Employers may require from workers, subject to their consent, overtime work during the weekly rest-days and the

holidays mentioned in this law, or in addition to the specified 8 hours' work. The wage rate for overtime work shall be 35% more than that paid for ordinary work (excluding allowances). In any case the total number of hours of ordinary and overtime work during each day of 24 hours shall not exceed 12 hours, and, in general, the total hours of overtime work during the year shall not exceed 600 in respect of seasonal industries, or 400 in respect of other industries. (Seasonal industries, are industries the output of which comes to hand during a limited period of the year, such as cotton, sugar, and similar industries.)

Note 1: By "Working hours" is meant the period during which a worker is at the disposal of his employer for performing the duty assigned to him by the latter. Rest periods, as well as the time spent for meals, shall not be included in the working hours.

Note 2: The wages of workers who do shift work during the whole month shall be 10% more than their ordinary daily wages. The wages of non-shift workers working during the night shall be increased 35% computed in proportion to the hours of work actually performed. (For purposes of this law the hours of work during the night shall be those between 10 p.m. and 6 a.m.)

Article 3: On the Friday of each week workers shall rest from work on pay. Shift workers who work on Friday shall be given another week day to rest. In the case of non-shift workers who, for technical reasons or work requirements, work on Friday, if they are granted another week day as rest day, they shall receive an additional payment of 35% for Friday, but if no other rest day is given them, they shall be paid 135% in addition to their ordinary daily wage.

Article 4: Every worker shall be entitled to 5 days' leave with pay against 6 months of continuous service in a working-place, and to 10 days' leave with pay against one year of such service in the same working-place.

In addition to the annual leave and weekly holiday, the following days shall be considered as official workers' holidays with pay:-

New year's day  
Anniversary of the Constitution  
Ashoora  
21st of Ramezan  
Eid-1-Ghorban  
Labour Day (1st May)  
Thirteenth Day of Farwardin.

Article 5: It shall be forbidden to employ children below

12 full years age, except for training purposes.

Article 6: In any working-place where women workers are employed, the employer is bound to allocate, according to the instructions of the Labour Ministry, a place for keeping and nursing their children. Nursing mothers with children under one and a half years of age shall be given half an hour's break at the end of each working period of 3 1/2 hours for the purpose of nursing their children, and the break periods so given shall be regarded as working time. Employers are bound to give their women workers, during the period covered by their childbirth, 8 weeks' leave with pay. The full wages and allowances of such women shall be paid for the first two weeks of their leave by the employer, and for the subsequent 6 weeks out of the relevant factory's Aid Fund. In the event of a period of rest longer than 8 weeks being necessary as prescribed by medical authorities, one-half of the worker's wages shall be paid out of the relevant Aid Funds for a further period of 4 weeks.

Note 1: It shall be forbidden to assign to children below 16 years of age and to women hard and dangerous duties, and those that are inconsistent with their physical condition. Such duties shall be defined by a regulation to be subsequently drawn up.

Note 2: It shall be forbidden to give night work to children below 16 years of age and to women between 10 p.m. and 6 a.m.

#### Employment Contract

Article 7: Collective contracts of employment, concluded as from the date of approval of this law between workers and their employers, or between the workers' unions and the employers, as well as those concluded between a contractor and a head worker for the employment of a number of workers, shall be in writing, and shall not be at variance with this law, the law of workers' Insurance, and the relevant regulations.

#### Conditions of Leaving Work or Dismissal from Work

Article 8: A worker may abandon his employment on giving days' prior written notice, and his employer shall have the right to dismiss him on paying him his wages for 7 days. This article shall apply only to those workers who have worked for two consecutive months in a working-place.

When workers having more than one year of continuous service are dismissed by their employer, the latter must pay them, in addition to wages due for the period covered by the notice referred to above, seven days' wages on basis of their last wage in lieu of each year of continuous service out of the Aid Fund of the working-place concerned.

Note: A dismissed worker may, provided he has worked in a factory for a minimum period of two consecutive months by the date of his discharge, complain within 15 days of the date of discharge, against the employer's act in the manner specified in Article 14 of this law (Settlement of disputes). The authorities concerned shall investigate the complaint of the dismissed worker and issue an appropriate judgement.

### Workers' Health and Protection

Article 9: Employers are bound to enforce in their factories the regulations concerning the health and protection of the workers, as well as those which deal with hard dangerous works, and which will be approved by the High Labour Council.

### Wages

Article 10: Wages shall be paid in full to the worker himself in the currency of the country once at the end of each week or fortnight on days other than Holidays, and in the locality where the work was done, unless a specially different arrangement is provided for in an agreement between the employer and the workers.

Exceptions to this article shall be laid down in a regulation to be approved by the High Labour Council.

Payments on retirement and any kind of bonuses paid on termination of service, whether in a lump sum or in instalments; also, travelling expenses and allowances, Eidi (Now-rooz tip), insurance compensations, damages to compensate physical injuries, and the like, as well as non-monetary gains of the workers, shall be exempt from taxation.

The minimum wage or a plain worker shall be fixed in such a manner as will meet the living expenses of himself, his wife, and two children. The amount of minimum wage in the various parts of the country, or in respect of industries, shall be fixed once a year and, as occasion arises, on the proposal of a committee composed of the local Farmandar,



the President of the Municipal Council, the governor of the Bank Melli, or their representatives, a representative of the Ministry of Labour, two employer representatives, and two worker representatives, whereafter it shall be communicated for enforcement on its approval by the High Labour Council.

Note: Male and female workers working under equal employment conditions shall be paid equal wages.

Article 11: Workers' wages shall rank as the employer's priority dues, needing to be provided for and paid in preference to other debts, even his tax dues. No creditor may be allowed to attach more than 1/4 of the worker's wages in satisfaction of a debt; nor may the worker himself apply for a deduction of more than 1/4 of his wages in satisfaction of any sum due by him, unless he has incurred such a debt through purchase of living necessities from co-operative companies. The expenses of maintenance of the worker's wife, children, and others who are entitled to receive his support are an exception to the above rule and shall be subject to general regulations.

#### Syndicates

Article 12: Workers and employers connected with a trade or a working-place may form a syndicate for the purpose of safe-guarding the interests connected with their trade, which syndicate they are bound to have registered according to the relevant regulation. The members standing on the syndicate's Board of Directors shall be of Iranian nationality.

It shall be forbidden to force or menace workers into joining or withdrawing from a syndicate.

The syndicates connected with a single trade may form a trade union, which shall be subject to the legal provisions of syndicates, and shall be benefited by their legal privileges.

#### Settlement of Disputes

Article 13: In the event of a dispute arising between a worker or a number of workers and their employer, or vice versa, the following procedure shall be adopted:-

a) The parties involved are bound first to investigate the dispute through a committee by the name of Reconciliation Committee composed of a worker representative and

an employer representative of the factory concerned, and settle the dispute on the mutual consent of the parties.

b) If settlement is not effected in the manner referred to above, a board by the name of Adjustment Board and composed of the worker and employer representatives of the factory concerned, and a representative of the Labour Ministry will investigate the point at issue and communicate its views in a week's time.

The judgement of the Adjustment Board, if pronounced unanimously, shall be considered final and binding, except when it deals with the dismissal of a worker, in which case, as also in the event of not arriving at a unanimous vote, the complainant may appeal to the Board for Settlement of Disputes.

The Board for Settlement of Disputes shall be composed of the Farmandar or his representative, the head of the Justice Department of the Shahrestan or a judge representing him, a representative of the Labour Ministry, two employer representatives, and two worker representatives.

The three groups referred to above, i.e. the Government's representatives, the employer representatives, and the workers' representatives shall each have only one vote. The Board shall be presided over by the Farmandar or his representative, and the Labour Ministry's representative shall act as secretary to the Board.

The award of the Board for Settlement of Disputes shall be issued within a maximum period of one month of the date of reference, and if based on a unanimous or majority vote, shall be considered final and binding.

Note: The periods specified above shall, on the mutual consent of the employer and worker representatives, be liable to extension only once.

Article 14: Employers and workers shall have no right to effect a lockout or go on strike respectively before the expiry of the periods specified in Article 13. Strikes shall not occasion wounding, beating, destruction, disturbance of peace or security, or any other misdemeanour, in all of which cases the instigators and perpetrators shall be condemned to the punishments laid down in penal laws.

## High Labour Council

**Article 15:** A body known as the High Labour Council, and composed of the following members, shall be formed for a period of one year:-

(a) Government representatives and advisors:-

The Minister or Under-Secretary of Finance  
The Minister or Under-Secretary of National Economy  
The Minister or Under-Secretary of Agriculture  
The Minister or Under-Secretary of Roads  
The Minister or Under-Secretary of Labour  
Three economic, technical, and legal advisors  
selected by the Labour Ministry  
The Governor of the Mining and Industrial Bank  
or his assistant  
The Governor of Bank Mellî or his assistant  
The Chairman of the Chamber of Commerce or  
his assistant  
The Chairman of the Municipal Council of Tehran  
or his assistant.

(b) Worker representatives:-

Three worker representatives to be selected as  
under:-

The Labour Ministry shall call once a year in  
Tehran a congress composed of the representatives  
of the workers' syndicates of the country, which  
shall be registered as laid down in Article 12 of  
this Law, provided that there are at least 100  
worker members in each syndicate. The congress  
shall select three of its members to stand as  
members on the High Labour Council. Each one of  
the syndicates to which this article applies shall  
have the right to nominate a representative for  
membership in the Council.

(c) Employer representatives:-

Three employer representatives to be selected  
as under:

The Labour Ministry shall call once a year  
in Tehran a congress composed of the employers'  
representatives and of the non-governmental  
employers' syndicates of the country, register-  
ed according to Article 12 of this law, pro-  
vided that each employer or representative

of the employers' syndicate has at least 500 workers in his employ. Each employer or employer union shall have the right to nominate a representative for membership in the congress.

Note 1: The manner of calling the High Labour Council and the quorum required for the election of the worker or employer representatives, for membership in the Council shall be laid down in a regulation to be approved by the Council.

Note 2: The resolutions of the Council shall be carried out by a majority vote, and each of the three groups, being the worker representatives, the employer representatives, and the Government's representatives respectively, shall have only one vote, in all three votes.

Note 3: The High Labour Council may, if it finds it necessary, call secondary councils as follows for the various trades, each secondary council to be composed of three workers and three employers connected with a particular trade or industry and to be formed with the above Government representatives and advisors present:-

- (1) A council connected with guilds.
- (2) A council connected with the Government's mining and industrial institutions.
- (3) A council connected with the mining and industrial institutions operating under concessions.
- (4) A council connected with non-governmental industries and factories.

Resolutions by the High Labour Council in respect of each matter connected with a particular trade and industry shall be carried out after consulting the views of the secondary council concerned.

#### Workers' Aid Fund and Insurance

Article 16: With effect from the date of the approval of this law there shall be established a fund known as the Workers' Aid Fund and Insurance for the purpose of giving medical treatment and compensation to workers and assisting them in cases of (1) accidents and illness caused by employment, (2) accidents and illness not caused by employment, (3) accidents and illness of the workers' immediate relatives, (4) old age and disablement, and (5) marriage, pregnancy,

necessity of supporting a family, child-birth, burial, and aid to the legal survivors of deceased workers in cases of distress and poverty.

The above Fund shall be operated under the supervision of a board composed of three members selected by the High Labour Council from among the representatives of the Labour Ministry, the workers, and the employer.

Each employer is bound, with effect from the date of approval of this law, to deduct a sum equivalent to 2% of the wages and allowances of the workers, add thereto his own contribution consisting of a sum equivalent to 4% of these wages and allowances, and pay the total into the Workers' Aid and Insurance Fund of the Shahrestan concerned.

The Fund in question shall be controlled throughout the country by the High Labour Council, and in each working-place by the Adjustment Board specified in Article 13 of this law.

Note 1: The Labour Ministry, in agreement with the High Labour Council shall draw up a constitution for the Fund, and a regulation concerning the method of collecting premiums as well as the circumstances, amount, and necessary and adequate qualifications for receiving the various life annuities and the aids previously mentioned. The above constitution and regulation shall be sanctioned by the Council of Ministers.

Note 2: The entire cash available in the aid and provident funds of factories, and all other sums on this score, which are at the disposal of the Treasury General, the Mining and Industrial Bank and the Social Welfare Institution, shall be transferred to the Workers' Aid and Insurance Fund.

Article 17: The Workers' Aid and Insurance Fund shall be exempt from income tax, and the expenses involved in its operation shall not exceed 10% of its current revenues.

#### Employment Agencies

Article 18: The Labour Ministry may control the operations of the private employment agencies and co-operative companies doing the same work. The said Ministry is also bound to establish similar free institutions for the Government.

#### Co-operative Companies

Article 19: The Justice Ministry, in co-operation with the Labour Ministry, shall draw up regulations concerning co-

operative companies referred to in this Law, and shall enforce them after their approval by the Justice Committee of the Parliament.

It shall be allowed in the above regulations to approve the conditions and provisions which conform with the rules approved by the International Labour Organisation, and with those provisions of the Commercial Code which deal with co-operative companies.

Article 20: Within 6 months of the date of approval of this law the Labour Ministry shall submit all the regulations covering the enforcement of this law to the High Labour Council for their approval, and shall enforce them after they have been passed by the Council of Ministers.

Article 21: The Ministries of Justice and Labour (?) shall draw up the regulations concerning violation of the provisions of this Law, together with the notes appended to them, and shall enforce these upon their approval by the Justice Committee of the Parliament.

Nasser-Gholi Ardalan

Reporter of the Committee of Industry  
and Trade.

MINIMUM WAGE

F.O. (Minutes)

The position is that the Persian Government have laid down a scale of commodities which workers on the minimum scale must be enabled to buy. They have sent a Commission to South West Persia to attach a money value to the list of commodities in order that a monetary minimum wage may be fixed.

Even though the Company knows that the Commission has been instructed to decide on a rate of 40 rials a day it cannot be sure that this is the rate which will in fact be imposed. It is quite conceivable that the Commission might in the end decide on a higher rate. If it did and the Company had fixed on a rate of 40 Rials a day as sufficing to enable a worker to buy his list of commodities it would be exposed to the criticism that they had tried to get away with a rate lower than that which was really fair.

I therefore think that we should not press the Company to anticipate the Persian Government's rate fixing decision. But I do not think that the matter can simply be allowed to drift. It appears from Mr. Le Rougetel's letter (in particular para. 7) that the present lowest rate of 35 rials a day is inadequate to enable the worker on the lowest scale of pay to buy his "basket". The best thing to do would I think be for Mr. Le Rougetel to press the Persian Government to reach an early decision on the pricing of the "basket".

I submit a draft to Mr. Berthoud.

6th January, 1946

MINIMUM WAGE

23rd December, 1946

CONFIDENTIAL

E.A. Berthoud, Esq.,  
Ministry of Fuel and Power,  
Petroleum Division,  
7 Millbank, S.W.1.

My dear Berthoud,

PERSIA

Thank you for your letter of the 19th December informing us of the Ambassador's opinion regarding the introduction of the Minimum Wage.

Recent correspondence received from Abadan and Tehran indicates that the possibility of the Company introducing the minimum wage in advance of its fixation by the Persian Ministry of Labour has been considered. Our Management, however, are reluctant to take such action for the following reasons:-

- (A) In view of continued Left Wing adverse propaganda against the Company such a decision might be construed as nervousness on the part of the Company and exploited accordingly for the benefit of Left Wing interests.
- (B) Such a decision might indicate to the public that the Company were taking advantage of inside information regarding the probable amount of the minimum wage.
- (C) The Company should be careful in such a matter not to ask the consent of the Persian Ministry of Labour to anything that might appear to be privileged over other private or government employers.

Finally, it seems clear from a letter, dated the 8th December from our Representative in Tehran, that Government's plans are now well advanced to introduce the minimum wage in areas where the Ministry of Labour is properly represented, and this being so, we are not in favour of anticipating Government's action unless unforeseen circumstances should occur.

Yours sincerely,

(Sgd.) E.H.O. ELKINGTON  
(A.I.O.C. Official)



MINIMUM WAGE

Ministry of Fuel and Power,  
7 Millbank,  
London, S.W.1.

31st December, 1946

Dear Baxter,

I sent you a copy of my letter of 19th December to Elkington in which I referred to Le Rougetel's suggestion (Tehran Despatch 542/60/46 of 20th November) that the Company might arrange forthwith to increase the rates of pay for unskilled workers to 40 Rials a day.

A copy of Elkington's reply dated 23rd December is enclosed from which you will note that for various reasons the Company are not in favour of anticipating any action by the Persian Government. I think it would be difficult to press the matter further at this stage but would be grateful for your comments.

I am sending a copy of this letter and the enclosure to Rowe-Dutton.

Yours sincerely

C.W. Baxter, Esq., C.M.G., M.C.,  
Foreign Office,  
Downing Street,  
S.W.1.

MINIMUM WAGE

Foreign Office, S.W.1.

9th January, 1947

(E 94/35/34)

SECRET

Your letter of the 31st December about the Anglo-Iranian Oil Company wage rates.

We are prepared to agree that we should not press the Company to anticipate the Iranian Government's action over the pricing of the "basket" which has been fixed. But I do not think that the matter can simply be allowed to drift. It appears from Le Rougetel's letter (in particular paragraph 7) that the present lowest rate of 35 Rials a day is inadequate to enable the worker on the lowest scale of pay to buy his "basket". The best thing to do would I think be for Mr. Le Rougetel to press the Iranian Government to reach an early decision on the pricing of the "basket".

We should be glad to know if you agree that we should instruct him accordingly.

I am sending a copy of this letter to Rowe-Dutton.

(C.W. Baxter)

E.A. Berthoud, Esq.,  
Ministry of Fuel and Power,  
7 Millbank,  
S.W.1.

MINIMUM WAGE

Foreign Office, S.W.1.

17th January, 1947

(E. 442/35/34)

SECRET

Since receipt of your letter No. 542/60/46 of the 20th November last, about wages in the Anglo-Iranian Oil Company, we have discovered with the Departments concerned the question whether or not we should press the Company to begin forthwith to pay its unskilled workers 40 Rials a day without waiting for the formal pricing of the "basket" by the Persian Ministry of Labour.

We have come to the conclusion that we should not press the Company to anticipate the Persian Government's action over the pricing of the "basket", especially as there can be no absolute certainty that the rate of 40 Rials a day is the rate which will in fact be imposed. But we do not think that the matter should be allowed to drift and would like you, unless you see objection, to press the Persian Government to reach an early decision on the pricing of the "basket".

(C.W. Baxter)

J.H. Le Rougetel, Esq., K.C.M.G., M.C.

Tehran

MINIMUM WAGE

British Embassy,

TEHRAN.

29th January, 1947

Dear Baxter,

In reply to your letter of 17th January (E. 442/35/34) the Persian Government is at last making a move to implement the Minimum Wage Regulations that received the assent of the Council of Ministers last October.

On 20th January it was announced that the "basket" for Tehran has been priced at 34 Rials and that this will henceforth be the minimum wage for an unskilled labourer. Workers' representatives on the High Labour Council were greatly concerned at the low figure and vigorously argued that the open market price of the "basket" in Tehran is between 45 and 50 Rials. Available evidence suggests that few workers will receive any benefit from the Tehran statutory minimum of 34 Rials.

It had been unofficially understood that, in order not to appear to be differentiating against the Anglo-Iranian Oil Company, a minimum wage for Tehran would be announced before or at the same time as a minimum for Khuzistan. As soon, therefore, as the Tehran minimum was prescribed, we urged the Ministry of Labour to reach a quick decision on pricing of the "basket" both for Khuzistan and for other Provinces in the country.

The Minister of Labour and Propaganda, Aramesh, has today informed the Labour Attache that the Khuzistan Board for Settlement of Disputes is to meet during the week commencing 1st February to consider the priced basket prepared by the Ministry's local Inspectors and to prescribe a monetary minimum wage. The determination of wage rates by the Board for Settlement of Disputes is in accordance with Article 24 of the Labour Law.

Aramesh hopes himself to visit Khuzistan in three weeks' time to announce the Board's decision, which he confidently expects to be 40 Rials per day. He also expects that by the time he arrives in Abadan, sufficient progress will have been made in the formation of Factory Councils for his presence to serve as a spur to their activities. I am encouraging the Minister to make the visit and to take a personal interest in the efficient operation of Factory Councils in Khuzistan.

C.W. Baxter, Esq., C.M.G., M.C.,  
Foreign Office,  
London, S.W.1.

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Source: F.O. 371/61984

BACKGROUND TO LABOUR LAWS

British Embassy,

TEHRAN

26th March, 1947

Sir,

With reference to your letter E.497/41/34 of 12th February, 1947 and my despatch No. 12 of 8th January, I have the honour to transmit to you herewith copies of Trade Union Regulations which implement Chapter 8 of the Labour Law and to which the assent of the Persian Council of Ministers was given on 3rd March, 1947. The Regulations were published in the official: gazette No. 610 of 19th March.

2. Since the Labour Counsellor at the British Embassy Cairo, visited Tehran in September 1946, and prepared draft Regulations, the Ministry of Labour's policy towards associations of workers has changed. The Ministry originally intended to exercise very close control over the formation, registration and activities of Trade Unions, and was determined that any Regulations issued should give the Government wide opportunities for expressing approval or disapproval at every stage. The decline in the influence of the Tudeh Party and the growth of new unions sponsored by the Prime Minister's Democrat Party, brought a change in policy and removed the fear of strong and highly organised political Trade Unions with aims that were violently opposed to the Government. It was therefore resolved that minimum restrictions need be placed on the procedure for forming unions and on their subsequent activities. The Ministry of Labour then attempted to draft Regulations embodying its new policy, but after three unsuccessful attempts they requested Mr Lindon (the Industrial Advisor to the Anglo-Iranian Oil Company) and the Labour Attache at this Embassy to combine and produce a new draft. This draft was argued through 21 meetings of a special sub-committee of the High Labour Council, and its present form was finally agreed at a meeting of the High Labour Council on 26th February. Messrs. Harries of the T.U.C., Malfettes of the W.F.T.U., the American Labour Attache from Cairo and the Labour Attache at this Embassy, were present as observers at this final meeting.

3. The absence from the Regulations of any positive definition of a worker was insisted upon by the High Labour Council on the grounds that the Labour Law itself already defines a worker, repetition therefore being unnecessary and amplification being improper. Similarly, the definition of a Trade Union contained in Article 1 is that given in the Labour Law, which the High Labour Council refused to modify or amplify.

The Right Honourable Ernest Bevin, M.P.

His Majesty's Principal Secretary of State  
for Foreign Affairs,  
Foreign Office,  
London, S.W.1.

4. Article 2 was finally agreed after interminable discussions of the minimum number of persons necessary as promoters of a Union. The workers' representatives on the High Labour Council suggested three, but employers argued that such a small number would not indicate any appreciable desire on the part of workers for a Union. Employers themselves suggested 30, but this was unacceptable to the workers' representatives. To break deadlock, the Under-Secretary of the Ministry of Labour obtained agreement to count the number of cigarettes in a packet on the conference table and then ruled that the minimum number should be 11.

5. The wording of Article 3 does not fully express the principle throughout the sub-committee meetings and agreed by the High Labour Council. As stated in Article 2(d), workers must, initially, notify their intention to form a Union and give the Ministry of Labour one month within which to express its views. It was unanimously agreed that at this stage workers should not be required to seek permission to form a Union, and that the functions of the Ministry of Labour should be merely advisory. The reference in line 1 Article 3, to "request to form a Union", should therefore be interpreted as "notification of intention to form a Union".

6. I am sending a copy of this despatch and its enclosures to the British Middle East Office, British Embassy, Bagdad, Labour Counsellor at the British Embassy Cairo, and the Ministry of Labour and National Service.

I have the honour to be with the highest respect,  
Sir,  
Your most obedient humble servant,

## REGULATION OF FACTORY COUNCILS

**Article 1:** According to Article 27 of the Labour Act, the Factory Council is composed of a representative of the workmen of the Factory, a representative of the employer, and a representative of the Ministry of Labour.

**Note 1:** In connection with selecting the workmen's representative, if a majority of workmen have a Union according to Article 21 of the Labour Act, their representative shall be selected from among the workmen, and nominated for membership in the Council, by the Board of Directors of the Union. But if the majority of the workmen have no Union, the workmen shall select their representative from among themselves, by a majority vote and under the supervision of the Labour Ministry's representative, and nominate him to the Council. The term of office of the various representatives shall be six months as from the date on which the first meeting of the Factory Council is held, unless they are replaced by other Representatives.

**Note 2:** Each of the representatives may be accompanied by an advisor having the right to participate in the discussions of the meetings.

**Article 11:** The meetings of the Council shall be held at least once a week in the premises of the Factory. If it is found necessary to hold meetings more often than once a week, the representatives of the Labour Ministry shall call the extra meetings.

**Article 111:** Where the number of workmen in a factory exceeds 20, the formation of a Factory Council shall be compulsory, but where the number is below 20, the matter shall depend on the discretion of the Labour Ministry, who will propose the formation of a Council for the province, the district, or the area concerned.

**Note 1:** In Government institutions one council shall be provided for each factory.

**Note 2:** If the Labour Ministry decides that a single council is not enough for the settlement of disputes, on account of the great amount of work in a particular factory, it may form one or more additional councils, according to circumstances and the provisions of this Regulation.

**Article IV:** The drawing up of minutes for the Council meetings, the management of office business, and the despatch of the Council's outgoing letters, shall be the duties of the Labour Ministry's representative, to be performed under the supervision of the representatives of the workmen and the employer.

**Article V:** The minutes of the Council meetings shall be drawn up in triplicate, the first copy to be sent to the Labour Ministry, the second to the workmen's representative, who will file it in the relevant records, and the third to the employer for his records.

**Article VI:** The Labour Ministry is bound to open a separate file for each factory, and keep the minutes received by it on that file.

**Article VII:** The duties of the Factory Council, as laid down in the Labour Act, are as follows:-

- (a) to investigate individual disputes arising between a workman and his employer in so far as concerns the infringement or non-execution of the Labour Acts, Regulations, and insurance, as well as the employer's contract obligations.
- (b) to investigate collective disputes between workmen and their employer.
- (c) to control the operations of the co-operative and public health funds stipulated in art. 35 of the Labour Act.
- (d) to create good understanding between the workmen and the employer, and to use special efforts to ensure the best efficiency in the Factory's work.
- (e) to draft reformative projects to accelerate work, effect economy of time as well as in the consumption of raw materials, and increase production and output.

**Article VIII:** In the event that a dispute arises, as provided in Article VII, the complainant must communicate the cause of his grievance to the Factory Council in writing, so that it may be discussed in the first meeting of the council.

**Article IX:** The investigation of complaints and the settlement of disputes shall take place according to the respective dates on which the complaints are lodged, unless this arrangement causes an interruption in the Factory's work, in which case investigation will take place out of turn, i.e. in the first meeting after the complaint has been lodged.

**Article X:** The Factory Council is bound to accelerate the investigation and settlement of disputes, referred to in Article VII, and shall fix the necessary periods required for effecting settlement. Any decision taken by the Council according to the provisions of the Labour Act must be executed; otherwise the Labour Ministry shall apply one of the punishments provided by Note 2 of Article 13 of the above Act in the offender's case.



**Note 1:** The resolutions of the Council must be carried out within a maximum period of 48 hours of the date on which they are communicated.

**Note 2:** In the event that collective disputes are not settled by a unanimous vote of the Council, the latter shall refer the substance of its discussion to the Board of Arbitration stipulated in Article 29 of the Labour Act.

**Article XI:** The representative of the Labour Ministry is bound, with reference to Article V of this Regulation, to fix and notify the hours of the Council meetings.

**Article XII:** Where the Labour Ministry is not for certain good reasons in a position to send its representative to the factory premises, it may nominate and detail any one of the local residents whom it regards as trustworthy as its representative.

**Article XIII:** The Factory Council shall be the sole legal authority which is competent, according to Article 10 of the Labour Act, to investigate disputes dealt with the present Regulation.

MINIMUM WAGE REGULATIONS, OCTOBER, 1946

CHAPTER 1: MINIMUM WAGE OF UNSKILLED, NON-TECHNICAL WORKMEN.

Article 1: An unskilled, non-technical workman is a person whose work requires no previous training or apprenticeship.

Article 2: The minimum wage of an unskilled workman shall be fixed on the basis of the cost of living of one workman, plus a wife and two 7-year old children.

Article 3: The minimum wage shall be fixed in Farvardin of each year in accordance with Article 24 and 30 of the Labour Law on the basis of the total cost of the items representing living requirements, and will be announced by the Ministry of Labour.

Article 4: In places where it is not possible for workmen to procure their living requirements at prices on which the minimum wage is based, the employer shall be bound, and in other places the employer shall have the option, to place at the disposal of workmen direct (not through contractors) and under the supervision of the Factory Council, the commodities specified, provided that the workmen's Union, or in the absence of a Union, the majority of workmen so request. The Factory Council shall be responsible for taking delivery of such commodities, distributing them, and recovering their cost. The employer shall put the necessary facilities at the disposal of the Factory Council for the discharge of these functions. Note: In Factories which produce any items of living requirements specified in the statement of such requirements of workmen (reference Article 3) the employer shall be bound to sell to workmen, if they so request, such commodities at cost price (not at market prices) in quantities specified in the list of living requirements of workmen, on the basis of which the minimum wage is fixed. The cost of such commodities shall be deducted from the earliest payment of wages to workmen.

Article 5: The minimum wage for young persons shall be fixed as follows:

- (a) The minimum wage of workmen of 13 and 14 years of age  $\frac{9}{20}$ th of the minimum wage of an unskilled workman.
- (b) The minimum wage of a workman of 15 years of age one half of the minimum wage of an unskilled workman.
- (c) The minimum wage of a workman of 16 years of age  $\frac{2}{3}$ rd of the minimum wage of an unskilled workman.
- (d) The minimum wage of a workman of 17 years of age  $\frac{5}{6}$ th of the minimum wage of an unskilled workman.

- (e) The minimum wage of a workman of 18 years of age and over according to Article 2 of these regulations.

Article 6: The daily minimum wage is arrived at on the basis of the statement of living requirements, and shall be 1/30th of the cost of these requirements in one month

Note: The wage for Friday shall only be paid in full where a workman has worked six days during the week; otherwise deduction will be made from Friday wages in proportion to days of absence during the week.

Article 7: The wages of female workers, in cases of inequality of conditions of work (reference Note 4 to Article 24 of the Labour Law) and also in cases of disputes shall be determined by the Factory Council with attention to the requirements and circumstances of the place and nature of the work. The decision of the Factory Council shall be final. The minimum wage fixed for such female workers shall in no circumstances be less than half the minimum wage fixed for unskilled workmen.

Article 8: The minimum living requirements specified in Article 2 shall be laid down separately for ordinary and moderate places, and separately for hot areas, the southern parts and Kavir districts, for which regions an addition of between 25% and 33% over and above the requirements of ordinary and moderate places shall be laid down according to a statement to be prepared by the High Labour Council in Favardin of every year.

Note: Ahwaz and similar places shall benefit from a 25% addition, and Bandar Abbas and similar places shall benefit from a 33% addition. A classification of other places which may benefit from this addition shall be prepared by the Ministry of Labour and approved by the High Labour Council.

## CHAPTER 2.

### CLASSIFICATION OF WORKMEN

Article 9: The Factory Council of each Factory to which Article 2 of the Labour Law applies shall classify all the unskilled and technical workmen of the Factory within one of the following six categories. The Factory Council may, in case of need, introduce intermediate grades within the six categories.

- (a) Unskilled Workmen, whose minimum wage is fixed according to Article 2 of these Regulations.
- (b) Workman Grade 3. This is a workman who, as a result of practice and experience, is able to do simple technical work according to instructions given to him. The minimum wage rate of such a workman shall be 20% higher than the minimum wage of an unskilled workman.

- (c) Workman Grade 2. This is a workman who has had practical technical training and who is able to do technical work under the supervision of the persons in charge. The minimum wage of such a workman shall be 40% higher than the minimum wage of an unskilled workman.
- (d) Workman Grade 1. This is a workman who has received practical technical training, who has full acquaintance with technical drawings and who discharges his duties under the supervision of a Head Artisan. The minimum wage of such a workman shall be twice the minimum wage of an unskilled workman.
- (f) Head Artisan. This is a person who has received adequate practical technical training, who has full acquaintance with drawings and preparation of sketches, and who can do independently a part of the technical work of the Factory. For attainment of the grade of Head Artisan, education within the standard of the 6th Primary Class, and also 7 years previous service, or alternatively possession of a certificate from a Technical College, together with at least one year's experience shall be necessary. The minimum wage of a Head Artisan shall be 2 1/2 times the minimum wage of an unskilled workman.

Note 1: The statement of classification of workmen prepared by each Factory Council shall be sent to the High Labour Council for approval and shall be enforced temporarily pending such approval.

Note 2: The wages of trainees shall be fixed by agreement between the trainees and the employer.

Note 3: Illiterate workmen who study for one year from the date of approval of these Regulations shall benefit from an extra wage of 5% on presentation of a certificate of ability to read and write, but this extra payment shall not be added in cases where the 25% to 33% addition applies in accordance with Article 8.

Note 4: The kinds of hard and dangerous work and the rates of wages pertaining thereto shall be laid down in a separate Regulation to be prepared in accordance with the Labour Law.

