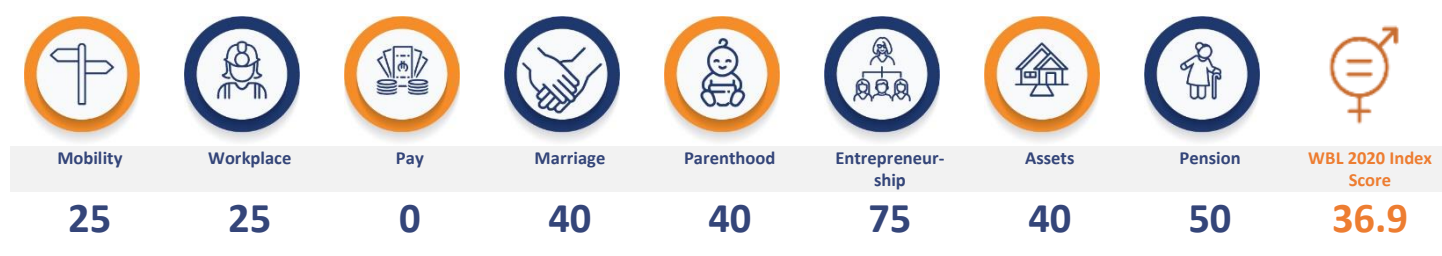


Syrian Arab Republic

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 (Damascus). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Syrian Arab Republic scores 36.9 out of 100**. The overall score for Syrian Arab Republic is lower than the regional average observed across the Middle East & North Africa (49.6).

Syrian Arab Republic - Scores for Women, Business and the Law 2020



Relative Strengths

Syrian Arab Republic 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, Syrian Arab Republic could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Syrian Arab Republic is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Syrian Arab Republic 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?	No	Law No. 4 of 2019 amending the Personal Status Law, Art. 73(2)
	Can a woman travel outside her home in the same way as a man?	No	Law No. 4 of 2019 amending the Personal Status Law, Art. 73(3)
	Can a woman apply for a passport in the same way as a man?	Yes	Passport application form; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	No	Law No. 4 of 2019 amending the Personal Status Law, Arts. 70 and 73(5)
Workplace	Can a woman get a job in the same way as a man?	No	Law No. 4 of 2019 amending the Personal Status Law, Art. 73(6)
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law No. 17/2010, Art. 2
	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?	No	Labor Law No. 17/2010, Art. 120
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Labor Law, Art. 120 Jobs deemed arduous: Labor Law, Art. 120 Jobs deemed morally inappropriate: Labor Law, Art. 120
	Are women able to work in the same industries as men?	No	Mining: Order No. 482 of 2017, Art. 4 Construction: Order No. 482 of 2017, Art. 4 Factories: Order No. 482 of 2017, Art. 4 Agriculture: Order No. 482 of 2017, Art. 4 Energy: Order No. 482 of 2017 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	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	Civil Status Code, Legislative Decree 26 of 2007, Art. 61(a)
	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	Personal Status Law, Arts. 87-100
	Does a woman have the same rights to remarry as a man?	No	Personal Status Law, Arts. 121, 124 and 125
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Law No. 17/2010, Art. 121
	Does the government pay 100% of maternity leave benefits?	No	Labor Law No. 17/2010, Arts. 121 and 122
	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 Law No. 17/2010, Art. 67
Entrepren.	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
	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Law No. 84 of 1949, Arts. 7(1) and 110
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Personal Status Law No. 59, Arts. 275, 277 and 297
	Do female and male surviving spouses have equal rights to inherit assets?	No	Personal Status Law, Art. 268
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Personal Status Law, Art. 305
	Does the law provide for the valuation of nonmonetary contributions?	No	Personal Status Law, Art. 305
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law No. 92 of 1959, Art. 57 Men: Law No. 92 of 1959, Art. 57
	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 Law No. 17/2010, Art. 62 Men: Labor Law No. 17/2010, Art. 62
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located