

## Employment Rights of “Sexual Minorities” in Iran; Analysis from a Human Rights Perspective

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### Abstract

From time immemorial, “sexual minorities” have been a reality in human societies. In the field of law, in the light of human rights developments, this “old” category has become a “new” issue. In the modern sense, law seeks to create a space for human “founders”, including “sexual minorities”. Among the rights of these minorities is their “employment rights” discussed in this article and using the research method: descriptive-analytical, such a conclusion has been reached, first; The view of the Iranian legal system regarding sexual minorities is not one of “absolute acceptance or rejection” of their rights. Second; No employment document specifies whether such citizens are prohibited or allowed to be employed. Third; According to general legal documents, some sexual minorities, homosexuals, are sentenced to “death” according to religious rulings and under certain conditions. Therefore, they cannot be offered employment rights. Fourth; The Iranian legal system among sexual minorities only has a relatively positive view of the transsexuals and the legal documents do not prohibit them in terms of employment. Fifth; From a human rights perspective, the direct and indirect restrictions and prohibitions imposed on sexual minorities in the Iranian legal system are a serious challenge today.

**Keywords:** Sexual Minorities; Human Rights; Employment Rights; the Transsexuals; Homosexuals.

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