## REGULATION CONCERNING THE EDUCATION AND TRAINING OF WORKERS

### PREAMBLE

According to a proposal made by the Ministry of Labour and Propaganda, the Council of Ministers have, in their meeting of 14th July 1947, passed the following regulation, containing 20 articles, for the purpose of making the workmen literate, and giving them physical strength, moral training, and technical instructions. Such regulation shall be enforced by the Department of Instruction and Training of the Ministry of Labour and Propaganda:-

### CHAPTER I - MAKING THE WORKMEN LITERATE

Art. I. Every employer is required to provide a suitable place in the factory and equip it with necessary means to be used for the ultimate purpose of making the workmen literate. The area to be provided for such a place, as well as the number of classes, shall be determined by the Department of Instruction and Training of the Ministry of Labour & Propaganda, who shall do so with due consideration to the number of illiterate workmen of the factory.

Art. II. The teachers shall, so far as possible, be appointed from among the qualified employees of the factory, and where this is not possible, from among other individuals who are declared to be adequately qualified.

Art. III. The teachers' fees shall be paid by the employer on basis of rates to be fixed by the above Ministry.

Art. IV. The standard of education shall be within the limits of the curricula of the fourth class of primary schools.

Art. V. Workmen who successfully pass the examinations of the fourth grade of primary schools shall be awarded certificates by the Ministry of Labour & Propaganda, which certificates shall bear the joint signature of the Minister of Education.

Art. VI. A literate workman shall, as soon as he has been pronounced successful in the examinations, enjoy the privileges provided for in the Minimum Wage Regulation as regards wages payable to literate workmen.

Art. VII. Employment Offices, as well as employers, shall when engaging new recruits, give priority to literate applicants if all other terms are equal, and no illiterate workman shall be offered employment so long as there are literate applicants.

Art. VIII. An illiterate workman absenting himself from the class without a good excuse shall be liable, for each hour of absence, to payment of a fine equal to his wage for one hour.

## CHAPTER II - TECHNICAL TRAINING

Art. IX. The Department of Instruction and Training of the Ministry of Labour & Propaganda shall gradually arrange for the establishment of technical classes in factories where the number of workmen employed exceed 150.

Art. X. The standard of technical training to be given shall be within the limits fixed by the Department referred to in the preceding Article.

Art. XI. Teachers shall preferably be selected from among the factory's engineers, technicians, and master workmen, but where this is not possible, they shall be selected by the pertinent Department of the Ministry of Labour & Propaganda from among qualified persons outside the factory.

Art. XII. The teachers' fees shall be paid by employers according to rates to be fixed by the Ministry of Labour & Propaganda.

Art. XIII. Those who successfully pass the examinations of the technical course shall be awarded certificates by the Ministry of Labour & Propaganda.

Art. XIV. The Ministry of Labour & Propaganda may establish technical Classes for workmen who are scattered about in various towns, and whose professions require technical and expert knowledge, such as drivers, architects, masons, workmen of repair workshops and of commercial firms, etc.

Art. XV. Employment Offices, as well as employers, shall, when engaging new recruits and/or granting promotions, give priority to those who have completed the technical courses, as stated above, provided all other terms are equal.

Art. XVI. The Ministry of Labour & Propaganda must compile and publish any special technical books that are required for specialised training.

Art. XVII. In order to assure improvement of workers' physical strength and training, sports clubs must be established in factories where the number of workmen employed exceeds 150.

Art. XVIII. The workman members of such clubs shall provide sports grounds and other facilities proportionate to the number of workmen taking part in sports.

Art. XIX. The club affairs shall be managed by a Sports Society, which shall be composed of representatives of the employer, of the Department of Instruction and Training of the Ministry of Labour & Propaganda, and of workmen having adequate information about, or particular talent for sport.

Art. XX. In respect of the Railway Institution, the Ministry of Roads shall provide necessary means for the enforcement of the present Regulation within the limits of the said Institution's approved budget for the year 1326. In the event of the Railway Institution's present budget being found inadequate to allow the enforcement of the entire provisions of this Regulation, the Ministry shall be bound to make preparations for its enforcement during the current year and provide in the Railway Institution's 1327 budget for such funds as are required for the complete enforcement of this Regulation.

The Decree is kept on file in the Prime Minister's Office.

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Source: The Official Gazette No. 707, dated 21.7.47.

REGULATIONS FOR THE FORMATION OF UNIONS

Article 1. For the purposes of these Regulations a union is an organisation created by workmen or by employees or by employers for the protection of the common interests pertaining to their profession and the improvement of their material and social conditions.

Note 1. Wherever a union has provided for the creation of an apprentices' or young persons' organisation in its constitution in accordance with conditions approved by the Ministry of Labour and Propaganda the said union may defend, in accordance with law, the interests of such apprentices or young persons as associate members of its organisation. (The term "young person" means workmen between the ages of 13 and 18).

Note 2. Members of the Ministry of War, the police, and gendarmes, both clerical and non-clerical, are not covered by these Regulations.

Article 2. Any eleven or more persons may form a union subject to the following conditions:-

- (a) They shall be Iranian nationals.
- (b) They shall not have been convicted of an indictable offence.
- (c) Their age shall be at least eighteen completed years.
- (d) Before proceeding to form a union they shall notify the Ministry of Labour and Propaganda or its representative in writing of their intention, at the same time enclosing a copy of their identity certificates and of a certificate of clean record and a questionnaire duly filled in to contain the following information; a receipt to be obtained for the submission of such notification.
  - (1) Name.
  - (2) Father's name.
  - (3) Surname.
  - (4) Address.
  - (5) Number of Identity Certificate.
  - (6) Occupation or profession.

Note: The provisions of sub-section "d" shall not apply to those persons who, satisfying the provisions of sub-sections "a", "b" and "c" of this Article have already formed trade unions prior to the operative date of these Regulations, provided that they shall within six months of the operative date of these Regulations submit an application to the Registration Department for the registration of their union in accordance with Article 3.

Article 3. Within one month of receipt of a request to form a union as stated in item "d" of Article 2, the Ministry of Labour and Propaganda or its representative shall express its views concerning the formation of the union to the applicants. The latter shall proceed to prepare their constitution within a further period of six months and submit them to the Ministry of Labour and Propaganda or its representatives. The latter shall, after full examination of the provisions of the constitution, ensure that the provisions of the constitution are not contrary to the laws and if so, shall issue a certificate of authority to form the union and shall deliver it to the applicants so that they may proceed to register their union with a view to securing legal personality.

Article 4. If in the area within which application is made for the formation of a union under Article 2 above, another union has previously been formed and registered, the Ministry of Labour and Propaganda or its representative shall, with a view to preventing a plurality of unions with the same objectives in one place, make every effort to bring about the adherence of the proposed union to the established union.

Note: If no agreement is reached between the applicants and the existing unions this shall be no bar to the formation a new union.

Article 5. Where the formation of a union does not conform to the laws of the country or to the provisions of these Regulations, the Ministry of Labour and Propaganda or its representatives shall reject the application in writing giving reasons therefore. If the applicants have any complaint to make in this connection they may, apart from ordinary legal process, appeal to the High Labour Council.

Article 6. If within a period of six months after having received a certificate from the Ministry of Labour and Propaganda or its representative, the applicants fail to register their union, the certificate issued shall be regarded as having lapsed, and if they wish to form a union they shall have to comply with the provisions of the foregoing articles once more.

Article 7. The Ministry of Labour and Propaganda or its representative shall, as soon as a registration certificate is issued by the Registration Department in respect of a Union, announce in writing its recognition of the registered union.

Article 8. Any union not registered in accordance with the provisions of these Regulations and the Labour Law shall be regarded as unlawful.



Article 9. Any modification to the constitution of a registered union must previously have been discussed at a General Meeting as defined in the constitution and must have been approved by at least two thirds of the members present at the General Meeting. Such modification of the constitution must thereafter be brought in writing to the notice of the Ministry of Labour and Propaganda or its representative.

Note: The Ministry of Labour and Propaganda or its representative must communicate to the said union, within one month, its views as to whether the modification is in accordance with the laws, and if so, it must issue the necessary certificate for the registration of the modification.

Article 10. If two or more registered unions wish to federate or amalgamate, each of the unions must convene a general meeting in accordance with its constitution, and must place before the meeting for discussion the proposal to federate or amalgamate. After such proposal has been approved by two thirds of the members of the general meeting of each of the unions, representatives shall be nominated by each union, and the representatives of the federated or amalgamated unions shall form a temporary committee and shall proceed in accordance with the constitution to register the federation or amalgamation as a new act of registration.

Note 1. After the federation or amalgamation has been registered, and a notification of recognition issued by the Ministry of Labour and Propaganda or its representative, the temporary committee shall function as an executive committee in accordance with the constitution of the federation or amalgamation pending the election of the executive committee of the federation or amalgamation.

Note 2. Any federation of unions already existing must bring their federation into line with the provisions of these Regulations within six months from the operative date of these Regulations.

Article 11. The Ministry of Labour and Propaganda or its representative shall not issue a certificate for the formation of the following unions:-

- (a) A union whose name can be shown to approximate to that of another registered union.
- (b) A union whose constitution does not conform to the provisions of Article 12.

Article 12. The constitution of a union shall contain at least the following statements:-

- (1) Title.
- (2) Address.
- (3) The objects of the union.
- (4) Membership qualifications.
- (5) The scope of the union's operations whether by geographical area, occupation, or profession.

- (6) The method of the management of the union.
- (7) The function and method of formation of the general assembly.
- (8) The method of election, the duties and responsibilities of the executive committee or other executive body.
- (9) Manner of appointment of at least three financial trustees and a statement of their responsibilities and powers.
- (10) Procedure for the control of the union's income and expenditure and the keeping and auditing of accounts.
- (11) Provision of a method whereby members may inspect the union's accounts.
- (12) Determination of the methods of investing the union's funds and the holding of union property.
- (13) Determining the competent authority for the appointment or dismissal of the union's paid officials, and payment of their remuneration.
- (14) The payment of contributions by members.
- (15) The power to impose special levies on members with a view to meeting extraordinary expenditure in special circumstances (celebrations, mournings, donations, and the like).
- (16) The methods of providing benefits to members of the unions such as strike pay, victimisation pay, legal assistance in respect of questions arising out of a member's employment, sickness and unemployment pay etc.
- (17) Regulations for the discipline of members and the method of their enforcement.
- (18) The conditions under which strike action may be taken with express mention of the necessity of permission being given by the executive committee.
- (19) Provisions for complaints from members and the method of dealing with them by bodies appointed by the union, or executive committee or the general meeting.
- (20) Conditions governing any kind of modification to the constitutions.
- (21) Provisions concerning the dissolution of the union.
- (22) Laying down the conditions which shall be satisfied before a union can amalgamate or federate with other unions.
- (23) Method of calling extraordinary general meetings and their powers.

Article 13. It shall be unlawful for foreign nationals to hold office in any registered union.

Article 14. Every registered union shall keep its accounts in sealed books, and shall draw up and publish once every six months its balance sheet, of which it shall send one copy for the information of the Ministry of Labour and Propaganda or its representatives. The latter shall examine the unions' balance sheet with due regard to the provisions of the union's constitution and shall effect any inspection which it shall deem necessary from the point of view of the interests of the union's members.

Article 15. Every registered union shall bring up for discussion its annual balance sheet of financial operations at the general meeting. Within one month of its approval, the union shall submit to the Ministry of Labour and Propaganda or its representative a full report of its income and expenditure in the financial year together with a statement of its assets, liabilities, and investments accompanied by a copy of the resolution concerning financial matters passed at the general meeting.

Article 16. If a union is established in contravention of the provision of Article 21 of the Labour Law, or if it exceeds its specified rights or limits after it has been established, also if it disturbs public peace, the Ministry of Labour and Propaganda shall request the local Court of First Instance through the Prosecutor General to dissolve or suspend it as necessary, for a period of one week to one year and to re-elect the directors of the union.

Note 1. The Court shall investigate the cases in question immediately and out of turn. In cases of dissolution the judgement of the Court shall be subject to appeal; in other cases the judgement shall be final.

Note 2. Any member of the Executive Committee whose act has caused the passing of a sentence against the Union shall be deprived for three years of membership of its executive committee, and furthermore the Union shall make good any losses caused.

Article 17. In cases where a registered Union remains in voluntary abeyance for a period of two years, the Ministry of Labour and Propaganda or its representative shall address a notification to the executive committee of the Union within two months. If upon expiry of one month from the date of the latest notification, the Union still remains in abeyance, the Ministry of Labour and Propaganda shall withdraw its recognition of the Union.

Article 18. The issue of certificates and notices of recognition to the Unions by the Ministry of Labour and Propaganda or its representative shall be gratis.

Article 19. No employer shall discriminate against or in favour of a person by reasons of membership of a particular union. Furthermore no person shall induce another person or persons by force of threats, to join or refrain from joining a union. Offenders shall be sentenced to a maximum punishment of 30 days imprisonment non-commutable to a fine.

Article 20. The Ministry of Labour and Propaganda shall place all available information at the disposal of interested persons for the preparation of constitution and rules of unions and shall likewise advise them with regard to the procedure to be adopted under these Regulations and also give them guidance in any manner which it considers advisable. Requests for such information and guidance shall be addressed to the Ministry of Labour and Propaganda or its representative.

Article 21. In cases where in accordance with these Regulations the Ministry of Labour and Propaganda or its representative must express its views within a prescribed period, should it fail to announce its views within such period its views shall be considered upon expiry of the prescribed period as being in favour of the union.

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Source: F.O. 371/61993

## IRAN 1

### Règlement: Fabriques et établissements industriels

\* نظامنامه کارخانجات و مؤسسات صنعتی

#### Règlement des fabriques et des établissements industriels en date du 10 août 1936.

Le Conseil des Ministres a, sur la proposition de l'Administration générale de l'industrie et des mines, approuvé en date du 19 Mordad 1315 (10 août 1936) un « Règlement des fabriques et des établissements industriels » comprenant 69 articles en vue de le mettre en application.

#### *Chapitre I. Conditions relatives à la fondation des fabriques.*

ARTICLE PREMIER. Toute société ou personne désirant fonder une fabrique ou un établissement industriel est tenue de soumettre préalablement à l'Administration générale de l'industrie et des mines une demande précisant le montant du capital, l'emplacement des machines, les frais de construction, la nature de l'exploitation, les frais de transport, la puissance des machines, les modalités de la commande de celles-ci. La demande comprendra en outre les annexes suivantes:

a) Le plan du bâtiment de la fabrique et des terrains avoisinants de chacun des quatre côtés. L'échelle de ce plan ne doit pas être au-dessous d'un millième.

b) Les plans des diverses parties du bâtiment avec indication de leur destination. Ces plans comprendront ceux des réfectoires, des vestiaires, des lavabos, des bains et des lieux d'aisances.

c) L'esquisse du bâtiment avec coupes longitudinales ainsi que celle des terrains nécessaires.

d) Dans le cas où des changements dans la construction du bâtiment sont envisagés, devront être annexés aux nouveaux plans ceux se rapportant à la construction dans sa forme première.

*Remarque 1.* L'échelle des plans mentionnés dans les paragraphes b) et c) sera de  $\frac{1}{50}$  ou de  $\frac{1}{100}$  et doit indiquer également la hauteur des bâtiments.

*Remarque 2.* Dans le cas où un changement aurait lieu dans la production de la fabrique ou de l'établissement industriel, mention en sera faite également.

ART. 2. L'Administration générale de l'industrie et des mines examinera les demandes qui lui seront soumises des points de vue technique, économique, ainsi qu'en considération des conditions locales, et après avoir, dans les cas où ce sera nécessaire, pris connaissance de l'avis du Gouvernement, les rejettera ou les acceptera.

ART. 3. La personne ou la société ayant obtenu une autorisation doit commander des machines neuves et modernes, c'est-à-dire dont la date de fabrication sera rapprochée de celle de la commande. Exception est faite pour des cas où le gouvernement en jugera autrement.

ART. 4. La personne ou la société ayant obtenu une autorisation est tenue de procéder à la construction du bâtiment et à l'installation des machines selon les plans approuvés par l'Administration générale de l'industrie et des mines.

ART. 5. Elle doit, en outre, informer l'Administration générale de l'industrie et des mines de la date de l'ouverture de la fabrique ainsi que de la date du début de l'exploitation.

### *Chapitre II. Construction des établissements industriels et des fabriques.*

ART. 6. Dans chaque fabrique ou établissement industriel, les règles suivantes doivent être observées:

a) *Hauteur.* La hauteur du bâtiment ne doit pas être au-dessous de trois mètres, sauf les cas où les considérations techniques le nécessitent.

*Remarque:* La hauteur comprend l'espace situé entre le plancher et le plafond.

b) *Cube d'air.* Un espace de 10 mètres cubes est nécessaire à raison de chaque ouvrier (sous déduction des machines et du mobilier). Dans le calcul du cube d'air, la hauteur des locaux n'entre en ligne de compte que jusqu'à 4 mètres. L'espace excédant cette hauteur est considéré comme inexistant.

c) *Plafond et parois.* Le plafond et les parois de la fabrique doivent être revêtus d'une couche de plâtre ou de chaux et les dispositions nécessaires être prises pour empêcher toute humidité. Ils doivent être construits avec des matériaux n'attirant pas la chaleur.

d) *Portes et fenêtres.* Les lieux de travail doivent être généralement munis de portes et fenêtres permettant une circulation suffisante de l'air ainsi que l'accès de la lumière. Les portes et fenêtres doivent présenter une surface totale égale au sixième de celle du sol du lieu de travail. Elles doivent, en outre, être construites de telle sorte que la lumière du soleil ne puisse frapper directement le visage de l'ouvrier ni l'air circuler avec violence à l'intérieur du lieu de travail. Elles doivent également s'ouvrir vers le dehors et non vers l'intérieur du lieu de travail.

e) *Eclairage.* La fabrique doit être construite de manière à ce que, pendant le jour, la lumière du soleil puisse l'éclairer de partout sans qu'il soit nécessaire d'avoir recours à l'éclairage artificiel. En cas de besoin et lorsque le bâtiment comporte plusieurs étages, le plafond ainsi que la partie supérieure des parois seront munies de vitres permettant à la lumière de pénétrer dans les lieux de travail. Afin que la lumière du jour puisse pénétrer abondamment dans les lieux de travail, les proportions suivantes doivent être observées entre la hauteur de la salle et la surface du sol:

3 mètres de hauteur pour un sol ayant au moins 100 m<sup>2</sup> de surface,

3 m. 50 pour 150 à 200 m<sup>2</sup>,

3 m. 75 pour 200 à 250 m<sup>2</sup>,

4 m. pour plus de 250 m<sup>2</sup>.

Afin d'augmenter la luminosité, les parois et le plafond des salles devront être peints en jaune ou en blanc.

ART. 7. Dans les fabriques dont le sol est au-dessous du niveau du sol environnant, afin d'empêcher la pénétration de l'humidité, le sol et les parois doivent être revêtus d'une couche de chaux ou de ciment.

ART. 8. Chaque fabrique ou établissement industriel doit disposer de lieux d'aisances en nombre suffisant, à raison d'un lieu d'aisances pour 25 ouvriers). Les conduites doivent être construites de manière à prévenir toute émanation. L'emplacement des lieux d'aisances doit être éloigné des lieux de travail afin que les émanations qui pourraient se produire ne puissent les atteindre.

ART. 9. Si la fabrique ou l'établissement industriel sont situés à des endroits où les ouvriers sont obligés d'habiter et où il ne se trouve pas de bains, il devra être installé, suivant les règles d'hygiène et de technique requises, des salles de bain suffisantes en proportion du nombre des ouvriers.

ART. 10. Dans chaque fabrique il est de nécessité que, dans la mesure du possible, des appareils soient aménagés en vue de combattre l'incendie.

### *Chapitre III. Hygiène.*

ART. 11. En principe, tout ce qui est susceptible d'assurer l'hygiène des ouvriers et des employés dans les fabriques doit être observé quant à la construction des bâtiments, l'installation des machines, l'aménagement des logements ouvriers et toute autre question se rapportant aux conditions générales des fabriques.

ART. 12. Le nettoyage des lieux de travail aura lieu en dehors des heures de travail pendant l'absence des ouvriers. S'il est indispensable de procéder à un nettoyage pendant le travail, il y a lieu de recourir aux moyens nécessaires, tel que l'arrosage, etc., pour empêcher le dégagement et la diffusion de la poussière.

ART. 13. Il sera procédé, au moins une fois par jour, à l'aération de la fabrique, en dehors des heures de travail. Les portes et fenêtres doivent rester pendant un certain temps ouvertes afin que l'air puisse se renouveler. Dans le cas où cela ne suffirait pas pour renouveler suffisamment l'air, il faut avoir recours à des appareils spéciaux construits à cette fin.

ART. 14. Lorsqu'il est nécessaire d'avoir recours dans la fabrique à l'éclairage artificiel, la lumière ne doit pas être de nature à incommoder les yeux des ouvriers. Les lampes doivent être placées de telle sorte qu'elles ne projettent pas trop d'ombre. Cet éclairage doit varier d'intensité selon la nature du travail, à savoir, il sera plus intense pour les travaux fins. Lorsque l'usage d'un éclairage intense devient nécessaire, il y a lieu d'employer des lampes munies d'abat-jour.

ART. 15. Lorsque le froid nécessite le chauffage de la fabrique, les foyers de chaleur ne doivent pas se trouver trop près des ouvriers. La température doit en outre être proportionnée à la nature du travail, de la façon suivante:

a) 15 à 18 degrés centigrades pour les travaux exécutés par des ouvriers assis.

b) 12 à 15 degrés pour les travaux comportant des mouvements légers,

c) 10 à 12 degrés pour les travaux comportant des mouvements énergetiques.

*Remarque.* La température sera établie au moyen d'un thermomètre qui sera installé dans chaque fabrique.

ART. 16. Il sera mis chaque jour une quantité suffisante d'eau fraîche potable à la disposition des ouvriers. Dans ce but, chaque fabrique disposera de réservoirs suffisants munis de robinets ainsi que de gobelets à raison d'un gobelet par ouvrier.

*Remarque.* Il y aura lieu également, pour le lavage, le nettoyage, les ablutions et les soins de propreté, de mettre de l'eau, des cuvettes et des vases en quantité suffisante à la disposition des travailleurs.

ART. 17. Dans les fabriques où il n'est pas possible d'éviter le dégagement et la diffusion de gaz, de fumée ou de vapeurs nuisibles, on devra, au moyen de dispositifs appropriés, empêcher qu'ils ne se répandent dans l'intérieur de la fabrique. On devra, en outre, chaque jour avant le travail, laisser les portes et les fenêtres ouvertes pour aérer les lieux de travail. Quelques portes et fenêtres doivent même rester ouvertes pendant le travail afin que l'air de la fabrique puisse se renouveler.

ART. 18. Des mesures doivent être prises pour que les ouvriers chargés du service des fours soient protégés contre la chaleur et les vapeurs qui se dégagent du charbon et des autres matières combustibles. Pour prévenir l'effet de la chaleur, il est nécessaire de changer à temps les ouvriers chargés de cette besogne. En cas de nécessité, ces ouvriers doivent porter des lunettes ainsi que des chaussures spéciales, afin que la chaleur ne puisse exercer un effet nocif sur leurs yeux et leurs pieds.

ART. 19. Dans les fabriques où il se produit beaucoup de bruit, il est nécessaire d'empêcher par des moyens appropriés les trépidations et les bruits violents afin que l'ouïe des ouvriers et des personnes habitant dans le voisinage n'en souffre pas.

ART. 20. L'employeur est tenu, avant d'engager un ouvrier, de le faire examiner par un médecin du service sanitaire et de ne l'accepter que s'il est reconnu apte au travail et exempt de toute maladie contagieuse.

ART. 21. L'employeur occupant dans sa fabrique des femmes enceintes doit faire examiner celles-ci avant leur accouchement par un médecin du service sanitaire. Sur l'attestation de ce médecin, il est tenu de leur accorder, à plein salaire, un congé de repos dont le médecin fixera la durée.

ART. 22. Les établissements industriels ainsi que les fabriques occupant au minimum cinquante femmes âgées de plus de seize ans doivent disposer d'un local aménagé selon les règles de l'hygiène où les mères puissent allaiter leurs enfants.

*Remarque.* Les mères devront être autorisées à allaiter plusieurs fois par jour leurs enfants. Le temps consacré à l'allaitement sera compté comme temps de travail.

ART. 23. Des mesures seront prises pour que les mouches et les moustiques ainsi que la poussière ne puissent pénétrer dans les fabriques. Les mites, les punaises, les termites ou tous autres insectes qui se trouveraient dans les fabriques devront être détruits par tous les moyens possibles.

ART. 24. L'ouvrier doit avoir, dans la mesure du possible, des vêtements de travail qu'il revêtira à son entrée dans la fabrique. Il placera



ses vêtements du dehors à un endroit destiné spécialement dans la fabrique à cet usage.

ART. 25. Chaque fabrique doit mettre à la disposition des ouvriers tout ce qui est nécessaire à leurs soins de propreté: lavabos, savon et serviettes.

ART. 26. Il sera mis à la disposition des ouvriers des chaises ou des sièges en nombre suffisant leur permettant de se reposer quand ils en auront besoin. Les chaises doivent être munies autant que possible de dossiers.

ART. 27. L'employeur doit mettre à la disposition des ouvriers, en différents endroits de la fabrique, des crachoirs en aluminium ou en cuivre.

ART. 28. On veillera à ce que les conduites des lieux d'aisances dans les fabriques ne soient pas obstruées et ne dégagent pas de mauvaises odeurs. La température dans ces lieux ne doit pas différer sensiblement de celle des lieux de travail. Ils devront, en outre, être désinfectés par des moyens appropriés.

ART. 29. L'usage des boissons alcooliques est interdit dans toutes les fabriques ainsi que dans les établissements industriels.

ART. 30. Lorsque l'Administration générale de l'industrie et des mines le juge nécessaire, l'industriel est tenu d'installer dans les fabriques un poste médical comprenant une ou deux chambres et comportant les instruments, médicaments et matériel de pansement nécessaires afin que les ouvriers qui se trouvent malades ou blessés pendant leur travail y reçoivent immédiatement les soins nécessaires.

ART. 31. La violation des prescriptions du présent chapitre entraîne un emprisonnement de deux à cinq jours ou une amende de 20 à 50 rials, ou ces deux peines à la fois.

#### *Chapitre VI. Obligations des employeurs.*

ART. 32. L'employeur est tenu d'employer les ouvriers à des besognes qui soient en rapport avec leurs aptitudes et leur degré d'intelligence, afin qu'ils soient préparés pour les différents travaux de la fabrique. Il est interdit d'imposer à l'ouvrier un travail dépassant ses forces physiques.

ART. 33. L'employeur est tenu de placer dans sa fabrique, sur un certain nombre d'affiches, un avis reproduisant le texte même des présentes dispositions, afin que tous les ouvriers puissent en prendre connaissance. Il est tenu, en outre, d'observer toutes les prescriptions le concernant.

ART. 34. L'employeur est tenu d'instituer, selon le programme du ministère de l'instruction publique et aux frais de ce ministère, des cours spéciaux dans la fabrique en vue de l'instruction des ouvriers âgés de moins de dix-huit ans. Il doit obliger les ouvriers à suivre les susdits cours les jours de congé à concurrence de quatre heures par jour et de déduire ces heures de leur durée de travail.

*Remarque.* Si le ministère de l'instruction publique désigne une localité en dehors de la fabrique pour les cours en question, l'employeur est tenu d'y envoyer les ouvriers intéressés pour tout le temps indiqué par le ministère.

ART. 35. L'employeur doit tenir des livres spéciaux dans lesquels il indiquera la nature des matières premières employées dans sa fabrique, le nombre de ses ouvriers, leur salaire, ainsi que l'activité journalière de la fabrique, les dépenses, la quantité de marchandises produites et tout autre renseignement général relatif à sa fabrique ou à son établissement industriel. Il doit à la fin de chaque année en soumettre un extrait à l'Administration générale de l'industrie et des mines.

ART. 36. En cas de maladie ou de blessure entraînant une incapacité de travail d'une personne occupée dans la fabrique, l'employeur doit réduire son travail en proportion de la gravité de son état. Si le médecin du service sanitaire estime que l'état du malade exige du repos, l'employeur doit accorder à ce dernier un congé jusqu'à son rétablissement.

ART. 37. Au cas où l'ouvrier décède ou est congédié, l'employeur est tenu de payer, en cas de décès, à ses ayants droit et, en cas de congédiement, à l'ouvrier lui-même, toutes les sommes qui lui sont dues, ainsi que de leur remettre tous les objets et effets lui appartenant qui se trouveraient dans la fabrique.

ART. 38. L'employeur doit faire afficher dans la fabrique les prescriptions d'hygiène édictées par les autorités compétentes, afin que les ouvriers puissent en tout temps en prendre connaissance.

ART. 39. L'employeur doit tenir un livre où sera consignée l'identité et les antécédents de chaque ouvrier, au moment de son engagement, ainsi qu'une appréciation de sa conduite.

ART. 40. L'employeur doit faire procéder, en tenant compte des conditions particulières du travail et du lieu, au nettoyage des machines suivant les instructions des constructeurs. Il doit en outre prendre les mesures nécessaires en vue de leur entretien.

ART. 41. L'employeur est tenu de se conformer aux instructions de l'Administration générale de l'industrie et des mines en ce qui concerne les soins à prendre en vue de la surveillance et de l'entretien des machines de son établissement.

ART. 42. L'employeur est tenu de se conformer aux prescriptions et instructions en matière d'hygiène, de technique ou de discipline qui lui parviennent des autorités compétentes (ministère de l'Intérieur — Administration générale de l'industrie et des mines).

ART. 43. L'inobservation des dispositions des articles 32, 33, 34, 35, 36, 38, 39 et 41 entraîne un emprisonnement de trois à sept jours ou une amende de 30 à 50 rials ou les deux peines à la fois.

#### *Chapitre V. Obligations des ouvriers.*

ART. 44. Les ouvriers sont tenus d'observer constamment les prescriptions et instructions des autorités compétentes, relatives à l'hygiène, à la discipline, ainsi qu'à la technique, sous peine d'un emprisonnement d'un à cinq jours ou d'une amende de 5 à 50 rials.

ART. 45. Le salaire de l'ouvrier coupable de négliger l'exécution de son travail ou l'accomplissement de ses obligations peut être réduit par l'employeur en proportion du nombre des heures pendant lesquelles il a négligé l'exécution de son travail ou l'accomplissement de ses obligations.

ART. 46. Si la négligence et le manque d'attention de l'ouvrier a entraîné des dommages pour l'employeur, ce dernier a le droit de s'adresser aux autorités compétentes pour réclamer des dommages-intérêts.

*Remarque.* Si l'acte a un caractère pénal, il sera également exercé contre l'ouvrier des poursuites pénales.

ART. 47. L'ouvrier doit s'abstenir de comploter, d'intriguer et de participer à toute action susceptible de troubler la bonne marche de la fabrique. S'il est constaté qu'il a contrevenu aux présentes prescriptions et si son action a causé des dommages matériels à l'employeur, l'ouvrier sera puni, en sus du paiement des dommages, d'un emprisonnement de cinq à sept jours ou d'une amende de 40 à 50 rials. En outre, si son acte constitue un délit relevant du droit commun, il sera également poursuivi de ce fait.

#### *Chapitre VI. Rémunération des ouvriers.*

ART. 48. L'employeur doit prélever sur le salaire des ouvriers payés à la journée, ainsi que sur celui des autres salariés (spécialistes et techniciens, qu'ils soient engagés en vertu d'un contrat ou sans contrat), une cotisation journalière de 5 dinars pour les premiers et de 2 pour cent du salaire pour les seconds, et en déposer mensuellement le montant à la Banque nationale de l'Iran au compte de la caisse de prévoyance et d'épargne de son établissement.

*Remarque.* Les ouvriers, à part ces cotisations, peuvent aussi personnellement déposer leurs épargnes au compte susindiqué et bénéficier de l'intérêt que cette opération comporte. Ils peuvent retirer en tout temps les sommes ainsi constituées.

ART. 49. Les sommes ainsi constituées (à l'exception des sommes faisant l'objet de la remarque de l'art. 48) sont exclusivement destinées à couvrir les dépenses ci-dessous indiquées:

a) frais sanitaires pour la sauvegarde de la santé des salariés (aussi bien les ouvriers que les personnes occupées avec ou sans contrat), ainsi que les frais de traitement des ouvriers atteints de maladies ou victimes de blessures survenues à l'occasion de leur travail;

b) indemnités de réparation à ceux qui, à la suite d'un accident du travail, perdent d'une façon définitive un membre ou qui sont atteints d'incapacité permanente de travail;

c) allocations aux ayants droit de ceux qui ont trouvé la mort dans l'accomplissement de leur travail.

ART. 50. Les indemnités de réparation mentionnées à l'article 49, alinéa b), seront les suivantes:

1<sup>o</sup> En cas d'incapacité permanente, la réparation sera constituée par une somme égale au montant des deux dernières années de salaire. Cette somme, qui ne doit pas dépasser 20.000 rials, sera versée à la victime en une seule fois.

2<sup>o</sup> La réparation due en cas de perte d'un membre, entraînant une incapacité de travail, comprend, outre les frais de traitement, les indemnités suivantes:

a) 50 pour cent du salaire des deux dernières années de la victime, en cas de perte des deux mains, des deux pieds ou des deux yeux, ou de perte définitive de leur usage;

b) 35 pour cent du salaire des deux dernières années de la victime en cas de perte du bras droit, au-dessus du coude, ou de perte définitive de son usage;

c) 30 pour cent du salaire des deux dernières années de la victime en cas de perte: 1<sup>o</sup> du bras gauche, au-dessus du coude, 2<sup>o</sup> du bras droit, au-dessous du coude, 3<sup>o</sup> de la jambe au-dessus du genou, ou en cas de perte définitive de leur usage;

d) 35 pour cent du salaire des deux dernières années de la victime, en cas de perte: 1<sup>o</sup> du bras gauche, au-dessous du coude, 2<sup>o</sup> de la jambe au-dessous du genou, ou en cas de perte définitive de leur usage, ainsi qu'en cas de perte de l'ouïe;

e) 25 pour cent du salaire des deux dernières années de la victime, en cas de perte de tous les doigts des deux mains ou en cas de perte définitive de leur usage;

f) 15 pour cent du salaire des deux dernières années de la victime, en cas de perte d'un œil, ou de perte définitive de son usage;

g) 12 pour cent du salaire des deux dernières années de la victime, en cas de perte du pouce;

h) 7 pour cent du salaire des deux dernières années de la victime, en cas de perte d'une oreille;

i) 10 pour cent du salaire des deux dernières années de la victime, en cas de perte de tous les orteils d'un pied;

j) 5 pour cent du salaire des deux dernières années de la victime, en cas de perte d'une phalange de l'index ou du gros orteil;

k) 2,50 pour cent du salaire des deux dernières années de la victime en cas de perte d'un des doigts de la main, à l'exclusion de l'index.

