











# Azerbaijan

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>72.5</b>	<b>41.7</b>	<b>83.8</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Azerbaijan, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Baku). The scores for Azerbaijan are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	75.0	50.0	100.0	75.0	75.0	50.0	100.0	50.0
Supportive frameworks score	25.0	66.7	0.0	50.0	33.3	66.7	25.0	66.7	33.3	50.0
Expert opinions score	75.0	100.0	75.0	75.0	75.0	62.5	75.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Azerbaijan (72.5 out of 100.0) is higher than the global average (64.2) and lower than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, constraints related to marriage and laws affecting women's property and inheritance, Azerbaijan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Azerbaijan is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Azerbaijan may wish to consider introducing legislation on femicide and adopting comprehensive legislation on sexual harassment.

The **WBL 2.0 supportive frameworks score** for Azerbaijan (41.7 out of 100.0) is higher than the global average (39.5) and lower than the Europe & Central Asia regional average (51.3). Azerbaijan does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Azerbaijan is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Azerbaijan may wish to consider publishing guidelines on non-discrimination based

on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Azerbaijan (83.8 out of 100.0) is higher than the global average (65.7) and higher than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on freedom of movement, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Azerbaijan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Azerbaijan is on the indicator measuring expert opinions on women's work after having children.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Law on Prevention of Domestic Violence, Arts. 1.0.3-1.0.6 and 10-12; Civil Procedure Code, Arts. 355-1 to 355-4; Criminal Code, Arts. 108 and 149
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	Yes	Family Code, Arts. 10.1 and 25; Criminal Code, Art. 176.1.2
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Law on Passports, Arts. 3 and 8; Family Code, Arts. 2.2, 29.1 and 29.3
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Law on Citizenship, Arts. 7, 11(1) and 14
<b>Workplace</b>		
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Labor Code, Art. 16
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
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. 242(1)
Can a woman work in an industrial job 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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Code, Arts. 2.2 and 29.1
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 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
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Arts. 125 and 127
Are leave benefits for mothers paid solely by the government?	Yes	Law on Social Insurance, Arts. 6, 17 and 20
Is there paid leave available to fathers?	No	No applicable provisions could be located



Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 79
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Law on Preschool Education, Arts. 4, 8.1, 10, 11.2, 11.4, 12.1, 20.3 and 22.1; Law on Education, Arts. 14.2, 14.5, 39 and 40
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	Yes	Law on Granting Temporary Tax Incentives to Nurseries, Nurseries-Kindergartens, Kindergartens, Special Kindergartens and Orphanages of 4 February 2014
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Resolution of the Cabinet of Ministers No. 61 of 29 May 1996, Annex 2; Decision of the Cabinet of Ministers No. 218 of 2 October 2012, Art. 3.2; Decision of the Cabinet of Ministers No. 351 of 8 August 2019, Secs. 3 and 6; Order of the State Statistical Committee No. 37/09 of 30 April 2013
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Arts. 28.1 and 28.2; Family Code, Arts. 2.2, 29.1 and 29.3; Law on State Registration of Legal Entities, Art. 5
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 15.1
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Code, Arts. 29.1 and 33; Land Code, Art. 5
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1159
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1159
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 37.1
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	No	Law on Labor Pensions, Art. 7
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	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

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	State Committee for Family, Women and Children Affairs
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		



Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	State Statistics Committee of Azerbaijan: Distribution of salaried workers by types of economic activity as of January 1, 2022
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Family Code, Arts. 16, 17 and 21; Civil Procedure Code, Arts. 275 and 276.2
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	No	Insufficient evidence located
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Decision No. 311 on Approval of the Rules for Formalization, Review and Storage of Documents and Information Submitted for the Determination of Social Benefits, Pensions and Compensation, Art. 3
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	Yes	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Ministry of Education, List of Preschool Institutions
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	State Statistical Committee of Azerbaijan
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	Strategic Roadmaps for National Economy and Key Sectors of the Economy
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Law on state registration of real estate, Art. 9.1-1; Government Resolution No. 167, Arts. 111-115
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located



