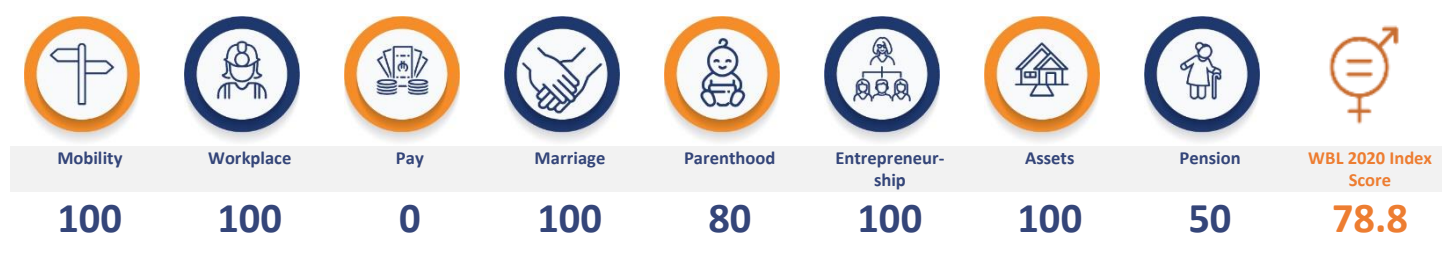


Azerbaijan

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 (Baku). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Azerbaijan scores 78.8 out of 100**. The overall score for Azerbaijan is lower than the regional average observed across Europe & Central Asia (84.2).

Azerbaijan - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women's starting and running a business, and gender differences in property and inheritance, Azerbaijan gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a women's pension, Azerbaijan could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Azerbaijan is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Azerbaijan may wish to consider mandating equal remuneration for work of equal value, allowing women to work the same night hours as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in all the same industries as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Passports, Art. 3; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 16
	Is there legislation on sexual harassment in employment?	Yes	Law on Guarantees of Gender Equality, Arts. 2.0.5, 7.2.5, 11 and 17; Labor Code, Art. 195 (g)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Law on Guarantees of Gender Equality, Art. 17; Labor Code, Art. 195 (g)
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?	No	Labor Code, Art. 98
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Labor Code, Art. 241 Jobs deemed arduous: Labor Code, Art. 241 Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Labor Code, Art. 241 Construction: Labor Code Art. 241; Ordinance No.170 of 20 October 1999 Factories: Ordinance No. 170 of 20 October 1999 Agriculture: Labor Code, Art. 241 Energy: Ordinance No. 170 of 20 October 1999 Water: Ordinance No. 170 of 20 October 1999 Transportation: Ordinance No. 170 of 20 October 1999 Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Code, Art. 29.1
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Law on Prevention of Domestic Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 125
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Social Insurance, Arts. 17 and 20
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Code, Art. 127
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 79
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law of on State Guarantees of Equal Rights for Women and Men, Arts. 1, 2 and 15
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Arts. 29 and 31-37
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1159
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1159
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art. 33
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 31-37
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law on Labor Pensions, Art. 7 Men: Law on Labor Pensions, Art. 7
	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: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located