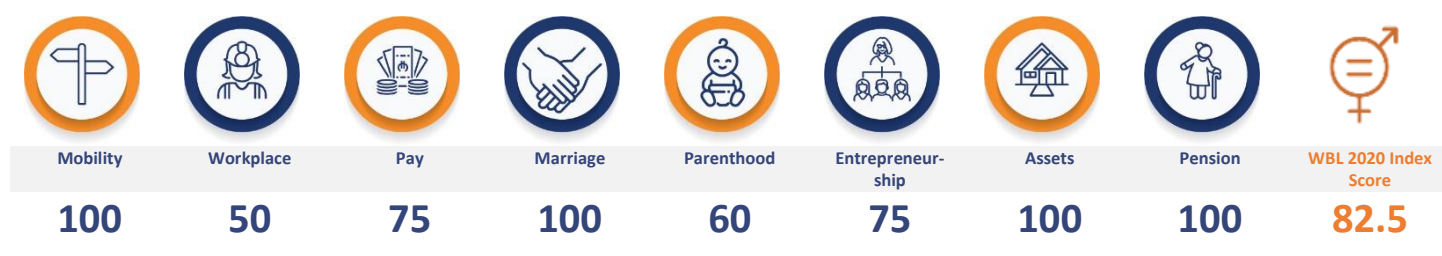


Armenia

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Yerevan). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Armenia scores 82.5 out of 100**. The overall score for Armenia is lower than the regional average observed across Europe & Central Asia (84.2).

Armenia - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, gender differences in property and inheritance, and laws affecting the size of a women's pension, Armenia gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, and constraints on women's starting and running a business, Armenia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Armenia is on the indicator related to laws affecting women's decisions to work (the WBL2020 Workplace Indicator). To improve on the Workplace Indicator, Armenia may wish to consider enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

Recent Reforms (2018-2019)

Marriage: Armenia enacted legislation protecting women from domestic violence.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 1(4) and 24(1)
	Can a woman travel outside her home in the same way as a man?	Yes	Family Code, Arts. 1(4) and 24(3)
	Can a woman apply for a passport in the same way as a man?	Yes	Law No. 297 of 30 November 2011 on Passport of the Citizens of the Republic of Armenia, Arts. 4 and 5; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 1(4) and 24(3)
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Code, Arts. 1(4) and 24(1)
	Does the law prohibit discrimination in employment based on gender?	Yes	Law on Equal Rights and Equal Opportunities for Women and Men, Arts. 6 and 13
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Code, Arts. 1(4) and 24(3)
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts. 1(4), 24(3) and 49(1)
	Is there legislation specifically addressing domestic violence?	Yes	Law on Prevention of Domestic Violence, Protection of Victims of Domestic Violence and Restoration of Solidarity in the Family
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 172
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Benefits for Temporary Disability, Arts. 3, 6 and 24
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 117
Entrepre.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Art. 1(4)
	Can a woman register a business in the same way as a man?	Yes	Civil Code, Arts. 26, 969 and 970
	Can a woman open a bank account in the same way as man?	Yes	Family Code, Art. 1(4)
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Art. 1(3)
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 1216-1218
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1216-1218
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art.201
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 26; Civil Code, Art. 201
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Law on State Pensions of 22 December 2010, Art. 9 Men: Law on State Pensions of 22 December 2010, Art. 9
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Labor Code, Art. 113(11) Men: Labor Code, Art. 113(11)
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law on State Pensions of 22 December 21, Art. 29.2(3)