



A COMPARATIVE ANALYSIS OF THE POSITION OF EQUALITY IN LABOR RIGHTS AND WAGES IN INTERNATIONAL DOCUMENTS AND APPLICABLE LAWS OF IRAN AND CANADA

AHMAD TAGHIZADEH¹ | ARDAVAN ARZHANG² | ALIREZA SHAHNAZAR³

1 Corresponding Author, Assistant Professor of Public Law, Faculty of Humanities, University of Semnan, Semnan, Iran. ah.taghizadeh@yahoo.com

1 Associate Professor, Department of Fiqh and Fundamentals of Islamic Law, Faculty of Humanities, University of Yasuj, Yasuj, Iran. | arzhang@yu.ac.ir

1 MSc Graduate of Public Law, Shahid Chamran University of Ahwaz, Ahwaz, Iran. | alirezashahnazar76@gmail.com

Article Info

Article type:

Research Article

Article history:

Received

15 February 2024

Received in revised form

05 March 2024

Accepted

12 June 2024

Published online

30 June 2024



https://ijicl.qom.ac.ir/article_3196.html

Keywords:

Equality Rights,

Wages,

Social Security,

Worker,

Iran,

Canada,

International Documents.

ABSTRACT

Worker wages represent a critical dimension of labor rights, encompassing all forms of remuneration arising from employment contracts. Given the inherent power imbalance between employers and employees, there exists an ongoing concern that employers, driven by the desire to minimize operational costs, may offer unjust wages to workers. Consequently, various frameworks are employed across societies to establish minimum wage standards. Social security stands as a fundamental indicator of the welfare levels of workers and vulnerable populations, providing a vital criterion for evaluating public satisfaction with governance. This research employs library resources, alongside descriptive-analytical and comparative approaches, to examine the relevant laws and documents within the national legal frameworks of Iran and Canada, as well as pertinent international instruments. The findings, based on the study's hypotheses, suggest that the systems governing equality in rights within Iran and Canada, as well as in international documents, emphasize the right to receive insurance benefits and secure employment as foundational elements of equality rights. Furthermore, the domains of relief and support serve to enhance these foundational structures.

Cite this article: Taghizadeh, A., & Others, (2024). "A Comparative Analysis of the Position of Equality in Labor Rights and Wages in International Documents and Applicable Laws of Iran and Canada", *Iranian Journal of International and Comparative Law*, 2(1), pp: 151-164.



© The Authors

doi:10.22091/ijicl.2024.10408.1091

Publisher: University of Qom

Table of Contents

Introduction

1. Terminologies

2. Examination of the Equal Rights System in Iran and Canada

3. Adaptation and Comparison

4. Differences and Disparities in the Social Security Systems of Iran and Canada

Conclusion

Introduction

International organizations involved in labor matters draw from fundamental principles articulated in international public documents, emphasizing the principle of equality across various texts. This principle is now recognized as a critical foundation for ensuring equal rights and benefits for women and the workforce within social security systems. Approaches advocating for equal treatment have been adopted at international, regional, and national levels, as envisioned by policymakers across different countries.¹ Within this context, the impact of gender on the enjoyment of equality rights has garnered significant attention from researchers, given its contentious nature as a crucial facet of the principle of equality.² At the international legal level, equality is acknowledged as a fundamental principle in social security, governing non-discrimination based on gender, race, and other factors among beneficiaries of social security benefits.³

In Iran's domestic legal framework, the Constitution, as the highest law, underscores this principle in Article 20. Additionally, Section "k" of Article 1 of the Comprehensive Welfare and Social Security System Structure Law identifies the reduction of inequality as a primary objective of the national social security system. This article aims to analyze international documents and corresponding regulations while reviewing the laws within the domestic legal systems of Iran and Canada. It seeks to answer the question of how Iran's social insurance regulations have established gender equality in enjoying equal rights, in compatibility with international standards and the Canadian framework. To achieve this goal, we will first explore the position of this principle in the international system, followed by an examination of the domestic laws of Iran and Canada to identify legal gaps in this area.

Contemporary societies differ significantly from those of previous eras. Economic systems are in constant flux, and their future remains uncertain. Alongside the wealth and prosperity enjoyed by a small segment of the global population, general poverty and unemployment are on the rise worldwide. The powerful continue to seek new avenues for amassing national wealth, while the working class, low-income individuals, and other vulnerable segments of

1 Brooks, 1990, *Vol. 3: 120*.

2 Badeeni, 2008, *Vol. 4: 43*.

3 Shahbazi Nia, *The Right to Social Security: The Features, Content and Principles* (2007) 90.



society lack the resources and power necessary to defend their rights. In the current landscape, reliance solely on individual and voluntary social security measures is insufficient.¹ The Islamic Republic of Iran has made significant strides toward alleviating poverty and supporting the needy since its establishment; however, the persistent reality of poverty remains evident in society. The gap between the affluent and the impoverished is widening, and unemployment rates are increasing.² This article will examine the strengths and weaknesses of workers' rights and wages as articulated in international documents, comparing the frameworks of Iran and Canada using a descriptive-analytical and comparative method.

