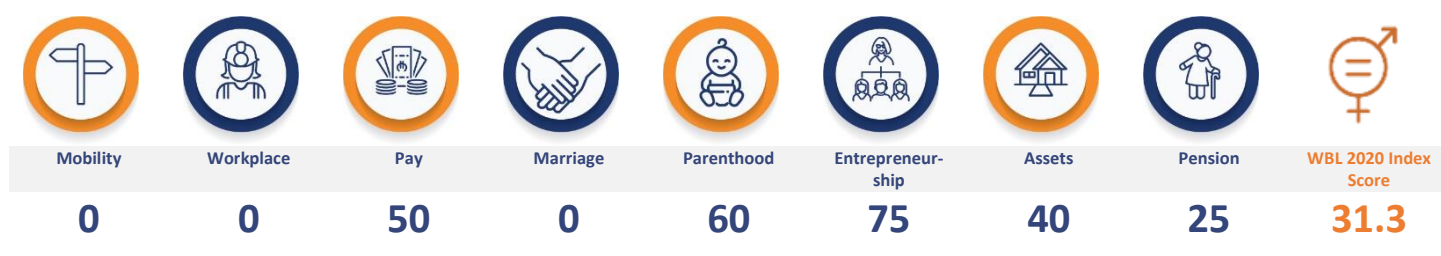


Iran, Islamic Rep.

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 (Tehran). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Iran, Islamic Rep. scores 31.3 out of 100**. The overall score for Iran, Islamic Rep. is lower than the regional average observed across the Middle East & North Africa (49.6).

Iran, Islamic Rep. - Scores for Women, Business and the Law 2020



Relative Strengths

Iran, Islamic Rep. does not attain a perfect score on any of the WBL2020 indicators. There is room for improvement across all eight indicators.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Iran, Islamic Rep. could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Iran, Islamic Rep. is on the indicator related to constraints on freedom of movement (the WBL2020 Mobility Indicator). To improve on the Mobility Indicator, Iran, Islamic Rep. may wish to consider allowing women to choose where to live in the same way as men, allowing a married woman to leave the home without her husband's permission, allowing women to apply for a passport in the same way as men, and allowing women to travel abroad in the same way 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?	No	Civil Code, Arts. 1005 and 1114
	Can a woman travel outside her home in the same way as a man?	No	Civil Code, Art. 1108
	Can a woman apply for a passport in the same way as a man?	No	Passport Law, Art. 18(3); Passport application form
	Can a woman travel outside the country in the same way as a man?	No	Civil Code, Art. 1108; Passport Law, Art. 18(3)
Workplace	Can a woman get a job in the same way as a man?	No	Civil Code, Art. 1117
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	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?	No	Jobs deemed hazardous: Labor Code, Art. 75 Jobs deemed arduous: Labor Code, Art. 75 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?	No	Civil Code, Arts. 1108 and 1109
	Can a woman be head of household in the same way as a man?	No	Civil Code, Art. 1105
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Civil Code, Arts. 1120, 1133 and 1146
Parenthood	Does a woman have the same rights to remarry as a man?	No	Civil Code, Arts. 115-1153
	Is paid leave of at least 14 weeks available to mothers?	Yes	Population and Family Regulation Amendments Act 2013, Art. 1
	Does the government pay 100% of maternity leave benefits?	Yes	Social Security Law, Arts. 67 and 68
	Is there paid paternity leave?	Yes	Population and Family Regulation Amendments Act 2013, Art. 1
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
	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	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 a man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code , Art. 1118
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Civil Code , Art. 907
	Do female and male surviving spouses have equal rights to inherit assets?	No	Civil Code, Arts. 899, 900, 913, 927, 946 and 949
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 1118
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	Civil Code, Art. 1157
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Social Security Law 1975, Art. 76 Men: Social Security Law 1975, Art. 76
	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?	No	Women: Labor Code, Sec. 21(b) Men: Labor Code, Sec. 21(b)
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located