*Remarque.* 1<sup>o</sup> Le maximum du salaire des deux années, dans les onze cas précités, ne doit pas dépasser 20.000 rials, ni être inférieur à 5.000 rials.

2<sup>o</sup> Dans le cas d'ouvriers ayant été occupés dans la fabrique moins de deux ans, le salaire de deux années sera calculé en proportion du dernier salaire qu'ils ont reçu.

ART. 51. Lorsque les personnes indiquées dans l'article 49 ont contracté, dans l'accomplissement de leur travail, une maladie nécessitant pendant un certain temps une cure ou du repos, il leur sera alloué par la caisse de prévoyance, pendant toute la durée de la cure ou du repos, une indemnité égalant la moitié de leur salaire journalier pour chaque jour de cure ou de repos. L'octroi de cette indemnité est subordonné à l'établissement d'un procès-verbal par la procédure prévue à l'article 55 du présent règlement. La durée maximum de cette période est fixée à deux mois.

ART. 52. Les personnes visées à l'article 49, atteintes d'une maladie ou d'une blessure dans l'accomplissement de leur travail, mais qui sont néanmoins capables de travailler durant leur traitement, pourront bénéficier gratuitement des soins médicaux et des médicaments fournis par la caisse de prévoyance.

ART. 53. Il sera payé aux héritiers légaux ou personnes à la charge de l'ouvrier décédé dans l'accomplissement de ses obligations professionnelles ou à la suite d'un accident entraînant la mort une indemnité égale au salaire reçu par l'ouvrier décédé pour les deux dernières années.

ART. 54. Les ouvriers visés aux paragraphes a) et b) de l'article 49 ne bénéficient pas des avantages stipulés à l'article 40 dans les cas suivants:

a) Lorsque l'accident est survenu sous l'influence de boissons alcoolique ou de stupéfiants.

b) Lorsque l'ouvrier n'a intentionnellement pas observé les règles et les prescriptions édictées spécialement pour sa sauvegarde.

c) Lorsque l'ouvrier, sciemment et intentionnellement, n'a pas fait usage des appareils et dispositifs installés pour sa sauvegarde, ou, intentionnellement, y a apporté des modifications ou les a détériorés.

ART. 55. La justification d'une réclamation d'indemnité et le bénéfice des avantages prescrits dans les articles ci-dessus sont subordonnées à l'établissement d'un procès-verbal portant, outre la signature du contremaître et celle du surveillant de la partie de fabrique ou établissement, celles du propriétaire de la fabrique ou de l'établissement, ainsi que celle du médecin du service sanitaire ou d'un médecin digne de foi de la localité même. Le procès-verbal ainsi établi sera présenté à l'Administration générale de l'industrie et des mines, pour Téhéran, et dans les villes et provinces, à la municipalité ou au gouverneur. Il donnera des précisions sur tous les points concernant l'accident ou la maladie et attestera notamment que l'accident ou la maladie résulte pour l'ouvrier de l'accomplissement de ses obligations professionnelles.

ART. 56. L'examen des procès-verbaux visés dans l'article ci-dessus et la décision sur les demandes d'indemnité qui font l'objet de ces procès-verbaux sont confiés à une commission composée de trois personnes désignées de la façon suivante:

a) Pour Téhéran, un représentant de l'Administration générale de l'industrie et des mines, un employeur et un ouvrier, tous deux désignés par la susdite administration.

b) Dans les provinces, villes et districts, un représentant de la municipalité, un employeur et un ouvrier, tous deux désignés par la municipalité.

Si la commission, après avoir examiné les procès-verbaux et toutes autres déclarations de l'ouvrier demandant une indemnité, trouve cette demande justifiée, elle fixera le montant de cette indemnité en conformité des dispositions du règlement et tirera une traite sur la Banque Nationale de l'Iran, dépositaire du compte de la caisse de prévoyance de la fabrique en question. La traite, signée par le fabricant et le représentant de l'Administration générale de l'industrie et des mines, sera remise à l'ouvrier intéressé qui en touchera le montant.

#### *Chapitre VII. Inspection et contrôle exercés par l'Administration générale de l'industrie et des mines.*

ART. 57. L'Administration générale de l'industrie et des mines est investie du droit de contrôler et de surveiller l'application du présent règlement, le bon fonctionnement des fabriques et des établissements industriels dans tout le pays, ainsi que le bon entretien des machines.

ART. 58. L'Administration générale de l'industrie et des mines peut exercer son droit d'inspection dans les fabriques et dans les établissements industriels chaque fois qu'elle le juge nécessaire.

ART. 59. Si l'Administration générale de l'industrie et des mines constate que le travail dans une fabrique ou dans un établissement industriel n'est pas exécuté en conformité des règles relatives à la technique, à l'hygiène et à la discipline ou en conformité des dispositions du présent règlement, elle mettra le fabricant en demeure d'observer ces règles et ces dispositions. Il lui sera imparti à cet effet un délai. Si, après ce délai, il ne s'est pas conformé aux règles et prescriptions en question ou si l'inobservation de ces règles et prescriptions porte sur un objet qui nécessite sans délai une action immédiate de la part de l'Administration générale de l'industrie et des mines, cette dernière fera arrêter le travail dans la fabrique ou l'exploitation de celle-ci pour la durée qu'elle jugera nécessaire.

ART. 60. S'il est constaté que les travaux de la fabrique constituent un danger nécessitant leur arrêt, l'Administration générale de l'industrie et des mines les fera arrêter pour une période qu'elle déterminera elle-même.

ART. 61. S'il est constaté que l'exploitation d'une fabrique ou d'un établissement industriel constitue un danger pour la santé des ouvriers qui y travaillent ou pour le voisinage, l'Administration générale de l'industrie et des mines fera arrêter le travail et n'en autorisera la reprise que lorsque les causes de danger auront été éliminées.

ART. 62. L'Administration générale de l'industrie et des mines peut interdire ou limiter l'admission des travailleurs étrangers dans les établissements et aux cours industriels.

ART. 63. L'Administration générale de l'industrie et des mines procédera régulièrement aux inspections nécessaires pour s'assurer que les instructions relatives au nettoyage et au bon entretien des machines sont bien observées. S'il est constaté qu'elles n'ont pas été observées, l'administration usera de mesures coercitives pour les faire observer par l'employeur.

#### *Chapitre VIII. Dispositions diverses.*

ART. 64. Il sera ouvert dans les villes et provinces un livre portant le titre de « livre d'inscription des établissements industriels », où seront inscrites les indications suivantes:

a) Assujettissement aux dispositions du présent règlement ou exemption de celles-ci;

b) Raison sociale de la société ou nom du fabricant;

c) Lieu de la fabrique;

d) Nombre d'ouvriers (journaliers, spécialistes, artisans);

e) Nature de l'exploitation;

f) Puissance de la force motrice;

g) Nature et marque des machines;

h) Travaux dont la fabrique pourrait se charger, en dehors de son travail normal;

i) Volume actuel de la production annuelle de la fabrique;

j) Capacité maximum de production annuelle de la fabrique;

k) Nature du combustible utilisé et consommation annuelle;

l) Indication que la marque de fabrique a été ou non enregistrée au livre d'enregistrement des marques industrielles.

ART. 65. Les inscriptions susmentionnées seront reçues dans les centres suivants:

a) Pour tout le pays, à l'Administration générale de l'industrie et des mines.

b) Dans les provinces, villes et districts, à l'Office gouvernemental compétent.

ART. 66. Lorsqu'il survient, dans les fabriques et dans les établissements industriels, des changements entraînant une exemption ou qu'il se produit des changements concernant les membres de la société, le propriétaire de la fabrique ou établissement industriel, la nature de l'exploitation ou le lieu de la fabrique, ces changements doivent être inscrits au livre d'inscription et portés à la connaissance de l'Administration générale de l'industrie et des mines.

ART. 67. Les municipalités des villes et des provinces doivent instituer des bureaux dits « bureaux de travail » où seront reçues les offres et demandes d'emploi. Par ce moyen, les ouvriers seront présentés aux employeurs et les deux groupes bénéficieront ainsi de cette institution.

#### *Chapitre IX. Champ d'application.*

ART. 68. Les dispositions du présent règlement sont applicables aux établissements ci-dessous:

a) toutes les fabriques et tous les établissements industriels qui n'emploient pas de moteurs, mais qui occupent au minimum dix ouvriers, dont un au moins n'a pas atteint l'âge de dix-huit ans;

b) toutes les fabriques et tous les établissements industriels où un moteur est en usage et où le nombre minimum d'ouvriers est de cinq;

c) toutes les fabriques et tous les établissements industriels qui, sans employer de moteurs et sans occuper des jeunes gens, emploient au moins onze ouvriers;

d) toutes les fabriques et tous les établissements industriels qui occupent un nombre d'ouvriers inférieur aux nombres indiqués ci-dessus, mais où la nature du travail présente des dangers particuliers pour la santé et la vie des ouvriers.

*Remarque.* Les chaudières à vapeur employées pour la production de l'électricité sont considérées comme des moteurs.

ART. 69. Les dispositions ci-dessus stipulées ne sont pas applicables aux exploitations agricoles.

## LABOUR PROFIT-SHARING SCHEME

The Council of Ministers, in its session of 17.10.1341 (7th January, 1963), acting on proposal No. 1119 of the Ministry of Labour and Social Services, and with a view to improving the condition of workers and obtaining for them higher income; to strengthen the labour-management relations, to extend a proper industrial order in factories and workshops, and to raise and improve production, hereby Decrees that:

ARTICLE 1. Employers of industrial and productive enterprises who are subject to the Labour Law must enforce the provisions of this Act in the case of their workers. The application and the date of enforcement of this Act in the case of each industrial and productive enterprise shall be determined and announced by a commission headed by the Minister of Labour and Social Services, or his deputy; and the representatives of the Ministries of Finance, Industry and Mines, and Justice, and an expert in the socio-economic field.

ARTICLE 2. Employers of industrial and productive enterprises who are declared subject to the provisions of this Act by the Commission elected under Article 1, are required to sign a collective agreement by the end of Khordad 1342 on the basis of productivity, saving in costs, reduction of wastage, or sharing the net profits with the workers, or similar methods, or a scheme composed of two or more of these methods in a way leading to an increase in the income of the workers. This agreement must be signed with the representatives of the factory workers or with the trade union with a majority of workers as its members. A copy of this collective agreement shall be sent to the Ministry of Labour and Social Services. Such agreements shall not be contrary to the current laws and regulations of the country.

NOTE 1: Necessary advice shall be given by the Ministry of Labour and Social Services to employers in connection with the conclusion of such collective agreements.

NOTE 2: The period of validity of the collective agreement shall be specified in them.

ARTICLE 3. Should the employers of the enterprises subject to this Act fail to conclude collective agreements as specified in Article 2, the matter must be reported in writing to the Ministry of Labour and Social Services by the employer or the workers' representative. The Ministry of Labour and Social Services, by paying due regard to the working conditions of the enterprise and other considerations, shall determine a method in view of the proposals submitted by both sides and shall recommend this method to both sides within a period of three months.

ARTICLE 4. If the recommendations of the Ministry of Labour and Social Services are not accepted by the representative of the workers or of the trade union representing the majority of the workers of the enterprise, the matter will be reported by the said Ministry to the Commission specified in Article 1. The decision of the said Commission shall be final and binding.

ARTICLE 5. If the recommendations of the Ministry of Labour and Social Services are unacceptable to the employer, he is required to give a share in the net profits of the enterprise to the workers.

The workers' share in the net profits of the enterprise shall be determined by the Ministry of Labour and Social Services and shall be confirmed by the Commission specified in Article 1. The workers' share in the net profits shall not exceed twenty per cent of the total net profit.



**NOTE :** In industries and factories which are operated by the Government under special legislation, or which are exclusively managed by the Government as a Monopoly, should the income of the workers be less than the average income of similar workers in other industries, they shall be paid the difference as bonus.

**ARTICLE 6.** In all enterprises where the net profit is shared with the workers under the provisions of Article 5, a board shall be formed to determine the amount which shall be paid to the workers out of the net profit and to discharge other duties specified by this Act. The said board, which shall be called the 'Profit-Sharing Board' shall be a corporate body and its members shall be composed of a representative of the workers of the enterprise, one representative each from the Ministries of Finance, Industry and Mines, the employer, and the Ministry of Labour and Social Services.

The procedure of the meetings and the necessary quorum for the Board's decisions shall be regulated by regulations which shall be approved by the Ministers of Labour and Social Services, Finance, and Industry and Mines.

**NOTE 1:** The workers' representative specified in this Article shall be their representative on the Works Council, and in his absence, the alternate representative on the Works Council, elected in accordance with Article 44 of the Labour Law. Should there be no such workers' representative in a works or enterprise, a worker of the same enterprise shall be elected by the Ministry of Labour and Social Services and shall be appointed to the Profit-Sharing Board as the workers' representative.

**NOTE 2:** The representatives of the Ministries of Finance, Labour and Social Services, and Industry and Mines

shall be appointed by their respective Ministers from amongst government employees.

**ARTICLE 7.** Employers shall not withdraw or reduce privileges which they have already awarded their workers.

**ARTICLE 8.** All employers whose workers share their net profits are required to immediately send a copy of their balance sheet and their profit and loss statement to the Ministry of Labour and Social Services. Under no circumstances shall the submission of these documents be delayed for over a month after the end of their financial year and approval of the balance sheet by the enterprises' general annual meeting.

**ARTICLE 9.** Should the employer fail to submit the balance sheet within the period specified in Article 8 to the Ministry of Labour and Social Services, a commission composed of an inspector as specified in Chapter XI of the Labour Law, and two auditors, shall examine his books and all other papers in order to determine his net profit. The report submitted by this commission shall be final. The entire cost of this operation shall be borne by the employer.

**ARTICLE 10.** When the representative of the Ministry of Labour and Social Services on the Profit Sharing Board announces the Board's readiness to begin work, the Ministry of Labour and Social Service shall hand over the enterprise's balance sheet to the Board.

**NOTE :** Should the workers' representative on the Profit Sharing Board doubt the authenticity of the figures in the balance sheet and the profit and loss statement, the Board shall refer the balance sheet and the profit and loss statement to an auditor. The auditor's opinion shall be final. Should the auditor confirm the authenticity of the balance

sheet and profit and loss statement, the cost of the auditing shall be deducted from the workers' share.

ARTICLE 11. The employer may deduct the company's annual reserves according to Article 57 of the Commercial Code from the net profit, but once the reserve reaches ten per cent of the entire capital, the reserve shall be deducted after the calculation of the workers' share on the basis of the total net profit.

ARTICLE 12. In enterprises where the method of workers' profit-sharing on the basis of net profit is instituted, the employer is required to pay the workers' share within four months after the submission of balance sheet and profit and loss statement to the Ministry of Labour and Social Services. This payment shall be made in four equal monthly instalments deposited in a special account opened with a bank by the Profit Sharing Board.

NOTE : The Profit Sharing Board shall elect from amongst its members an officer who shall have the right to sign papers. The Ministry of Labour and Social Services shall introduce the members of these Boards to the Banks and other authorities.

ARTICLE 13. Claims put by the Profit Sharing Boards against the employer and the cost referred to in Article 9 of this Act shall be considered as documented and enforceable claims. Should the employer refuse to settle these claims, legal action shall be taken in accordance with special regulations to be approved by the Ministries of Justice and Labour and Social Services.

ARTICLE 14. The sums paid into the account of the Profit Sharing Boards shall be distributed among the workers on the basis of the two schedules given hereinafter and within a period of two months:

SCHEDULE ONE

<u>Period of Service</u>	<u>Co-efficient</u>
One full year	1
From one to five years	3
From five to ten years	4
Ten years and over	5

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SCHEDULE TWO

<u>Wage</u>	<u>Co-efficient</u>
Up to Rls. 35	1
From Rls. 35 to Rls. 60	3
From Rls. 60 to Rls. 80	4
Rls. 80 and above	5

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NOTE 1: The co-efficient of the share of each worker shall be the sum total of worker shall be the sum total of the two schedules (length of service and wage).

NOTE 2: In order to determine the share of each worker, the sum contributed by the employer shall be divided into the total figure of the workers' profit co-efficient and the result shall be multiplied by the individual co-efficient of each worker.

NOTE 3: In the case of death of any worker before the division of profits, the Profit Sharing Board shall pay the sum to the deceased worker's next of kin.

ARTICLE 15. Should the members of the Board exceed the limits of their authority, or misappropriate any fund entrusted to them, they shall be prosecuted.

ARTICLE 16. An agreement between the employer and the workers' representative to conclude a collective agreement shall be valid at any stage.

ARTICLE 17. No worker shall interfere in the affairs of the enterprise by virtue of this Act.

ARTICLE 18. In case of disputes arising in connection with collective agreements, the first arbiter will be the Works Council, and in the final stage the Commission spe-

cified in Article 1. Provisions of Article 43 of the Labour Law shall be applicable to the said disputes and shall be complied with accordingly.

ARTICLE 19. The Ministries of Labour and Social Services, Justice, Finance, Industry and Mines are hereby empowered to enforce this Act.

ARTICLE 20. The Government is required to obtain parliamentary legislation for the approval of this Act when Parliament convenes.

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## 3rd Workers' Congress Resolution

The Third Congress of Iranian workers, attended by workers' delegates, secretaries and officers of trade unions and syndicates from throughout the country, was held between 27th and 29th May, 1976 at the Aryamehr Sports Stadium. The Congress offers its boundless thanks to the Shahanshah Aryamehr, the Great Leader of the Revolution, who guided and honoured the Congress with his inspiring message. The Third Congress of Iranian workers considers the coincidence of the Golden Jubilee of the Pahlavi Dynasty with its own session as a good omen and reaffirms the dedication and self-sacrifices of Iranian workers for the cause of the Shahanshah regime, the Constitution and the Shah-People Revolution.

The Congress, having examined and debated in its three-day sessions the reports and proposals submitted to it, recommends all necessary action in respect of the following:

1. The review of the Labour Law and submission of an amendment bill to the Legislature be expedited with a view to establishing a more equitable relationship between the labour force and capital; and also to provide workers with greater occupational security.
2. Special provisions be introduced in the Labour Law for the mandatory formation of bilateral settlement councils, and statutory powers be granted to these councils.
3. Measures be taken to link productivity with wages, and also the management procedures while an organisation is set up to evaluate productivity in every enterprise.
4. Since the arrival of new and improved methods of management and modern technology will entail change of jobs and acquisition of new skills for some workers, the unemployment compensation law should be drafted and submitted to the Legislature as soon as possible in order to protect workers during unemployment.
5. Arrangements should be made as soon as possible to apply the 13th Point of the Revolution (broadening ownership base in manufacturing enterprises) which in fact is a complementary Point to the 4th Point of the Revolution, to the workers employed in enterprises not covered by it.
6. Extensive programmes for instructions on principles of trade unionism at various levels be prepared and carried out.
7. The legal safeguards available to members of boards of directors of workshop unions also be applied to trade unions and syndicates.
8. Vocational training centres be developed parallel with the country's rapid industrialisation, and with the need for increased and new skills in order to meet industry requirements and to make industry independent of foreign technical services, workers and specialists.
9. Considering the ever-increasing number of workers and recreational services, sports centres and workers' camps be increased and their quality improved.
10. Since a substantial portion of the workers' income is taken by rent, special regulations be drawn up in the light of the Shahanshah's behests for the provision of housing by employers, especially in newly-built factories.
11. Medical facilities be extended and improved.
12. Article 95 (clause ix) of the Direct Income Tax Law which concerns tax exemptions, be amended in favour of co-operative societies in order to take an effective step in favour of workers' consumer societies.
13. Greater attention be paid to work productivity and production increase, in the collective agreements on profit-making, in order to increase industrial production and improve their quality.
14. In view of the undeniable effect of increased consumer co-operatives on the welfare of workers, it is proposed that arrangements be made so that workers will take adequate measures to provide all facilities necessary to strengthen workers' consumer co-operatives, such as providing them with suitable premises.

° Led by Savak, Shah's secret Police.

## LAW FOR EXPANSION OF INDUSTRIAL OWNERSHIP

The following is the full text of the Law for expansion of Industrial Ownership approved by the two houses of Parliament in June, 1975:

Single Article

Manufacturing, mining and other productive enterprises established by 4th Ordibehesht, 1354 (23rd April, 1975) which are to be turned into a public joint stock companies under the provisions of the present Law, are required to offer their shares in the first instance to their workers and staff, in the second instance to workers and staff of other productive enterprises, farmers and the general public, after auditing by auditors acceptable to the Government, and exact evaluation on the basis of criteria fixed by the Council of Expansion of Industrial Ownership specified in Note 6 of the present Law, so that by 22nd September 1978, stateowned enterprises excluding those of basic industries and certain other industries whose ownership will remain totally or partly in State control at the discretion of the Government, place 99% of their shares, and private enterprises 49% of their shares in public hands.

**Note 1** — Determination of those enterprises which fall under the provisions of the present Law and the manner of implementation of the present law for conversion of manufacturing and mining enterprises to public companies, will be according to a by-law for the enforcement of the present law.

**Note 2** — Enforcement of the present Law in respect of productive enterprises established after the 4th of Ordibehesht, 1354 (23rd April, 1975) and also of those enterprises which were founded in the past, but not commissioned for production or in the early stages of production, will be according to criteria to be drafted by the Council for Expansion of Industrial Ownership and to be approved by the cabinet.

**Note 3** — Management of state enterprises falling under the provisions of the present Law shall be governed by a by-law to be approved by the Council.

**Note 4** — To provide workers and farmers with facilities and assistance to purchase shares in the enterprises covered by the present law, a financial organisation will be established by the government according to articles of association to be approved by the cabinet. The government is hereby authorized to draw funds from public revenues to the required amount in order to serve this purpose, and to include such funds in the Budget Estimates Bill for the year 1355.

**Note 5** — To provide for as much public participation as possible in investment, and to mobilize small capitals for the purchase of shares in productive enterprises, the government will provide facilities necessary to establish public investment companies in the private sector.

These companies are required to offer their stocks to all citizens of the country. The Council of Industrial Ownership will draft the regulations required to guide such companies, and to supervise their activity and also to govern transaction of shares.

**Note 6** — To properly carry out the requirements of the present Law, a council to be named Council for Expansion of Industrial Ownership shall be formed under the Minister of Finance and Economic Affairs, and consisting of: the Minister of Agriculture and Natural Resources, the Minister of State and chief of the Plan and Budget Organisation, the Minister of Justice, the Minister of Labour and Social Affairs, the Minister of Industry and Mining, the Minister of Commerce, Governor of the Central Bank of Iran, and the President of the Iran Chamber of Commerce, Industry and Mines: The Council shall have secretariate(s) to carry out its approved decisions.

**Note 7** — Enterprises which do not offer and transfer their shares within the period given under the provisions of the present Law, will be treated according to a by-law which is to be drawn up by the said Council and approved by the cabinet.

**Note 8** — Those parts of the Commercial Code and other Laws which contravene the provisions of the present Law shall not be observable.

**Note 9** — The by-law for the implementation of the present Law shall be proposed by the Council for Expansion of Industrial Ownership and will be enforced after approval by the cabinet.

ON WORKERS' INSURANCE

British Embassy

TEHRAN

24 th July , 1947.

Sir,

2. These Regulations were prepared by a special Sub- committee of the High Labour Council , were approved by the High Labour Council but encountered obstruction in the Secretariat of the Council of Ministers. On 14th July the new Minister of Labour and Propaganda Salman Asadi, determined that the Regulations should at all costs be approved, and he submitted them with vigour to the Council of Ministers, obtaining its assent.

3. Article 14 ( e ) ( 1 ) has been omitted from the text printed in the Persian Official Gazette. This appears to be an accidental omission by the printers, as the Article was agreed by the High Labour Council and by the Iran Insurance Company, and it was not questioned in the Council of Ministers.

4. The Supplementary Article on pages 15 to 17 contained the Iran Insurance Company's proposals based on study of the compensation rates paid in France, Switzerland and countries adjacent to Iran. This Supplementary Article does not appear in the text printed in the Official Gazette but it is attached to the signed copy of the Decree that is filed in the Office of the Prime Minister. Presumably it has been omitted from the Gazette text pending confirmation by the Special Board referred to in Articles 12 and 15. The Insurance Company regard this as a legal technicality and they have already implemented the Supplementary Article and are paying compensation at the new rates.

5. I have previously drawn attention to the extreme reluctance of Isfahan employers to implement any social legislation that means reduction in profit, and to their failure to pay premiums under earlier Workmen's Compensation schemes. It is now reported that the Governor General of Isfahan and the local representative of

The Ministry of Labour and Propaganda have succeeded in persuading Isfahan textile employers to pay arrears of contributions up to the end of the Persian year 1325 ( i.e. March 1947 ) . The Persian Government has now , therefore , every hope that these particular employers will comply with the new Regulations.-

I have the honour to be with the highest respect,  
Sir ,  
Your most obedient humble Servant,

The Right Honourable Ernest Bevin , M.P.  
His Majesty's Principal Secretary of State  
for Foreign Affairs,  
Foreign Office,  
London S.W.1.

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Source: F.O.371/ 61990/ E 6866/140/34

ON DISMISSAL OF WORKERS

British Embassy ,  
TEHRAN.  
11th. March, 1947.

Sir,

I have the honour to transmit to you herewith translation of Persian Government Decree dated 22nd. February , 1947 , which prevents the dismissal of workers who are surplus to the requirements of a factory unless the prior approval of the Ministry of Labour has been obtained.

2. There had been no previous indication on that the Persian Government proposed to adopt a policy of restriction of dismissal nor had there been agitation on the part of workers for such action. To the contrary , the Ministry of labour had consistently stated its intention of giving the utmost encouragement to the expansion of existing national industries and the development of new industries.

3. The Government's explanation for the hasty drafting and issue of the Decree is that Isfahan employers who made huge profits during the war have become dissatisfied with the smaller profits now accruing and are proposing reduction of their labour force. Whilst in general the Persian industrialist considers that productive enterprise is only worth while if it gives a fantastic profit return, it is equally true that when the Tudeh Party was at the height of its power employers in Isfahan , as elsewhere, were compelled to absorb huge numbers of unproductive workers. The point was reached when Isfahan mill owners virtually lost control of their own establishments and factory discipline was non-existent. No doubt, with the eclipse of the Tudeh Party and Trade Union factory owners now see an opportunity for attempting to restore balance. The Persian Government , however, appears to feel that any increase at present in the numbers of discontented unemployed might lead to political unrest and would reveal the hollowness of the Democrat Party's recent success at the polls.



4. The Ministry of Labour has informed the Anglo-Iranian Oil Company that this Decree will not apply to the Company, and the permission of the Ministry's representative in Abadan to the discharge of Company employees need not be sought.

5. I am sending a copy of this despatch and its enclosure to the British Middle East office, the British Embassy, Bagdad, and the Ministry of Labour and National Service.

I have the honour to be with the highest respect,

Sir,

Your most obedient humble Servant,

The Right Honourable Ernest Bevin, M.P.

His Majesty's Principal Secretary of State

for Foreign Affairs,

Foreign Office, LONDON, S.W.1.

Source: F.O. 371/61989 - E 2408/40/34.

DECREE CONCERNING DISMISSAL OF WORKMEN  
FROM FACTORIES.

( From the Official Gazette N° 596,  
dated 3rd. March, 1947.)

According to proposal N° 17881 , dated 22nd February 1947, the Council of Ministers have, in their meeting of same date, passed the present Decree to the effect that directors and managers of Government and private factories may, on finding any of the workmen to be surplus to their requirements, discharge them only on condition that the Ministry of Labour and Propaganda , or the provincial departments subordinate to that Ministry, certify beforehand that the workmen concerned are actually surplus to the requirements of the Factories.

The Decree is kept on file in the Prime Minister's Cabinet.

For the Prime Minister.

Source: *Ibid.*

## IRAN 1

Règlement et loi: Assurances ouvrières  
(accidents du travail)

A) Règlement d'administration publique du 13 juillet 1947 (21 tir 1326) pour l'application de la loi du 20 novembre 1943<sup>1</sup> (29 âban 1322) sur les assurances ouvrières (accidents du travail). (*Journal officiel de l'Empire d'Iran*, 18 octobre 1947 (25 mehre 1326), n° 777, p. 2181.)

**Art. 1<sup>er</sup>.** En vertu des dispositions de la remarque 1 de l'article 2 de la loi du 20 novembre 1943<sup>1</sup> sur les assurances ouvrières, les dispositions suivantes sont arrêtées.

2. Aux fins de la loi sur les assurances ouvrières, un ouvrier (*kârgar*) est une personne qui, travaillant pour le compte d'un employeur, reçoit un salaire ou une rémunération quelconque.

3. Dans le présent règlement, la société d'assurance est appelée « l'assureur ». L'employeur qui est légalement tenu d'assurer auprès de la société les ouvriers qu'il emploie est appelé « le preneur d'assurance » et l'ouvrier est appelé « l'assuré ».

4. A partir de la promulgation du présent règlement, en tous lieux où l'assurance a été introduite, les employeurs devront, lorsqu'ils engageront de nouveaux ouvriers, exiger la production d'un certificat médical d'aptitude portant la signature d'un médecin de l'assureur. Dans ce certificat, l'aptitude de l'ouvrier et sa capacité physique relatives à l'emploi pour lequel il est engagé doivent être attestées et ce certificat doit être délivré gratuitement par le médecin de l'assureur. Lorsque l'employeur a un médecin à son service, l'assureur peut, gratuitement, mais sous sa propre responsabilité, faire appel aux services dudit médecin pour établir les certificats en question.

5. [Dans sa teneur modifiée par décision du Conseil des ministres du 6 mars 1948.] Toutes les entreprises et les institutions du commerce, de l'industrie, des mines, des transports et des chemins de fer et en général toutes les institutions, appartenant ou non à l'Etat, qui emploient des ouvriers sont couvertes par la loi du 21 novembre 1943 sur les assurances ouvrières et doivent assurer leurs ouvriers conformément au présent règlement.

*Remarque.* Les balayeurs municipaux sont considérés comme ouvriers et seront également couverts par la loi sur les assurances ouvrières et par la loi sur le travail.

<sup>1</sup> Voir sous B), p. 12.

6. Lorsque le gouvernement ou une des institutions privées mentionnées à l'article précédent (entrepreneur principal) confie forfaitairement un travail à une autre institution ou à un entrepreneur (sous-entrepreneur), l'entrepreneur principal doit inclure dans le contrat une clause obligeant le sous-entrepreneur à assurer les ouvriers conformément au présent règlement. Les versements dus selon le contrat par l'entrepreneur principal au sous-entrepreneur sont subordonnés à la présentation par le contractant, chaque mois, d'un certificat de paiement des primes d'assurance pour le mois précédent.

*Remarque 1.* Lorsqu'un sous-entrepreneur a omis d'assurer un ouvrier ou n'a pas assuré tous les ouvriers qu'il emploie et qu'un accident survient à un ouvrier qui n'est pas assuré, l'entrepreneur principal doit payer la réparation de l'accident à l'ouvrier non assuré conformément au présent règlement, en la retenant sur les versements qu'il doit faire au sous-entrepreneur; en outre l'entrepreneur principal retiendra sur les mêmes versements le montant de primes qui aurait dû être versé à l'assureur. Lorsque le montant des versements dû au sous-entrepreneur n'atteindra pas le montant de la réparation accordée à l'ouvrier, la différence sera prélevée sur d'autres avoirs du sous-entrepreneur. De plus, le sous-entrepreneur défaillant sera passible des peines prévues à l'article 3 de la loi sur les assurances ouvrières.

*Remarque 2.* Si l'entrepreneur principal effectue les versements dus au sous-entrepreneur sans que ce dernier lui ait présenté les certificats de paiement de primes, l'un et l'autre seront solidairement responsables pour le paiement des dommages et pour la réparation aux victimes d'accidents.

7. Toutes les entreprises et institutions visées par l'article 1 de la loi sur les assurances ouvrières, qui n'ont pas encore assuré leurs ouvriers, devront le faire, dans un délai de deux ans à partir de la date d'approbation du présent règlement. Le délai sera réduit à six mois pour les entreprises ou institutions sises dans les villes ou provinces suivantes: Ispahan, Anarak, Chah Reza, Tabriz, Zanjan, Qazvin, Chalus, Golanderud, Tamichan, Babol, Chah, Behchahr, Khuzistan, Kerman, Bandar Abbas, Meched, Chechmeh-Gol, Nichapour, Abbassabad, Semnan, Téhéran et environs, Keraj, Varamin, Chiraz, Buchire, Arak, Qum, Kashan, Yezd. L'assureur est tenu de prendre les mesures nécessaires pour assurer les ouvriers dans les diverses localités dans les délais prescrits ci-dessus.