In recent years, considerable efforts have been made by practitioners to organize equality in rights and wages, as well as to expand the coverage and inclusivity of related services. It is anticipated that the full implementation of social security laws will further advance the justice-oriented goals of the Islamic system. Consequently, various opinions exist regarding the basis for providing equal benefits to women. The fundamental challenge in this area arises primarily from differing perspectives on equality or distinctions between genders. The approach based on formal equality emphasizes the necessity of enacting laws that ensure equal rights for women and men in accessing these benefits, as well as granting full citizenship rights to women.

Dr. Irvan Masoud Asl, in his book "Social Welfare System Worldwide," briefly mentions recent social welfare activities but does not address Canada specifically.

Mohammad Ghasemi's thesis, supervised by Dr. Saeed Sadeghi Boroujerdi, titled "Evaluation of the Quality of Services Provided by the Social Security Organization from the Perspective of Customers and Employees," conducted at the Science and Research Branch of Sanandaj University in 2004, solely evaluates the Social Security Organization from the viewpoints of customers and employees without broader comparisons.

Yaser Mohabbati's thesis, supervised by Seyyed Mostafa Mohammad Moshkouh, titled "A Comparative Study of the Structure of the Comprehensive Welfare and Social Security System in Iran and Selected Countries," conducted at Imam Sadegh University in 2008, focuses on examining the comprehensive welfare and social security systems in Iran and selected countries.

However, none of these works comprehensively address a meticulous comparison of equality rights, benefits, and wages for workers within the relevant laws of Iran and Canada, as well as international documents, as presented in this research. Therefore, this study, beyond serving as a resource for other researchers, aims to provide necessary solutions and recommendations to enhance the utilization, expansion, and quality of equality rights and wage services in Iran. The implementation of these recommendations can yield effective and beneficial outcomes.

This study aims to (1) examine and compare the equality rights systems in Iran and Canada, as well as relevant international documents, focusing on the nature and methods of service provision; (2) identify the strengths and weaknesses of the equality rights systems in the countries under discussion and propose an appropriate model to enhance the efficiency of the social security system in Iran; and (3) clarify and describe the current challenges within the equality rights system in Iran and underscore the necessity for reform based on best practices

1 Pateman & Shanley, *Feminist Interpretations and Political Theory* (1991) 39.

2 E'tesadpour & Rajabi Rad, *Social Security in Iran* (1997) 124.



from leading countries. In so doing, the study specifically addresses the following research questions:

1. What criteria underpin the equality rights system in international documents and the relevant laws of Iran and Canada?
2. What differences and similarities exist in the equality rights systems of the aforementioned countries?

1. Terminologies

The following terms are operationally defined as follows in the current study.

1.1. Wage

"Wage" represents a critical element in the relationship between workers and employers. This economic relationship is actualized through the remuneration provided for labor performed. Consequently, an individual engaging in voluntary activities is not classified as a worker, and likewise, an individual benefiting from unpaid labor is not deemed an employer. Article 2 of the Labor Law of 1369 delineates the distinction between a worker and a non-worker based on the receipt of consideration, which includes wages, salaries, shares, profits, and other benefits, as requested by the employer. Furthermore, Article 3 of the same law stipulates: "The employer is a natural or legal person for whom the worker performs duties at the employer's request, receiving payment in exchange for the consideration provided..."¹

1.2. Equal Rights and Wages

The term "discrimination" linguistically refers to "the granting of equality or preference to one or some individuals over others, without valid justification."² In contrast, "equality" denotes "the state of being alike, similarity, leveling, or mutual equivalence."³ In legal terminology, discrimination can be defined as "the legal superiority of certain individuals without justifiable preference, exemplified by the granting of rights and privileges to one party over another in the absence of any relevant superiority between them."

