

# Armenia

*Women, Business and the Law 2023* (WBL2023) 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 (Yerevan). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Armenia scores 87.5 out of 100**. The overall score for Armenia is higher than the regional average observed across Europe and Central Asia (84.4). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

## Armenia - Scores for Women, Business and the Law 2023



## Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting women's work after having children, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Armenia gets a perfect score.

## Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, and constraints on women starting and running a business, Armenia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Armenia is on the indicator measuring laws affecting women's decisions to work (the WBL2023 Workplace indicator). To improve on the Workplace indicator, Armenia may wish to consider enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Armenia are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/armenia/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 1(4) and 24(1)
	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, Arts. 4 and 5; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 1(4) and 24(1)
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Code, Arts. 1(4) and 24(1)
	Does the law prohibit discrimination in employment based on gender?	Yes	Law on Equal Rights and Equal Opportunities for Women and Men, Arts. 6 and 13
	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 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 the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Code, Arts. 1(4) and 24(3)
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts. 1(4) and 24(3)
	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	Family Code, Art. 13
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Code, Arts. 13-19
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code 2004, Art. 172
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Benefits for Temporary Disability, Arts. 3, 6 and 22
	Is paid leave available to fathers?	Yes	Labor Code 2004, Art. 176.1
	Is there paid parental leave?	Yes	Labor Code 2004, Art. 173; Law on State Assistance, Art. 27; Decision No. 1566-N of December 29, 2015
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code 2004, Art. 114
	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	Family Code, Arts. 1(4), 24(1) and 437
	Can a woman register a business in the same way as a man?	Yes	Civil Code, Art. 26
Assets	Can a woman open a bank account in the same way as a man?	Yes	Family Code, Arts. 1(4) and 24(1)
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Art. 1(3); Civil Code, Art. 198(2-3)
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 1216-1218
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1216-1218
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 198(2-3)
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 199(2) and 201
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Law on State Pensions of 22 December 2010, Art. 9
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Labor Code 2004, Art. 113(11)
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on State Pensions, Art. 29.2(3)