Lorsqu'un employeur omet d'assurer ses ouvriers dans le délai d'un mois, bien qu'il ait été avisé que les dispositions nécessaires ont été prises, la réparation pour tout accident survenant à un ouvrier non assuré conformément au présent règlement incombe à l'employeur. Lorsque l'assureur a négligé de prendre les mesures nécessaires pour assurer les ouvriers en un ou plusieurs

endroits dans les délais prescrits, la réparation d'un accident survenant à un ouvrier dans un de ces endroits incombe à l'assureur.

8. En tout lieu où l'assureur commence à appliquer le présent règlement, il peut faire procéder à un examen médical de tous les ouvriers assujettis à la loi dans une période de trois mois et informer l'employeur des cas où des ouvriers n'auraient pas la capacité physique correspondant à leur tâche. L'employeur est tenu d'assigner à ces ouvriers des tâches adéquates jusqu'à concurrence de 2 p. cent du nombre total des ouvriers occupés dans son entreprise. En ce qui concerne les ouvriers en excédent de 2 p. cent, l'assureur doit les assurer avec une prime surélevée de 10 à 50 p. cent, avec l'agrément du ministère du Travail.

*Remarque 1.* En ce qui concerne les ouvriers atteints de tuberculose avant le commencement de l'assurance, l'assureur aura l'obligation de procurer le traitement médical, à ceux d'entre eux qui seront considérés comme curables et l'employeur devra, pour sa part, payer leur salaire pendant la période de traitement, à concurrence de six mois depuis le début du traitement. Quant aux personnes incurables ou pour lesquelles le traitement sera resté inefficace, leur cas sera couvert par l'article 14 du présent règlement et le crédit nécessaire sera prélevé sur la caisse de secours.

*Remarque 2.* Dans les entreprises de l'Etat, les salaires des ouvriers visés dans la première partie de la remarque 1 seront prélevés sur les fonds mentionnés dans la loi sur le travail et, dans le cas où ceux-ci seraient insuffisants, le crédit nécessaire sera inscrit au budget de l'entreprise en question.

9. Lorsque l'assureur considère que l'emploi régulier d'un ouvrier dans une occupation donnée provoquerait une maladie ou aggraverait une maladie déjà contractée, il peut demander à l'employeur d'affecter l'ouvrier à une autre tâche. Lorsque, dans un tel cas, un accord ne peut être réalisé entre l'assureur et l'employeur, l'assureur peut porter le cas devant l'office local du travail, dont les décisions seront définitives. Dans le cas de transfert d'un ouvrier à un travail moins pénible, l'employeur n'aura à payer que le salaire afférent à ce travail; la différence entre les deux salaires, aussi longtemps que le transfert sera justifié par un certificat médical, sera à la charge de l'assureur et, en aucun cas, cette disposition ne modifiera les obligations de l'assureur à l'égard de l'ouvrier.

10. L'ouvrier qui travaille à titre temporaire chez différents employeurs doit demander à l'office local du travail une carte spéciale et l'office du travail doit lui remettre en même temps un livret d'assurance spécial qui sera préparé par l'assureur spécialement à cet usage. Par la suite, tout employeur qui emploiera cet ouvrier devra apposer des timbres spéciaux d'assurance dans les

cases prévues pour les jours de travail; il devra inscrire en toutes lettres le salaire payé à l'ouvrier. Le prix des timbres sera retenu pour un tiers sur le salaire de l'ouvrier, conformément à la loi, et le reste sera à la charge de l'employeur.

*Remarque 1.* Pour faciliter l'application du présent article, le montant de la prime d'assurance que l'employeur devra payer pour chaque jour de travail est fixé forfaitairement à 1½ rials. L'assureur procurera des timbres spéciaux et les mettra à la disposition des employeurs, de telle sorte que ceux-ci soient en mesure de s'en procurer aisément des quantités suffisantes.

*Remarque 2.* Lorsqu'un ouvrier assuré dans ces conditions sera victime d'un accident au cours de son travail, le paiement de la réparation prévue par le présent règlement incombera à l'assureur. L'employeur doit notifier l'accident à l'assureur dans un délai de 48 heures, sous réserve des possibilités résultant de la distance et des moyens de communication. Les frais de cette notification et du traitement préliminaire seront payés par l'assureur sur justification de l'employeur et de la personne qui a administré le traitement préliminaire.

*Remarque 3.* Si l'employeur omet d'apposer les timbres sur le livret d'assurance, le paiement de la réparation prévue par le présent règlement lui incombera; s'il omet d'apposer des timbres sur le livret d'assurance seulement pour une partie de la période d'emploi, la réparation lui incombera proportionnellement à cette partie. En outre, l'employeur sera passible de l'amende stipulée à l'article 3 de la loi sur les assurances ouvrières.

11. Le preneur d'assurance devra, dans un délai d'un mois après la conclusion du contrat d'assurance, fournir à l'assureur une liste de tous les ouvriers qu'il emploie conforme à sa liste de salaires, mentionnant les noms et prénoms, les numéros des cartes d'identité, le montant des salaires et de toute rémunération ainsi que la nature de l'emploi de chaque ouvrier. A la fin de chaque mois, il devra informer l'assureur de tout changement qui aura pu se produire (augmentations de salaire, cessations d'emploi, nouveaux engagements, etc.) et payer les primes en tenant compte des changements survenus. De son côté, l'assureur devra considérer comme assurées et qualifiées pour obtenir des prestations d'assurance les personnes nouvellement engagées dans le mois, dont les noms doivent apparaître dans la liste présentée à la fin de chaque mois.

12. Tout différend qui peut s'élever entre le ministère du Travail et l'assureur en ce qui concerne l'application du présent règlement sera porté devant un conseil, constitué comme suit: 1) un juge supérieur, nommé par le ministère de la Justice; 2) un professeur expert en statistique et en calcul des probabilités au choix du sénat de l'Université; 3) un professeur de droit, choisi

par le sénat de l'Université; 4) deux experts d'assurances sociales, dont l'un sera désigné par le ministère du Travail et l'autre par l'assureur; 5) deux membres du Conseil supérieur du travail (un représentant des ouvriers et un représentant des employeurs) désignés par le Conseil supérieur du travail; ce conseil, lorsqu'il aura été régulièrement constitué, restera en fonction pour une année et sera renouvelé chaque année au mois de Chahrvivar.

*Remarque 1.* Les convocations aux séances du Conseil doivent être envoyées par écrit par le ministère du Travail.

*Remarque 2.* Les débats de ce Conseil devront avoir lieu en présence de tous ses membres. Si, à deux séances successives, tous les membres ne sont pas présents, les décisions, prises à la majorité des présents à la troisième séance, seront définitives et leur exécution sera obligatoire pour les deux parties.

*Remarque 3.* Des représentants du ministère du Travail et de l'assureur peuvent assister aux séances du Conseil et présenter leurs explications.

13. Les taux des primes d'assurance sera pour tous les ouvriers de 2,25 p. cent des salaires perçus.

*Remarque 1.* Le terme « salaires perçus » au sens du présent règlement comprend la paie, les autres rémunérations en espèces ainsi que la rémunération des heures supplémentaires.

*Remarque 2.* A la fin de chaque période de cinq années, l'assureur présentera au ministère du Travail les statistiques relatives aux primes d'assurance et aux dépenses effectuées, d'une part, pour les soins médicaux et, d'autre part, pour les prestations en espèces. Ces statistiques seront examinées par le Conseil prévu à l'article 12 du présent règlement et cet examen pourra conduire à une révision des taux de primes, conformément à l'article 15 du présent règlement. Une telle révision sera effectuée pour la première fois au début de l'année 1328 (21 mars 1949). Si, à la suite de cette révision, il apparaît un boni après le paiement des dommages et des réparations par l'assureur, déduction faite d'une somme à inscrire à la réserve et aussi d'un montant de 10 p. cent au maximum pour couvrir les frais d'administration, ce boni sera versé par l'assureur à la caisse centrale de secours des ouvriers.

14. L'assureur doit assurer les ouvriers des entreprises et institutions assujetties à la loi sur les assurances ouvrières contre les éventualités suivantes qui peuvent se produire au cours ou du fait de leur travail:

a) décès;

b) incapacité de travail permanente et totale entendue aux sens suivants: la victime, à la fin de son traitement, est incapable non seulement d'accomplir le travail qu'elle effectuait auparavant, mais encore est frappée d'une incapacité générale pour un emploi

quelconque (désordres mentaux, perte des deux jambes, ou des deux bras, ou d'un bras et d'une jambe, ou des deux yeux, ou perte de leur usage, ou autres cas semblables);

c) perte d'un membre ou d'un organe, ou perte de son usage, ou perturbation permanente dans son usage, ayant pour conséquence que la victime, à la fin de son traitement, aura perdu une partie de sa capacité physique;

d) perte temporaire de l'usage d'un ou de plusieurs membres ou organes, lorsque la victime recouvrera, à la fin du traitement, sa pleine capacité physique;

e) dans les cas de maladie ou d'accident, l'assureur assumera, en sus des indemnités prescrites, les obligations suivantes:

1) frais de traitement des accidents ou maladies, y compris les honoraires des médecins, les frais pharmaceutiques, les frais d'hospitalisation, de transport, etc.;

2) les salaires journaliers en cas d'impossibilité de continuer le travail à la suite d'accident ou de maladie;

f) en cas de décès, en sus de la réparation et des dommages, l'assureur devra payer les frais funéraires et l'ensevelissement.

*Remarque.* L'expression « au cours du travail » comprend:

1) la totalité du temps pendant lequel l'ouvrier se trouve dans l'enceinte de l'entreprise ou de l'institution (bâtiments, chantiers, dépendances, etc.);

2) le temps pendant lequel l'ouvrier accomplit un travail ou un service quelconque hors de l'enceinte de l'entreprise ou de l'institution sur l'ordre de l'employeur;

3) le temps pendant lequel l'ouvrier se rend à son travail ou en revient, que ce soit à pied ou avec un véhicule de nature quelconque, que ce soit par les routes ordinaires ou par des raccourcis choisis par l'ouvrier.

15. L'assureur établira un projet fixant les taux des réparations pour les divers cas mentionnés dans le présent règlement sur la base, d'une part, des taux les plus récents en usage dans les pays voisins de l'Iran, et, d'autre part, des statistiques établies par la société d'assurances elle-même; après avoir été approuvés par le conseil institué par l'article 12, ces taux seront soumis par le ministère du Travail au Conseil des ministres pour approbation.

*Remarque.* Aussi longtemps que ces taux n'ont pas été arrêtés comme il vient d'être dit, les taux pratiqués par l'assureur à la date d'approbation du présent règlement seront appliqués.

16. Si, à la fin du traitement, l'assuré reste atteint d'une maladie consécutive à l'accident ou à la maladie résultant de l'emploi, l'employeur est tenu de le rengager dans l'emploi qu'il exerçait, s'il est reconnu apte à un tel emploi et en justifie en présentant un certificat délivré par le ministère du Travail.



*Remarque.* Lorsqu'un employeur engage un nouvel ouvrier pour remplacer l'ouvrier malade visé par le présent article, il doit notifier au nouvel ouvrier par écrit le caractère temporaire de son emploi. Lorsque l'ouvrier malade revient, l'employeur doit pouvoir renvoyer l'ouvrier engagé temporairement.

17. En cas d'accident ou de maladie, le preneur d'assurance doit, aux frais de l'assureur, prendre toutes mesures préliminaires possibles, pour prévenir l'aggravation de l'état de la victime ou du malade et il doit établir un rapport sur la maladie ou l'accident en double exemplaire, sur une formule appropriée, que l'assureur mettra à la disposition de tous les établissements; une copie de ce rapport sera envoyée à l'assureur ou à son représentant sous pli recommandé ou par tout autre moyen sûr, dans un délai de trois jours, dont le premier sera le jour suivant celui dans lequel l'accident est survenu. Lorsqu'un employeur omet de prendre les mesures nécessaires, alors que toutes les possibilités lui en sont offertes, aussi bien l'assistance du médecin que les remèdes et les moyens de transport, et si l'accident ou la maladie vient à s'aggraver comme résultat de cette négligence, l'assureur peut, sous réserve de l'accord du ministère du Travail, réclamer une somme appropriée représentant l'accroissement des frais médicaux et de la réparation qui en est résultée.

*Remarque 1.* Dans les endroits où se trouve un hôpital appartenant à une entreprise, l'assureur peut conclure un accord écrit avec ces hôpitaux pour l'admission et le traitement des malades, et les frais de traitement seront remboursés à l'hôpital d'entreprise par l'assureur. Dans les autres endroits, l'assureur procédera dans la mesure du possible à la création des hôpitaux nécessaires; aussi longtemps que ces hôpitaux spéciaux n'auront pas été créés, l'assureur choisira une des organisations médicales locales pour lui confier le traitement des ouvriers et notifiera ce choix à l'employeur. Lorsqu'il n'existe aucun hôpital, l'assureur tiendra disponible au moins un véhicule à moteur avec un médecin et les remèdes pour les premiers secours afin que les accidentés ou les malades puissent être transportés dans une ville voisine pour y être traités. Si l'assureur n'observe pas les dispositions ci-dessus, le preneur d'assurance peut prendre toutes les mesures qu'il juge nécessaires pour le traitement des ouvriers et en demander le remboursement à l'assureur.

*Remarque 2.* Lorsqu'un ouvrier doit être transporté dans une autre ville en vue d'y recevoir un traitement, mais sans qu'il soit hospitalisé, l'assureur doit lui payer, en sus des frais de traitement et de son salaire, une indemnité fixée à 100 p. cent de son salaire pour couvrir ses frais de séjour dans la ville susdite aussi longtemps que dure son traitement.

18. Le preneur d'assurance doit observer toutes les précautions stipulées dans la loi du travail et les règlements d'applica-

tion de cette loi en vue de prévenir les accidents. S'il omet de le faire, et qu'un accident vienne à se produire, l'assureur peut exiger de lui le remboursement de toute réparation qu'il a payée conformément au présent règlement et le ministère du Travail doit, après avoir lui-même vérifié les faits, obliger l'employeur à ce remboursement.

**19.** Dans les cas ci-dessous énumérés, l'assureur peut être dispensé de la totalité ou d'une partie de la réparation fixée par l'article 15 sous réserve d'un certificat établi par le médecin traitant et de l'approbation du ministère du Travail :

a) lorsque l'accident est la conséquence de l'usage de boissons alcooliques ou de stupéfiants;

b) lorsque la victime n'a pas observé les prescriptions des lois et règlements, et ce intentionnellement, l'accident étant la conséquence de cette inobservation.

*Remarque.* Le certificat ci-dessus mentionné doit être envoyé dans les trois mois qui suivent le jour de l'accident; si ce délai n'est pas observé l'assureur supportera la totalité des dommages et de la réparation.

**20.** Si à la suite d'un accident l'amputation d'une partie du corps ou une opération devient nécessaire, et si la victime ne consent pas à subir cette opération chirurgicale, et qu'en conséquence son état s'aggrave, l'assureur peut, sous réserve de l'accord du ministère du Travail, s'abstenir de payer une partie de la réparation. La réparation minimum que l'assureur devra payer sera celle qui correspond à la perte du membre ou de l'organe dont l'amputation avait été déclarée nécessaire par le médecin de l'assureur.

**21.** S'il apparaît que le traitement en cours ne rétablira pas le patient ou si à la fin du traitement, un membre ou un organe du patient reste invalide, l'assureur devra faire établir par son médecin le degré de l'incapacité permanente conformément à l'article 15, et ce dans un délai de quinze jours, et en informer le patient. Si ce dernier proteste contre la conclusion du susdit médecin, il pourra recourir à un médecin de son choix à condition d'en informer l'assureur. Dans un délai de quinze jours après le moment où il a été informé, l'assureur doit communiquer son point de vue à l'égard du degré d'incapacité, et, en cas de désaccord entre le médecin de l'assureur et le médecin de l'assuré, le ministère du Travail doit dans un délai d'un mois nommer un troisième médecin; celui-ci doit procéder à une enquête et faire connaître ses conclusions dans un nouveau délai d'un mois. Les conclusions de ce troisième médecin seront considérées comme définitives et lieront les deux parties. Les honoraires des médecins seront à la charge de l'assureur.

22. Tout différend survenu entre le preneur d'assurance et l'assureur, à l'exception des cas visés aux articles 21 et 23 du présent règlement, ainsi que tout différend survenu entre l'assureur et l'assuré dans des cas non spécifiquement visés par le présent règlement, sera soumis à l'arbitrage conformément à la loi sur la procédure civile.

23. Les personnes, institutions ou assureurs tenus par le présent règlement d'effectuer des paiements (primes d'assurance, réparation, dommages) doivent effectuer ces paiements en totalité à la date légale prescrite. En cas de retard le débiteur doit payer au créancier non seulement le principal, mais encore une amende fixée à 12 p. cent du principal. Si le retard dépasse deux mois l'amende sera élevée à 50 p. cent du principal, et s'il dépasse trois mois, à 100 p. cent, mais la partie de l'amende qui dépasse 12 p. cent devra être versée à la Caisse centrale de secours des ouvriers.

*Remarque.* Les dispositions du présent règlement doivent être reproduites textuellement sur les contrats d'assurance que signent l'assureur et le preneur d'assurance.

24. L'assureur, les inspecteurs du ministère du Travail, le conseil d'entreprise et toutes les personnes intéressées, peuvent signaler au ministère du Travail, avec un rapport à l'appui, toute infraction à la loi sur les assurances ouvrières et au présent règlement. Dans tous les cas où une infraction lui est signalée, le ministère du Travail donne des ordres pour la poursuite de l'affaire.

25. Le contrevenant sera informé de l'infraction qui lui est reprochée, à Téhéran, par le ministère du Travail, et dans les villes et provinces par l'office du travail. Le contrevenant peut répondre et présenter toute justification par écrit dans un délai de cinq jours, pour réfuter l'accusation dont il est l'objet.

26. Après réception de la réponse du contrevenant ou à l'expiration de la période susmentionnée, le ministère du Travail à Téhéran, ou dans les villes et provinces l'office du travail, décidera si des poursuites auront lieu et, dans l'affirmative, en chargera le procureur compétent. Le procureur ou, à défaut de procureur, les autorités locales auxquelles incombent les fonctions de procureur enverront le dossier au tribunal correctionnel.

27. Le tribunal correctionnel doit se saisir de la cause par priorité et prononcer son jugement conformément à l'article 3 de la loi sur les assurances ouvrières.

Le jugement du tribunal correctionnel sera définitif.

28. Le tribunal infligera, pour une première infraction, l'amende minimum prévue à l'article 3, et en cas de récidive le maximum prévu par le même article. L'accusé sera condamné séparément pour chaque infraction.

29. Le ministère du Travail à Téhéran, et dans les provinces l'office du travail, doit se faire représenter aux séances du tribunal; il exposera son point de vue et pourra confirmer l'accusation.

30. Les amendes infligées en vertu de l'article 3 de la loi sur les assurances ouvrières et de l'article 23 du présent règlement par le tribunal correctionnel, seront encaissées par le service compétent du ministère de la Justice, conformément aux règles générales pour le recouvrement des amendes; par l'entremise du service comptable du ministère du Travail elles seront portées au compte des caisses de maladie et de secours mutuels de l'entreprise intéressée.

31. En cas de non-exécution du jugement par l'accusé, celui-ci sera passible de détention, ordonnée par le service compétent du ministère de la Justice, jusqu'à ce qu'il se soit acquitté de sa dette.

*Remarque.* L'insolvabilité de l'accusé ne sera pas considérée comme une excuse valable.

32. Si le condamné a été déclaré en faillite, le service compétent du ministère de la Justice avisera l'office de liquidation qui recouvrera les sommes dues en vertu du jugement sur les avoirs liquides du failli, par priorité avant toute autre dette.

33. Les amendes imposées en cas de retard dans le paiement seront encaissées en même temps que la somme attribuée à la partie civile par le tribunal. Le service compétent du ministère de la Justice retiendra la taxe usuelle de 10 p. cent pour frais d'exécution, qui sera versée à la caisse de l'Etat.

34. Lorsque, indépendamment des amendes pouvant résulter d'infractions à la loi, des personnes ont des droits à faire valoir, elles doivent porter plainte au cours de l'enquête, avant la séance du tribunal. Le tribunal se prononcera sur cette requête particulière, en même temps que sur l'infraction à la loi, et son jugement sera, pour l'une et pour l'autre, définitif et exécutoire.

*Article supplémentaire relatif à la remarque de l'article 15.* L'assureur versera à l'assuré ou à ses ayants droit à titre de réparation les prestations suivantes:

a) en cas de décès par suite d'un accident ou d'une maladie survenue au cours ou du fait du travail;

1) pour l'épouse permanente non divorcée du décédé, aussi longtemps qu'elle ne se remarie pas, une pension d'un montant égal à 20 p. cent du dernier salaire;

2) aux enfants du décédé jusqu'à l'âge de seize ans:

s'il n'y a qu'un enfant, une pension égale à 15 p. cent du dernier salaire;

s'il y a deux enfants, une pension égale à 25 p. cent du dernier salaire;

s'il y a trois enfants, une pension égale à 35 p. cent du dernier salaire;

s'il y a quatre enfants ou plus, une pension égale à 40 p. cent du dernier salaire.

3) si le décédé ne laisse aucun enfant:

lorsque son père est décédé, à sa mère une pension viagère égale à 15 p. cent du dernier salaire,

lorsque sa mère est décédée, à son père une pension viagère égale à 10 p. cent du dernier salaire,

lorsque son père et sa mère survivent, à chacun une pension viagère égale à 10 p. cent du dernier salaire.

*Remarque.* Par « dernier salaire » on entend le 1/12 du total des salaires perçus par l'assuré pendant la dernière année d'emploi.

b) en cas d'invalidité totale et permanente, une pension viagère égale à 50 p. cent du dernier salaire;

c) en cas d'invalidité partielle et permanente, une réparation échelonnée selon le degré d'incapacité sur la base du tableau suivant:

Perte ou incapacité	Côté droit	Côté gauche
	pour-cent	pour-cent
1. Un bras au-dessus du coude . . . . .	60	50
2. Un bras au-dessous du coude . . . . .	40	30
3. Une jambe au-dessus du genou . . . . .	50	50
4. Une jambe au-dessous du genou . . . . .	40	40
5. Un pouce . . . . .	20	15
6. Un index . . . . .	15	12
7. Un autre doigt . . . . .	8	6
8. Une phalange d'un doigt . . . . .	3	2
9. Un gros orteil . . . . .	8 %	
10. Un autre orteil . . . . .	2 »	
11. Ouïe d'une oreille . . . . .	5 »	
12. Ouïe des deux oreilles . . . . .	60 »	
13. Vision d'un œil . . . . .	30 »	

*Remarque 1.* Si l'organe frappé d'incapacité ne figure pas dans le tableau ci-dessus, le degré d'incapacité sera déterminé par le médecin de l'assureur.

*Remarque 2.* Toutes les sommes dues à l'assuré ou à ses ayants droit (indemnités en remplacement du salaire, réparation de l'invalidité ou du décès, etc.) seront exemptes d'impôts;

d) en cas de maladie causée par le travail, les frais médicaux, pharmaceutiques, d'hospitalisation, etc., sont à la charge de l'assureur.

*Remarque.* Dans un délai de six mois à partir de la date d'approbation du présent règlement, l'assureur préparera et mettra à la disposition des preneurs d'assurance une liste de maladies causées par le travail séparément pour chaque profession;

e) le salaire sera payé par l'employeur pendant les cinq premiers jours d'inactivité. A partir du sixième jour et jusqu'à l'expiration d'un délai de trois mois, le salaire sera payé en totalité par l'assureur. Depuis le début du quatrième mois jusqu'à l'expiration du sixième, le salaire sera payé à parts égales par l'assureur et par l'employeur. Si après six mois le traitement n'est pas terminé ou n'a pas donné de résultats, l'assureur paiera à titre de réparation, en sus des prestations déjà mentionnées, une somme forfaitaire dont le montant sera fixé entre 200 et 600 fois le salaire quotidien, calculé d'après le dernier salaire, selon le degré d'incapacité qui aura été déterminé par le médecin de l'assureur.

*Remarque.* Le paiement du salaire ne sera effectué qu'à la condition que le médecin de l'assureur ou un médecin habilité par lui certifie que l'ouvrier est incapable de travailler;

f) en cas de décès d'un ouvrier au cours ou du fait du travail, les frais funéraires seront payés par l'assureur, mais en aucun cas ces frais ne pourront excéder vingt fois le salaire quotidien calculé sur la base du dernier salaire.

## ANNEXE

**B) Loi sur les assurances ouvrières (accidents du travail) du 20 novembre 1943 (29 àban 1322).** (Publication officielle (en persan) du ministère du Commerce et de l'Industrie.)

**Art. 1<sup>er</sup>.** Toutes les entreprises et institutions du commerce, de l'industrie, des mines, des transports, des chemins de fer et, en général, toutes les institutions, appartenant ou non à l'Etat, qui emploient des ouvriers, doivent assurer leurs ouvriers auprès de la société anonyme d'assurances « Iran » ou auprès d'une autre société iranienne d'assurances agréée par le gouvernement, contre tout accident ou maladie survenant au cours ou du fait du travail. Cette assurance couvrira: la réparation en cas de décès, d'invalidité totale ou partielle, ainsi que les frais de traitement médical et le paiement du salaire pendant la maladie ou l'invalidité temporaire.

2. Les primes doivent être payées directement par l'employeur à la société d'assurance. Un tiers des primes est à la charge de l'ouvrier et le reste à la charge de l'employeur.

*Remarque 1.* Pour la mise à exécution de la présente loi, un règlement spécial sera élaboré et soumis à l'approbation du Conseil

des ministres. Dans ce règlement, on trouvera la définition des termes « ouvrier », « entreprises » et « institutions » employés dans la présente loi. Y seront également déterminés la procédure des enquêtes en cas de contravention, le montant des amendes ainsi que le tarif des primes.

*Remarque 2.* Les dispositions de la présente loi seront appliquées dans tout le pays, selon une progression et dans les délais qui seront fixés par le gouvernement.

3. Les chefs d'entreprises qui contreviendraient aux dispositions de la présente loi seront condamnés à payer, selon les cas, de 5.000 à 50.000 rials, outre les dommages-intérêts et la réparation dus aux ouvriers victimes d'accidents ou malades.

4. Les employeurs doivent observer tous les règlements et instructions arrêtés par le gouvernement au sujet de la protection de la santé et de l'hygiène des ouvriers. Les contrevenants seront punis selon l'article 3 ci-dessus.

REGULATIONS CONCERNING LABOR-ORGANISATIONS

Chapter One - Labor Syndicate

General Provisions: Oct. 1953

Article 1

Workers of a working place or a profession in order to protect their professional interests and improve their economic status, regarding relevant regulations, may form a workshop or a professional syndicate.

Note 1 - Workers of similar workshops, where the number of workers in each workshop is less than 100, may establish a professional syndicate.

Note 2 - A professional syndicate may be formed in a district of a city or a province. The workers who are employed temporarily in different places of the country, may establish a vocational syndicate for the whole country.

Article 2

No worker can become a member of more than one syndicate if he holds one position.

Article 3

Membership in a labor-syndicate is free, regardless of nationality, racial and religious particulars.

Article 4

It is required to specify the following points in the constitution of each syndicate:

- a. Name of syndicate
- b. Jurisdiction of activity.
- c. Legal place of residence, which should be located in the jurisdiction of activity.
- d. Objectives and functions.
- e. Duties and powers of board of directors, inspectors, and general assembly and procedure for their Conventions.
- f. Terms of membership.
- g. Membership fees and procedure for its collection.
- h. Organisation and financial procedures.
- i. Determination of disposition, syndicate's funds, movable or immovable properties, in case of dissolution.
- j. Disciplinary regulations concerning members, board of directors, and inspectors.

Article 5

Names of members of the syndicate should be registered in a special book and counter signed by them.

CONSTITUENT BOARD OF A SYNDICATE

Article 6

Constituent Board consists of assembly of a number of workers of a working place or a vocation who intend to form a syndicate.

(Contd.)



Article 7

Duties of Constituent Board consists of the following:

- a. To prepare a draft Constitution.
- b. To provide a book for registration of names and addresses of individuals who intend to obtain membership in the syndicate.
- c. To call the General Assembly in order to ratify the Constitution and to select the officials of syndicate.

Note - The Constituent Board shall automatically be dissolved by the first General Assembly, after ratification of the Constitution and selection of officials of the syndicate.

ORGANS OF SYNDICATE

Article 8

Organs of the syndicate consists of General Assembly, Board of Directors and Inspectors.

ORDINARY GENERAL ASSEMBLY

Article 9

Ordinary General Assembly consists of a convention which shall obtain quorum by attendance of half-plus-one of members of syndicate.

In case no such a quorum is obtained, the second convention shall attain a quorum by attendance of a third of members of syndicate, other than in case of workers who are in different places of country temporarily, which employed quorum shall be acquired by attending members.

Article 10

Duties and powers of Ordinary General Assembly is as follows:

- a) To ratify the constitution;
- b) To elect the Board of Directors and Inspectors;
- c) To hear the report by Board of Directors and approve the balance sheet;
- d) To approve the Constitution of Mutual Aids Fund.
- e) To approve the coalition with other syndicates in order to form a union or to join a union.

Note - Decisions of Ordinary General Assembly shall be binding by a majority of at least half-plus-one votes of attending members.

Article 11

The General Assembly shall convene once a year ordinarily, and extraordinarily in necessary cases upon calling of the Board of Directors or Inspectors, or written application of at least a third of the Syndicate members, extraordinarily.

In case the majority of inspectors deem the covering of an extraordinary General Assembly necessary, they shall report it to the Board of Directors in writing. In case the Board of Directors fails to call the General Assembly within 15 days after receipt of the application, the inspectors shall call the General Assembly through issue of an invitation letter, signed by two-thirds of the inspectors. One third of syndicate members shall have the right to call the General Assembly.

(Contd.)

### Article 11 (Conti.)

Note - In case term of office of Board of Directors and of Inspectors expires, or the number of members and their identity is not specified, the workers of the working place may directly call the General Assembly for re-election.

### Article 12

The Extraordinary General Assembly shall convene by attendance of at least two-thirds of its members and its decisions shall be binding by a quorum of three quarters of votes cast by attending members in the following cases:

- a) To express interest for cooperation with the registered political parties in order to protect professional, economic and social interests of members.
- b) Dissolution of the syndicate and election of a Liquidation Board.
- c) To amend or adjust the constitution.

NOTE - In case the Extraordinary General Assembly does not convene in the first instance, by attendance of half-plus-one, in the second instance, the meeting shall have quorum and its decisions is binding by three quarters of votes cast.

### Article 13

The Board of Directors is held responsible for administration of the syndicate and protecting professional interests of its members. The original members of the Board of Directors, which shall constitute an odd number, should not be more than seven persons. Also the inspectors, which shall be three persons elected for two-years terms and their re-election is not obstructed.

Note - The Board of Directors is required to call the General Assembly for re-election, at least three months before the expiration of the term.

### Article 14

Selection and introducing of a representative for taking part in the union's General Assembly is the duty of the Board Directors.

### Article 15

The Members of the Board of Directors and also Inspectors shall possess the following qualifications:

- a) Iranian citizenship
- b) Being at least full twenty five years old
- c) Holding membership in the relevant syndicate
- d) Lack of penal records which necessitates deprivation of social rights
- e) Having at least two years of consecutive employment on record, employment and continuance of employment in the workshop or the related profession (except in case of newly established workshops).
- f) Holding at least primary (six years) school's certificate.

Article 16

In case of death, disqualification, dispossessing capacity or resignation of any members of the Board of Directors, one of the Alternative members who had a greater majority in the election shall substitute for the remainder of the term.

Note - In case of death, disqualification or lack of capacity for the majority of the members of Board of Directors, a re-election shall take place.

Article 17

The Board of Directors after election, immediately shall select a chairman, a secretary and a treasurer from among themselves.

Note - In case any of the Secretary, the Chairman and the Treasurer of the syndicate are elected as Chairman, vice Chairman, Managing Director or Treasurer of the worker's cooperative society or as President, Secretary and Treasurer of the Union and declare their acceptance, they shall loose their position in the Director's Board of the syndicate, but may remain as a member of Board of Directors.

Article 18

The Board of Directors is required within a maximum of one month from the date of receiving the certificate of Registration of the Syndicate, to open an account in any of the banks and to remit all of the syndicate's funds to the discussed account. All financial documents shall bear signatures of the Treasurer and of the Chairman of the Director's Board, jointly.

Article 19

Membership fees shall be collected under issuance of printed and serialized receipts bearing signatures of the Treasurer and Chairman of the Board. The Treasurer is duty bound to sign and by the syndicate's stamp the membership book of the member, as soon as he receives the membership fee.

Note - In case of agreement between employer and Board of Directors, membership fees shall be remitted to the account of syndicate from workshop's accounts department, upon application of the member.

Article 20

The Treasurer is duty bound, in any case, upon Inspectors request, to dispose all of financial books and documents of the syndicate, to be examined by the latter.

Article 21

The Board of Directors is required to report the results of its measures to the General Assembly, at least once a year for the following instances:

Article 21 (Contd.)

1. Securing vocational interests and protecting rights of the members
2. Financial Affairs
3. Mutual Aids Fund
4. Collective agreements
5. Vocational training and literacy campaign
6. Establishment of libraries, cultural, art and sport centres

SYNDICATE HOLDING MAJORITY

Article 22

In case at least half-plus-one of workers of a working place or a profession hold membership in a syndicate and pay their membership fees regularly, the syndicate is representing the majority. The Ministry of Labor and Social Affairs is required to examine the majority status of any syndicate once a year appropriately and to declare its own view.