At the international level, four conventions have articulated definitions of discrimination, including: the first paragraph of Article 1 of the International Labour Organization (ILO) Convention No. 111, the first paragraph of Article 1 of the UNESCO Convention on the Elimination of Discrimination in Education (1960), the first paragraph of Article 1 of the International Convention on the Elimination of All Forms of Racial Discrimination (1965), and Article 1 of the Convention on the Elimination of All Forms of Discrimination Against Women (1979). These sources provide the following definitions within the context of discrimination:

- "Any difference, deprivation, or preference based on race, skin color, gender, religion, political belief, or national or social background that exists in employment

¹ Vatankhah, *The Impact of International Labor Organization Resolutions on Labor Rights in Iran* (2010) 107.

² Moein, *Persian Encyclopedia* (1981) 1024.

³ Dehkhoda, *Dehkhoda Dictionary* (1994) 109.



and occupation and undermines or inhibits equality of treatment and opportunity for workers."¹

- "Discrimination encompasses any specific distinction, deprivation, limitation, or preference based on race, color, sex, language, religion, political belief, or any other belief, nationality, social status, economic conditions, or production, which results in the elimination of equal treatment towards individuals in accessing education or distorts such access."²

2. Equality System in Iran

The equality rights systems of Iran and Canada, along with international documents, recognize entitlement to insurance benefits and employment as the foundational infrastructure of the social security system. Notably, there are distinctions in the types of coverage, services offered, presentation methods, and deductions applied within the social security frameworks of Iran and Canada.

2.1. Equal Wages in the Iranian Constitution

The legal framework for the protection of wages in Iranian law is primarily grounded in the Constitution and the Labor Law. Articles 9 and 14 of the third principle of the Iranian Constitution assert: "The elimination of unjust discrimination and the creation of fair opportunities for all in both material and spiritual domains," as well as "Securing comprehensive rights for all individuals, regardless of gender, and establishing equitable judicial security for everyone" are fundamental objectives of the government.³ Chapter 3 of the Constitution, titled "People's Rights," begins with Article 19, which emphasizes the principle of non-discrimination, stating: "The people of Iran, irrespective of their tribe or ethnic group, possess equal rights, and distinctions based on color, race, language, and similar factors shall not confer any privilege." Article 20 explicitly prohibits gender discrimination: "All individuals, regardless of gender, are entitled to legal protection and enjoy all human, political, economic, social, and cultural rights in accordance with Islamic standards." This principle unequivocally affirms gender non-discrimination across all spheres. Furthermore, Article 28 mandates that: "... The government is obliged to create equal employment opportunities for all individuals, considering society's need for various occupations."⁴

2.2. Governing Principles of the Equal Rights System in the Iranian Labor Law

Article 37 of the Labor Law stipulates: "Wages must be paid regularly during non-holiday periods and working hours in the national currency or by mutual agreement through a bank-guaranteed check." Additionally, Article 38 asserts: "Equal work performed under equal conditions in a workshop shall be compensated with equal wages for both women and men. Discrimination in wage determination based on age, gender, race, nationality, and political or religious beliefs is

¹ First paragraph of Article 1 of ILO Convention No. 111.

² First paragraph of Article 1 of the International Convention on the Elimination of All Forms of Racial Discrimination, 1965.

³ Naeimi, Ghasemi, Rezvani Monfared, *Social Security Law in the Current System* (2010) 87.

⁴ Ghorbanian et al., *Review of Women's Rights* (2006) 276.



strictly prohibited." Article 41 further mandates that: "The Supreme Labor Council is responsible for determining the minimum wage for workers across various regions and industries."¹

3. Equality System in Canada

Canada, recognized globally for its advanced welfare and healthcare systems, has an aging population characterized by low infant mortality rates and high-quality rights and remuneration services.²

3.1. Principles Governing the Social Security System in Canada

To ensure citizen satisfaction and the provision of desirable services, Canada has developed specific standards and criteria that govern the delivery of welfare services. The most significant principles are outlined below.

3.2. Principle of Insurance Coverage Based on Residence and Nationality

This principle asserts that welfare and social security services in Canada encompass all individuals within society. Citizenship and nationality ensure that all residents, regardless of employment status or insurance premium payments, have access to support services. Consequently, individuals are not deprived of these services due to unemployment or the absence of an employer-employee relationship. Additionally, non-native residents and foreign workers residing in Canada are eligible for social security services, ensuring that their non-native status does not hinder access.

3.3. Equality and Equivalence Principle in Insurance Coverage

Under this principle, services are provided to all individuals without discrimination. This ensures that all individuals are treated equally within the insurance system, enjoying equitable services. There is no differentiation in the type or amount of service received; rather, diversity in service provision is inclusive of all individuals. Consequently, the system maintains consistency and adherence to service delivery standards.

