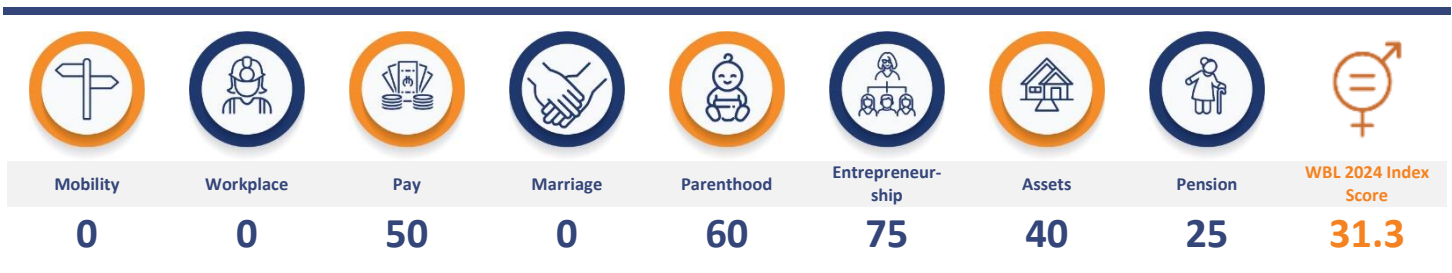


# Iran, Islamic Rep.

*Women, Business and the Law 2024* (WBL2024) 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 (Tehran). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **the Islamic Republic of Iran scores 31.3 out of 100.0**. The overall score for the Islamic Republic of Iran is lower than the regional average observed across the Middle East and North Africa (54.7). Within the Middle East and North Africa region, the maximum score observed is 91.3 (Malta).

## The Islamic Republic of Iran - Scores for *Women, Business and the Law 2024*



### Relative Strengths

The Islamic Republic of Iran does not attain a perfect score on any of the WBL2024 indicators. There is room for improvement across all eight indicators.

### Areas for Improvement

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 starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, the Islamic Republic of Iran could consider reforms to improve legal equality for women.

For example, one of the lowest scores for the Islamic Republic of Iran is on the indicator measuring constraints on freedom of movement (the WBL2024 Mobility indicator). To improve on the Mobility indicator, the Islamic Republic of Iran may wish to consider allowing women to choose where to live in the same way as men, allowing a married woman to leave the home without her husband's permission, allowing women to apply for a passport in the same way as men, and allowing women to travel abroad in the same way as men.

### Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for the Islamic Republic of Iran are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/iran-islamic-rep/2024>



|  | QUESTION   | ANSWER                                    | LEGAL BASIS   |
|--|--|---|---|
| Mobility   | Can a woman choose where to live in the same way as a man?                             | No  | Civil Code, Arts. 1005 and 1114   |
|  | Can a woman travel outside her home in the same way as a man?                          | No  | Civil Code, Art. 1108   |
|  | Can a woman apply for a passport in the same way as a man?                             | No  | Passport Law, Art. 18(3); Passport Application Form   |
|  | Can a woman travel outside the country in the same way as a man?                       | No  | Civil Code, Art. 1108; Passport Law, Art. 18(3)   |
| Workplace  | Can a woman get a job in the same way as a man?  | No  | Civil Code, Art. 1117   |
|  | Does the law prohibit discrimination in employment based on gender?                    | No  | No applicable provisions could be located   |
|  | 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<br><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?                   | No  | Labor Code of 1990, Art. 75   |
|  | 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?  | No  | Civil Code, Arts. 1108 and 1109   |
|  | Can a woman be head of household in the same way as a man?                             | No  | Civil Code, Art. 1105   |
|  | 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  | Civil Code, Arts. 1120, 1133 and 1146   |
| Parenthood   | Does a woman have the same rights to remarry as a man?                                 | No  | Civil Code, Arts. 1150-1157   |
|  | Is paid leave of at least 14 weeks available to mothers?                               | Yes                                       | Law on Family and Youth Support 2021, Art. 17   |
|  | Does the government pay 100% of maternity leave benefits?                              | Yes                                       | Social Security Law of 1975, Arts. 67 and 68  |
|  | Is paid leave available to fathers?  | Yes                                       | Population and Family Regulation Amendments Act 2013, Art. 1  |
|  | Is there paid parental leave?  | No  | No applicable provisions could be located   |
| Entrepreneurship   | Is dismissal of pregnant workers prohibited?   | No  | No applicable provisions could be located   |
|  | 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  |
| Assets   | Can a woman open a bank account in the same way as man?                                | Yes                                       | No restrictions could be located  |
|  | Do men and women have equal ownership rights to immovable property?                    | Yes                                       | Civil Code, Art. 1118   |
|  | Do sons and daughters have equal rights to inherit assets from their parents?          | No  | Civil Code, Art. 907  |
|  | Do female and male surviving spouses have equal rights to inherit assets?              | No  | Civil Code, Arts. 899 and 900   |
|  | Does the law grant spouses equal administrative authority over assets during marriage? | Yes                                       | Civil Code, Art. 1118   |
| Pension  | Does the law provide for the valuation of nonmonetary contributions?                   | No  | No applicable provisions could be located   |
|  | Is the age at which men and women can retire with full pension benefits the same?      | No  | Social Security Law of 1975, Art. 76  |
|  | 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?                            | No  | Labor Code of 1990, Sec. 21(b); Social Security Law of 1975, Art. 76  |
| Are periods of absence due to childcare accounted for in pension benefits? | No   | No applicable provisions could be located |   |