Article 23

The syndicate representing majority may:

1. Introduce to the local Labor and Social Affairs Office a qualified representative in order to participate in the Workshop Council.
2. Establish a Compromise Council in order to settle labor disputes, through the consent of employer or employer-Organization. The syndicate is required, in case of establishment of such a council, to communicate to the local Labor and Social Affairs Office, the date of establishment and to send the report of the progress of the Council.
3. Conclude collective agreement with the employer or employer-Organization.

CHAPTER 2

LABOR UNION

Article 24

Syndicates of similar type and related to an industry may organize a union.

Article 25

Organs of the Union consists of General Assembly, Board of Directors and Inspectors.

Article 26

The General Assembly of the Union means the Convention of delegates of the syndicates, regarding number of members of each syndicate, shall confer as follows:

Each syndicate, 3 delegates for up to a hundred members; between hundred and five hundred for each one hundred members; 2 delegates, from five hundred up to one thousand; one delegate for each hundred members, over one thousand, a delegate for each five hundred members. In case a dispute arises over the number of members, the opinion of the Ministry of Labor and Social Affairs shall be final.

### Article 27

The first General Assembly of the Union shall be called upon invitation of the syndicates who intend to coalesce, through written notice and announcement in one of local or capital periodicals.

### Article 28

Union's General Assembly shall convene at least once a year upon written invitation of the Board of Directors and extraordinarily as called by the Board or two Inspectors or a third of the member syndicates. Meetings of the Union's General Assembly shall obtain quorum by attendance of at least two-third of member syndicates. In case quorum cannot be acquired in the first meeting, attendance of half-plus-one of delegates of syndicates is adequate for holding a quorum, in the second attempt.

Decisions of the Union's General Assembly shall be binding by a majority of half-plus-one of the attending members.

Note - In case two inspectors or a third of the member syndicates deem the convention of the General Assembly necessary they shall communicate it to the Board of Directors. The Board of Directors is required to call delegates of the member syndicates to hold a meeting, within 15 days. In case of refusal, applicants may call member syndicates directly through periodicals while sending a written notice.

### Article 29

The General Assembly shall elect maximum nine persons as original members and five persons as alternates for the Board of Directors. And also shall elect three persons as Inspectors from among themselves or members of syndicates for a term of maximum two years, immediately after ratification of Constitution takes place.

Note 1 - The Board of Directors shall select a chairman, a vice-chairman, a secretary and a treasurer from among themselves immediately after its own election in the General Assembly has taken place.

Note 2 - In case Union's Chairman of the Board, secretary and Treasurer are selected as president or managing director of the Workers' Cooperative Society or as delegate of the workers in the workshop council and confirm their acceptance they shall lose their position in the Union but shall remain in the Board of Directors.

### Article 30

Duties of General Assembly are as follows:

- a) To approve the Constitution and elect the Board of Directors and the Inspectors.
- b) To hear and express opinion on the report submitted by Board of Directors.
- c) To hear the financial report prepared by Board of Directors and of Inspectors, examining the budget and making decision on it.
- d) To examine, express view and ratifying proposals raised by the Board of Directors.

#### Article 30 Contd.

- e) To determine policy of the Union.
- f) To issue permission to establish or to join to a confederation.
- g) To select a delegate in order to participate in the congress of the Confederation or delegation of authority to the Board of Directors in this respect.

Note - The General Assembly is assigned with the amending or altering the Constitution or dissolving the Union.

#### Article 31

In case the majority of members of the Board and the Inspectors, who are qualified according to the provisions of Article 15 of these regulations disqualify, resign or die during the term of office and also in case of expiry of the term of office or in absence of their re-election the treasurer and his co-signatory shall take measure for calling the General Assembly through an announcement signed by one-third of union members, with a view to elect their substitutes.

#### Article 32

Provisions stipulated for syndicates in Article 4 of these regulations, shall be included in constitution of any Union.

#### Article 33

Duties of the Board of Directors are as follows:

1. To direct member syndicates on concluding collective agreements.
2. To conclude collective agreements.
3. To consider and express views on proposals made by member syndicates
4. To settle internal differences of member syndicates.
5. To protect professional rights and interests of member syndicates.
6. To direct member syndicates to establish Mutual Aid Fund or to embark on establishment of Joint Mutual Aids Funds.
7. To establish training courses for member syndicates.
8. To cooperate on holding literacy campaign classes.
9. To found libraries, cultural and sport centres for workers of member syndicates.
10. To create coordination between member syndicates.
11. To ratify internal regulations of the Union.

#### Article 34

The Board of Directors is required to report results of its measures on performance of duties stipulated in the above article, to the General Assembly, once a year.

### CHAPTER 3

#### LABOR-CONFEDERATION

#### Article 35

Labor Unions in order to protect their professional interests and improve social, economic position of the workers may establish a Confederation.

#### Article 36

Organs of syndicate consists of Congress, Council, Secretary General and Board of Control.

The Congress shall be formed by convention of delegates of member Unions. Each Union shall elect in its General Assembly, on the basis of total member syndicates, one delegate for the first one thousand members; for each excessive one thousand a delegate, and to introduce it to the Congress.

Note 1 - Unions who intend to form a confederation shall call all of the unions through announcement in one of capital's periodicals, at least one month earlier, to elect and send their delegate to the Congress.

Note 2 - Meetings of the Congress shall have quorum by attendance of at least two-thirds of delegates and all of its decisions shall be binding by half-plus-one of the votes cast.

Note 3 - Syndicates who lack similarity in article 24 of these Regulations may select and introduce their representative in the General Assembly according to the quorum specified in this article.

#### Article 38

The Congress shall convene at least biennially upon invitation by Secretary General and its major duties shall be as follows:

1. To amend or adjust the constitution.
2. To hear the report by the Secretary General, Chairman of the Council and Chairman of the Board of Control.
3. To elect Secretary General, members of the Council and members of the Board of Control.
4. To determine policy of the Confederation.

Note - The members of the Council and Control Board who shall constitute an odd number shall be elected for a two-years term and the number of them shall be predicted in the Constitution of Confederation.

#### Article 39

The Council shall elect in its first meeting a chairman, an assistant chairman and Treasurer among its members.

Note 1 - Meetings of the Council shall be held at least once every three months upon calling by the chairman and in necessary cases upon invitation by the Secretary General. Agenda shall be drawn up by the authority who does the calling.

Note 2 - Meetings of the Council shall attain quorum by attendance of at least two-thirds of members and its decisions shall be binding by majority of half-plus-one of the votes cast.

#### Article 40

Deputy of the Secretary General and his assistants shall be elected upon the proposal of the Secretary General and approval of the Council.

#### Article 41

The Secretary General shall be held responsible for the administration and also executing decisions and resolutions of the Council.

(Contd.)

Article 42

The Confederation's Board of Control shall have supervision over execution of the constitution, measures taken by the Congress and decisions of the Council.

Article 43

Provisions laid down in Article 4 of these Regulations shall be stipulated in constitutions of all Confederations.

Article 44

Other powers and duties of the Congress, the Council, the Secretary General and the Board of Control and place of their meetings shall be stipulated in the Constitution.

CHAPTER 4

MISCELLANEOUS PROVISIONS

Article 45

Voting in the General Assembly or Congress is plenary except in cases secret ballot is framed in the Constitution or a decision is to be adopted upon that matter in the General Assembly or Congress.

Article 46

Date, procedure for calling, place and method for convening of General Assembly shall be stipulated in the Constitution.

Article 47

In the first meetings of the General Assembly or of the Congress, first of all, the oldest member shall preside over the meeting and then immediately election of Chairman, Vice Chairman and Secretary shall be held through the casting of votes.

Note - The General Assembly of the Congress shall appoint a board to supervise the election, prior to its materialization.

Article 48

Labor Organizations are required to send to the Ministry of Labor and Social Affairs two copies of their financial report, not later than one month from the date of its ratification.

Article 49

Labor Organizations are required to inform the Ministry of Labor and Social Affairs, in advance, in writing, of the date meeting of the General Assembly and to send two copies of minutes (proceedings) of the General Assembly meetings or of the Congress.

Article 50

Labor Organizations on no account are authorized to utilize their financial sources for uses out of limits framed in their constitution.

Article 51

Labor Organizations are authorized to keep relations or merge with any international bodies or join them, after obtaining the permission of High Council of Labor.

(Contd.)



Article 52

Voting right in General Assemblies and Congressional meetings is non-transferrable.

Article 53

All properties and accounts of the Labor organizations whether income or expense should be recorded in official books.

Article 54

In case members of labor syndicates or of the organizations are called to participate in the conferences, seminars and related commissions or to attend in training courses, the employer shall provide necessary facilities for them, upon written agreement of the Ministry of Labor and Social Affairs.

Article 55

The word Labor Organizations in the present regulations shall refer to Syndicate, Union or Confederation and the word "officials" shall refer to members of the Board of Directors of Confederation Councils, the Secretary General, Board of Control and Inspectors of the Organizations.

Article 56

The Board of Directors, the Secretary General and the Council are held responsible for the administration of the Organization, professional interests of the members, Organization's properties and enforcement of provisions of the present Regulations and of the related Constitution also decisions of the General Assembly and of the Congress. Supervision over enforcement of subject-matter of the Constitution and of the discussed decisions shall be the duty of the Inspectors and of the Board of Control.

Article 57

In case of lack of qualifications and of holding the positions of officials of the Organizations and violating provisions of these regulations and of the related Organization's Constitution shall be examined for the first instance, in a primary Commission consisting of a representative of the Ministry of Labor and Social Affairs, a delegate of the public prosecutor, a representative of the organization holding the majority and in the second instance by an appeal commission consisting of three persons to be appointed by High Council of Labor, and the decision of the latter Commission shall be final and binding.

CHAPTER 5

REGISTRATION OF ORGANIZATIONS

Article 58

Registration of Constitution of Organizations provided for in these regulations and any subsequent amendment of the constitution and also change of their officials shall require submission of documents, referred to in the appendix I, to the Ministry of Labor and Social Affairs, and compliance with the provisions of Appendix II.

Article 59

Registration of two Labor Organizations under a unit name is not authorized.

(Contd.)

## Article 60

Organizations which are registered in advance are required to conform their constitution and administration with the provisions of these regulations and to send the necessary evidences, maximum within one month from the date of Convention of General Assembly, to the Ministry of Labor and Social Affairs.

## APPENDIX I

Documents required for registration of organizations and their subsequent changes:

1. Two copies of application
2. Two copies of minutes of the General Assembly or of the Congress pertaining to ratification or amendment of Constitution, election or re-election or original and alternate members of Board of Directors, Council of the Confederation, Secretary General, Board of Control or the Inspectors.
3. Two copies of a statement made by each official of the organization certifying lack of penal records and having the status of enjoying social rights.
4. Two copies of the constitution amended in the General Assembly of Congress.
5. To show membership register which is signed by members.
6. Four photos of any of officials and a list including their particulars and positions.
7. Three copies of papers consisting of particulars of officials (to be filled according to identification cards) confirmed by local Labor and Social Affairs office, or three copies of the first page of their identification cards.

## APPENDIX II

### PROCEDURE FOR EXAMINING THE DOCUMENTS AND REGISTRATION OF ORGANIZATIONS

1. Documents pertaining to the Syndicates and Unions shall be submitted to the local Labor and Social Affairs Office and those of the Confederation shall be handed over to Directorate-General, Labor and Employer Organizations, the Ministry of Labor and Social Affairs.
2. The local Labor and Social Affairs office is required:
  - a) To reconcile constitution of the syndicate or Union with the regulations, and after obtaining the view of the Ministry of Labor and Social Affairs, to hand it over for ratification in the General Assembly of the related Organization.
  - b) To forward to the Ministry of Labor and Social Affairs, the Constitution approved by the General Assembly and examined by them and other documents referred to in the Appendix I, within fifteen days after receipt, and after removal of defects for obtaining the view of the Ministry of Labor and Social Affairs, and in case of confirmation to announce it, at the expense of applicants, in case of the local or capital's periodicals, and to send two copies of the published announcement to the Ministry of Labor and Social Affairs.
3. The announcement pertaining to Confederation shall be published in one of the capital city's periodicals.

## IRAN 1

### Code du travail

#### Loi du travail, en date du 17 mars 1959 (26 esfand 1337).

#### CHAPITRE PREMIER. — DISPOSITIONS GÉNÉRALES

**Art. 1<sup>er</sup>.** Le terme « travailleur » au sens de la présente loi, désigne quiconque, à quelque titre que ce soit et conformément aux instructions de son employeur, accomplit un travail contre un traitement ou un salaire.

*Remarque.* — La présente loi n'est pas applicable aux personnes visées par les dispositions de la loi sur le recrutement des fonctionnaires ou par d'autres dispositions législatives ou réglementaires sur le recrutement.

2. Le terme « apprenti », au sens de la présente loi, désigne tout mineur de dix-huit ans qui travaille dans un atelier ou suit des cours spéciaux, dans l'intention d'apprendre un métier ou une activité déterminés, aux termes d'un contrat d'apprentissage écrit dont la durée ne saurait dépasser deux ans.

3. Le terme « employeur » désigne la personne physique ou morale pour le compte ou selon les instructions de laquelle le travailleur est occupé.

Les directeurs, gérants et, en général, tous ceux qui sont chargés de l'administration de l'entreprise sont considérés comme les représentants de l'employeur. Ce dernier est responsable de tous les engagements assumés par ses représentants envers les travailleurs.

4. Les termes « salaire » et « traitement » désignent tout paiement en espèces ou en nature remis au travailleur en rétribution de son travail.

5. Le terme « entreprise » désigne le lieu où le travailleur est occupé selon les instructions de l'employeur : lieu public, entreprise industrielle ou minière, chantier de construction, maison de commerce, entreprise de transport de marchandises ou de voyageurs, etc.

Toutes les annexes de l'entreprise, telles que les réfectoires, installations de bains, infirmeries, salles d'éducation physique, centres d'apprentissage, etc., sont considérées comme faisant partie de celle-ci.

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*Note.* — Le présent texte a été établi sur la base d'une traduction française fournie par les autorités iraniennes.

6. Tous les travailleurs, les employeurs et les entreprises sont assujettis aux dispositions de la présente loi.

*Remarque 1.* — Le ministère du Travail peut exempter provisoirement de l'application d'une partie des dispositions de la présente loi les entreprises occupant moins de dix travailleurs.

*Remarque 2.* — La durée du travail, les congés et jours fériés et les salaires et traitements des travailleurs des entreprises de pêche, des marins, du personnel employé à bord des navires ou dans les aéroports, des pilotes, techniciens et autres membres de l'équipage des aéronefs, des travailleurs dont l'activité est telle que la totalité ou une partie de leurs revenus est assurée par des clients ou des tiers, des dockers et des travailleurs dont l'activité est intermittente seront fixés par voie de règlements spéciaux.

7. Les entreprises familiales dont l'activité est assurée exclusivement par le propriétaire et ses parents directs au premier degré ne sont pas soumises aux dispositions de la présente loi.

8. Les ouvriers agricoles et les gens de maison seront assujettis à des lois spéciales.

9. Les employeurs doivent établir les statistiques et données nécessaires et les soumettre au ministère du Travail, conformément aux dispositions du règlement applicable en l'espèce.

10. Les ressortissants étrangers ne peuvent travailler en Iran que s'ils observent les lois et règlements en vigueur et ont obtenu un permis de travail du ministère du Travail, conformément au règlement applicable en l'espèce.

## CHAPITRE II. — DURÉE DU TRAVAIL

11. La durée du travail dans les entreprises, sauf dans les cas expressément prévus par la présente loi, ne peut dépasser huit heures par jour ni quarante-huit heures par semaine. L'expression « durée du travail » désigne la période pendant laquelle le travailleur est à la disposition de son employeur pour accomplir sa tâche. Les intervalles consacrés au repos et aux repas ne font pas partie des heures de travail.

*Remarque 1.* — Un règlement spécial déterminera les travaux réputés pénibles et dangereux, auxquels les travailleurs devront être occupés moins de huit heures par jour.

*Remarque 2.* — L'employeur peut réduire à moins de huit heures la durée du travail pendant certains jours de la semaine et l'augmenter les autres jours, à condition qu'un maximum de neuf heures par jour et de quarante-huit heures par semaine ne soit pas dépassé.

*Remarque 3.* — Dans les travaux par équipes, la durée du travail pourra dépasser huit heures par jour et quarante-huit heures par semaine, à condition que le total des heures de travail pendant quatre semaines consécutives ne dépasse pas cent quatre-vingt-douze heures.

12. Les heures supplémentaires sont autorisées sous réserve du consentement des parties et de l'observation des conditions suivantes :

- 1<sup>o</sup> chaque heure supplémentaire donne droit à un supplément de 35 pour cent du salaire horaire ;
- 2<sup>o</sup> le maximum des heures supplémentaires autorisées est de quatre par jour ;
- 3<sup>o</sup> les heures supplémentaires sont interdites s'il s'agit d'un travail pénible ou dangereux.

*Remarque.* — Il est interdit de faire accomplir des heures supplémentaires aux travailleurs âgés de moins de seize ans.

13. En cas d'accident, de réparation urgente à effectuer dans l'entreprise ou aux machines ou de tout autre cas de force majeure, l'employeur peut exceptionnellement demander à l'ensemble ou à une partie de son personnel d'accomplir des heures supplémentaires en leur versant les suppléments de salaire prévus à l'article 12.

### CHAPITRE III. — CONGÉS ET JOURS FÉRIÉS

14. Le vendredi est réputé jour de repos hebdomadaire payé.

Si, avec le consentement du travailleur, un autre jour de congé est fixé de façon permanente chaque semaine, ce jour sera réputé jour de repos hebdomadaire.

*Remarque.* — Les travailleurs qui ne chôment pas le vendredi ont droit à un autre jour de repos hebdomadaire payé. Les travailleurs ne faisant pas partie d'une équipe, qui ne chôment pas le vendredi et auxquels un autre jour de repos hebdomadaire est accordé, recevront un supplément de salaire de 35 pour cent. Si, avec le consentement du travailleur, aucun autre jour de congé ne lui est accordé pendant la semaine, il touchera un supplément de 135 pour cent de son salaire pour sa journée de travail.

15. Tout travailleur a droit, après douze mois de travail, à douze jours de congé payé. S'il est âgé de moins de seize ans, il a droit à dix-huit jours de congé payé après douze mois de travail. Les vendredis et jours fériés officiels n'entrent pas en compte pour le calcul du congé.

Les jours fériés officiels payés sont les suivants :

le jour de l'An iranien ;

le 13 farvardine ;

la Fête du travail ;  
la Fête de la Constitution ;  
l'Achoura ;  
le 21 ramezan ;  
l'Eydé-Zurban ;  
l'Eydé-Ghadir ;  
l'anniversaire de la naissance de S. M. I. le Chah ;  
le 28 safar (anniversaire de la mort du Prophète et du  
martyre de l'iman Hassan).

*Remarque 1.* — La base de calcul du salaire afférent aux jours fériés et aux congés des travailleurs à la tâche sera la moitié du salaire moyen de l'intéressé au cours des trente derniers jours de travail. Toutefois, le montant ainsi obtenu ne saurait être inférieur au salaire minimum.

*Remarque 2.* — Le travailleur doit bénéficier, chaque année, de tous les jours de congé auxquels il a droit. La date des congés est fixée d'entente entre les parties. A défaut d'accord sur ce point, la décision du conseil tripartite sera déterminante.

*Remarque 3.* — En cas de décès, d'abandon du travail, de licenciement ou de fermeture de l'entreprise, l'employeur doit verser au travailleur le salaire afférent à la période de congé à laquelle il a droit, au prorata du nombre de mois de service.

#### CHAPITRE IV. — TRAVAIL DES FEMMES ET DES ENFANTS

**16.** Il est interdit de faire travailler un enfant de moins de douze ans, même en qualité d'apprenti.

**17.** Le travail de nuit (entre 22 heures et 6 heures) est interdit aux femmes et aux mineurs de dix-huit ans, sauf en ce qui concerne les infirmières des hôpitaux et d'autres emplois qui pourront être précisés par le ministère du Travail.

**18.** Il est interdit de faire travailler une femme enceinte au cours des six semaines qui précèdent l'accouchement et des quatre semaines qui suivent celui-ci. Pendant cette période, l'employeur n'a pas le droit de la licencier.

**19.** L'employeur doit accorder aux femmes qui allaitent leurs nourrissons une demi-heure d'arrêt du travail toutes les trois heures. Ce répit fera partie de la durée du travail. Si le nombre de ces nourrissons dépasse dix dans une même entreprise, l'employeur doit aménager une garderie d'enfants.

**20.** Il est interdit d'affecter des mineurs de dix-huit ans ou des femmes à des travaux pénibles ou dangereux.

**21.** Le salaire ou traitement doit être payé à la fin de chaque semaine ou de chaque quinzaine, et ce un jour ouvrable et dans l'entreprise même.

*Remarque 1.* — Si une partie du salaire ou traitement est payée en nature, la prestation se fera selon l'accord conclu à cet effet entre les parties.

*Remarque 2.* — Le salaire des ouvriers qui travaillent par équipes pendant toute la durée du mois sera de 10 pour cent supérieur à celui des autres ouvriers effectuant une tâche semblable.

*Remarque 3.* — Seuls les ouvriers ne travaillant pas par équipes bénéficieront, pour chaque heure normale de travail de nuit (entre 22 heures et 6 heures) d'une augmentation de salaire de 35 pour cent.

**22.** Le salaire minimum de l'ouvrier non qualifié doit être tel qu'il puisse assurer l'existence d'un homme, d'une femme et de deux enfants, compte tenu de leurs besoins essentiels et du coût de la vie dans la région considérée.

Le salaire minimum sera recommandé tous les deux ans, selon les différentes régions du pays et les diverses branches d'activité et en application d'un règlement spécialement édicté à cet effet, par une commission composée de représentants du gouvernement, des employeurs et des ouvriers. Il sera appliqué après son homologation par le ministère du Travail et le Conseil supérieur du travail. Tant qu'un nouveau salaire minimum n'est pas fixé, le taux en vigueur demeure applicable.

*Remarque.* — Les employeurs doivent procéder à une classification des différents emplois de leur entreprise, selon le salaire payé pour chacun d'eux.

**23.** A travail égal le salaire des travailleurs et des travailleuses doit être le même.

**24.** Les salaires dus par l'employeur sont l'objet d'un privilège sur toutes les autres créances, même en matière fiscale.

Pour le paiement des dettes du travailleur, il ne peut être saisi plus du quart de son salaire. Le travailleur ne peut engager aux mêmes fins plus du quart de son salaire, sauf en cas de somme due pour l'achat de produits de première nécessité auprès d'une société coopérative.

Les aliments dus par le travailleur aux personnes à sa charge ne sont pas visés par les présentes dispositions et sont régis par celles du Code civil.

**25.** Le syndicat est une association d'ouvriers ou d'employeurs appartenant à un corps de métier, une entreprise ou une branche d'activité, constituée pour la sauvegarde des intérêts professionnels de ses membres et l'amélioration de leur situation matérielle et sociale.

La fusion de plusieurs syndicats constitue une union, et la fusion de plusieurs unions une fédération.

**26.** Les syndicats, unions et fédérations doivent, au moment de leur constitution, établir des statuts et les remettre au ministère du Travail pour les faire enregistrer. Le ministère du Travail n'acceptera de les enregistrer que s'ils ne sont pas en conflit avec les dispositions de la présente loi ou des règlements pris pour son application.

*Remarque.* — Les syndicats, unions et fédérations enregistrés au ministère du Travail avant la promulgation de la présente loi doivent dans les trois mois qui suivront la date d'entrée en vigueur de cette loi, mettre leurs statuts en harmonie avec les dispositions du présent chapitre et du règlement pris pour son application et en informer de nouveau le ministère du Travail aux fins d'enregistrement.

**27.** Les principaux droits et obligations des syndicats, unions et fédérations sont les suivants :

- a) conclusion de conventions collectives de travail ;
- b) achat, vente et acquisition de biens meubles et immeubles, sauf à des fins commerciales ou lucratives ;
- c) défense des droits et intérêts professionnels de leurs membres ;
- d) constitution de sociétés coopératives pour faire face aux besoins de leurs membres ;
- e) création de caisses de chômage à des fins d'assistance aux travailleurs sans emploi.

Les autres droits et obligations des syndicats, unions et fédérations ainsi que les dispositions concernant leurs statuts et leur mode de constitution, d'enregistrement et de dissolution feront l'objet d'un règlement spécial.

**28.** Tous moyens de contrainte, toute violence ou toute menace ayant pour but d'obliger un travailleur à devenir membre d'un syndicat ou de l'empêcher d'y adhérer sont interdits.

**29.** Les syndicats, unions et fédérations n'ont pas le droit d'intervenir dans des affaires politiques. Ils peuvent, toutefois, exprimer des préférences et coopérer avec des partis politiques pour défendre les intérêts professionnels ou économiques de leurs membres.



## CHAPITRE VII. — CONTRATS DE TRAVAIL

**30.** Le contrat de travail est un contrat écrit ou oral en vertu duquel un travailleur s'engage à effectuer un travail contre salaire pour une période déterminée ou non, au service d'un employeur.

**31.** Les clauses d'un contrat de travail ne sauraient être moins avantageuses pour un travailleur que les dispositions de la présente loi.

**32.** Si le contrat a été conclu pour une durée déterminée ou pour l'accomplissement d'une tâche précise, il ne peut être résilié unilatéralement que dans les cas qui y sont prévus.

La partie qui résilierait le contrat dans un autre cas devra verser à l'autre partie des dommages-intérêts en conséquence.

**33.** Si le contrat a été conclu pour une période indéterminée, chacune des parties peut le résilier avec un préavis écrit de quinze jours.

Si un travailleur licencié a été pendant au moins une année, ininterrompue ou non, au service d'un employeur, celui-ci doit lui payer une indemnité à raison de quinze jours de son dernier salaire pour chaque année de travail.

Tout travailleur ayant été au service d'un employeur pendant au moins trois mois consécutifs ou au moins six mois acquiert le droit de se plaindre dans les quinze jours aux organismes mentionnés au chapitre du règlement des différends du travail. Ces organismes peuvent, en tenant compte de la période d'emploi, du taux des paiements, de l'âge du travailleur, de ses charges de famille et des autres conditions et circonstances de l'espèce, imposer à l'employeur le paiement d'une indemnité qui s'ajoutera au montant visé, sans dépasser toutefois celui du salaire total de l'ouvrier pendant trois ans. L'employeur sera libre de payer cette indemnité ou de reprendre le travailleur à son service en lui versant le salaire afférent à la période de mise à pied.

*Remarque.* — Les dispositions du présent article ne s'appliqueront pas aux contrats de travail conclus pour une période déterminée ou aux fins d'accomplissement d'une tâche précise.

**34.** Si le licenciement du travailleur est dû, de l'avis du Conseil de règlement des différends, à une faute dans l'exécution du travail, l'intéressé ne conserve aucun droit.

## CHAPITRE VIII. — CONVENTIONS COLLECTIVES DE TRAVAIL

**35.** La convention collective de travail est un contrat écrit, conclu entre un ou plusieurs syndicats, unions ou fédérations de travailleurs, d'une part, et un ou plusieurs employeurs ou

syndicats, unions ou fédérations d'employeurs, de l'autre, et destiné à déterminer des conditions de travail.

Les clauses d'une convention collective de travail ne sauraient être moins avantageuses pour les travailleurs que les dispositions de la présente loi.

**36.** L'autorité chargée de l'examen des différends soulevés par les conventions collectives de travail est, en première instance, le Conseil de règlement des différends et, en appel et dernière instance, le Conseil supérieur du travail.

## CHAPITRE IX. — RÈGLEMENT DES DIFFÉRENDS DU TRAVAIL

**37.** Tout différend entre l'employeur, d'une part, et un travailleur ou apprenti, de l'autre, portant sur l'application de la présente loi ou d'un contrat de travail ou d'apprentissage, fera l'objet, en premier lieu, d'une tentative d'accord direct entre les parties ou leurs représentants.

**38.** Si le différend n'est pas réglé par accord direct, le plaignant s'adressera au bureau local du travail, qui saisira le conseil tripartite dans un délai de trois jours à compter de la date de réception de la plainte.

Le conseil tripartite se compose d'un représentant du ministère du Travail, d'un représentant de l'employeur et d'un représentant des travailleurs de l'entreprise. Il doit, dans un délai d'une semaine, examiner le différend et faire connaître sa décision.

Les décisions du conseil tripartite sont définitives et exécutoires, sauf en ce qui concerne les salaires, les licenciements et la réparation des dommages matériels causés par un travailleur au détriment de l'employeur. Dans ces cas, le différend peut être soumis, dans un délai de dix jours à compter de la date de notification de la décision susvisée au Conseil de règlement des différends.

*Remarque.* — Lorsqu'il n'existe pas de conseil tripartite, le bureau du travail doit examiner le différend en présence du plaignant et de la partie adverse ou de leurs représentants et rendre sa décision. Celle-ci aura la même valeur que celle d'un conseil tripartite.

**39.** Si le représentant du travailleur ou celui de l'employeur ne se présente pas à la réunion du conseil tripartite, une autre réunion sera organisée dans les cinq jours. Si l'une des parties fait défaut à cette dernière, la décision sera rendue par le représentant du ministère du Travail et celui de l'autre partie. Si l'accord ne peut se faire, la question est portée devant le Conseil de règlement des différends.

40. Le Conseil de règlement des différends se compose de trois représentants du gouvernement (le préfet, le chef de l'administration locale de la justice et le chef de l'administration locale du travail ou leurs représentants), de trois représentants des travailleurs et de trois représentants des employeurs. Chacun de ces trois groupes dispose d'une voix, la décision étant prise à la majorité.

La présidence du Conseil de règlement des différends est assumée par le préfet ou, en son absence, par le chef de l'administration locale du travail.

*Remarque 1.* — En cas de dissension entre les membres d'un même groupe, la décision interviendra au moyen du scrutin individuel, à la majorité des voix des personnes présentes. En cas de partage des voix, le vote du groupe dont fait partie le représentant du ministère du Travail sera prépondérant.

*Remarque 2.* — Le ministère du Travail peut, s'il est besoin, réunir en un même lieu, selon la procédure susvisée, plusieurs conseils de règlement des différends.

41. Si la négligence ou la faute d'un travailleur entraîne un accident, la perte ou la détérioration d'un instrument ou outil de l'entreprise ou des malfaçons, l'employeur a le droit d'exiger, par le truchement du conseil tripartite ou du Conseil de règlement des différends, la réparation des dommages survenus.

42. En cas d'absence des représentants du gouvernement ou de ceux de l'une des parties lors d'une réunion du Conseil de règlement des différends, une autre réunion aura lieu dans les trois jours. L'absence non motivée des représentants du gouvernement aux réunions du Conseil de règlement des différends sera considérée comme une faute de service. L'absence des représentants d'une partie à deux séances consécutives sera considérée comme une renonciation à ses droits.

43. La décision définitive prise par le conseil tripartite ou le Conseil de règlement des différends étant exécutoire, elle sera appliquée par les officiers de justice. La procédure de l'espèce sera établie par voie de règlement proposé par les ministères du Travail et de la Justice et approuvé en conseil des ministres.

44. Le mode d'élection des représentants des employeurs et des travailleurs, ainsi que de leurs suppléants, et les autres dispositions d'application du présent chapitre feront l'objet de règlements spéciaux.

45. En cas de différend collectif entre travailleurs et employeur, l'administration locale du travail doit immédiate-

ment procéder à une tentative de conciliation et y inviter les représentants des deux parties.

Si cette procédure n'aboutit pas au règlement du différend, l'administration locale du travail en saisit immédiatement le Conseil de règlement des différends, qui doit l'examiner dans les dix jours et faire connaître aux parties ses propositions en vue d'un règlement.

**46.** Si les propositions du Conseil de règlement des différends ne sont pas acceptées dans les trois jours par les parties, le chef de l'administration locale du travail doit informer immédiatement le ministère du Travail pour que celui-ci puisse prendre les décisions nécessaires.

En cas de besoin, le Conseil des ministres pourra, tant que durera le différend, administrer l'entreprise pour le compte de l'employeur sous telle forme qu'il jugera nécessaire.

## CHAPITRE X. — SÉCURITÉ ET HYGIÈNE DU TRAVAIL

**47.** Afin d'établir et d'approuver les règlements d'hygiène et de sécurité du travail et de prévention des accidents dans l'entreprise, il sera créé au ministère du Travail, un Conseil supérieur de sécurité composé comme suit :

- 1<sup>o</sup> le ministre du Travail ou le sous-secrétaire d'Etat, président ;
- 2<sup>o</sup> le sous-secrétaire d'Etat à l'Intérieur ;
- 3<sup>o</sup> le sous-secrétaire d'Etat à la Justice ;
- 4<sup>o</sup> le sous-secrétaire d'Etat à l'Industrie et aux Mines ;
- 5<sup>o</sup> le sous-secrétaire d'Etat à la Santé publique ;
- 6<sup>o</sup> le doyen du collège technique de l'université de Téhéran ;
- 7<sup>o</sup> le directeur ou le chef responsable de la Direction des conditions d'emploi et de l'Inspection du travail, qui assumera les fonctions de secrétaire.

Ce conseil pourra, si nécessaire, constituer des commissions d'experts chargés d'établir des règlements.

*Remarque 1.* — Le règlement intérieur du Conseil supérieur de sécurité sera proposé par le secrétaire et appliqué après avoir été approuvé par le Conseil.

*Remarque 2.* — [*Jetons de présence des membres du Conseil.*]

**48.** Quiconque désire fonder une nouvelle entreprise ou agrandir une entreprise existante, doit faire approuver au préalable par le ministère du Travail le programme des travaux, les projets de construction et les mesures envisagées pour assurer l'hygiène et la sécurité du travail. L'exploitation de ces entreprises est subordonnée à l'observation des mesures susvisées.

