



Georgia

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 88.1 out of 100**. The overall score for Georgia is higher than the regional average observed across Europe and Central Asia (84.1). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

Georgia - Scores for *Women, Business and the Law 2022*



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 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 woman'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 measuring laws affecting the size of a woman's pension (the WBL2022 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

During the past year (October 2nd, 2020 – October 1st, 2021), Georgia introduced paid parental leave.



Further data details for Georgia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/georgia/2022>





	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. 4; Law of Georgia on the Elimination of All Forms of Discrimination, Art. 2 (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 a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	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 and 1153
	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, Arts. 1122 and 1127
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Art. 1136
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 37
	Does the government pay 100% of maternity leave benefits?	Yes	Labor Code, Art. 39
	Is paid leave available to fathers?	No	No applicable provisions could be located
Entrepreneurship	Is there paid parental leave?	Yes	Labor Code, Art. 37; Order On Approval of the Rules for Reimbursement of Leave for Pregnancy, Childbirth, Art. 5
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 47(5)(C)
	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
Assets	Can a woman register a business in the same way as a man?	Yes	Law on Entrepreneurs, Art. 5
	Can a woman open a bank account in the same way as man?	Yes	Civil Code, Arts. 1152 and 1153
	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
Pension	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
	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Law on State Pension, Art. 5(1). Men: Law on State Pension, Art. 5(1)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

