

2016 Reduced Working-Hours Law for Working Mothers — A Documented Policy Backfire

Gender Equality · Good practice · Iran

Quality score: 26/100

Evidence strength: Cautionary / limited

Summary

Iran's July 2016 law cut paid working hours for mothers of young children from 44 to 36 a week, intended to help working mothers; independent HRW and peer-reviewed World Bank-affiliated research found it instead reduced employers' willingness to hire or retain the targeted women.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	0/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-17

[Government of Iran \(Ministry of Cooperatives, Labour and Social Welfare\)](#) — accessed 2026-07-17

[Human Rights Watch — It's a Men's Club](#) — accessed 2026-07-17

[World Bank Open Data — Female LFP, Iran](#) — accessed 2026-07-17

[World Bank working paper — Female labor reform, Iran](#) — accessed 2026-07-17

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