49. Les employeurs ne peuvent, sans autorisation du ministère du Travail, utiliser les parties d'équipement qui doivent, aux termes d'un règlement du Conseil supérieur de sécurité, être soumis à des essais préalables. Si cet équipement est utilisé sans pareille autorisation, l'employeur coupable sera passible des peines prévues au deuxième paragraphe de l'article 60. Si cet équipement est considéré comme dangereux ou nocif du point de vue de l'hygiène et de la sécurité, le juge d'instruction, à la requête du ministère du Travail, rendra une ordonnance de saisie.

50. Si, au cours d'une inspection, l'inspecteur du travail craint un accident ou l'apparition d'un danger dans une entreprise, le juge d'instruction, à la requête du ministère du Travail et conformément aux dispositions de la présente loi, rendra une ordonnance de fermeture de tout ou partie de ladite entreprise. Sur présentation d'un certificat du ministère du Travail attestant que l'activité de l'entreprise se déroule désormais conformément à la loi, le juge d'instruction ou le tribunal en ordonnera immédiatement la réouverture.

*Remarque.* — L'employeur est tenu de payer les salaires de tous ceux de ses travailleurs qui sont directement ou indirectement réduits au chômage pendant la période de fermeture susvisée.

51. Quiconque subit un dommage du fait de l'exécution d'une des ordonnances susvisées, pourra, dans les vingt-quatre heures de la signification par le juge d'instruction, en appeler au tribunal d'instance compétent. Le tribunal examinera immédiatement l'affaire et rendra un jugement provisoirement applicable.

## CHAPITRE XI. — INSPECTION DU TRAVAIL

52. Le ministère du Travail désignera des personnes compétentes en qualité d'inspecteur du travail pour l'application des dispositions de la présente loi.

Les inspecteurs du travail auront droit de pénétrer à tout moment dans les entreprises soumises aux dispositions de la présente loi et d'y procéder à des inspections. Le rapport d'un inspecteur du travail sur l'application de la présente loi sera considéré comme rapport d'un officier de justice.

Employeurs et travailleurs doivent appliquer toutes les dispositions et règlements d'hygiène et de sécurité du travail.

Les dispositions concernant les méthodes d'inspection, l'hygiène et la sécurité du travail et les obligations et pouvoirs des inspecteurs feront l'objet de règlements spéciaux.

53. Les inspecteurs du travail n'ont le droit en aucun cas, même après avoir quitté le service du gouvernement, de divul-

guer les secrets commerciaux et techniques dont ils ont eu connaissance dans l'exercice de leurs fonctions, non plus que les noms des personnes qui leur auraient signalé des infractions. Les contrevenants aux dispositions du présent article seront passibles des peines prévues à l'article 220 du Code pénal.

## CHAPITRE XII. — CONSEIL SUPÉRIEUR DU TRAVAIL

**54.** Il sera créé au ministère du Travail un Conseil supérieur du travail chargé d'approuver les règlements d'application de la présente loi et d'accomplir telles autres fonctions, qui lui seront dévolues en vertu de la présente loi et des autres lois et règlements applicables en l'espèce.

**55.** Le Conseil supérieur du travail sera composé des membres suivants, dont le mandat aura une durée de deux ans :

- a) trois représentants du gouvernement, savoir le ministre du Travail ou le sous-secrétaire d'Etat et deux experts des questions sociales et économiques désignés par le ministre du Travail avec l'accord du Conseil des ministres ;
- b) trois membres titulaires et trois suppléants nommés par le ministre du Travail parmi les représentants désignés par les syndicats patronaux enregistrés conformément à la présente loi et par les employeurs qui occupent cinq cents travailleurs au minimum ;
- c) trois membres titulaires et trois suppléants nommés par le ministre du Travail parmi les représentants désignés par les syndicats ouvriers enregistrés conformément à la présente loi ou parmi les représentants des ouvriers des conseils tripartites.

**56.** Le Conseil supérieur du travail se réunira sur convocation et sous la présidence du ministre du Travail ou du sous-secrétaire d'Etat.

Les décisions du Conseil seront prises à la majorité des voix, chacun des trois groupes, c'est-à-dire les représentants des travailleurs, des employeurs et du gouvernement, disposant chacun d'une voix. Si les représentants d'un même groupe ne peuvent se mettre d'accord, le vote se fera au scrutin individuel et la décision sera prise à la majorité des voix.

Le règlement intérieur du Conseil supérieur du travail sera établi par le ministre du Travail et appliqué après avoir été approuvé par le Conseil.

*Remarque.* — [Renouvellement du Conseil.]

## CHAPITRE XIII. — DISPOSITIONS PÉNALES

**57.** Si l'employeur ne remet pas au ministère du Travail les statistiques et données prévues à l'article 9 de la présente loi, il

sera condamné, dans chaque cas, à une amende de 500 à 5.000 rials.

**58.** Les infractions de l'employeur aux articles 11, 12, 14, 15 ou 21 à 23 de la présente loi et des règlements pris pour leur application entraîneront des amendes de 1.000 à 10.000 rials. L'imposition d'heures supplémentaires à un mineur de seize ans entraînera l'application du maximum de la peine.

**59.** Tout contrevenant à l'article 10 de la présente loi ou du règlement pris pour son application, de même que les employeurs qui contreviendraient aux dispositions du chapitre IV de cette loi ou des règlements y afférents, seront passibles d'une amende de 1.000 à 10.000 rials ou d'un emprisonnement d'un à deux mois, ou de ces deux peines à la fois.

Les employeurs qui occuperont des enfants de moins de douze ans seront condamnés au maximum de la peine.

**60.** Tout employeur ou autre personne qui ferait obstacle à l'entrée dans l'entreprise d'un inspecteur du travail ou à l'accomplissement de sa mission ou encore qui s'abstiendrait de lui fournir les informations et documents nécessaires sera passible d'une amende de 1.000 à 10.000 rials pour chaque infraction.

Tout employeur qui contreviendra à une disposition législative ou réglementaire concernant l'hygiène et la sécurité du travail sera condamné à une amende de 5.000 à 100.000 rials pour chaque infraction.

**61.** Celui qui, par la violence ou la menace, oblige quelqu'un à adhérer à un syndicat ou l'empêche de faire partie d'un syndicat sera condamné à une amende de 1.000 à 10.000 rials ou à une peine de détention d'un à deux mois ou aux deux peines à la fois.

**62.** Celui qui, contrairement aux dispositions des conventions internationales du travail n<sup>os</sup> 29 et 105, contraint quelqu'un à un travail forcé sera condamné, indépendamment du paiement de tous salaires dus, à une amende de 1.000 à 10.000 rials, dans chaque cas, ou à une peine de détention d'un à six mois ou aux deux peines à la fois.

**63.** Les amendes prévues au présent chapitre seront versées à un compte bancaire spécial. Leur produit sera affecté au bien-être des travailleurs, sous le contrôle du ministre du Travail et aux termes d'un règlement qui sera adopté en Conseil des ministres.

**64.** Un représentant du ministère du Travail pourra être présent à toute séance d'un tribunal où une affaire intéressant le département est jugée et y présenter le point de vue du ministère.

#### CHAPITRE XIV. — DISPOSITIONS DIVERSES

**65.** Le ministère du Travail peut contrôler l'activité des bureaux privés de placement et créera progressivement des offices de placement officiels dont les services seront gratuits.

**66.** Les employeurs doivent développer dans leurs entreprises, conformément aux règlements applicables en l'espèce, les moyens nécessaires à la formation d'ouvriers qualifiés et à l'amélioration du niveau des connaissances techniques et professionnelles des travailleurs et des apprentis à leur service.

**67.** Le ministère du Travail établira les règlements d'application de la présente loi, qui porteront effet après avoir été approuvés par le Conseil supérieur du travail.

Toutefois, les règlements d'application des articles 10, 43 et 63 de la présente loi entreront en vigueur après avoir été approuvés par le Conseil des ministres et les règlements d'application du chapitre X (Hygiène et sécurité du travail), après avoir été approuvés par le Conseil supérieur de sécurité.

**68.** A compter de la date de promulgation de la présente loi, la loi du 17 khordad 1328 donnant force exécutoire au rapport de la Commission de l'industrie et du commerce du 11 esfand 1327, de même que toutes autres lois dont les dispositions sont contraires, sont abrogées.

**69.** Les ministères du Travail et de la Justice sont chargés de l'exécution de la présente loi.



## IRAN 1

### Assurance sociale

#### Loi du 11 mai 1960 (21 ordibehecht 1339) sur l'assurance sociale des travailleurs.

#### CHAPITRE PREMIER. — DISPOSITIONS GÉNÉRALES

**Art. 1<sup>er</sup>.** L'Organisation de l'assurance sociale des travailleurs, dénommée, dans la présente loi, l'« Organisation », est chargée de la gestion de l'assurance sociale des travailleurs.

2. L'Organisation est chargée de l'assurance sociale de tous les travailleurs dans les cas suivants :

- 1<sup>o</sup> accidents du travail et maladies professionnelles ;
- 2<sup>o</sup> autres accidents et maladies, maternité ;
- 3<sup>o</sup> invalidité, vieillesse, décès ;
- 4<sup>o</sup> mariage.

*Remarque 1.* — Les assurés ont droit à l'assistance pour charges de famille, aux termes de la présente loi.

*Remarque 2.* — Les membres de la famille à charge bénéficient de l'assistance médicale prévue par la présente loi.

3. Les employeurs sont tenus d'assurer auprès de l'Organisation les travailleurs à leur service, quels que soient la forme, la nature et la validité du contrat qui les lie et le mode de paiement de la rémunération (en espèces ou en nature).

*Remarque 1.* — L'Organisation peut, par voie de règlement spécial édicté en vertu de la présente loi, étendre l'assurance aux artisans et aux travailleurs indépendants, et ce, dans la totalité ou dans une partie seulement des cas visés par cette loi.

Les gens de maison, les garçons de bureau, les ouvriers qui exécutent des travaux occasionnels au domicile de personnes privées ne sont assujettis à l'assurance qu'à titre facultatif et moyennant entente entre l'employeur et le travailleur.

*Remarque 2.* — Les fonctionnaires qui bénéficient d'un régime spécial ne sont pas visés par la présente loi.

Le Gouvernement peut, de concert avec l'Organisation, lui confier la gestion de l'assurance des personnes susvisées.

*Remarque 3.* — L'assurance sociale en faveur des ouvriers agricoles fera l'objet d'un projet de loi spécial qui sera établi par le Gouvernement et soumis à l'approbation du Parlement.

*Note.* — Le texte de cette loi a été établi sur la base d'une traduction française fournie par les autorités iraniennes.

*Remarque 4.* — Les travailleurs de nationalité étrangère occupés en Iran conformément aux lois et règlements en vigueur seront assurés aux termes d'un règlement spécial.

4. L'Organisation, qui est placée sous le contrôle du ministre du Travail, est dotée de la personnalité juridique et jouit de l'autonomie financière et administrative. Ses finances seront gérées selon les principes de la législation commerciale.

5. Les catégories de travailleurs précédemment assurées en totalité ou en partie auprès de l'Organisation continueront à l'être selon les dispositions de la présente loi. Les travailleurs non assurés en vertu de la présente loi seront progressivement pris en charge par l'Organisation, selon la procédure fixée par son administrateur général, approuvée par le ministre du Travail.

6. Les travailleurs qui cessent de remplir les conditions d'assujettissement à l'assurance pour des raisons autres que celles qui sont indiquées dans la présente loi pourront continuer à être assujettis à l'assurance prévue par cette loi, aux termes d'un règlement spécialement édicté à cet effet ; dans ce cas, le paiement de la cotisation sera intégralement à la charge de l'assuré.

## CHAPITRE II. — ORGANES CENTRAUX ET ORGANISATION ADMINISTRATIVE

7. Les organes centraux de l'Organisation sont :

- A) le conseil supérieur ;
- B) l'administrateur général ;
- C) la commission de revision.

8. Le conseil supérieur comprend :

- a) trois représentants du Gouvernement, savoir : le ministre du Travail ou son représentant, président ; un spécialiste de l'assurance sociale, et un spécialiste de l'hygiène. Ces deux derniers membres sont désignés par le Conseil des ministres, sur proposition du ministre du Travail ;
- b) trois représentants des employeurs, savoir : l'administrateur général de la Société nationale iranienne des pétroles ou son représentant et deux autres personnes désignées comme suit : chaque confédération, union ou syndicat patronal enregistré aux termes de la loi du travail<sup>1</sup>, ainsi que tout employeur ayant plus de mille travailleurs à son service, présentera un candidat au ministre du Travail ; celui-ci choisira deux représentants sur la liste ainsi établie ;

<sup>1</sup> *Série législative*, 1959 (Iran 1).

c) trois représentants des travailleurs désignés par le ministre du Travail parmi les candidats présentés par les confédérations, unions ou syndicats ouvriers, ou parmi les représentants des travailleurs dans les entreprises.

9. Les membres du conseil supérieur, dont le mandat aura une durée de trois ans, seront rééligibles.

*Remarque 1.* — Le règlement intérieur du conseil supérieur entrera en vigueur après avoir été approuvé par le ministre du Travail.

*Remarque 2.* — En cas de décès, de démission ou d'absence sans excuse valable à trois séances successives d'un membre du conseil, son successeur sera désigné, selon la procédure prévue au présent article, pour la durée restant à courir de son mandat.

Le président du conseil supérieur se prononcera sur la validité des excuses présentées.

*Remarque 3.* — Les décisions du conseil supérieur seront prises à la majorité des voix. Chacun des trois groupes, soit les représentants du Gouvernement, des travailleurs et des employeurs, respectivement, disposera d'une voix.

Si la majorité ne peut être acquise au sein d'un groupe, les décisions seront prises à la majorité des voix des membres du Conseil supérieur ; en cas de partage égal des voix, celle du président sera prépondérante.

10. Le ministre du Travail pourra, avec l'accord du Conseil des ministres, prendre les mesures nécessaires pour une nouvelle désignation de tout ou partie des membres du conseil supérieur, avant l'expiration de leur mandat.

Dans ce cas, la ou les nouvelles désignations se feront aux termes de l'article 8 de la présente loi.

11. Le conseil supérieur a les attributions suivantes :

- 1<sup>o</sup> approuver les règlements prévus par la présente loi, à l'exception de ceux qui sont du ressort d'une autre autorité ;
- 2<sup>o</sup> examiner et approuver le budget, le rapport financier annuel et le bilan de l'Organisation ;
- 3<sup>o</sup> fixer les traitements et indemnités de l'administrateur général, de son adjoint et des membres de la commission de revision ;
- 4<sup>o</sup> déterminer l'affectation des fonds et réserves de l'Organisation, compte tenu des dispositions de l'article 38 de la présente loi ;
- 5<sup>o</sup> émettre un avis et se prononcer sur toute question d'ordre général dont il est saisi par l'administrateur général ;
- 6<sup>o</sup> se prononcer sur toute autre question qui, aux termes de la présente loi, relève de sa compétence.

12. L'administrateur général, qui a rang de sous-secrétaire d'Etat au ministère du Travail, sera désigné parmi des spécialistes de l'assurance sociale ayant acquis l'expérience voulue dans ce domaine et jouissant d'une parfaite réputation. Il sera désigné par firman impérial, sur proposition du ministre du Travail approuvée par le Conseil des ministres.

La durée de son mandat, qui pourra être reconduit, sera de trois ans.

*Remarque.* — L'administrateur général sera assisté d'un adjoint, désigné par le ministre du Travail sur sa proposition.

13. Tout changement d'administrateur général survenant avant l'expiration de son mandat doit faire l'objet d'une décision du Conseil des ministres, sur proposition du ministre du Travail.

14. L'administrateur général est responsable de l'administration de l'Organisation, de l'application de la présente loi et de l'exécution des décisions du conseil supérieur ; il aura tous pouvoirs à cet effet. Il dirige les activités de l'office central, des offices régionaux et des représentants locaux. Il représente l'Organisation auprès des cours et tribunaux. Il peut assurer cette représentation par l'entremise d'avocats ou de délégués de son choix.

L'administrateur général a notamment les attributions suivantes :

- 1<sup>o</sup> élaborer les règlements de l'Organisation et les soumettre à l'approbation du conseil supérieur ;
- 2<sup>o</sup> établir le budget général, le rapport financier annuel et le bilan de l'Organisation ;
- 3<sup>o</sup> soumettre à l'approbation du conseil supérieur des propositions d'achat ou de vente des biens immeubles de l'Organisation ;
- 4<sup>o</sup> soumettre à l'approbation du conseil supérieur des projets d'affectation des capitaux et réserves de l'Organisation ;
- 5<sup>o</sup> soumettre à l'approbation du conseil supérieur les modalités de ventilation des recettes provenant des cotisations, de manière à assurer l'accomplissement des obligations prescrites par la présente loi ;
- 6<sup>o</sup> soumettre à l'approbation du conseil supérieur des projets d'accords devant être conclus avec des employeurs et tendant à confier à ces derniers une partie de la gestion des prestations prévues par la présente loi.

L'administrateur général peut déléguer une partie de ses pouvoirs à son adjoint, aux chefs des divers services de l'Organisation et aux chefs de ses offices régionaux.

15. La commission de revision se compose de cinq personnes désignées comme suit pour une période de deux ans : un sénateur

choisi par le Sénat ; un député choisi par la Chambre des députés ; trois spécialistes de l'assurance sociale, dont l'un au moins doit être également un spécialiste de l'hygiène.

Ces trois derniers membres sont désignés par le Conseil des ministres, sur proposition du ministre du Travail. Leur mandat peut être reconduit.

*Remarque.* — En cas de décès ou de démission d'un membre de la commission de revision, son successeur sera désigné selon la procédure prévue au présent article pour la durée restant à courir de son mandat.

**16.** La commission de revision a les attributions suivantes :

- 1<sup>o</sup> veiller à la bonne exécution de la présente loi et à la conformité des activités de l'Organisation avec les règlements applicables ;
- 2<sup>o</sup> examiner, avant qu'ils soient soumis au conseil supérieur, les projets de bilan et de budget ;
- 3<sup>o</sup> se prononcer sur toute autre question qui, en vertu de la présente loi, relève de sa compétence.

*Remarque 1.* — Pour mener à bien la réalisation de ses tâches, la commission de revision a la faculté d'examiner tous les livres et documents relatifs aux prestations. L'administrateur général est tenu de mettre à sa disposition les documents qui lui sont demandés ainsi que de fournir toutes explications nécessaires.

*Remarque 2.* — Si la commission de revision constate des irrégularités, aux termes des dispositions législatives ou réglementaires applicables, dans l'administration de l'Organisation, elle en informe l'administrateur général. Si elle entend soulever des objections relativement à l'activité de l'administrateur général et à l'administration de l'Organisation en général, il lui appartient de soumettre un rapport circonstancié au ministre du Travail.

*Remarque 3.* — La commission de revision rédigera son propre règlement intérieur, notamment quant à la réunion de ses membres. Ce règlement devra être approuvé par le ministre du Travail.

**17.** L'Organisation disposera, pour s'acquitter de ses tâches, d'un office central, d'offices régionaux et de représentants locaux.

**18.** L'Organisation pourra, avec l'assentiment du ministère intéressé, faire muter dans ses services des fonctionnaires de l'Etat en leur payant leur traitement.

Si les circonstances l'exigent et avec l'assentiment du ministère intéressé, elle pourra confier des missions temporaires à des fonctionnaires de l'Etat. Dans tous les cas, la durée de leur détachement auprès de celle-ci sera considérée comme accomplie au

service de l'Etat, à condition que le versement des cotisations de retraite soit effectué.

**19.** Les conditions de service du personnel de l'Organisation seront déterminées aux termes d'un règlement qui devra être approuvé par le conseil supérieur.

*Remarque.* — Tous les fonctionnaires de l'Organisation, ainsi que les personnes à leur charge, bénéficieront, aux termes d'un règlement qui sera approuvé par le conseil supérieur, de l'ensemble ou d'une partie des avantages prévus par la présente loi.

**20.** Si les circonstances l'exigent, l'Organisation peut, en vertu d'accords spécialement conclus à cet effet, confier la gestion d'une partie des prestations (à l'exception des pensions) prévues par la présente loi à des employeurs ou à d'autres personnes physiques ou morales disposant à cet effet de moyens et d'installations qu'elle jugera satisfaisants. La conclusion de pareils contrats ne saurait en aucun cas dégager l'Organisation des responsabilités qu'elle assume à l'égard de ses assurés.

### CHAPITRE III. — ADMINISTRATION FINANCIÈRE ET RESSOURCES DE L'ORGANISATION

**21.** Les ressources de l'Organisation sont les suivantes :

- 1<sup>o</sup> les cotisations, égales à 18 pour cent du salaire, dont 5 pour cent à la charge du travailleur et 13 pour cent à la charge de l'employeur ;
- 2<sup>o</sup> les revenus provenant des fonds et des biens appartenant à l'Organisation ; les recettes provenant des hôpitaux, dispensaires et sanatoriums de l'Organisation où sont admises des personnes non assurées ;
- 3<sup>o</sup> les montants des amendes infligées en vertu de la présente loi ;
- 4<sup>o</sup> les subventions et donations faites à l'Organisation.

*Remarque.* — Si les cotisations prévues à l'article 21 ne suffisent pas pour permettre à l'Organisation de faire face aux engagements qu'elle assume, une augmentation de la cotisation à raison de 3 pour cent (2 pour cent à la charge de l'employeur et 1 pour cent à la charge du travailleur) sera décidée par des commissions permanentes du travail des deux chambres sur proposition du ministre du Travail.

**22.** Le salaire servant de base au calcul des cotisations comprend toute somme en espèces et tous avantages en nature octroyés au travailleur en échange de ses services.

*Remarque.* — Les employeurs sont tenus de prélever les cotisations prévues à l'article 21 sur les montants des salaires versés

à leurs travailleurs, y compris la rémunération des heures supplémentaires, les primes d'horaire exceptionnel, la rémunération des jours fériés et des congés payés, les primes de travail de nuit, les montants supplémentaires versés au titre de travaux pénibles ou dangereux, les allocations de vie chère (mais à l'exception des allocations familiales et des versements occasionnels, tels que les indemnités de voyage et les gratifications extraordinaires). Ils sont tenus d'y ajouter leur quote-part et de verser le tout à l'Organisation.

**23.** Le montant des avantages en nature, tels que les produits alimentaires, vêtements, etc., fournis au travailleur en complément du salaire, sera déterminé, selon leur prix, au moment de la détermination du salaire minimum.

*Remarque.* — Si l'employeur fournit gratuitement le logement à l'assuré, aucune cotisation ne sera versée à ce titre.

**24.** En ce qui concerne les assurés qui touchent tout ou partie de leur salaire sous forme de pourboires, le revenu mensuel approximatif de chaque catégorie de ces travailleurs sera fixé par le conseil supérieur sur proposition de l'administrateur général, le montant de la cotisation étant calculé sur cette base.

**25.** En ce qui concerne les assurés salariés travaillant de façon continue aux pièces, la cotisation sera calculée sur l'ensemble de leurs revenus mensuels, à condition que le montant de la cotisation ne soit en aucun cas inférieur à celui qui est perçu sur la base du salaire minimum.

*Remarque.* — En ce qui concerne les apprentis qui ne touchent pas de salaire, l'employeur devra verser sa quote-part de la cotisation sur la base du salaire minimum en vigueur.

Si l'apprenti est salarié, il paiera une cotisation calculée sur son salaire, à condition que la quote-part de l'employeur ne soit pas inférieure à celle qu'il verse sur la base du salaire minimum en vigueur.

**26.** Si un travailleur est occupé au service de deux ou plusieurs employeurs, chacun des employeurs est tenu de percevoir le montant de la cotisation sur le salaire ou traitement de l'assuré, d'y joindre sa quote-part et de verser le tout à l'Organisation.

**27.** Le conseil supérieur peut, sur proposition de l'administrateur général, déterminer des catégories de cotisations fixes sur la base des revenus des assurés, dans la limite des taux des cotisations prévus par la présente loi.

Dans ce cas, les quotes-parts des assurés et des employeurs seront déterminées selon les dispositions de l'article 21.

*Remarque.* — En cas de besoin, un décret du ministre du Travail, approuvé par le Conseil des ministres, pourra prévoir que

le paiement des cotisations aura lieu au moyen de timbres spéciaux. Les timbres émis à cette fin par l'Organisation jouiront de la protection légale au même titre que les timbres de l'Etat.

Le paiement des cotisations au moyen de timbres pourra s'appliquer soit à tous les assurés ou à certaines catégories d'entre eux, soit à certaines catégories d'assurances ou de prestations.

**28.** L'employeur est responsable du versement à l'Organisation de l'ensemble des cotisations des travailleurs à son service. Il est tenu, lors de chaque paie, de prélever leur quote-part, d'y ajouter la sienne propre et de verser le tout à l'Organisation. Au cas où l'employeur négligerait de prélever la cotisation des travailleurs à son service, il sera lui-même responsable du versement de cette dernière.

Si l'employeur ne verse pas les cotisations en temps voulu à l'Organisation, celle-ci n'en reste pas moins responsable de l'exécution de ses obligations envers les assurés et du paiement des prestations prévues par la présente loi.

**29.** Lorsque l'employeur cède l'exécution d'un travail à d'autres établissements ou à des entrepreneurs en vertu d'un contrat de louage d'ouvrages, il doit, aux termes du contrat qu'il conclut, charger l'entrepreneur d'assurer les travailleurs à son service, de même que ceux des sous-entrepreneurs éventuels, conformément à la présente loi. Les entrepreneurs et sous-entrepreneurs seront tenus de payer les cotisations correspondantes.

Le paiement de la dernière tranche du travail cédé à l'entrepreneur ne sera effectué que contre reçu de versement des cotisations à l'Organisation.

Si l'employeur effectue le paiement de la dernière tranche à l'entrepreneur sans exiger ledit reçu, il sera responsable du paiement des cotisations prescrites.

Les présentes dispositions s'appliquent aux administrations et entreprises gouvernementales, aux municipalités, aux sociétés philanthropiques et aux associations publiques et privées.

**30.** L'employeur est tenu de faire parvenir à l'Organisation, dans les vingt premiers jours de chaque mois, l'état des salaires des travailleurs à son service au cours du mois précédent et verser à l'Organisation le montant total des cotisations mensuelles échues.

Si, en cas d'empêchement reconnu valable, l'envoi de l'état et le versement des cotisations d'assurance par l'employeur ne peuvent être effectués dans le délai fixé, l'administrateur général pourra, avec le consentement du conseil supérieur, accorder à l'employeur un délai plus long, à concurrence de trois mois au total.

**31.** Si l'employeur s'abstient d'envoyer l'état susvisé ou envoie un état incomplet ou inexact, l'Organisation peut, de son



propre chef, déterminer le montant des cotisations dues. Dans tous les cas, la liquidation définitive des sommes dues par l'employeur sera faite sur la base des salaires effectivement perçus par les assurés.

*Remarque.* — Si l'employeur n'est pas d'accord sur le montant des cotisations fixées par l'Organisation, il devra adresser dans un délai de vingt jours à compter de la date où il reçoit la notification par l'Organisation de la somme qui lui est due, une protestation motivée à la commission de revision.

Celle-ci rendra sa décision dans le délai d'un mois. La décision de la commission de revision est définitive et immédiatement exécutoire.

**32.** Les inspecteurs de l'Organisation peuvent pénétrer dans les entreprises assujetties à l'assurance sociale.

Les employeurs sont tenus de mettre à leur disposition les états des salaires, ainsi que tous livres et pièces comptables utiles.

*Remarque.* — Les inspecteurs de l'Organisation seront choisis parmi les fonctionnaires de l'Organisation ou du ministère du Travail. Ils devront remplir les mêmes conditions et assumeront les mêmes responsabilités que celles qui sont déterminées pour les inspecteurs du travail dans la loi du travail<sup>1</sup> et les règlements pris pour son application.

**33.** Chaque fois que l'Organisation, aux termes de l'article 5 de la présente loi, décide l'assujettissement d'une nouvelle catégorie de travailleurs à l'assurance sociale, ceux-ci bénéficieront de toutes les prestations prévues par cette loi.

Les employeurs devront verser les cotisations correspondantes, à partir de la date fixée par l'Organisation.

**34.** Les cotisations, les majorations de retard et les amendes prévues par la présente loi sont considérées comme dettes privilégiées, prenant rang immédiatement après celles qui résultent des salaires dus et devant être versées à l'Organisation avant toutes autres dettes.

**35.** Les sommes dues à l'Organisation au titre des cotisations et des majorations de retard, en application de la présente loi ou des lois précédentes sur l'assurance sociale des travailleurs<sup>2</sup>, de même que la part de l'employeur au titre de la retraite prévue à l'article 67, seront considérées comme des créances fondées sur des actes authentiques et recouvrables, par voie d'exécution forcée, par les commissaires de l'Office des exécutions forcées.

Le règlement d'exécution du présent article sera établi par l'Organisation et appliqué après avoir été approuvé par les ministères du Travail et de la Justice.

<sup>1</sup> Série législative, 1947 (Iran 1 B)... 1955 (Iran 1).

**36.** Au mois de dey (décembre-janvier) de chaque année, l'administrateur général établit le budget général (soit le budget administratif, le budget technique et les prévisions de dépenses au titre des soins médicaux et d'hygiène) pour l'année suivante et, après que la commission de revision se sera prononcée, le présente au conseil supérieur.

Le conseil supérieur est tenu, avant le 15 esfand (février-mars), de remettre le budget, vu et approuvé, à l'administrateur général.

Le total des frais d'administration, y compris les traitements et indemnités des fonctionnaires de l'Organisation, ne saurait dépasser 7 pour cent des revenus totaux de cette dernière.

**37.** L'administrateur général est tenu, au moment de l'établissement du budget de l'Organisation, de prévoir les chapitres suivants :

- 1<sup>o</sup> accidents du travail et maladies professionnelles ;
- 2<sup>o</sup> maladie, maternité ;
- 3<sup>o</sup> mariage ;
- 4<sup>o</sup> pensions et prestations de retraite.

Il doit, en conséquence, diviser le budget technique en autant de rubriques qu'il sera nécessaire, de façon que les dépenses et versements de l'année soient imputés sur le chapitre correspondant.

*Remarque.* — En établissant le budget, il y a lieu de prévoir deux sortes de réserves : la réserve de sécurité et la réserve technique.

La réserve de sécurité sera utilisée pour couvrir les dépenses imprévues résultant de l'application des alinéas 1<sup>o</sup> à 3<sup>o</sup> du présent article.

La réserve technique servira au paiement des pensions et prestations de retraite.

Le montant des réserves ne saurait être inférieur à 15 pour cent des revenus totaux annuels de l'Organisation, étant entendu que 10 pour cent au moins de ces revenus doivent être virés au compte de la réserve technique.

**38.** L'Organisation doit consacrer ses réserves, par l'intermédiaire de la Banque pour le bien-être des travailleurs. Il est formellement interdit à l'Organisation d'accorder des prêts à qui que ce soit.

**39.** Les modalités de la gestion financière et de la tenue des comptes de l'Organisation seront déterminées par voie de règlement établi par l'administrateur général aux termes de l'article 37 de la présente loi et approuvé par le conseil supérieur.

40. La situation financière de l'Organisation doit, au moins une fois tous les trois ans et chaque fois que le conseil supérieur l'estimera nécessaire, faire l'objet d'un contrôle actuariel.

L'administrateur général soumettra un rapport d'activité au conseil supérieur.

41. L'Organisation mettra à la disposition du ministère du Travail 1 pour cent du montant des cotisations encaissées, pour le contrôle de la sécurité et de l'hygiène du travail.

Ce montant sera utilisé selon les directives du ministre du Travail aux termes d'un règlement soumis à l'approbation du Conseil des ministres.

## CHAPITRE V. — PRESTATIONS

### *Section I. — Accidents du travail et maladies professionnelles*

42. Les prestations prévues à la présente section seront accordées dès le premier jour d'assujettissement de l'assuré au régime d'assurance.

43. L'expression « accident du travail » désigne tout accident qui survient au cours du travail de l'assuré ou du fait dudit travail.

L'expression « au cours du travail » désigne tout le temps pendant lequel l'assuré travaille dans l'entreprise, dans un établissement annexe ou dans un local situé dans l'enceinte de l'entreprise, de même que toute période de travail accomplie hors de l'enceinte de l'entreprise sur instructions de l'employeur.

La durée du trajet aller et retour entre le domicile de l'assuré et l'entreprise, que ce soit à pied ou à l'aide d'un moyen de transport, selon l'itinéraire normal ou moyennant un raccourci choisi par l'assuré, est considérée comme période de travail.

Les accidents survenant lors de mesures prises pour mettre à l'abri d'autres assurés ou pour leur porter secours sont considérés comme accidents du travail.

44. L'expression « maladie professionnelle » désigne toute maladie qui figure au tableau approuvé à cet effet par le conseil supérieur. La durée de responsabilité de l'Organisation figure audit tableau en regard de la maladie considérée.

45. Si un assuré est atteint d'une lésion à la suite d'un accident du travail ou contracte une maladie professionnelle, l'Organisation prend à sa charge les frais suivants, pour autant que les soins qui en font l'objet sont justifiés et que le médecin traitant les juge nécessaires: examens médicaux de diagnostic, y compris les radiographies, les examens de laboratoire, etc., soins de pra-

ticiens de médecine générale et de spécialistes, soins dentaires, soins hospitaliers, octroi de produits pharmaceutiques prévus par la pharmacopée de l'Organisation.

Lorsque le patient est obligé de se déplacer d'une localité à une autre pour se faire soigner, les frais de déplacement sont à la charge de l'Organisation. Il en est de même, si le patient doit être accompagné (en cas de maladie grave), des frais encourus de la sorte.

