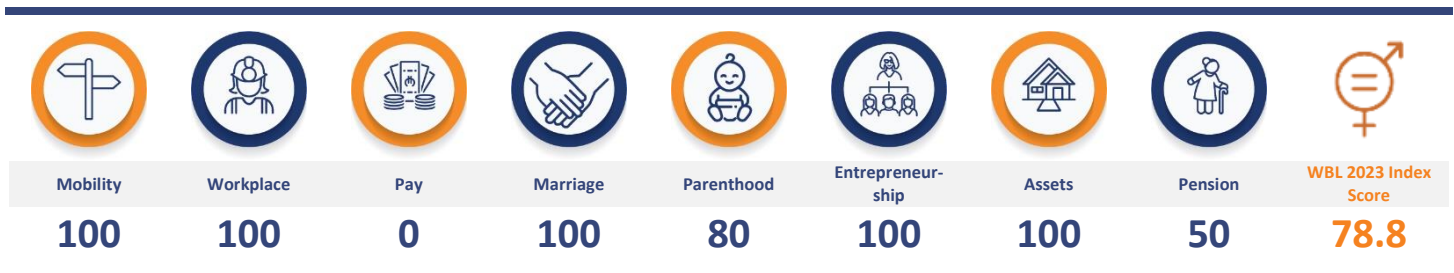


Azerbaijan

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 (Baku). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Azerbaijan scores 78.8 out of 100**. The overall score for Azerbaijan is lower 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).

Azerbaijan - Scores for Women, Business and the Law 2023



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, Azerbaijan 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, Azerbaijan could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Azerbaijan is on the indicator measuring laws affecting women's pay (the WBL2023 Pay indicator). To improve on the Pay indicator, Azerbaijan may wish to consider mandating equal remuneration for work of equal value, allowing women to work at night in the same way as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in an industrial job in the same way as men.

Recent Reforms

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



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



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 2.2, 29.1 and 29.3
	Can a woman travel outside her home in the same way as a man?	Yes	Family Code, Arts. 2.2, 29.1 and 29.3
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Passports, Art. 3; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 2.2, 29.1 and 29.3
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Code, Arts. 2.2, 29.1 and 29.3
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 16
	Is there legislation on sexual harassment in employment?	Yes	Law on Guarantees of Gender Equality, Arts. 2.0.5, 7.2.5, 11 and 17; Labor Code, Art. 195(g)
	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> Law on Guarantees of Gender Equality, Art. 17; Labor Code, Art. 195(g)
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?	No	Labor Code, Art. 98
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Code Art. 241
	Can a woman work in an industrial job in the same way as a man?	No	Labor Code, Arts. 211 and 241; Ordinance No. 170 of 20 October 1999
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Code, Arts. 2.2 and 84
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts. 2.2 and 29.1
	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, Arts. 14-21
	Does a woman have the same rights to remarry as a man?	Yes	Family Code, Arts. 14-21 and 23.4
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 125
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Social Insurance, Arts. 6, 17 and 20
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Code, Art. 127
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 79
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on State Guarantees of Equal Rights for Women and Men, Arts. 1, 3 and 15
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Arts. 2.2, 29.1 and 29.3
	Can a woman register a business in the same way as a man?	Yes	Law on State Registration of Legal Entities, Art. 5
	Can a woman open a bank account in the same way as a man?	Yes	Family Code, Arts. 2.2, 29.1 and 29.3
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Arts. 29 and 33
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1159
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1159
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art. 33
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 37.1
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Law on Labor Pensions of 1 January 2006, Art. 7
	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	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