4. Equal Wages in International Documents

The adoption of policies to support workers' wages has been a persistent focus in international forums. Article 23 of the Universal Declaration of Human Rights states: "Everyone has the right to equal pay for equal work without discrimination. Everyone who works is entitled to just and favorable remuneration, ensuring a life of dignity for themselves and their families, supplemented by other means of social protection if necessary." The declaration's Article 2 emphasizes: "... Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, including race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status. No distinction shall be made based on the political, jurisdictional, or international status of the country or territory to which a person belongs, regardless of whether it is independent, under trusteeship, non-self-governing, or subject to any limitation of sovereignty."³

To achieve equality in remuneration for work of equal value, it is essential that women's working

¹ Sahab, *Reference for Dealing with the Records of Insured Workers* (2007) 62.

² Bazargan et al., *Research Methods in Behavioral Sciences* (1997) 54.

³ Iraqi, *Labor Law* (2011) 49.



conditions are not inferior to those of men and that they receive equal pay for equal work.¹ Adequate benefits for women and their families must be considered in accordance with applicable regulations. Article 5 of the International Convention on the Elimination of All Forms of Racial Discrimination, adopted by the United Nations General Assembly on December 21, 1965, and ratified by the Iranian government in 1968, prohibits racial discrimination in all its forms. Member states are committed to ensuring every individual's right to equality before the law, particularly regarding the right to work, free choice of employment, fair and satisfactory working conditions, protection against unemployment, equal pay for equal work, and fair remuneration without discrimination based on race, color, nationality, or ethnic origin.²

The International Labour Organization's Convention No. 95 on the Protection of Wages, adopted in 1949 and ratified by Iran in 1975, defines wages comprehensively and outlines the extent of their protection through various articles. While the convention encompasses all wage earners, each country's competent authorities may exempt certain groups of workers whose terms and conditions of service do not proportionately align with the convention's stipulations. This exemption may apply to manual laborers or domestic workers.

The primary objective of this convention is to ensure the protection of workers' income. It provides a broad definition of wages, stipulating that wages must be paid in national currency and cannot be substituted with promissory notes or transfers. Payment of wages is permissible only through checks.³

From this convention's perspective, "remuneration" encompasses not only the minimum wage but also all other benefits, whether direct or indirect, in cash or kind, provided by the employer in relation to employment. The convention introduces the concept of "equal remuneration for work of equal value," which is broader than "equal work." This concept emphasizes that even if two jobs are not identical, they may still be considered of equal value based on tangible evaluations and should be compensated accordingly. Ultimately, the purpose of "equal remuneration for work of equal value" is to ensure that factors such as gender, age, and religious beliefs do not influence wage determination, thereby guaranteeing that remuneration is based on the nature of the work.⁴

5. Adaptation and Comparison

This section offers a detailed analysis of how these two countries manage wage equality and social welfare, reflecting their unique policies and priorities.

5.1. Comparison of the Wage Equality System in Iran and Canada

Wage equality and compensation in Iran and Canada are comparable regarding the receipt of insurance benefits, contingent upon a history of paying insurance fees and employment. However, the provision of benefits, allowances, healthcare services, and measures addressing unemployment or income reduction differ significantly in their execution. Both countries exhibit initiatives aimed

1 Keyhanloo, *Principles of International Human Rights Law* (2009) 77.

2 Vatankhah, Op. Cit. (2010) 197.

3 Iraqi & Ranjbaran, *Transformation of International Labor Law* (2011) 308-309.

4 Moeini Rad & Heidari, *The Overall Framework of the Role of the Ministry of Welfare and Social Security in the Country's Economic Transformation Plan* (2010) 52.



at enhancing service levels in insurance and support systems, yet their approaches reflect varying degrees of commitment and effectiveness in delivering wages and compensation.¹

In both nations, the prerequisite for accessing insurance, welfare, wages, and social security services is a documented history of paying insurance and employment fees; however, the conditions and methods differ. In Iran, a worker must have contributed to insurance for 30 years and be at least 60 years old to qualify for retirement and receive a pension. While this framework is subject to flexibility based on specific circumstances, such adjustments vary by gender and occupation type.²

Research indicates that Canada's insurance service system also relies on a history of insurance fee payments and qualifying years, but the criteria and standards diverge from those in Iran. To receive universal or insurance-based pensions, Canadian citizens must be at least 65 years old, while spouses may qualify for benefits if they are between 60 and 64. Additionally, to qualify for universal pensions, applicants must have a minimum of 10 years of permanent residence in Canada; those residing outside the country must have 20 years of residence. Notably, individuals seeking this pension are not required to have a history of insurance payments.