Si l'état du patient nécessite une prothèse, celle-ci est fournie, quelle que soit sa nature, aux frais de l'Organisation. La nécessité doit en être certifiée par le médecin traitant et approuvée par la commission médicale de l'Organisation.

L'administrateur général établira un règlement, qui sera approuvé par le conseil supérieur, sur la nature des prothèses qui pourront être remplacées, modifiées ou réparées en cas d'usure ou à la suite d'un changement de l'état du patient.

**46.** L'assuré qui, à la suite d'un accident du travail ou d'une maladie professionnelle, est atteint d'une incapacité de travail dûment constatée par un médecin de l'Organisation a droit à une indemnité journalière.

**47.** La durée de la période d'octroi et le montant de l'indemnité journalière sont fixés comme suit :

- 1) l'indemnité sera payée dès le premier jour d'incapacité de travail suivant celui où l'accident est survenu ou celui où la maladie s'est manifestée ;
  - 2) le montant de l'indemnité est égal aux deux tiers du dernier salaire journalier de l'assuré ; dans le cas où celui-ci est hospitalisé aux frais de l'Organisation et qu'il soit célibataire, le montant de l'indemnité est égal à la moitié de son dernier salaire journalier ;
  - 3) lorsque l'Organisation fait transporter dans une autre localité, pour qu'il y bénéficie de soins médicaux sans hospitalisation, un travailleur, l'indemnité sera majorée de 50 pour cent au titre de frais de séjour ;
- 4<sup>o</sup> si l'assuré est incapable de reprendre son travail après l'expiration d'un délai de douze mois et si l'Organisation estime qu'il est nécessaire de poursuivre le traitement, l'intéressé recevra 50 pour cent de son dernier salaire s'il a des charges de famille, et 50 pour cent dans des autres cas.

*Remarque.* — Le terme « dernier salaire journalier de l'assuré » désigne le total des sommes qui lui ont été payées et sur la base desquelles la cotisation a été calculée au cours des trois mois ayant précédé le début de l'incapacité de travail, divisé par le nombre de jours ouvrables compris dans cette période.

**48.** En cas de maladie professionnelle ou d'accident du travail, l'employeur doit prendre toutes les mesures nécessaires

pour empêcher que l'état du patient empire et déclarer immédiatement le cas à l'Organisation. L'Organisation remboursera les frais encourus en l'espèce par l'employeur.

**49.** S'il est prouvé que l'accident ou la maladie est la conséquence directe d'une inobservation, par l'employeur ou ses représentants, des dispositions législatives ou réglementaires d'hygiène ou de sécurité prescrites ou d'une imprudence de l'employeur, l'Organisation paiera les frais de traitement médical, les indemnités, les pensions, etc., avant de se retourner contre l'employeur.

De même, si l'accident est imputable à un tiers, l'Organisation agira selon les dispositions de la présente loi envers l'assuré, puis exigera de ce tiers le remboursement des frais engagés.

**50.** L'Organisation sera dotée, avec le concours du ministère du Travail, des moyens nécessaires à la rééducation professionnelle des assurés victimes d'un accident qui ont perdu leur capacité de travail première.

Elle les préparera à exercer une autre activité, conformément à un règlement approuvé par le conseil supérieur.

### *Section 2. — Maladie et maternité*

**51.** Les assurés qui ont versé des cotisations correspondant à au moins quatre-vingt-dix jours de travail durant les six mois qui précèdent le jour où la maladie s'est déclarée bénéficient, ainsi que les membres de leur famille, des prestations prévues à l'article 45 de la présente loi.

*Remarque 1.* — Les prothèses prévues à l'article 45 de la présente loi ne seront accordées qu'aux travailleurs eux-mêmes, à condition qu'ils aient cotisé pendant deux ans au moins avant la date où la fourniture de l'appareil s'avère nécessaire.

*Remarque 2.* — Les dispositions du présent article ne s'appliqueront aux artisans, aux travailleurs indépendants et, en général, à tous les assurés qui n'ont pas d'employeur que quatre-vingt-dix jours après la date de début de l'assurance et à condition qu'ils aient versé leurs cotisations sans interruption.

**52.** Les membres de la famille de l'assuré qui ont droit aux prestations prévues à l'article 53 de la présente loi sont les suivants :

- 1<sup>o</sup> l'épouse du travailleur ou l'époux de la travailleuse à la charge de celle-ci, à condition qu'il soit âgé de plus de soixante ans ou qu'il ait, de l'avis de la commission médicale de l'Organisation, perdu sa capacité de travail ;
- 2<sup>o</sup> les enfants du travailleur qui remplissent une des conditions suivantes :

- A) être âgé de moins de douze ans ;
  - B) être âgé de moins de vingt et un ans et poursuivre ses études à l'exclusion de toute autre occupation ;
- 3° le père et la mère à la charge de l'assuré, à condition que le père ait dépassé l'âge de soixante ans, et la mère l'âge de cinquante-cinq ans, ou que, de l'avis de la commission médicale de l'Organisation, ils soient incapables de travailler et ne bénéficient d'aucune pension.

**53.** La durée d'octroi des soins médicaux est de six mois pour chaque cas, sauf :

- 1° s'il s'agit d'un assuré qui travaille et paie ses cotisations à l'Organisation, auquel cas cette durée est illimitée ;
- 2° si la commission médicale de l'Organisation estime que la durée du traitement doit être prolongée.

**54.** L'assuré qui, à la suite d'une maladie ou d'un accident non imputables au travail est atteint d'une incapacité de travail a droit à une indemnité journalière, à condition qu'à la date du début du traitement il se soit trouvé en activité ou en congé autorisé et qu'il ait droit au traitement en application de l'article 51.

**55.** La durée de la période d'octroi et le montant de l'indemnité journalière sont fixés comme suit :

- 1° aucune indemnité ne sera payée pour les trois premiers jours de maladie, sauf si l'assuré est immédiatement hospitalisé sur l'ordre d'un médecin de l'Organisation, auquel cas l'indemnité sera payée dès le premier jour de l'incapacité de travail ;
- 2° la durée de paiement de l'indemnité journalière est de six mois au maximum dans chaque cas.

Si, à l'expiration de cette durée, l'assuré est incapable de reprendre son travail et que le traitement doive être poursuivi selon les prescriptions de la commission médicale de l'Organisation, l'assuré bénéficie de l'indemnité journalière réduite pendant toute la durée du traitement ;

- 3° le montant de l'indemnité est égal, au cours des six premiers mois du traitement, aux deux tiers du dernier salaire journalier de l'assuré.

Dans le cas d'un malade hospitalisé aux frais de l'Organisation, le montant de l'indemnité est égal à 50 pour cent de son dernier salaire journalier s'il n'a pas de charge de famille.

Lorsque l'Organisation fait transporter un travailleur dans une autre localité, pour qu'il y bénéficie de soins médicaux sans hospitalisation, l'indemnité sera majorée de 50 pour cent au titre de frais de séjour ;

4° le montant de l'indemnité journalière réduite sera égal à 50 ou à 40 pour cent du dernier salaire journalier, selon que l'assuré a ou non des charges de famille.

*Remarque 1.* — Dans les cas où les employeurs sont tenus, en vertu d'autres lois, de payer les salaires des travailleurs à leur service atteints de tuberculose, l'Organisation ne prendra à sa charge que les soins médicaux prévus par la présente loi.

*Remarque 2.* — Le terme « dernier salaire journalier de l'assuré » désigne le total des sommes qui lui ont été payées et sur la base desquelles la cotisation a été calculée au cours des trois mois ayant précédé le début de l'incapacité de travail, divisé par le nombre de jours ouvrables compris dans cette période.

Pour les assurés rétribués aux pièces, le dernier salaire comprend le total des montants sur la base desquels la cotisation a été calculée au cours de la période considérée, divisé par 90, à condition que le montant de l'indemnité journalière ainsi obtenu ne soit pas inférieur à celui de l'indemnité calculée sur la base du salaire minimum en vigueur.

56. L'indemnité journalière n'est payée que si l'assuré prend le repos prescrit par le médecin de l'Organisation et s'abstient de tout travail.

57. La travailleuse qui a versé des cotisations correspondant à au moins quatre-vingt-dix journées de travail au cours des six mois qui précèdent l'accouchement bénéficie des allocations de maternité à condition qu'elle prenne le repos prescrit et s'abstienne de tout travail.

Ces allocations s'élèvent aux deux tiers du dernier salaire de la personne assurée, conformément aux dispositions de l'article 55, 3°.

Elles sont dues pendant douze semaines, avant et après l'accouchement.

58. Les travailleuses ainsi que les épouses des travailleurs qui ont versé des cotisations correspondant à quatre-vingt-dix journées de travail au cours des six mois qui précèdent l'accouchement bénéficient des prestations suivantes :

- 1° examens et soins avant, pendant et après l'accouchement ;
- 2° fourniture d'une layette.

L'Organisation peut remplacer ces prestations par un montant forfaitaire déterminé par un règlement de l'administrateur général approuvé par le conseil supérieur.

## CHAPITRE VI. — INVALIDITÉ, VIEILLESSE, DÉCÈS

### *Section I. — Invalidité*

59. Tout assuré qui a subi une réduction de plus des deux tiers de sa capacité de travail et se trouve de ce fait dans l'impos-

sibilité de gagner, soit dans sa profession antérieure, soit dans une profession convenant à son état de santé et à ses aptitudes, une somme au moins égale au tiers de son salaire antérieur sera réputé atteint d'invalidité au sens de la présente loi.

**60.** L'assuré qui, à la suite d'un accident du travail ou d'une maladie professionnelle, est atteint d'invalidité a droit, quelle que soit la durée de versement de ses cotisations, à une pension d'invalidité professionnelle.

Le montant de la pension d'invalidité professionnelle est égale à  $\frac{1}{40}$  du salaire mensuel moyen du travailleur, multiplié par le nombre d'années de paiement de la cotisation d'assurance, à condition que le montant ainsi obtenu ne soit pas inférieur à 50 ou à 70 pour cent du salaire mensuel moyen, selon que l'assuré est célibataire ou qu'il est marié ou a au moins un enfant à charge.

En aucun cas, le montant de la pension ne saurait être supérieur à 100 pour cent du salaire mensuel moyen.

*Remarque.* — L'expression « salaire mensuel moyen », au sens du présent article ou d'autres dispositions de la présente loi, désigne le montant total des salaires ou traitements sur la base desquels ont été calculées les cotisations versées à l'Organisation au cours des deux années précédant la demande de retraite ou la date de l'accident ou du commencement de la maladie ayant entraîné l'invalidité, divisé par 24.

En ce qui concerne les assurés rémunérés aux pièces, l'expression « salaire mensuel moyen » désigne le total des sommes qui lui ont été payées et sur la base desquelles la cotisation a été calculée au cours des douze mois ayant précédé l'invalidité, divisé par 12.

Dans les cas d'invalidité consécutive à un accident du travail ou à une maladie professionnelle, si l'assuré a cotisé pendant moins de douze mois, l'expression « salaire moyen » désigne le total des sommes qui lui ont été payées pendant la période considérée, divisé par le nombre de journées de travail accomplies.

**61.** L'assuré qui, à la suite d'un accident du travail, a perdu moins des deux tiers et un tiers au moins de sa capacité de travail a droit à une pension d'invalidité partielle.

Le montant de cette pension est calculé, aux termes de l'article 60, selon le degré de l'incapacité.

**62.** L'assuré qui, à la suite d'un accident du travail, a perdu entre un dixième et un tiers de sa capacité de travail, a droit à une indemnité forfaitaire.

Le montant de cette indemnité sera égal à trente-six mensualités de la pension dont la victime aurait bénéficié aux termes de l'article 60, compte tenu du degré de son incapacité.

**63.** L'assuré qui a cotisé pendant cinq ans au moins au cours des dix années civiles précédant celle durant laquelle il est atteint



d'invalidité a droit à une pension d'invalidité non professionnelle.

**64.** Le montant mensuel de la pension d'invalidité est égal à  $\frac{1}{40}$  du salaire mensuel moyen de l'assuré, multiplié par le nombre d'années de versement de la cotisation d'assurance.

Cette pension ne saurait être inférieure à 40 pour cent ni supérieure à 100 pour cent dudit salaire.

### *Section 2. — Vieillesse*

**65.** Les travailleurs ont droit à une pension de vieillesse s'ils remplissent les conditions suivantes :

- 1<sup>o</sup> avoir payé à l'Organisation les cotisations prescrites pendant dix ans au moins ;
- 2<sup>o</sup> être âgés, s'il s'agit d'un homme, d'au moins soixante ans et, s'il s'agit d'une femme, d'au moins cinquante-cinq ans.

*Remarque.* — La limite d'âge sera de cinquante-cinq ans pour les travailleurs qui ont été occupés au moins vingt ans, sans interruption, ou vingt-cinq ans, avec interruption, dans une région insalubre ou à des travaux pénibles ou dangereux.

Lorsqu'un travailleur a été occupé et a versé les cotisations d'assurance pendant trente ans, il peut, s'il a cinquante-cinq ans révolus, solliciter une pension de vieillesse.

La liste des travaux pénibles ou dangereux et des régions insalubres fera l'objet d'un règlement préparé par le ministre du Travail et approuvé par le Conseil des ministres.

**66.** Le montant de la pension de vieillesse est égal à  $\frac{1}{40}$  du salaire moyen de l'assuré, multiplié par le nombre d'années de versement de la cotisation d'assurance, à condition que ce montant ne soit en aucun cas supérieur audit salaire.

**67.** L'employeur peut demander la mise à la retraite d'office des travailleurs qui ont dépassé de cinq ans l'âge de la retraite, en prenant à sa charge le paiement de la différence entre la retraite complète et la retraite à laquelle a droit le travailleur à la date considérée.

Dans ce cas, il est redevable à l'Organisation du montant de cette différence, à concurrence de la moitié du salaire ou du traitement de l'assuré, étant entendu que cette somme ne saurait être inférieure au salaire minimum en vigueur aux termes d'un règlement proposé par l'administrateur général et approuvé par le conseil supérieur.

L'Organisation versera, dans cette éventualité, la pension de retraite directement à l'assuré, compte tenu du paiement ainsi effectué.

*Remarque.* — L'employeur peut verser en une fois sa quote-part, en payant à l'Organisation le montant équivalant à soixante

fois le total des cotisations de l'assuré restant à payer aux termes du présent article et n'aura plus, dans ce cas, d'autre engagement envers l'assuré ni envers l'Organisation.

### Section 3. — Décès

68. En cas de décès du bénéficiaire d'une pension d'invalidité ou de vieillesse ou d'un assuré pour le compte duquel cinq années de cotisations ont été versées au cours des dix dernières années, à condition qu'au cours de la dernière année ayant précédé la maladie il ait payé quatre-vingt-dix jours de cotisations, ainsi qu'en cas de décès d'un travailleur des suites d'un accident du travail ou d'une maladie professionnelle, la veuve, les enfants et les père et mère du défunt auront droit à une pension dans les conditions suivantes :

- 1<sup>o</sup> la veuve, si elle ne se remarie pas ;
- 2<sup>o</sup> les enfants du défunt, s'ils ont moins de douze ans, ou moins de vingt et un ans s'ils poursuivent leurs études à l'exclusion de toute autre occupation ;
- 3<sup>o</sup> le père et la mère du défunt, s'ils étaient à sa charge, pourvu que le père soit âgé de plus de soixante ans, et la mère de plus de cinquante-cinq ans.

69. Le montant de la pension de veuve est égal à 50 pour cent de celle du défunt.

Si l'assuré avait plusieurs épouses en titre, ce montant est réparti entre elles en parts égales.

Le montant de la pension de chaque orphelin est égal à 25 pour cent de celle du défunt. Ce pourcentage est doublé si l'enfant est orphelin de père et de mère.

Le montant de la pension du père ou de la mère est égal à 20 pour cent de celle du défunt.

Le montant total des pensions de survivant ne peut, en aucun cas, dépasser celui auquel le défunt avait droit. Si le montant total des pensions de survivant excède cette limite, la pension de chaque ayant droit est réduite proportionnellement. Si, dans ce cas, l'un des bénéficiaires de pension décède ou ne remplit plus les conditions requises pour toucher sa pension, les pensions restant à payer seront majorées proportionnellement jusqu'à due concurrence.

*Remarque.* — Aux fins du présent article, il y a lieu d'entendre par « pension du défunt » celle dont il bénéficiait au moment de son décès.

En cas de décès d'un travailleur des suites d'une maladie professionnelle ou d'un accident du travail, il y a lieu d'entendre par « pension du défunt » celle dont il eût bénéficié s'il avait été atteint, au moment de son décès, d'une invalidité profession-

nelle, tandis que la pension revenant aux ayants droit d'un assuré dont le décès est dû à une cause non professionnelle est égale à celle dont le défunt eût bénéficié s'il avait été atteint, au moment de son décès, d'une invalidité non professionnelle.

**70.** Si l'assuré décède, l'Organisation paiera une allocation de frais funéraires aux survivants.

Les montants que l'Organisation doit verser à ce titre seront prévus par voie de règlement proposé par l'administrateur général et approuvé par le conseil supérieur.

Si l'Organisation se charge de l'enterrement, aucune allocation ne sera payée.

## CHAPITRE VII. — PRESTATIONS FAMILIALES

**71.** L'allocation de mariage est accordée à tout travailleur, homme ou femme, qui se marie pour la première fois, à condition qu'il soit en activité au moment du mariage et qu'il ait versé vingt-quatre cotisations mensuelles au cours des cinq années qui précèdent.

Si l'épouse du travailleur est une salariée assurée, l'allocation de mariage est accordée aux deux époux.

L'allocation de mariage est égale au salaire mensuel moyen de l'assuré.

**72.** L'allocation familiale est accordée à tout travailleur visé par la présente loi, à condition qu'il soit en activité et remplisse les conditions suivantes :

1<sup>o</sup> avoir deux ans d'ancienneté dans la même entreprise ;

2<sup>o</sup> avoir plus d'un enfant à charge ;

3<sup>o</sup> avoir des enfants âgés de moins de douze ans, à moins qu'ils ne poursuivent leurs études, auquel cas l'allocation sera versée jusqu'à l'âge de dix-huit ans révolus.

**73.** L'allocation familiale est entièrement à la charge de l'employeur et doit être versée au moment du paiement du salaire ou du traitement à l'assuré.

Le montant de l'allocation familiale est égal à 100 rials par mois et par enfant, à partir du deuxième enfant.

*Remarque.* — Si des différends éclatent entre le travailleur et l'employeur au sujet du versement de l'allocation familiale, ils seront tranchés conformément aux dispositions de la loi du travail relatives au règlement des différends.

Si l'employeur ne verse pas le montant de l'allocation familiale prévu, les dispositions de ladite loi sur le non-paiement du salaire seront applicables.

CHAPITRE VIII. — DISPOSITIONS GÉNÉRALES  
SUR LES PRESTATIONS

**74.** Les examens et soins médicaux sont pratiqués dans les hôpitaux et dispensaires de l'Organisation ou par des médecins agréés par celle-ci.

*Remarque.* — Dans des cas urgents, si le malade n'est pas en mesure de s'adresser aux médecins ou aux établissements de soins de l'Organisation, il peut faire appel à un autre médecin en avisant l'Organisation dans les quarante-huit heures.

Les frais encourus dans ces cas par les traitements et par les médicaments prescrits seront remboursés par l'Organisation, conformément à un règlement qui sera approuvé par le conseil supérieur.

**75.** L'Organisation pourra, conformément à un règlement qui sera établi par l'administrateur général et approuvé par le conseil supérieur, admettre dans ses hôpitaux et dispensaires des malades non assurés.

**76.** Le service des prestations de l'assurance en cas de maladie et de maternité sera suspendu ou supprimé si :

- 1<sup>o</sup> le malade ou la femme enceinte n'observe pas les instructions du médecin de l'Organisation ;
- 2<sup>o</sup> le malade ou la femme enceinte, sans avoir d'excuse valable, ne se présente pas à la visite médicale au moment indiqué et selon les dispositions prescrites par l'Organisation ;
- 3<sup>o</sup> le malade ou la femme enceinte reprend son travail sans l'autorisation du médecin traitant.

**77.** Chaque fois qu'un travailleur peut prétendre deux ou plusieurs prestations en espèces au cours de la même période, seule est due la prestation la plus élevée, exception faite de l'allocation de mariage, de l'allocation familiale et de l'allocation de naissance, dont l'octroi est compatible avec l'attribution des autres prestations prévues.

**78.** Le délai de dépôt des demandes de pension mensuelle se prescrit par deux ans ; en ce qui concerne les autres prestations prévues par la présente loi, il se prescrit par neuf mois, à compter de la date à laquelle le droit prend naissance.

**79.** Les périodes durant lesquelles le travailleur bénéficie d'une indemnité journalière de maladie ou maternité sont assimilées à des périodes de cotisation, en vue de l'ouverture de droits à toutes les prestations prévues par la présente loi.

**80.** Les ouvriers des entreprises doivent avoir les qualités et aptitudes physiques correspondant aux travaux qui leur sont confiés.

En conséquence, l'employeur est tenu de faire subir des examens médicaux à tout ouvrier avant l'embauchage.

Si, après l'engagement d'un ouvrier, il appert qu'à l'embauchage il n'avait pas les qualités et aptitudes voulues pour le travail qui lui est confié et que l'employeur ne lui ait pas fait subir les examens susvisés, et si cet ouvrier est victime d'un accident de travail ou si son état de santé empire, l'Organisation appliquera toutes les dispositions de la présente loi au profit de l'assuré et fera rembourser par l'employeur tous les frais encourus.

**81.** L'Organisation doit soumettre à des examens médicaux périodiques tous les assurés et les membres de leur famille et prendre les mesures préventives nécessaires.

*Remarque.* — L'examen médical des assurés exposés à l'action de gaz délétères ou de produits contenant du plomb, du manganèse ou d'autres substances nocives doit être entrepris, au moins une fois par an, par l'Organisation.

**82.** Il est interdit aux employeurs d'engager des alcooliques ou des toxicomanes.

Si une accoutumance de cette nature est constatée après l'engagement ou si le travailleur la contracte au cours de son emploi, avis lui sera donné de s'en défaire dans un délai de trois mois, à ses propres frais, faute de quoi il sera rayé du nombre des assurés.

**83.** La pension d'invalidité cesse d'être servie si l'une des conditions exigées par la présente loi n'est plus remplie. Si, toutefois, l'assuré remplit les conditions énoncées à l'article 61, il jouira des prestations prévues en cas d'invalidité partielle. La pension d'invalidité partielle ne peut être révisée qu'au cours des cinq premières années. En cas de révision, s'il est constaté que l'assuré ne remplit plus les conditions requises, sa pension sera supprimée, mais, s'il remplit les conditions prévues à l'article 62, l'indemnité forfaitaire qui est prévue lui sera versée.

**84.** La commission médicale de chacun des offices régionaux de l'Organisation comprend :

- 1° le médecin traitant ;
- 2° un médecin de l'Organisation ;
- 3° un spécialiste dans le domaine considéré, choisi par l'Organisation ;
- 4° le chef des services techniques de l'office, en qualité de secrétaire avec voix consultative.

*Remarque 1.* — S'il n'est pas possible de réunir la commission médicale dans la localité où réside l'assuré, le médecin traitant fait parvenir par écrit son avis à la commission médicale de la localité la plus proche.

Si la commission médicale estime la présence de l'assuré nécessaire, elle l'invite à se présenter devant elle aux frais de l'Organisation.

*Remarque 2.* — Si l'assuré entend s'opposer à la décision de la commission médicale, il peut en demander la revision, dans les deux mois qui suivent la notification qui lui en est faite, à une commission centrale qui comprendra :

- 1<sup>o</sup> un médecin de l'Organisation choisi par l'administrateur général ;
- 2<sup>o</sup> un spécialiste dans le domaine considéré, choisi par l'administrateur général ;
- 3<sup>o</sup> le chef des services techniques de l'Organisation ou son représentant ayant au moins le grade de chef de bureau.

Si la commission de revision estime la présence de l'assuré nécessaire, elle l'invite à se présenter devant elle, aux frais de l'Organisation.

Les décisions de la commission de revision sont définitives et immédiatement exécutoires.

**85.** Les commissions médicales ont les attributions suivantes :

- 1<sup>o</sup> déterminer la cause et le degré de l'incapacité de travail de l'assuré, compte tenu des dispositions de la présente loi ;
- 2<sup>o</sup> déterminer l'invalidité du père ou de la mère de l'assuré, aux fins d'application en leur faveur des dispositions de la présente loi ;
- 3<sup>o</sup> se prononcer sur la poursuite du traitement à l'expiration de la période prévue par la présente loi ;
- 4<sup>o</sup> se prononcer sur les recommandations du médecin traitant quant à la fourniture des prothèses prévues par la présente loi ;
- 5<sup>o</sup> se prononcer sur telles autres questions qui, en vertu de la présente loi et des règlements pris pour son application, relèvent de sa compétence.

*Remarque 1.* — Pour déterminer le degré de l'incapacité consécutive à un accident, les commissions médicales et la commission de revision se fonderont sur le barème approuvé par le conseil supérieur à cet effet.

*Remarque 2.* — Si un membre de l'assuré subit une lésion ou est amputé à la suite d'un accident du travail à un degré non prévu au barème précité, la commission médicale déterminera directement le degré de l'incapacité de travail.

## CHAPITRE IX. — INFRACTIONS ET SANCTIONS

94. Toutes sommes provenant des majorations de retard et des amendes prévues par la présente loi seront versées à l'Organisation et feront partie de ses ressources.

95. Les tribunaux compétents instruiront par priorité toutes les affaires relatives aux infractions punies par la présente loi.

#### CHAPITRE X. — DISPOSITIONS DIVERSES

96. L'Organisation est exemptée du paiement de tous impôts, taxes, droits de timbre et droits immobiliers.

Les travailleurs qui, en vertu de la présente loi, reçoivent de l'Organisation une pension ou des prestations sont exemptés de tous impôts et taxes sur les sommes perçues.

*Remarque.* — Les fonctionnaires de l'Organisation ont le même statut que les fonctionnaires de l'Etat relativement au paiement des impôts et taxes sur les traitements et gratifications.

97. Les travailleurs et ayants droit qui bénéficient, sous une forme quelconque, d'une pension, à la date de promulgation de la présente loi, continueront à la toucher aux termes des dispositions en vertu desquelles elle a été accordée.

98. L'Organisation peut importer directement le matériel, les instruments médicaux et chirurgicaux et les produits pharmaceutiques dont elle a besoin. Elle peut se les procurer également sur le marché intérieur auprès des fournisseurs qui lui offrent les conditions les plus avantageuses.

99. Sont transférés à l'Organisation les fonds, avoirs et obligations ci-après :

- 1<sup>o</sup> la totalité des biens, avoirs, créances, réserves et obligations de l'Institut du bien-être social et de la Caisse de secours mutuel et d'assurance ouvrière ;
- 2<sup>o</sup> la totalité des biens, avoirs, créances et obligations de la Compagnie d'assurances d'Iran, relatifs à l'assurance des travailleurs ;
- 3<sup>o</sup> la totalité des avoirs du compte de la Caisse de chômage ;
- 4<sup>o</sup> les immeubles et installations sanitaires créés par les ministères, institutions, offices et sociétés de l'Etat ou placés sous le contrôle de l'Etat, pour les besoins des travailleurs, à partir de la date à laquelle les prestations prévues par la présente loi leur seront directement attribuées par l'Organisation.

*Remarque.* — Aux fins du présent article, le terme « biens » désigne la totalité des effets mobiliers et immobiliers, l'équipement acquis au moyen des cotisations ouvrières et les fonds des caisses mutuelles, des caisses de maladie et de prévoyance et des caisses destinées à l'usage régulier des travailleurs.

**100.** Les périodes de cotisation précédemment accomplies à la Compagnie d'assurances d'Iran, à la Caisse de secours mutuel et d'assurance ouvrière et l'Organisation des assurances sociales des travailleurs seront prises en considération pour l'ouverture du droit aux prestations prévues par la présente loi, à condition :

- 1<sup>o</sup> que le versement des cotisations aux institutions susvisées soit prouvé de façon certaine ;
- 2<sup>o</sup> que la prestation sollicitée soit prévue par la loi en vertu de laquelle les cotisations ont été versées.

**101.** A compter de la date d'entrée en vigueur de la présente loi, la loi du 24 tir 1334 (16 juillet 1955)<sup>2</sup> sur l'assurance sociale des travailleurs et toutes les autres dispositions législatives qui sont incompatibles avec celles de la présente loi sont abrogées.

**102.** Les ministères du Travail et de la Justice sont chargés de l'exécution de la présente loi.



## ANNEXING ARTICLE

The Ministry of Labour and Social Affairs is duty bound to propose and submit a bill concerning the welfare and improvement of living conditions, health care and treatment of retired insured and disabled insured employees to the Houses of Parliament within a period of one year from the date of ratification of this Law.

The Government is required to submit the comprehensive text of the Social Insurance Law to the Houses of Parliament within one year of the date of enactment of present Law.

## SINGLE ARTICLE

Effective from Farvardin 1, 1349 the Social Insurance Organization is required to adjust the monthly pensions and total disablement pensions of the insured employees and also pensions of survivors of the deceased insured employees to the minimum wage of 3rd region according to the schedule of National Regional Wage Classification in which had been effective since 1346 (1969).

### Note 1 -

From above mentioned date pensions of insured employees which are classified as retired or totally disabled and also total (net) pensions of survivors of the deceased insured employees shall apply to the subject matter of above Article.

### Note 2 -

Division of total pensions of the deceased insured employee among his/her survivors shall be effected by exercising the same arrangements outlined in Social Insurance Law.

This law consisting of 1 Article and 2 Notes after being approved by National Consultative Assembly (Majlis) in Ordibehesht 17, 1349 was also sanctioned by Senate in its session dated Khordad 30, 1349.

## LAW ON WEEKLY OFF-DAYS

The Iranian Parliament has approved International Recommendation No. 103 concerning weekly off-days in offices and commercial firms, in a single article law, as follows:

Law Accepting the Proposed Principle in International Recommendations No. 103 Concerning Weekly Off-Days in Offices and Commercial Firms.

### Single Article.

The implementation of the proposed principles in International Recommendation No. 103 concerning off-days in offices and commercial firms is hereby approved in seven sections.

Note - The Ministry of Labour shall draw up the executive regulations for the implementation of the present law, with due regard to the proposed principles and the requirements of the country; and shall implement the same after approved thereof by the Council of Minister.

The Present Law has been approved in one Article & Note, and appended Recommendations by the Senate in its session of Saturday, 22nd Khordad, 1338 and the Majlis in its session of Sunday, 28th Aban, 1346.

Recommendations Concerning Weekly Off-Days in Offices and Commercial Firms.

The General Conference of the International Labour Organization, having held its forty-sixth Session on 5th June, 1957 in Geneva at the invitation of the Board of Governors of the International Bureau;

Having decided to accept certain proposals concerning weekly off days in offices and commercial establishments, which were the fifth item on the agenda of the Conference; and

Having decided that the said proposals should be offered as recommendations supplementing the Convention of 1957 and concerning weekly off days in offices and commercial establishments;

Having approved the following recommendations on the 26th of June, 1957 concerning off days in offices and commercial establishments;

And whereas the 1957 Convention concerning weekly off days in offices and commercial establishments requires the use of weekly off days; and it is deemed appropriate that the said Convention be supplemented.

Therefore the Conference recommends that the following regulations be put into effect:

- 1- Persons to whom the 1957 Convention for the weekly off days applies, must be able to benefit from a weekly off day of not less than 36 hours without interruptions as far as possible.

- 2- The weekly off days laid down in Article 6 of the 1957 Convention for weekly off days in Offices and Commercial firms, shall be calculated whenever possible in such a manner as to cover the period from one mid-night to another, and not to include other off hours immediately before or after mid-night.
- 3- Special regulations concerning weekly off days as provided for in Article 7 of the Convention for weekly off days in offices and commercial establishments (approved in 1957), shall be drawn up in such a manner as to ensure that:
  - a) Persons governed by such special regulations never work for three consecutive weeks without benefiting from the off day periods to which they are entitled.
  - b) In such cases when 24 hour off days are not possible, use should be made of at least 12-hour un-interrupted rest periods.
- 4- Youths of less than 18 years of age should be given a weekly off period of two uninterrupted days.

It is not recommended that the provisions of Article 8 of the 1957 Convention for weekly off days in offices and commercial establishments be applied to youths of under 18 year of age.

- 5- In establishments where the weekly off days do not correspond with the normal weekend of the country, the employees of the establishment should be informed of this through notices affixed in easily accessible points within the establishment, or in any other suitable place, or in any other way appropriate with local rules and regulations, stating the days and hours of weekly off days.
- 6- To ensure the proper implementation of the regulations concerning weekly off days, appropriate arrangements should be made to keep time books by the firms, especially time books which would conform with the following conditions for the categories of persons;
  - a) Persons who are entitled to special regulations for weekly rest period under Article 7 of the 1957 Convention; and
  - b) Persons who are subject to special and provisional regulations under Article 8 of the said 9(1957)
- 7- In cases where the law does not set out the manner of fixing wages, or this is not within the power of the authorities, and this the provisions of Article 9 of the 1957 Convention is not enforceable it should be ensured that the implementation of its regulations does not lead to a reduction in the income of the persons covered by the said regulations.

(Official Gazette 25.9.1346)

## Regulations

### MINIMUM LABOUR WAGE REGULATIONS

The following is the text of new regulations passed by the Government governing minimum wages: The regulations were approved by the High Council of Labour, Ministry of Labour, early in March, 1969 and amended later in July 1970.

#### Article 1

An ordinary worker is one whose work requires no special training, instructions, apprenticeship or skill.

