

Georgia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
77.5	57.5	50.0

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 Georgia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Tbilisi). The scores for Georgia 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	75.0	100.0	50.0	75.0	100.0	75.0	100.0	50.0	100.0	50.0
Supportive frameworks score	75.0	100.0	33.3	50.0	66.7	66.7	50.0	66.7	66.7	0.0
Expert opinions score	25.0	75.0	50.0	50.0	50.0	62.5	25.0	37.5	25.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Georgia (77.5 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting childcare and laws affecting women's property and inheritance, Georgia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Georgia is on the indicator measuring laws affecting women's decisions to work. To improve on the Workplace indicator, Georgia may wish to consider prohibiting discrimination in recruitment based on marital status, parental status, and age and allowing employees to request flexible work.

The **WBL 2.0 supportive frameworks score** for Georgia (57.5 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting freedom of movement, Georgia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Georgia is on the indicator measuring supportive frameworks affecting the size of a woman's pension. To improve on the Pension

indicator, Georgia may wish to consider putting incentives in place to increase women's retirement benefits and putting a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits.

The **WBL 2.0 expert opinions score** for Georgia (50.0 out of 100.0) is lower than the global average (65.7) and lower than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on women's pensions, Georgia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Georgia is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Law on Gender Equality, Art. 6; Labor Code, Arts. 4(5-7), 47(5)(b) and 48(8); Code of Administrative Offences, Art. 166-1; Criminal Code, Art. 151-1
Does the law address domestic violence?	Yes	Law on Elimination of Domestic Violence, Protection and Support of Victims of Domestic Violence, Arts. 3, 4(a-b, d-e) and 10-13; Criminal Code, Arts. 11-1, 126-1, 137 and 144-3
Does the law address femicide?	Yes	Criminal Code, Art. 109 (h)
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Arts. 1152 and 1157
Can a woman travel internationally in the same way as a man?	Yes	Issuing Identity Cards and Passports Law, Art. 20-2; Civil Code, Arts. 1152 and 1153
Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Arts. 1152 and 1153
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Law on Georgia Citizenship, Arts. 10 and 14(1)
Workplace		
Can a woman get a job in the same way as a man?	Yes	Civil Code, Arts. 1152, 1153 and 1156
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 4; Law of Georgia on the Elimination of All Forms of Discrimination, Art. 2
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?	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	Civil Code, Arts. 1152 and 1153
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Arts. 1152 and 1153
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 1122 and 1127
Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Art. 1136
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 37;

Are leave benefits for mothers paid solely by the government?	Yes	Labor Code, Art. 39
Is paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 47(5)(C)
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Law on Early Childhood and Preschool Education, Arts. 3, 4, 7, 10, 13, 14, 17(3) and 27; Government Resolution No. 76 of 21 February 2023, Arts. 1-2
Does the law establish any form of support for families for childcare services?	Yes	Law on Early Childhood and Preschool Education, Arts. 4, 7, 10(1), 17(3) and 27; Resolution of the Municipality Council No. 27-43 of 30 June 2023; Local Government Code, Art. 93(4)
Does the law establish any form of support for nonstate childcare providers?	Yes	Tax Code, Art. 206(k)
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Law on Early Childhood and Preschool Education, Arts. 18-1, 22 and 25; Government Resolution No. 478 of 27 October 2017, Arts. 4-5
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Arts. 1152 and 1153; Law on Entrepreneurs, Art. 5
Does the law prohibit discrimination in access to credit based on gender?	Yes	Gender Equality Act, Arts. 2, 4(1) and 9(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	Civil Code, Arts. 167, 170, 1159 and 1160; Law on Agricultural Land Ownership, Art. 4(1)(c); Law of Georgia on Gender Equality, Art. 10
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Art. 1336
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1336
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 1158, 1161 and 1168
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Law on State Pension of 23 December 2005, Art. 5(1)
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