In Canada, insured workers must have a 30-year history of paying insurance fees to qualify for continuous pension benefits, with specific exemptions for individuals unable to work due to accidents, illnesses, or caregiving responsibilities. Surviving spouses of deceased insured individuals must meet an age requirement of at least 35 years, although this is waived if the deceased has disabled children. Furthermore, the age limit for dependent children is set at 18, with no restrictions on parents' insurance payment history regarding supplementary pensions.³

While some countries link the right to receive pensions with wage equality, differences exist in the number of years and payment amounts within the insurance systems of Iran and Canada. Research and reviews of international documents reveal that workers must be 65 years old and have a 30-year history of insurance payments for full pension benefits. In addition to the primary pension, which serves as the main retirement benefit, guaranteed pensions (under the new system) and retirement pensions (under the old system) are also available, with age and historical payment conditions varying accordingly.

5.2. Types of Services Available and the Amount and Method of Salary Deductions in Iran and Canada

The nature and coverage of labor rights and wages in Iran and Canada exhibit significant distinctions, reflecting the varying effectiveness of their respective insurance systems. In Iran, the process of receiving insurance benefits and the associated benefits for employees is governed by specific laws and regulations. A standard deduction of 30% from an individual's salary and benefits is allocated to the Social Security Organization. Of this, 23% is borne by the employer, including 3% for services that, if paid by unemployed workers, qualify them for statutory unemployment benefits. The remaining 7% is contributed by the insured worker. For certain professions, such as lawyers and government employees, the applicable rate is 27%, though these individuals are

1 Kolehr & Mehr, *Social Security in Canada* (1994) 52.

2 Pour Reza, *Evolution and Development of the Healthcare and Insurance System in Canada* (2008) 43.

3 Panahi, *Functions of Social Security* (2007) 61.



not entitled to unemployment benefits. For self-employed individuals, deductions can range from 12% to 18%, varying based on the type of services received. In contract agreements, deductions may be 15% or 7%, depending on whether the contract is labor-based or material-based.¹

In contrast, Canada's insurance system features a lower insurance rate of 6.3%, evenly split between the employer and the insured, and deducted from the salary.² Certain provinces, such as Ontario, Alberta, and British Columbia, have implemented measures to secure financial resources for their insurance systems, requiring insured individuals to contribute to the costs. In Quebec, the employer's contribution is set at 3% of the monthly salary, while in other regions, the employer's share is determined by local unions.

Internationally, the approach to salary deductions and insurance benefits varies significantly. In some countries, a single insured individual contributes only 7% of their assessable income to retirement insurance, with no requirement for survivors' benefits. Self-employed individuals may pay 7% for retirement insurance, plus an additional 21.10% for retirement and 7.1% for survivors' benefits, totaling nearly 18%. In cases of employer-insured individuals, the employer covers 21.10% for retirement and 7.1% for survivors' benefits, amounting to approximately 12%. Additionally, in government jobs, the government assumes full responsibility for guaranteed pension costs and provides income-based insurance benefits for central government employees.³

5.3. Conditions of Pension Payment and Service Provision in Iran and Canada

While both Iran and Canada offer various pensions and additional services, these provisions differ significantly in terms of eligibility criteria, benefit amounts, and duration. The complementary activities and measures associated with these payments are contingent upon specific conditions that must be met by the insured. The commitments and responsibilities of social security organizations in both countries should align with the standards established by the ILO and the International Social Security Association (ISSA). The primary obligations of these organizations encompass pensions for insured individuals and their survivors, along with support in cases of unemployment, illness, pregnancy, and related ancillary services.⁴

5.4. Alignment of Services Provided in Pregnancy, Treatment, and Health in Iran and Canada

Insured individuals expect comprehensive support from the social security system during health-related events. Services encompass preventive measures to avert disease and treatment options aimed at recovery and health maintenance. For pregnant individuals, while the arrival of a child is a joyous occasion, it can also present challenges. The need for assistance during pregnancy and recovery from illnesses is paramount. Thus, both government officials and citizens prioritize preparedness for health crises, ensuring that measures are in place to address accidents and illnesses. Beyond surgical interventions and prescribed medications, the provision of auxiliary

1 Ghasemi, *Evaluation of the Quality of Services of the Social Security Organization from the Perspective of Customers and Employees* (2009) 55.

2 Zare, *Development of Insurance and Poverty Reduction in the Islamic Republic of Iran* (2002) 212.

3 Fakhim Alizadeh & Hassanzadeh, *Solutions for Expanding Insurance Coverage in the Social Security Organization of Iran* (2011) 86.