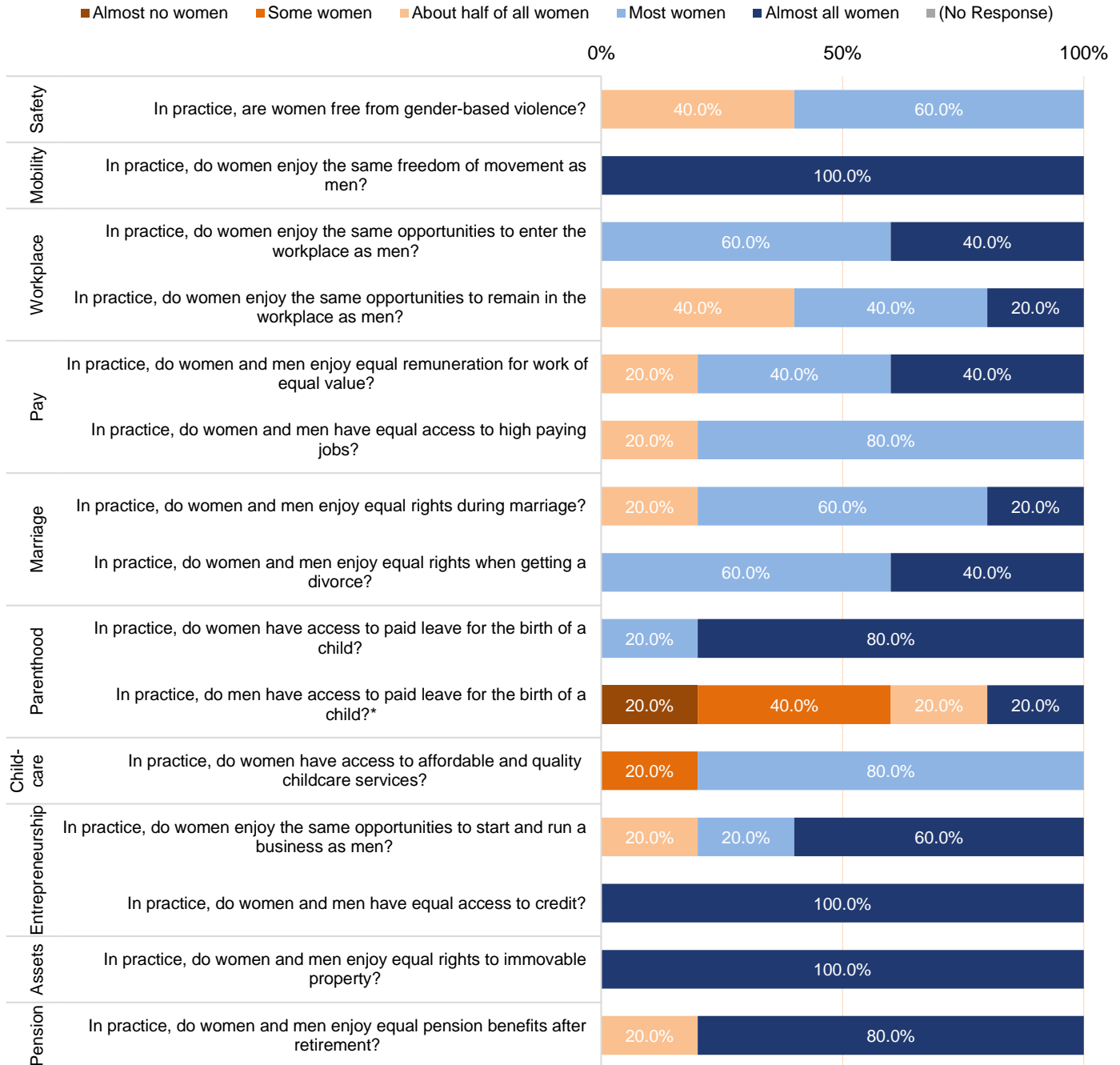


**Pension**

Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on Pensions, Art. 30; Law on Administrative Proceedings, Art. 20

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.