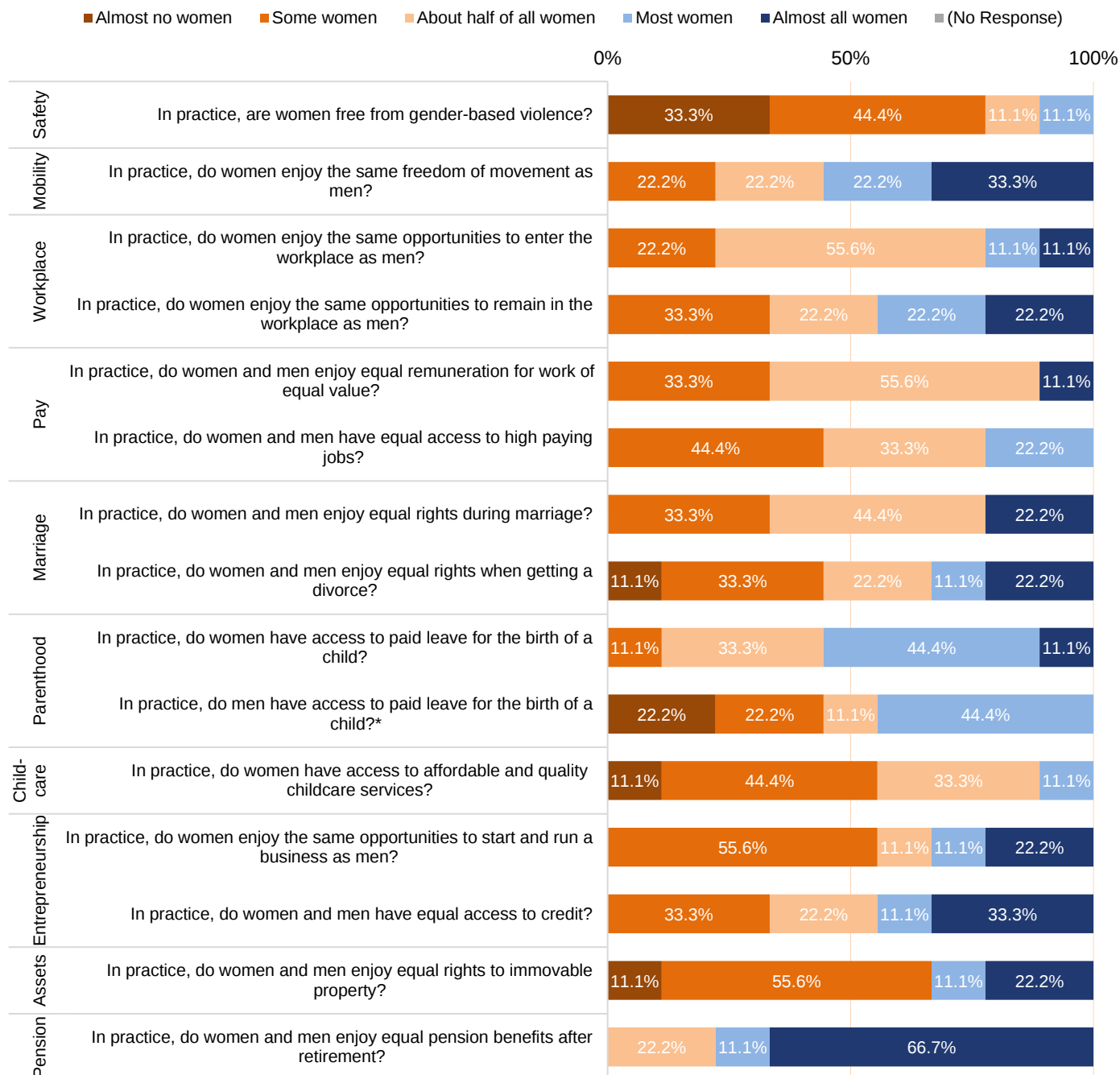
WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Practical Guide to Sexual Harassment; Crisis Center
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	National Statistics Office of Georgia (GeoStat); Public Defender's Office; Interagency Commission on Gender Equality, Violence against Women and Domestic Violence
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	State Budget 2023
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?	Yes	Action Plan 2022-2024
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Law on the Elimination of All Forms of Discrimination, Art. 1, 6; Law on the Public Defender, Art. 14.1
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	National Statistics Office of Georgia: Distribution of employed persons by economic activity (Nace rev. 2) and sex statistics
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Civil Procedure Code, Arts. 14(c), 217(1) and 268(1)
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Legal Aid Service
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Order No. 01-133/N on Approval of the Rules for the Payment of Leave Due to Pregnancy, Childbirth and Child Care, as well as the Adoption of a New-Born Child, Art. 9
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	National Statistics Office of Georgia: Time Use Survey 2020-2021
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the National Center for Educational Quality Enhancement
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Law on Early Childhood and Preschool Education, Arts. 4, 7, 10(1), 17(3) and 27; Resolution of the Municipality Council No. 27-43 of 30 June 2023; Local Government Code, Art. 93(4)
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	National Statistics Office of Georgia
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Micro and Small Business Support Program
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Civil Code, Arts. 155(4), 173 and 1158 - 1160; Law of Georgia on the Public Registry, Art. 11; Law of Georgia on Gender Equality, Art. 10
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?	Yes	National Statistics Office
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?	No	Insufficient evidence located

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.