4 Mohabbati, *Comparative Study of the Structure of the Comprehensive System and Welfare of Social Security in Iran and Selected Countries* (2008) 63.



services, such as prosthetics, is also crucial for maintaining the insured's health and well-being. These services, while prevalent in both countries, may vary in quantity and quality.¹

5.4.1. Benefits and Allowances during Pregnancy

In Iran, maternity benefits are available to insured women who have paid at least 60 days of insurance premiums within the year preceding their pregnancy. These benefits, calculated based on the average salary, are provided for a duration of 90 days. Notably, maternity leave was previously set at six months but was extended to nine months following approval from the Islamic Consultative Assembly in 2013, becoming effective in 2021. Additionally, mothers are entitled to one hour of breastfeeding leave per day for one year after returning to work.

In Canada, various programs support pregnant women and their families. The Canadian Welfare and Health Organization addresses material needs related to childbirth through universal insurance and pension schemes. Pregnant women who become unemployed or must work part-time to care for their children are exempt from insurance premium payments until their child reaches seven years old. This framework ensures that their rights are preserved within the supportive plans established by the government. Furthermore, Canada offers free medical care for pregnant women through these assistance programs.²

5.4.2. Medical and Health Services

In Iran, approximately 7% of the insured's salary is allocated to healthcare services. The Social Security Organization administers these services in two ways. First, insured individuals receive direct services after submitting their salary statements, which allows them to access free medical care at Social Security healthcare centers and hospitals. Self-employed individuals, however, contribute 25% of the deductible costs. In the second method, medical services are procured from private and government healthcare institutions, requiring insured individuals to pay 30% of the costs at non-governmental centers.³

In Canada, healthcare services are delivered through two mandatory insurance schemes: the Mandatory Insurance Plan and the Universal Insurance Plan. The National Welfare and Health Organization manages healthcare programs at both national and provincial levels, providing a range of services, including maternity care, surgery, pharmaceuticals, and laboratory tests. While the federal government plays a role in managing healthcare insurance programs, the primary responsibility for health services lies with provincial and territorial governments.⁴

6. Differences and Disparities in the Social Security Systems of Iran and Canada

A thorough examination of the social security systems in Iran and Canada reveals a significant disparity, with more differences than similarities between the two. Canada is recognized as an advanced nation in providing welfare and social security services, operating within a robust social welfare framework. Conversely, Iran's social welfare system is considered mediocre to low,

1 Moeini Rad & Heidari, Op. Cit. (2010) 35.

2 Masoud Asl, *Social Welfare System in the World* (2009) 12.

3 Ghasemi, Op. Cit. (2009) 19.

4 Naeimi et al., Op. Cit. (2010) 51.



lacking the comprehensiveness found in more developed countries. This comparison highlights several weaknesses in Iran's social security system, while Canada's framework demonstrates greater effectiveness in addressing diverse needs. Key disparities include:

1. **Dispersion of Services:** In Iran, the types of services offered within the insurance, support, and relief sectors are fragmented. The insurance coverage does not extend to all individuals or societal groups, leading to significant gaps in service delivery. In contrast, Canada provides a more cohesive and comprehensive social welfare system.
2. **Healthcare Access and Quality:** In Iran, despite a 7% per capita subsidy for medical treatment, the healthcare services available are inadequate, resulting in dissatisfaction among beneficiaries. Issues such as the reluctance of specialized physicians and advanced hospitals to accept social security booklets, a lack of national medical centers, and insufficient access to necessary services are prevalent. Additionally, dental services and certain urgent cosmetic surgeries are not covered. In Canada, such services are often provided free or at reduced costs under insurance tariffs.
3. **Insurance Premiums:** The premium payment structure in Iran, with rates of 30% and 27%, is comparatively high. Canada offers various exemptions and government support, with maximum rates typically around 17% for extraordinary circumstances, making the Iranian system more expensive for its users.
4. **Basis of Coverage:** In Iran, social security services are primarily linked to premium payments and employment status. In contrast, Canada's system provides coverage based on citizenship and residency, ensuring broader access.
5. **Caregiving Services:** Iran's social security system lacks support services for individuals requiring constant care, while Canada has established provisions for such needs within its insurance framework.
6. **Unemployment Support:** Iran does not adequately support job seekers facing unemployment, whereas Canada offers unemployment insurance services, providing essential financial assistance during job searches.
7. **Healthcare Cost Assistance:** There is a notable absence of healthcare cost assistance, preventive education, and post-birth services for children in Iran, while Canada provides comprehensive support until children reach the ages of 18 or 20.
8. **Exemptions from Insurance Payments:** In Iran, specific vulnerable groups, such as disabled individuals, female heads of households, pregnant women, and caregivers, are not exempt from insurance payments. In Canada, these groups receive such exemptions, facilitating access to necessary services.
9. **Cash Assistance and Benefits:** Canada allocates cash assistance and birth benefits to children, extending support until they reach ages 18 or 20. Conversely, Iran's social security system lacks similar provisions.

