

IRAN (21 risks)

LABOUR RIGHTS (9)

Discrimination & Gender (5)

- Women, girls and (religious) minorities face pervasive violence and systemic discrimination. [Source: Bundesregierung, 14. Bericht der Bundesregierung über ihre Menschenrechtspolitik, 2020](#)
- Ethnic minorities in Iran, including Sunni Muslims, Baluchis, Kurds, Azeri, Arab and Baha'is are subject to entrenched discrimination, curtailing their access to employment. [Source: Human Rights Watch, World Report 2021 - Events of 2020, 2021](#)
- In recent years, religious freedom in Iran is deteriorating for both recognized and unrecognized religious groups, with the government targeting Muslims (particularly Sunni Muslims and Sufis), Baha'is and Christian converts in particular. These groups are subject to state repression, which restricts or prevents them from accessing official documents (e.g. identity cards), loans and the health system. The United States Commission on International Religious Freedom (USCIRF) recommends that Iran be designated a 'country of particular concern' under the International Religious Freedom Act. [Source: United States Commission on International Religious Freedom \(USCIRF\), 2020 Annual Report](#)
- This country is one of the 15 lowest scoring countries (out of a total of 153) in the field of economic participation and opportunity for women in the Global Gender Gap Index 2019. Apart from indicators in the field of economic participation and opportunity for women, the Global Gender Gap Index also includes indicators comparing women's health to men's health, access to education and political empowerment. [Source: World Economic Forum, Global Gender Gap Report, 2020](#)
- The Baha'is are the largest religious minority in Iran. A new law makes it impossible for them to legally register with the Iranian state because an "other religions" option has been removed from the identity card application. Their faith forbids them to lie about their affiliation. This means that the new identity card application prevents them from applying for and obtaining official identification. Without a national identity card, they are unable to obtain credit cards, driver's licenses, and passports and to get access to the health system. [Source: Deutsche Welle, Iran: ID card rule highlights plight of Baha'i, 2020](#)

Freedom of Association (3)

- Iran scores a 5 on the ITUC Global Rights Index (scale 1-5) for freedom of association and workers' rights, which stands for no guarantee of rights. Countries with the rating of 5 are the worst countries in the world to work in. While the legislation may spell out certain rights, workers have effectively no access to these rights and are therefore exposed to autocratic regimes and unfair labour practices. [Source: ITUC-CSI, ITUC Global Rights Index, 2020](#)
- Trade union freedoms are being undermined in Iran. Joining a trade union is made more difficult. [Source: ITUC, Countries at risk, 2019](#)
- According to the ITUC Global Rights Index, MENA countries receive a score of 4.5 (a score of 5 means there are no workers' rights). 94 percent of the countries violated the right to strike and the right to collective bargaining. All 18 countries excluded workers from the right to form and join a union. 83 percent of countries in the Middle East and North Africa denied workers access to justice. All 18 countries obstructed the registration of trade unions. 44 percent of countries arrested, and detained workers and workers were subjected to violent attacks. 83

percent of countries in the Middle East and North Africa restricted freedom of speech and assembly. [Source: ITUC Global Rights Index, 2021](#)

Child Labour (1)

- According to the Children's Rights and Business Atlas, this country scores poorly when it comes to the extent to which the state regulates child labour and provides decent work for young workers, parents and caregivers. [Source: Unicef & Global Child Forum, Children's Rights and Business Atlas, 2018](#)

HUMAN RIGHTS (7)

Government influence (4)

- Iran is considered to be "not free" according to the Freedom House Country List. This means that there is an oppressive regime, with regard to political rights and civil liberties. [Source: Freedom House, Freedom in the World 2021](#)
- Iran is ranked 173 out of 180 countries in the World Press Freedom Index with a score of 64.81 on a scale from 0 (best possible score) and 100 (worst possible score). This means that press freedom is severely limited. [Source: Reporters Without Borders, 2020 World Press Freedom Index, 2020](#)
- Iran is ranked 109th out of 128 countries in the Rule of Law Index with a score of 0.43 on a scale from 0 (worst possible score) and 1 (best possible score). This means that this country performs poorly in the areas of corruption, openness of government and enforcement of regulations around rights, order, security, civil and criminal law. [Source: Bundesregierung, 14. Bericht der Bundesregierung über ihre Menschenrechtspolitik, 2020](#)
- The number of journalists jailed globally because of their work hit a new high in 2020 as governments cracked down on coverage of COVID-19 or tried to suppress reporting on political unrest. [Source: CPJ, Record number of journalists jailed worldwide, 2020](#)

