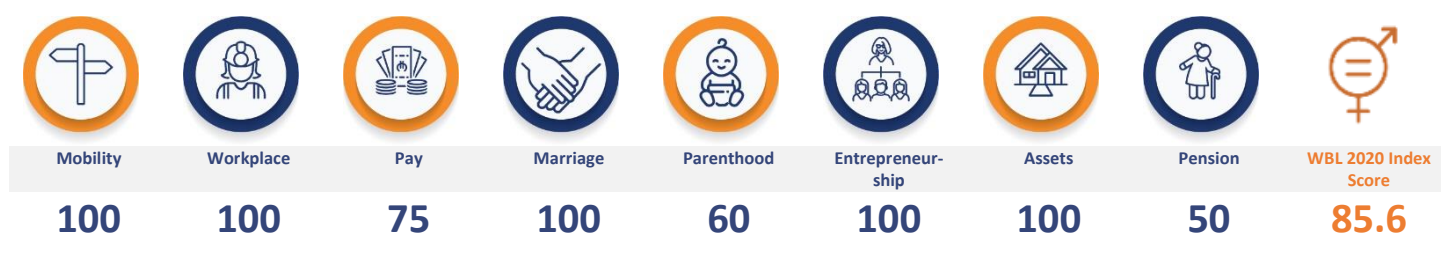


Georgia

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 (Tbilisi). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Georgia scores 85.6 out of 100**. The overall score for Georgia is higher than the regional average observed across Europe & Central Asia (84.2).

Georgia - 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, Georgia 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, Georgia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Georgia is on the indicator related to laws affecting the size of a women's pension (the WBL2020 Pension Indicator). To improve on the Pension Indicator, Georgia may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and accounting for periods of absence from work due to childcare in pension benefits.

Recent Reforms (2018-2019)

Workplace: Georgia improved the protection of women at work by introducing civil remedies for victims of sexual harassment.

Entrepreneurship: Georgia made access to credit easier for women by prohibiting gender-based discrimination in access to financial services.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Arts. 1152 and 1157
	Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Arts. 1152 and 1153
	Can a woman apply for a passport in the same way as a man?	Yes	Issuing Identity Cards and Passports Law, Art. 20(2); Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Civil Code, Arts. 1152 and 1153
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil Code, Arts. 1152, 1153 and 1156
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 2; Law of Georgia on the Elimination of All Forms of Discrimination, Art. 10 (A)
	Is there legislation on sexual harassment in employment?	Yes	Law on Gender Equality, Art. 6; Labor Code, Art. 2
	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> Labor Code, Arts. 2 (4 and 7) and 37 (3)
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	Civil Code, Arts. 1152 and 1153
	Can a woman be head of household in the same way as a man?	Yes	Civil Code, Arts. 1152, 1153 and 1177
	Is there legislation specifically addressing domestic violence?	Yes	Law of Georgia on Elimination of Domestic Violence, Protection and Support of Victims of Domestic Violence; Criminal Code, Arts. 11-1 and 126-1
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Art. 1127
	Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Art. 1136
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 27
	Does the government pay 100% of maternity leave benefits?	Yes	Labor Code, Art. 29
	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. 37
Entrepre.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Gender Equality Act of 2010, Arts. 2, 4(1) and 9(1)
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code, Arts. 1152 and 1153
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	Civil Code, Arts. 1152 and 1153
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 170 and 1159
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1336
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1336
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Arts. 1159 and 1160
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 1158, 1161 and 1168
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law on State Pension, Art. 5(1) Men: Law on State Pension, Art. 5(1)
	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