Given these disparities, it is evident that Iran's social security system requires significant reforms to enhance efficiency and accessibility. A comprehensive review of the social security systems in both countries underscores the necessity for a more unified and easily accessible



framework in Iran. The fragmentation of services across various regions complicates access for beneficiaries, while Canada's cohesive system allows for effective resource allocation and planning.

Despite substantial funding directed towards welfare and social security in Iran, the system fails to achieve its intended goals, leading to dissatisfaction among beneficiaries. Individuals participating in the insurance system expect better services, and the current shortcomings may contribute to their discontent. Addressing these issues is crucial for improving the overall effectiveness and satisfaction within Iran's social security framework.

Conclusion

The examination of equality in numerous international documents and conventions underscores that "equality in enjoying equal benefits and rights" is a fundamental aspect of "equality between women and men in equal working conditions." This principle has received significant attention from the ILO, the foremost international body in this domain, which emphasizes it in various treaties and recommendations. The review of relevant benefits highlights ongoing efforts toward achieving equal rights and wages for workers.

In both Iran and Canada, the central government plays a pivotal role in delivering welfare and social security services. Financial support for the unemployed, patients, and those in need is a primary responsibility of these systems. Both countries have implemented measures to establish minimal welfare conditions for individuals and families lacking adequate income. These measures encompass pension payments, legal and incidental support, continuous assistance for the unemployed, unemployment benefits, maternity benefits, and healthcare services.

Ensuring adequate financial resources and covering the costs of provided services are vital principles governing the social security systems in both nations. However, notable shortcomings exist in Iran's system, such as the absence of support for job seekers without suitable employment and the lack of unemployment insurance services, in contrast to Canada's provision for such individuals. Furthermore, Iran does not exempt specific vulnerable groups—such as people with disabilities, female heads of households, pregnant women, and caregivers—from insurance premiums, while Canada does.

These deficiencies in Iran's social security framework highlight critical areas for reform. Addressing these issues is essential for enhancing the effectiveness and accessibility of the social security system, thereby ensuring that it meets the needs of its beneficiaries. Immediate reforms to relevant laws are necessary to align Iran's social security system with international standards and to better support its citizens.



References

Books

- Araghi E and Ranjbarian A, *International Labor Law Transformation* (2006) Tehran Institute of Labor and Social Security. [In Persian]
- Araghi E, *An Introduction to Social Security Law* (2007) Publications of Higher Social Security Research Institute. [In Persian]
- Bazargan et al., *Research Methods in Behavioral Sciences* (1998) Agah Publishing. [In Persian]
- Brocas A M, Cailloux A M, and Oget V, *Women and Social Security: Progress Towards Equality of Treatment* (1990) International Labour Organization.
- Dehkhoda A A, *Dehkhoda Dictionary Vol 4* (1st edn, Tehran University 1994) Tehran. [In Persian]
- E'tesadpour N and Rajabi Rad F, *Social Security in Iran* (1997) Zahel. [In Persian]
- Ghorbanian et al., *Review of Women's Rights Vol 2* (1st edn, Rouznov 2006) Tehran. [In Persian]
- Iraqi E and Ranjbarian A, *Transformation of International Labor Law* (2011) Labor and Social Security Institute, 1st edn, Tehran. [In Persian]
- Iraqi E, *Labor Law Vol 1* (12th edn, SAMT 2011) Tehran. [In Persian]
- Keyhanloo F, *Principles of International Human Rights Law* (1st edn, Tehran University 2009) Tehran. [In Persian]
- Kolehr Z and Mehr K, *Social Security in Canada* (1994) Institute for Advanced Studies in Social Security.
- Masoud Asl I, *Social Welfare System in the World* (2009) Parliamentary Research Center, Islamic Consultative Assembly. [In Persian]
- Moein M, *Persian Encyclopedia Vol 1* (4th edn, Amir Kabir 1981) Tehran. [In Persian]
- Naeimi O, Ghasemi M and Rezavani Monfared A, *Social Security Law in the Current System* (2010) Legal and Parliamentary Affairs Office of the Legal Department of the Parliament of Social Security, Jangal Publications, 1st edn, Tehran. [In Persian]
- Panahi B, *Functions of Social Security* (2007) Institute for Social Security Research, Tehran. [In Persian]
- Pateman C and Shanley M L, *Feminist Interpretations and Political Theory* (1991) Penn State Press.
- Pour Reza A, *Evolution and Development of the Healthcare and Insurance System in Canada* (2008) Institute for Social Security Research. [In Persian]
- Vatankhah H, *The Impact of International Labor Organization Resolutions on Labor Rights in Iran* (2010) Samar, 1st edn, Tehran. [In Persian]
- Zahedi Asl M, *Foundations of Social Welfare* (2002) Allameh Tabatabai University Publication, Tehran. [In Persian]
- Zare H, *Development of Insurance and Poverty Reduction in the Islamic Republic of Iran* (2002) Insurance and Treatment Deputy of the General Directorate of Studies and Research. [In Persian]