Conflicts & Security (2)

- This country is marked as a 'high risk' country for terrorist attacks on the Aon Terrorism Risk Map. It is considered as level 4 on a 1-5 scale. [Source: Aon, Terrorism risk map, 2020](#)
- The score of Iran on the Global Peace Index is 2.694 out of 5, which means it scores low in the areas of (inter)national conflict, societal security and militarization. Iran recorded an improvement in the safety and security domain primarily resulting from a reduced incarceration rate and terrorism impact. However, the country also saw a deterioration on the Militarisation domain. Although military expenditure as a percentage of GDP fell, there was a significant reduction in commitment to UN Peacekeeping funding as well as a slight increase in the armed services personnel rate. Moreover, while there was no change in the country's nuclear and heavy weapons indicator, the country started to produce enriched uranium at levels three times more than was allowed by the 2015 Joint Comprehensive Plan of Action. [Source: Institute for Economics & Peace \(IEP\), Global Peace Index 2021: Measuring Peace in a Complex World, 2021](#)

Consumer Interests (1)

- According to the Children's Rights and Business Atlas, this country scores poorly when it comes to the extent to which the state regulates marketing and advertising, protect children from online abuse and exploitation, and act to ensure children are not harmed through product use. [Source: Unicef & Global Child Forum, Children's Rights and Business Atlas, 2018](#)

ENVIRONMENT (3)

Air pollution (2)

- According to the World Health Organisation (WHO), this country suffers excessive air pollution. The annual average PM2.5 level here is higher than 35 ug/m³, which the WHO describes as the first intermediate target for countries. At this level, there is a 15% greater risk of long-term mortality than at the recommended maximum annual average of 10 ug/m³. This means your employees in these countries (depending on the precise work location) are likely to be exposed to air pollution, with illness and premature death as possible consequences. [Source: WHO, Ambient \(outdoor\) air quality and health, 2018](#)
- Urban air pollution is one of the environmental threats Iran is facing. According to statistics, the average height of PM2.5 (small dust particles) is 39 while the recommended maximum is 10. These human-made pollutants are caused by fossil fuel combustion, industrial manufacturing, waste-burning, dust from traffic, smoke and exhaust from vehicles, ships and airplanes, and forest fires. [Source: Unicef, Clear the air for children, 2016](#)

Water use (1)

- Large parts of Iran face significant freshwater scarcity during at least part of the year. Groundwater depletion leads to water shortages, reduced harvests and loss of income for farmers in Iran. According to the World Resources Institute, mainly the western half of Iran suffers from a very high- water stress. The water stress score is 4.6 on a scale of 0 (low risk) to 5 (extremely high risk). This means that more than 80% of the total renewable water supply is consumed. Both the agricultural (score 4.6) and the industrial (score 4.3) sector are major contributors in this matter. [Source: World Resources Institute, Aqueduct Country Rankings, 2019](#)

FAIR BUSINESS PRACTICES (2)

Corruption (2)

- According to the Corruption Perceptions Index, the corruption score of Iran is 25, on a scale of 0 (highly corrupt) to 100 (very clean). This means that the risk of corruption in Iran is very high. [Source: Transparency International, Corruption Perceptions Index 2020, 2021](#)
- The law provides criminal penalties for official corruption, but the government did not implement the law effectively, and corruption is a serious and ubiquitous problem. Officials in all branches of government frequently engage in corrupt practices with impunity. Many officials expect bribes for providing routine service. Individuals routinely bribe officials to obtain permits for illegal construction. [Source: US Department of State, Iran 2019 Human Rights Report, 2019](#)