











Azerbaijan

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
72.5	41.7	83.8

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 Legal frameworks score	50.0	100.0	75.0	50.0	100.0	75.0	75.0	50.0	100.0	50.0
WBL 2.0 Supportive frameworks score	25.0	66.7	0.0	50.0	33.3	66.7	25.0	66.7	33.3	50.0
WBL 2.0 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
Safety		
Does the law address child marriage?	Yes	Family Code, Arts. 10.1 and 25; Criminal Code, Art. 176.1.2
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address 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
Does the law address femicide?	No	No applicable provisions could be located
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 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 travel outside her home in the same way as a man?	Yes	Family Code, Arts. 2.2, 29.1 and 29.3
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Law on Citizenship, Arts. 7, 11(1) and 14
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 explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Labor Code, Art. 16
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 16
Does the law allow employees to request flexible work?	No	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?	No	Labor Code, Art. 242(1)
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. 2.2 and 84
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
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, 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 paid leave available to fathers?	No	No applicable provisions could be located

Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 79
Childcare		
Does the law establish the provision of center-based childcare services?	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 for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate 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 center-based childcare services?	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
Entrepreneurship		
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 for 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
Assets		
Do a woman and a man 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?	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
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Law on Labor Pensions, Art. 7
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man 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

WBL 2.0 supportive frameworks data

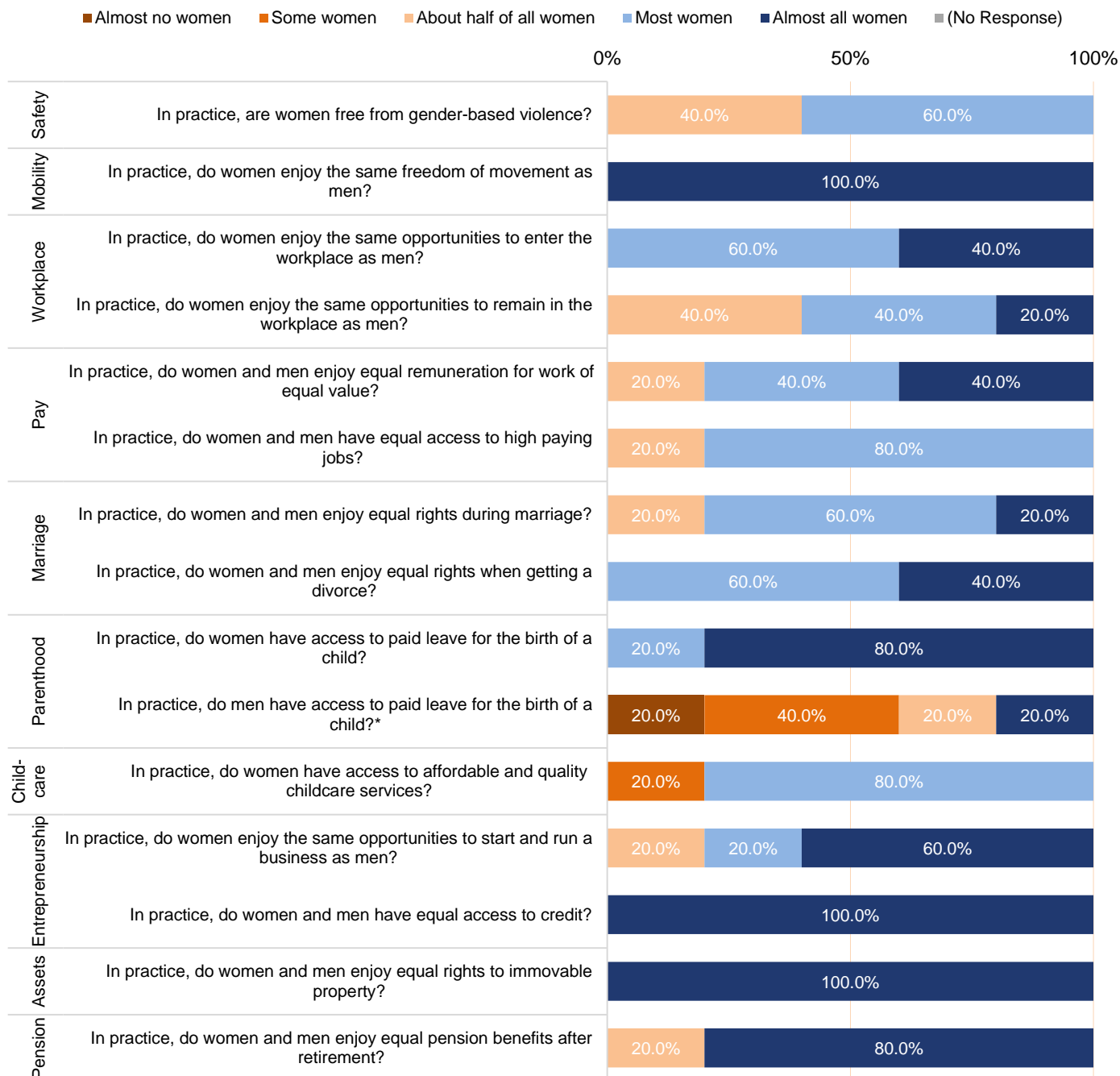
QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring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

Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	State Statistics Committee of Azerbaijan: Distribution of salaried workers by types of economic activity as of January 1, 2022
Marriage		
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
Parenthood		
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
Have sex-disaggregated data on unpaid care work been published?	Yes	Insufficient evidence located
Childcare		
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 nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	State Statistical Committee of Azerbaijan
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Strategic Roadmaps for National Economy and Key Sectors of the Economy
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Law on state registration of real estate, Art. 9.1-1; Government Resolution No. 167, Arts. 111-115
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		



Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is 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

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.