Articles

- Araghi E and Qassemi M, 'Legal Review of Subordinate Insureds Social Security Benefits' (2011) *Legal Information Quarterly* 27, 946-. [In Persian]
- Araghi E, 'The Effect of International Social Security Measures on Domestic Law' (2007) *Social Security Quarterly* 30, 1338-. [In Persian]
- Badini H, 'A Critical Look at Iran's Social Security Legal System' (2008) *Law Journal of the Faculty of Law and Political Science* 38(4), 5588-. [In Persian]
- Badini H, 'Social Security Law in the Legal System' (2007) *Social Security Quarterly* 9(30), 123150-. [In Persian]
- Brocas A M, 'Equal Treatment of Men and Women in Social Security: An Overview' (1998) 41(3) *International Social Security Review* 231249-.
- Fakhim Alizadeh S and Hassanzadeh A, 'Solutions for Expanding Insurance Coverage in the Social Security Organization of Iran' (2011) *Social Security Journal* No 31 and 32. [In Persian]
- Guerrina R, 'Equality, Difference and Motherhood: The Case for a Feminist Analysis of Equal Rights and Maternity Legislation' (2010) 10(1) *Journal of Gender Studies* 3342-.
- Moini Rad R and Heidari A, 'The Overall Framework of the Role of the Ministry of Welfare and Social Security in the Country's Economic Transformation Plan' (2010) *Sixth International Conference on Social Security Research*. [In Persian]
- Sahab T, 'Reference for Dealing with the Records of Insured Workers' (2007) *Journal of Internal Laws and Regulations of Social Security* Issue 2.
- Shahbazi Nia M, 'The Right to Social Security: The Features, Content and Principles' (2007) *Social Security Quarterly* 9(30), 3964-. [In Persian]



Laws, Regulations, and Agreements

Agreement No. 100 of the International Labor Organization on Equal Remuneration for Work of Equal Value (adopted 1951).

Agreement No. 111 of the International Labor Organization concerning Discrimination in Respect of Employment and Occupation (adopted 1958).

Agreement No. 95 of the International Labor Organization on the Protection of Wages (adopted 1949).

Charter of the Social Security Fund (approved by the Cabinet 2010).

Constitution of the Islamic Republic of Iran.

International Convention on the Elimination of All Forms of Racial Discrimination (adopted 1965).

International Covenant on Economic, Social and Cultural Rights (adopted 1966).

International Labour Organization (ILO), *102nd International Labour Conference. Full Text of the Conclusions of the Committee on the Applications of Standards, Part 12, Iran, Islamic Republic, Convention 111. Discrimination* (2013).

Labor Law of Iran (ratified 1990).

Social Security Law of Iran (ratified 1975).

Theses and Dissertations

Ghasemi M, 'Evaluation of the Quality of Services of the Social Security Organization from the Perspective of Customers and Employees' (2009) Sanandaj Branch, Islamic Azad University. [In Persian]

Mohabbati Y, 'Comparative Study of the Structure of the Comprehensive System and Welfare of Social Security in Iran and Selected Countries' (2008) Imam Sadiq University. [In Persian]

Websites

International Labor Organization (ILO), *Gender Equality and Decent Work: Selected ILO Convention and Recommendation that Promote Gender Equality* (2012) Geneva, Bureau for Gender Equality and International Labor Standards Department.

International Labor Organization (ILO), *Women's Empowerment: 90 Years of ILO Action* (2008) Geneva, Gender Equality at the Heart of Decent Work.

International Social Security Association (ISSA), *MEGATRENDS AND SOCIAL SECURITY: Family and Gender* (2017) Geneva.

Official website of the International Social Security Association: <https://ww1.issa.int>.

Official website of the Social Security Organization: <https://www.tamin.ir>.