THEMATIC COMPILATION OF RELEVANT INFORMATION SUBMITTED BY
ISLAMIC REPUBLIC OF IRAN

ARTICLE 7 UNCAC
PUBLIC SECTOR

ISLAMIC REPUBLIC OF IRAN (EIGHTH MEETING)

The system of employment and recruitment of the civil servants of the Islamic Republic of Iran is divided into two categories. First, recruitment and employment of the staff of the executive branch of the state which is governed by the Islamic Republic Civil Services Management Law (approved by the Islamic Consultative Assembly on September 30, 2007). Second, recruitment and employment of the judges and judicial officials which is governed by the Judges Employment Law and the Training Conditions (approved by the Islamic Consultative Assembly on March 17, 1969).

In order to provide equal employment and recruitment opportunities, both the laws and their executive instructions as well as other laws stipulate creation of fully transparent processes, without partiality and based on meritocracy. These objectives achieved by creation of precise superior processes, control and evaluation as well as the qualifications of the recruited people, reward and punishment of the employees, the method of call for employment, the way of holding the exams, the authority to hold the exams and evaluate the written tests, holding interviews and screening of the applicants, holding training courses and particularly holding special training courses for the judges, joining the organization, assessment of their performance, dealing with administrative offences, cutting of employment ties (from retirement to dismissal, expulsion and imprisonment).

Articles 3, 35, 36, 37, 38, 39, and 57 of the Chapter 11 of the Constitution of the Islamic Republic of Iran stipulate full independence of the Judiciary. In addition to the Constitution, the general policies in the field of judicial security and protection of the honor and independence of the judges also emphasize on the independent of the Judiciary.