#### Article 2

The minimum wage for an ordinary worker shall be fixed for various parts of the country or for specific industries once every two years by a panel composed of representatives of the Government, employer and workers (hereinafter called the Panel) with due regard to the essential needs and cost of living of (a family of) one man, his wife and two 12-year old children. The proposed minimum wage shall be made effective after confirmation by the Ministry of Labour and Social Affairs and approval by the High Council of Labour; but so long as the new minimum wage has not been approved the previous minimum shall remain in effect.

#### Article 3

Representatives of the Government, employers and workers on the Panel, shall consist of:

- I) Representative of the Ministry of Labour and Social Affairs
- II) Representative of the Ministry of Economy
- III) Representative of the Central Bank of Iran

Representatives of employers: three principal and three alternate representatives selected by the Minister of Labour and Social Affairs from among members of the Employers' Syndicate or from among employers with at least 500 workers employed by them.

Representatives of workers: three principal and three alternate representatives selected by the Minister of Labour and Social Affairs from among representatives of Labour Syndicates or Workshop COUNCILS.

Note 1 - Should any representative of employers or workers abstain from two consecutive meetings without valid reasons, the Chairmen of the Panel shall be required to consider his absence as resignation and select his successor from among the alternate representatives.

Note 2 - Should the High Council of Labour consider it necessary to review the proposed minimum wage the Ministry of Labour shall invite the panel only once for the examination and review of the said wage minimum.

#### Article 4

With due regard to the provisions of Article 2 of the present regulations, the Panel is required to:

## Regulations

### MINIMUM WAGE REGULATIONS-2

#### Article 4 (contd.)

- a) When proposing a minimum for any area, the local economic conditions and the data and information placed at the disposal of the panel by the Ministry of Labour concerning minimum wages, the living standard of workers, etc. shall be taken into consideration.
- b) When proposing a minimum for an industry or a group of industries, the economic condition of the said industry or industries, the living condition of workers employed in similar industries, climatic conditions of the locality, and also the data and information provided by the Ministry of Labour shall be taken into consideration.

#### Article 5

The High Labour Council shall determine the industries, or the areas where the minimum wage shall apply to ordinary workers. When determining the industry, should it be appropriate, the High Labour Council shall also issue a table containing items composing the essential living requirements of the worker, his wife and two children; which shall be taken into consideration in addition to the data and information specified in Article 4.

#### Article 6

Employers and workers of every workshop, industry or profession may specify the minimum wages of their ordinary workers when concluding collective agreements, provided that this is not lower than the minimum wage fixed for their locality or for the industry or profession. The employer shall be required to submit two copies of the agreement for the information of the Ministry of Labour.

Note - Should the employer fix the minimum wages in his workshop higher than the approved minimum wage under the present regulations, the said minimum shall be considered as the statutory minimum for the ordinary workers of the factory.

#### Article 7

The Ministry of Labour shall call the meetings of the panel and shall decide the meeting place and the agenda.

#### Article 8

In each case, the panel shall hold consecutive meetings, so that within a period not exceeding fifteen days from the date of the first meeting, it can submit to the Ministry of Labour its proposal for the minimum wage, the date of its application, and its other views and the case itself on matters referred to it.

## Regulations

### MINIMUM WAGE REGULATIONS - 3

#### Article 9

The representative of the Ministry of Labour and Social Affairs shall be the chairman of the panel.

#### Article 10

Each of the groups of representatives of the Government, employers, and workers, has the right to appoint up to two advisers who shall have the right to attend the meetings, but not the right to vote.

#### Article 11

There shall be a quorum when seven members are present at the meetings of the panel, provided that at least two members of each group are present. Decisions of the panel shall be binding by majority of votes present at the meetings.

#### Article 12

When a minimum wage is fixed for an industry, the High Labour Council, acting on the proposal of the Ministry of Labour, shall decide to what geographical extent of the industry the minimum wage shall apply, or to what workshops and allied activities of the same industry.

#### Article 13

Employers are required to submit to the Ministry of Labour within the period so specified by the Ministry, a list of classification of workers of their factories in terms of their wages and jobs. They shall be notified of such a period.

Note - The employer has no right to relegate a worker from his class to a lower class; and in any case the workers' acquired rights in each class shall remain unprejudiced. If under a new classification a workers' wage proves to be more than the wage of his classification, the employer shall be required to continue paying his last (previous) wage.

#### Article 14

When due to economic and social conditions it is not possible for an industry to meet the essential living requirements of workers at the prices so fixed for them, the employer shall be required to provide and deliver to the workers all or part of the goods essentially needed by the workers (at the discretion of the Ministry of Labour and Social Affairs) at the cost and to the extent which form the basis of calculation of the minimum wages, either directly or through consumer cooperatives.

#### Article 15

Employers are not allowed under any circumstances to pay

(Minimum wages - Contd.)

workers employed by them a wage less than what is fixed by virtue of the present regulations.

Violators shall be condemned to pay the required wages and will, for each violation, shall be liable to a cash fine from one thousand to ten thousand rials according to the provisions of Article 58 of the Labour Law.

The End

(Nedaye Iran Novin 6.4.69)

## WORKSHOP COUNCIL REGULATIONS

By virtue of Article 44 and 67 of the Labour Law, the High Council of Labour, in its session of 26-7-1938, passed the Regulations pertaining to the Workshop Councils, in 7 Articles and 2 Notes as detailed here-under:

### ARTICLE 1

The Workshop Council consists of 3 individuals one representing the Ministry of Labour, one person representing the employer and one person representing the workers of the workshop concerned; all three being selected under the provision of the relevant regulations.

### ARTICLE 2

Following are the duties of the Workshop Council:

- a) Looking into and giving a decision on any dispute which may arise between employer and his workers or trainees in implementation of the provisions of the Labour Law, Labour Agreement or the Training Agreement.
- b) Looking into and taking a decision on every complaint received in respect of the relations between the employer, his workers or trainees in the same workshop.
- c) Carrying out of all the duties which have been entrusted to the Workshop Council under the Labour Law or other Laws and Regulations.

### ARTICLE 3

The employer is duty bound to provide in every workshop a suitable place for holding Workshop Council meetings and also all other facilities which are essential for the proper discharge of the Council's duties.

### ARTICLE 4

The job of issuing invitations to members of the Workshop Council for the purpose of holding meetings, shall rest with the local Labour Office. Whenever the original representative of the workers is, for any reason, unable to attend the meeting and he informs the local Labour Office of this within a period of 24 hours, the local Labour Office is bound to invite the alternate representative of the workers.

### ARTICLE 5

Of either the representative of the workers or the representative of the employer fails to turn up for the Workshop Council meeting, another meeting shall be held within a maximum period of 5 days. In the meeting referred to above, the member representing the Ministry of Labour along with the other member present, shall embark upon issuing a verdict, and if no unanimous decision is reached in the meeting mentioned last, the matter shall have to be referred to the Dispute Settlement Board.

NOTE If neither the representative of the workers nor the representative of the employer turns up in the second meeting, the Labour Office is required to ask the complainant and the opposite party to attend the next meeting which shall be held within a maximum period of 3 days. In the last mentioned meeting, the representative of the Ministry of Labour, in



the presence of the complainant, his opposite party, or their representatives, shall look into the matter, and verdict thus issued shall be considered as the verdict of the Workshop Council.

#### ARTICLE 6

If, after the issue of the verdict of the Workshop Council, one of the member abstains from signing the verdict issued, the text of his abstention, duly attested by the rest of the members, shall be recorded in the minutes of the meeting.

#### ARTICLE 7

The minutes of the proceedings of the Workshop shall be recorded in a special register and interested parties may obtain from the said register copies of the verdict issued by the Workshop Council.

NOTE Putting up of a copy of the Workshop Council verdict on the notice board of any workshop would amount to having communicated verdict to the workers and the employer.

#### DISPUTE SETTLEMENT BOARD REGULATIONS

By virtue of Article 44 and 67 of the Labour Law, the High Council of Labour, in its session of 27-6-1338, passed the Regulations pertaining to the Dispute Settlement Board in 9 Articles and 1 Note as detailed hereunder:

##### Article 1

The Dispute Settlement Board consists of 9 members - three persons representing the Government (Governor, local Chief Justice and the Chief of local Labour office or their representatives), three persons representing the employers and three persons representing the workers; all of them being selected under the provisions of the Regulations concerned.

##### Article 2

Meeting of the Dispute Settlement Board shall be held at least once a week at the Governorate or at the Labour Office unless the Labour office has already informed all concerned that there was nothing on the agenda for which a meeting could be held.

##### Article 3

The duty of issuing invitations to the members of the Dispute Settlement Board for the purpose of holding meetings shall rest with the Labour Office. In case the original representatives of the employers or workers are, for any reason, unable to attend the meeting of the Board they are required to inform the Labour Office of this within 48 hours before the date of holding the meeting. In such a case, the Labour Office at its own discretion, shall issue invitation to the alternate representatives.

##### Article 4

The Dispute Settlement Board shall be considered to have a full quorum when all its members are present. In case of the absence of the representatives of the Government, employers or the workers from the meeting of the

Dispute Settlement Board, another meeting shall be held within a period of three days. Inexcusable absence of Government representatives from the meeting of the Dispute Settlement Board shall be considered as a departmental offence while consecutive absence of the representatives of the employer and the workers from the two of the meetings of the Dispute Settlement Board shall amount to their resignation.

NOTE The procedure for looking into the case for casting of votes shall be as laid down in Chapter 9 of the Labour Law.

#### Article 5

Following are the duties of the Dispute Settlement Board:

- a) Looking into and taking of a decision in disputes arising out of collective labour contracts;
- b) Examining and taking decision on cases which are referred to the Dispute Settlement Board under provisions of the Labour Law and the Regulations issued thereunder.
- c) Carrying out of all other cases which are entrusted to the Dispute Settlement Board under the provisions of the Labour Law and other Rules and Regulations.

#### Article 6

The Dispute Settlement Board has the power to summon to the meeting dealing with the case, the complainant or his agent.

#### Article 7

Cases shall be dealt with in accordance with the date of their receipt, but the Dispute Settlement Board may deal with a special case out of turn, if it is so desired by the Labour Office.

#### Article 8

Every member of the Dispute Settlement Board has the right to bring an adviser with him for participating in the discussions, but he shall not have the right to vote.

#### Article 9

Verdicts issued by the Dispute Settlement Board shall be recorded in a special register and interested parties may obtain from this register copies of the judgement issued by the said Board.

#### REGULATIONS PERTAINING TO THE PROCEDURE FOR THE ENFORCEMENT OF THE FINAL JUDGEMENTS OF THE WORKSHOP COUNCIL AND THE DISPUTE SETTLEMENT BOARD

At the motion No. 10773 dated the 19-5-1938 of the Ministries of Justice and Labour, the Council of Ministers, in its session of 20-5-1938 passed the Regulations setting up procedure for the enforcement of the final judgements of the Workshop Council and the Dispute Settlement Board in 4 Articles as detailed hereunder.

Article 1

All final judgements of the Workshop Councils and the Dispute Settlement boards shall be put into force through the executive section of the courts of justice.

Article 2

The competent authority for the execution of the final verdicts of the Workshop Council and the Dispute Settlement Board, is the executive officer of the court of justice of that place where the workshop is situated provided the execution of the executive order is within the limits of the powers of that court. If, however, the subject matter of the executive order is non-financial, its enforcement and execution would rest with the court of the first instance of that place and if there is no such court, then with the Peace Court of that place.

Article 3

The party in whose favour the final orders referred to in the above mentioned two Articles are issued, must, while applying for the execution of orders, enclose two attested copies of the final verdicts to its application and hand it over to the section dealing with the execution of the executive orders.

Article 4

The procedure for the execution of the final verdicts of the workshop Council and the Dispute Settlement Board, shall be subject to the executive Rules and Regulations of the Courts of Justice concerned.

## Regulations

### SOCIAL INSURANCE FOR FOREIGN NATIONALS

The following is the text of the regulations concerning provision of social security (insurance) for foreign nationals working in Iran, with effect from 21 December, 1971:

#### Article 1

Foreign nationals working in Iran according to relevant laws, shall be eligible for social insurance according to the following provisions:

- a) Foreign workers employed in establishments and factories which are subject to the Social Insurance, shall be insured with the Social Insurance Organisation exactly as the insured Iranian workers.
- b) Foreign experts, technicians and office staff working in factories are subject to the Social Insurance regulations (whether the establishment is foreign or Iranian, Government-owned or private) shall be eligible for the social insurance benefits according to the provisions of these regulations.
- c) Foreign experts and staff employed in non-profit making establishments affiliated with foreign governments are not eligible under the Social Insurance Law and shall be exempted from payment of social security dues, provided that they do not receive any salary or allowance from Iranian sources and that they are insured according to the regulations of their own country.
- d) Iranian nationals employed in such establishments shall be eligible for social insurance exactly like other Iranian office staff.

#### Article 2

The social insurance premium of foreign experts and staff is 9 % of their salaries and allowances according to the technical and administrative staff classification schedule. Of this, the employer shall pay 6½ and the employee 2½ %.

#### Article 3

The Foreign experts and staff mentioned in clause (b) of Article 2 of these regulations, shall be eligible for the following benefits:

- Medical treatment in case of accident arising from work.
- Compensation pay for the days laid off as a result of accident arising from work.

## Regulations

### SOCIAL INSURANCE FOR FOREIGN NATIONALS (II)

- Delivery of medical equipment and artificial limbs when such artificial limbs are required as a result of accident arising from work.
- Payment of loss of limb compensation, partial or total disability stipendiary if the loss of limb or the partial or total disability is due to accident arising from work.
- Pension for the next of kin if the insured dies in an accident arising from work.

#### Article 4

Stipendiary-receiving foreign national shall receive their stipendiary according to the procedure for all insured persons and by producing the necessary documents, as long as they live in Iran. Should they leave Iran, they may give power of attorney to another person to draw the stipendiary on their behalf.

The representative of the stipendiary receiver must produce at least once a year and deliver to the Organisation a document by the competent local authorities of the domicile of the insured, and confirmed by the Iranian diplomatic mission in the area certifying that the insured is alive. When payment of stipendiary is conditional upon the beneficiary not marrying, or not having another job, or on studying, the necessary certificate must be produced and delivered to the Organisation in the same manner.

NOTE - the stipendiary of a foreign national shall be paid in Rials whether he lives in Iran or abroad. The Organisation undertakes no commitment for its conversion.

#### Article 5

The general provision of the Social Insurance Laws and its operational regulations shall be applied to foreign nationals insured under the law in the same manner that they are applied to Iranian nationals.

#### Article 6

These regulations shall come into effect from the 1st of Dey, 1350 (21 December, 1971), and from the same date the previous regulations approved on 16-12-1344 (6 March, 1966) shall be null and void.

WORKERS' CENTRAL AID FUND

Cabinet Resolution No. 41434/1483

Date: 26th January 1947

Published in Official Gazette No. 570 of Bahman 9 1325 (29.1.47)

With a view to enforcing Article 37 of the Labour Law the Cabinet in the session of the 2nd Bahman 1325 (22nd January 1947) sanctioned the following articles in accordance with proposal No. 15883 of the Ministry of Labour and Propaganda.

Article 1. For the administration of the funds mentioned in Article 37 of the Labour Law an organisation by the name of "Social Welfare Organisation" shall be established under the supervision of the High Labour Council in Tehran.

Article 2. The organisation shall possess legal personality and shall be administered by a committee composed of three persons of whom one shall be appointed executive director.

Article 3. Members of the committee, shall, in accordance with the determination of the Ministry of Labour and Propaganda, be elected for a period of three years. There shall be no objection to the re-election of former members.

Note 1. At the election of a new committee at least one of the old members of the committee shall be elected as a member.

Note 2. In case of death, resignation or dismissal of one of the members of the committee his successor for the rest of the period shall be elected as above.

Article 4. The rules and regulations connected with the Organisation shall be drawn up within two months and shall be enforced after sanction by the High Labour Council.

Article 5. The Social Welfare Organisation is a national organisation and is subject in every way to the regulations sanctioned by the High Labour Council.

The decree is filed in the Prime Minister's office.

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Source: F.O. 371/61988

CONSTITUTION OF THE SOCIAL WELFARE INSTITUTION.

CHAPTER I - GENERAL

- ART. I In execution of Articles 35, 36, 37 and 41 of the Labour Law approved on 19th May, 1947, and with the purpose of concentrating and managing the affairs of the Health Funds as well as those of the Co-operative and Unemployment Funds and also of generalising the principles of insurance and social welfare to be enjoyed by the workmen, employees etc. there shall be established an institution called the Social Welfare Institution.
- ART. II The Institution enjoys legal personality, and shall be domiciled in Tehran.

CHAPTER II - CAPITAL, INCOME & SAVINGS.

- ART. III The Institution's capital includes the total cash available in the Reserve Fund referred to in Art 40 of the Labour Law which Fund consists of the sums hitherto collected in the hands of individuals, in Companies, in the individual funds of the factories or in the Treasury General.
- ART. IV The Institutions' incomes consist of the following:-
- a. The certain percentages of the net cash available in the funds of each factory which must be paid to the Institution at the end of each quarter.
  - b. Other incomes such as financial aids received from the Government, contributions made by the individuals and Charity Institutions, as well as the sums which will be paid by the agricultural institutions, etc. in accordance with the regulations which will be drawn up later.
- ART. V The Institution's savings shall be set aside annually with the approval of the General Meeting, out of the ordinary and extraordinary incomes of the Institution. The procedure for keeping and using the savings will be laid down in a Regulation which shall be approved by the High Labour Council.

### CHAPTER III -THE INSTITUTION'S ORGANISATION.

ART. VI The Institution's organisation consists of the following:

1. The General Meeting.
2. The Executive Committee.
3. The Board of Supervision.

#### a. THE GENERAL MEETING

ART. VII The General Meeting may be Ordinary or Extraordinary. The Ordinary General Meeting will be held , as called by the Executive Committee, once a year in Tehran; this Meeting shall not be held later than the end of Khordad of each year (22nd June).

The Extraordinary General-Meeting may be held at the request of the Minister of Labour, the Executive Committee, the High Labour Council, or the Board of Supervision. Agendas of the Extraordinary General Meeting shall be drawn up by the proposer of such a meeting.

The Institution's Managing Director is required to officially call the Extraordinary General Meeting within a maximum period of ten days as from the time he receives a request from the Minister of Labour, the High Labour Council, or the Chairman of the Board of Supervision. The invitations to be served shall indicate the place where , the date on which , and the time when, the Meeting is due, as well as its agenda.

ART. VII The General Meeting shall be composed of the following:-

1. The Minister of Labour or his representative.
2. The representatives of the Ministry of Roads , and the Industrial and Mining Bank.
3. Seven members of the High Labour Council, subject to the approval of the Council, three of them representing the workmen, three the employers, and the seventh should



be one of the advisers.

The Executive Committee of the Institution , as well as its Board of Supervision, may participate in the General Meeting in their discussions but without the right to vote.

ART. IX Immediately after the General Meeting has been opened by the Minister of Labour, the Meeting shall select, from amongst those present, a Chairman and a Secretary.

ART.X In the General Meeting , the Minister of Labour together with the Ministeries' representatives and the Government's Adviser shall have one vote, the workmen's representatives one vote, and the employers' representatives one vote as well.

ART. XI The duties of the General Meeting consists of the Following:-

1. Hearing the Institution's annual report , and approving the annual balance sheet.
2. Deciding on the Savings.
3. Deciding on any questions in connection with the Institution's activities such as have been placed on the agenda beforehand.
4. Selecting the members of the Board of Supervision.

ART. XII The Ordinary and Extraordinary Meeting may alter the Articles of this Constitution, subject to such alteration having been placed on the agenda of the Meeting.

ART.XIII The resolutions of the General Meeting shall be taken by a majority vote.

NOTE 1. The Minutes of the General Meeting's discussions shall be recorded in a special book, and signed by the Chairman and the Secretary of the Meeting.

NOTE 2. Once the balance sheet is approved by the General Meeting it shall be considered as a certificate of liquidation for the Executive Committee.

b. THE EXECUTIVE COMMITTEE.

ART. XIV The Executive Committee shall be composed of three persons who shall be selected by the Ministry of Labour & Propaganda for a period of three years, and one of whom shall act as the Managing Director. The members of the Executive Committee shall, in their first meeting, appoint one (member) as the Chairman of the Committee.

NOTE 1. The Members of the Executive Committee shall be Iranian and of Iranian citizenship, without having any record of criminal conviction. Neither the members in question nor the Institution's employees have the right to do direct or indirect business transactions with the Institution.

NOTE 2. The salaries of the members of the Executive Committee shall be fixed by the Ministry of Labour & Propaganda, and paid out of the Institution's incomes.

NOTE 3. Any member of the Executive Committee may be reselected after the expiry of three years.

NOTE 4. After the expiry of the three years, in case of any delay occurring in the selection of the members of the new Committee, the former Committee shall be responsible for running the Institution until such time as the selection of the new members has been completed.

ART. XV The Executive Committee shall have all the powers required for managing the Institution's affairs, within the limits of the requirements of this Constitution and is particularly charged with the following duties:-

1. Drawing up of draft regulations and proposals to be approved by the High Labour Council or the General Meeting.
2. Preparing and submitting to the General Meeting balance sheets and reports; also drawing up agendas for the General Meeting.

3. Investing the Institution's capital and savings, in order to make use of the existing cash to the benefit of the Institution, such investment being subject to the previous approval of the general Meeting.
4. Acting in law courts and Justice Departments whether as defendant or plaintiff, as the Executive Committee is the legal and fully authorised representative of the Institution.

ART. XVI The Executive Committee whose resolutions shall be taken by a majority vote, shall hold at least one meeting per week. It shall also hold extra meetings, if so necessary as called by the Chairman of the Committee.

NOTE None of the members of the Executive Committee may send to the Committee's meetings his proxy or representative to replace him.

ART. XVII The minutes of the Executive Committee's meetings as well as its resolutions shall be recorded in a special book, and signed by those present.

ART. XVIII The Managing Director shall, under the provisions of this Constitution, and the pertinent regulations which will be approved by the High Labour Council, manage the Institution's affairs. The engagement, suspension, and Discharge of employees, as well as fixing their duties, salaries, and increments, within the limits of the provisions of Regulations, are included in the duties of the Managing Director.

NOTE 1. Such documents and letters as may create an obligation on the part of the Institution shall be signed by two members of the Executive Committee.

NOTE 2. The Executive Committee may, on their own responsibility, authorise the Institution's senior employees to sign (on their behalf); the employees so authorised shall be appointed and introduced beforehand.

ART. XIX The rules and regulations concerning the Institution shall be drawn up by the Executive Committee, and executed after

the approval of the High Labour Council which has been formed according to Chapter II of the Labour Law.

ART. XX Any disputes arising between the Institution and the Factory Council shall be settled by the High Labour Council.

c. THE BOARD OF SUPERVISION.

ART. XXI The Board of Supervision shall be composed of three persons who shall be selected by the General Meeting from among competent persons and for a period of one year; these members shall appoint a Chairman from among themselves.

NOTE. The fees payable to the members of the Board of Supervision shall be paid every year, according to the proposal of the Executive Committee, and with the approval of the General Meeting.

ART. XXII The Board of Supervision shall hold meetings at least twice a month, and if necessary, they shall hold extra meetings, which meetings shall be called by the Managing Director or the chairman of the Board. The resolutions of the Board shall be taken by a majority vote, and the minutes of their discussions shall be recorded in a special book and signed by its members.

ART. XXIII The Board of Supervision have no right to directly interfere with the Institution's affairs, but they may communicate their views in writing to the Executive Committee.

ART. XXIV The Board of Supervision shall ensure that the Institution's affairs are managed in accordance with the laws, and the requirements of this Constitution. To this end they have the right to supervise all the affairs and activities of the Institution, and may apply to the managing Director or the Executive Committee for obtaining any information required by the Board. The Board may, at any time, investigate the Institution's books, accounts, and records, but such investigation shall not interfere with the management of the Institution's affairs.

The Board shall investigate and certify the balance sheets of the Co-operative & Health Funds of the factories. They shall also prepare and submit to the General Meeting, after having investigated the Institution's annual balance sheet, a report on the activities made by the Institution, putting forth their views. The Managing Director is bound to provide facilities for the Board of Supervision to carry out their duties. In cases where the Board of Supervision may, for the performance of their duties, require the views of experts in connection with a certain part of the Institution's affairs, the Managing Director shall effect payment of the experts fees at the Institution's expense.

ART. XXV The Ministry of Labour will appoint and introduce one of its employees as Inspector of the Institution whose duty it shall be to ensure that the Institution's operations correspond to the relative laws, rules, and regulations. He shall be bound to submit to the Labour Ministry monthly reports on the conduct of affairs. He May apply to the Managing Director, at any time he may deem necessary, for obtaining the information required by him.

CHAPTER IV- THE DUTIES AND ACTIVITIES OF THE  
INSTITUTION

ART. XXVI The Institution shall, in accordance with Art. 37 of the Labour Law, supervise all the affairs of the Health and Co-operative Funds of the Country, and if necessary, it will assign certain representatives to ensure the proper administration of the above-mentioned Funds.

ART. XXVII The Institution may, at any time, investigate directly or have investigated by competent persons the books and records of the Funds, and have the offenders prosecuted under the regulations.

ARTXXVIII Every factory is bound to remit, according to Art. 38 of the Labour Law, 40% of the net cash available in the Co-operative and Health Funds, to the Institution every year at the end of Khordad, Shahrivar, Azar, and Esfand. The above payment shall be effected after deducting the sums required by the Funds for carrying on their duties. The Institution is bound, according to Art. 39 of the Labour Law, to use the sums so received, in assisting the Funds in which the cash on hand is insufficient for giving the aids provided for, such assistance shall be given in accordance with the Regulation which will be approved by the High Labour Council.

CHAPTER V - THE BALANCE SHEET, THE SAVINGS, AND THE RESERVE FUND.

ART.XXIX The financial year of the Institution begins as from 1st Farvardin and terminates in the end of Esfand of the same year.

The Institution's accounts shall be closed at the end of Esfand, and its balance sheet shall be submitted to the General Meeting not later than the end of Khordad of the following year. The said balance sheet shall be placed at the disposal of the Board of Supervision, one month before the time when it will be submitted to the General Meeting, in order that the Board may make their comments thereon.

ART. XXX The assets and liabilities in the balance sheet shall be assessed on the following bases:-

The actual amount of cash on hand and deposited with Banks.

The purchase price of shares and negotiable papers unless the purchase price is higher than the current price in which case the latter shall be used as at the last day of Esfand.

The purchase price or cost price of immovable properties; the annual amortisation rate shall not be less than 10% of the initial price. The furniture, repair expenses, and the supplies shall all be amortised.

ART. XXXI The Institution's credit balance shall, after deducting the obligations, savings, and reserve funds, be credited to the Institution's capital account.

ART. XXXII The statistics and annual reports of the activities of the Institution's Co-operative and Health Funds shall be prepared regularly and published within the first half of the next year.

TEHRAN, 12th June, 1947.-

SOURCE: *F.O. 371/62053. (1947).*-

OBJECTIFS DU COMITE EUROPEEN POUR LA DEFENSE DES DROITS  
DEMOCRATIQUES DES TRAVAILLEURS EN IRAN

A- Informer l'opinion publique mondiale et particulièrement les masses travailleuses à travers leurs syndicats et la presse démocratique sur les conditions de travail et de vie des ouvriers en Iran.

B- Susciter le soutien de l'opinion publique, particulièrement celui des travailleurs, pour la défense des droits démocratiques des travailleurs iraniens, notamment:

- 1- s'organiser librement dans leurs syndicats sans intervention gouvernementale ou ingérence des partis politiques;
- 2- lutter librement pour la reconnaissance de leur statut social, politique et économique;
- 3- faire grève pour la défense et l'amélioration de leurs conditions de vie et de travail;
- 4- lutter de façon organisée tant au niveau local que national pour une législation avancée et l'abrogation des lois anti-ouvrières existantes;
- 5- s'affilier librement aux organisations internationales et participer aux congrès de ces organisations;
- 6- se solidariser totalement avec leurs frères dans le monde entier.

*N.B.*- Le Comité n'est affilié à aucun parti à l'extérieur ou à l'intérieur de l'Iran.

Adresse Provisoire: C.P. 46, 50100, Florence, Italy



( Grundsatzerklärung )

Europäisches Komitee zur Verteidigung der Demokratischen Rechte der Arbeiter im Iran.

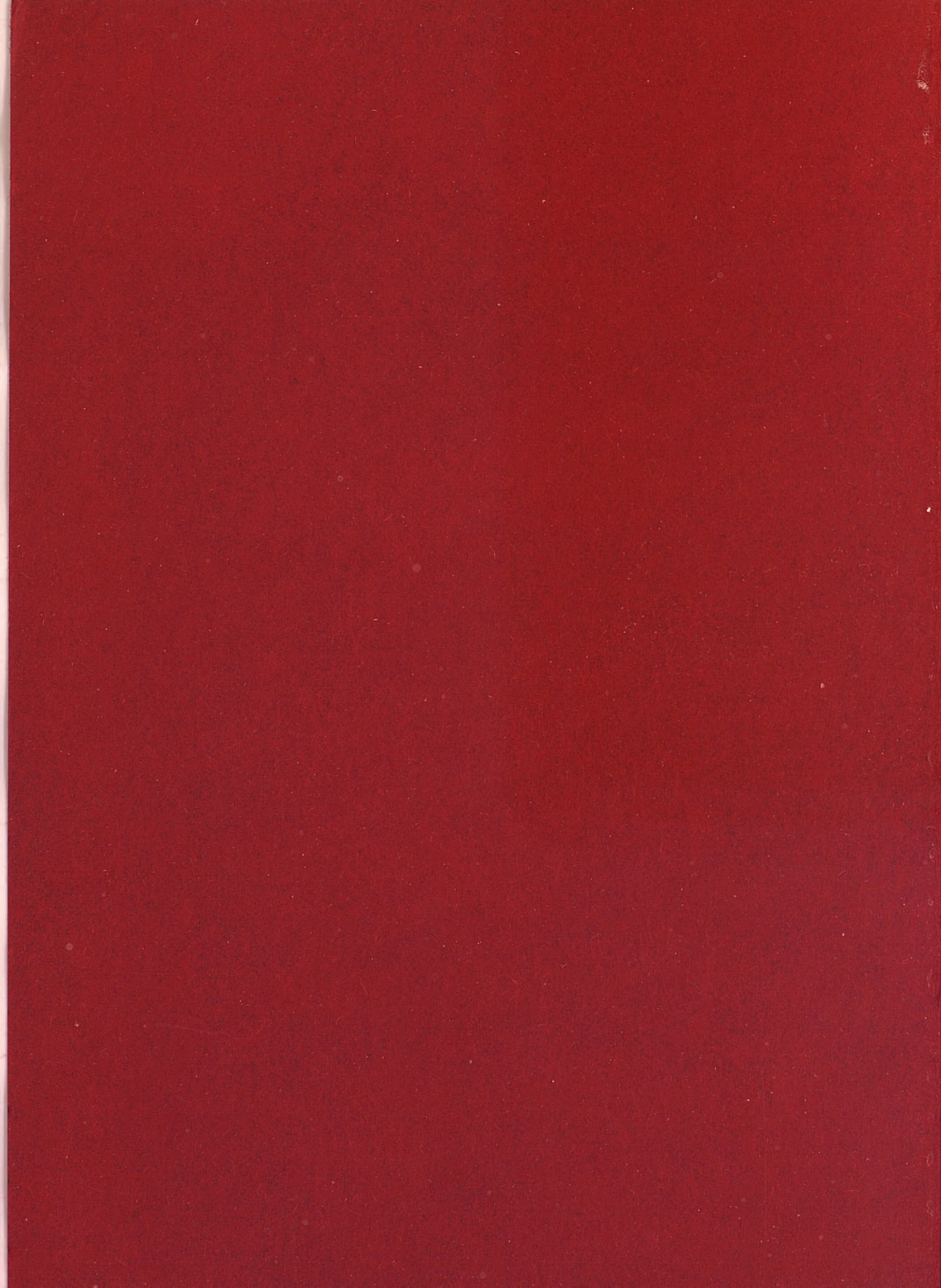
- A. Information der öffentlichen Meinung, vor allem - über ihre Gewerkschaften - der Massen der Arbeiter und der demokratischen Presse über die Arbeits- und Lebensbedingungen der Arbeiter im Iran;
- B. Mobilisierung der öffentlichen Meinung, vor allem derjenigen der Arbeiter, für die Verteidigung der demokratischen Rechte der Arbeiter im Iran, insbesondere für das Recht
1. ihre Gewerkschaften frei und ohne wie auch immer geartete Interventionen von Regierungsorganen oder politischen Parteien zu organisieren;
  2. frei und ohne Behinderung durch die Regierung für die Durchsetzung ihres wirtschaftlichen, politischen und sozialen Status zu kämpfen;
  3. für die Durchsetzung und Verteidigung ihrer Interessen zu streiken;
  4. sowohl auf lokaler als auch nationaler Ebene als gewerkschaftliche Organisationen für eine fortschrittliche Arbeitsgesetzgebung und für die Beseitigung der bestehenden arbeiterfeindlichen Gesetze zu kämpfen;
  5. sich internationalen Gewerkschaftsorganisationen frei anzuschließen und sich ohne Behinderung durch die Regierung an internationalen Zusammenkünften zu beteiligen;
  6. sich mit Kampfgenossen in anderen Ländern frei zu solidarisieren.

Dieses Komitee gehört keiner politischen Partei innerhalb oder außerhalb des Irans an.

INSTITUT KURDE DE PARIS

ENTRÉE N° 1298

32  
CHA



**LA SITUATIZIONE DELLA CLASSE  
LAVORATRICE IN IRAN**

(UNA STORIA DOCUMENTATA)

وضع طبقه کارگر  
در ایران