

WOMEN, BUSINESS AND THE LAW 2023

Gendered Laws and Women's Economic Empowerment

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Women, Business and the Law

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AGENDA

1. Background
2. WBL 2023 Key Global and Regional Findings
3. 53 Years of Women's Rights
4. What's Next





The eight *Women, Business and the Law* indicators

Mobility

Examines constraints on freedom of movement



Pay

Measures laws and regulations affecting women's pay



Parenthood

Examines laws affecting women's work after having children



Assets

Considers gender differences in property and inheritance



Workplace

Analyzes laws affecting women's decisions to work



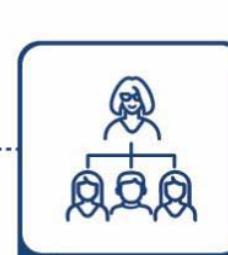
Marriage

Assesses legal constraints related to marriage



Entrepreneurship

Analyzes constraints on women's starting and running businesses



Pension

Assesses laws affecting the size of a woman's pension

GREATER EQUALITY HAS TANGIBLE BENEFITS



GENDER EQUALITY



More women working



Higher wages

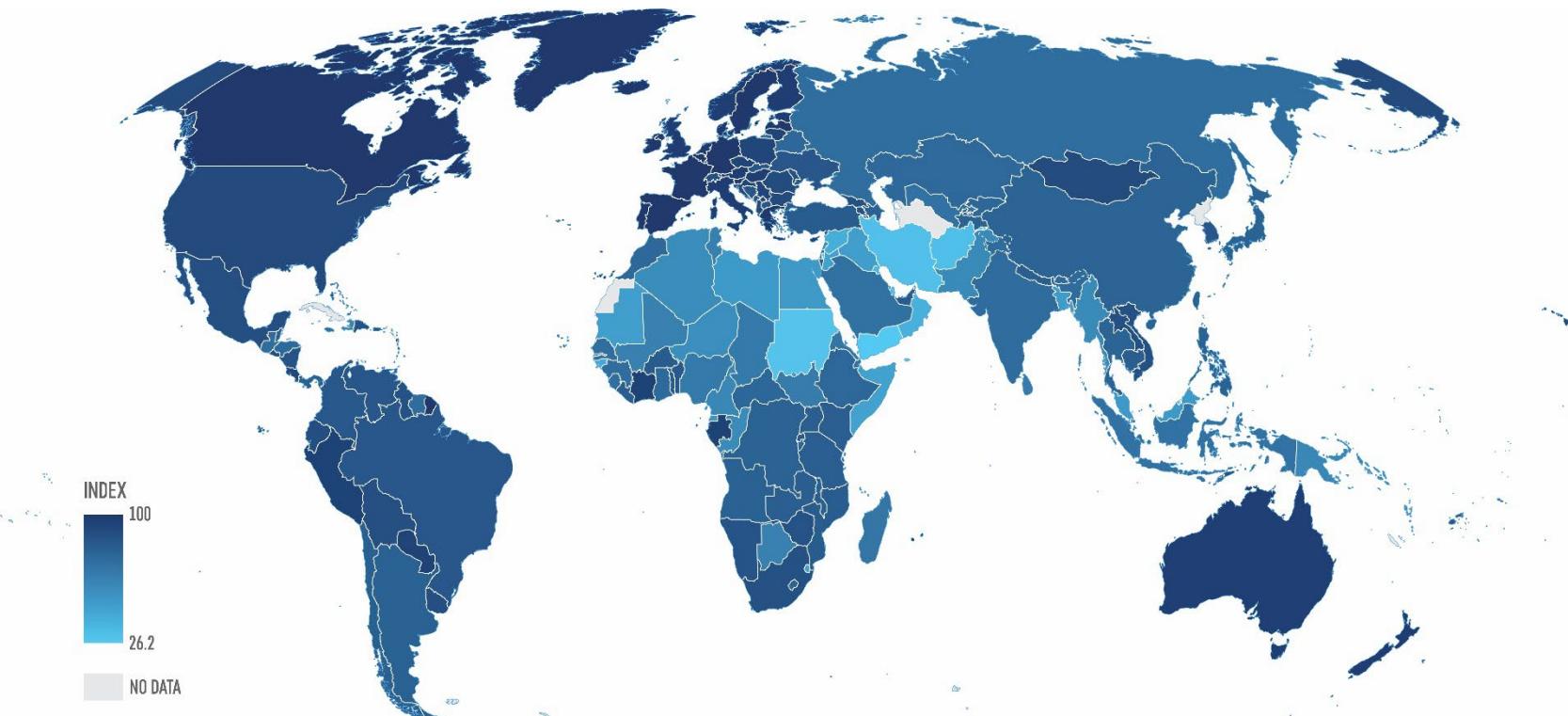


More business



Stronger economy

GLOBALLY, WOMEN HAVE JUST 3/4 OF THE LEGAL RIGHTS AFFORDED TO MEN

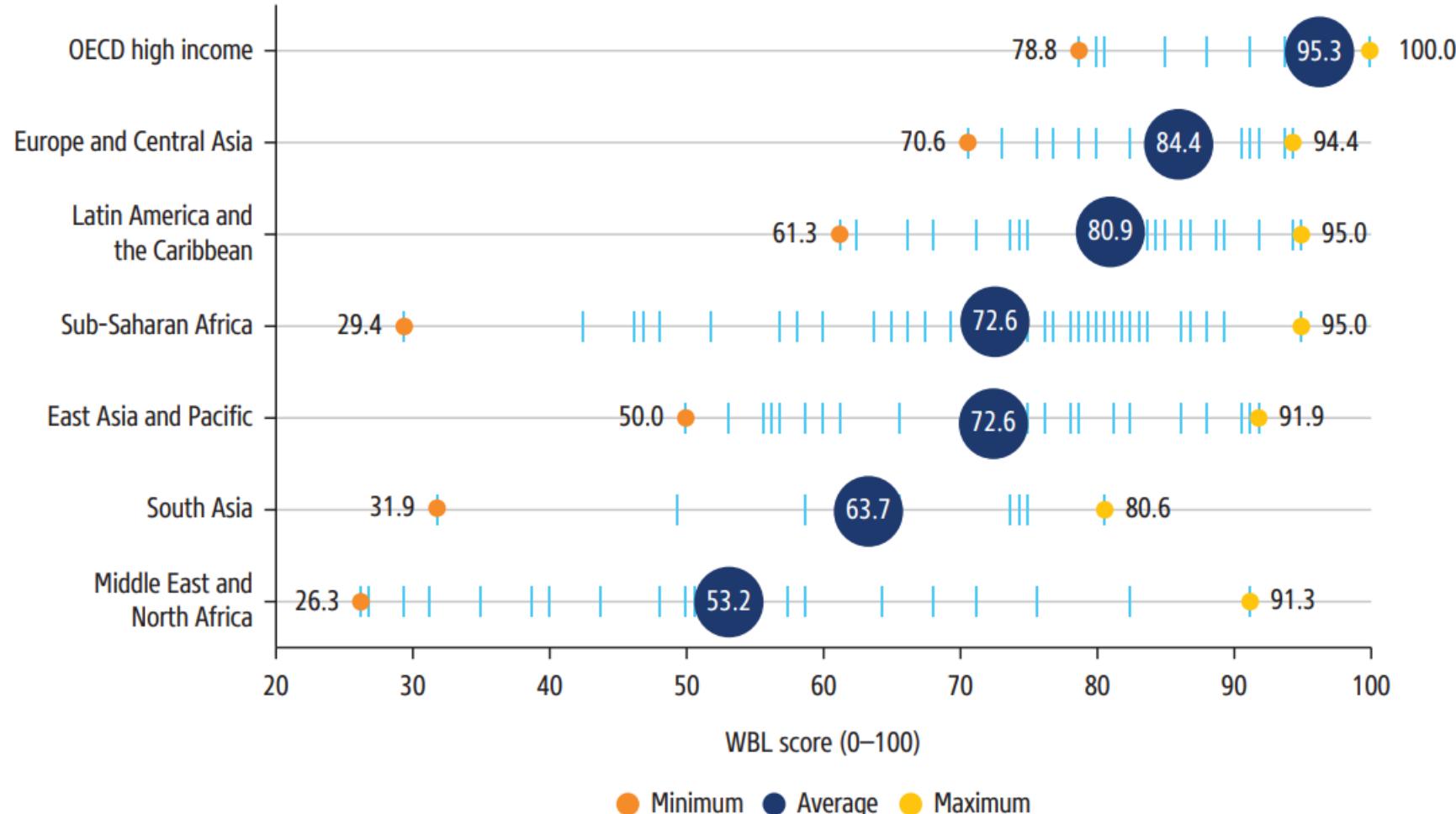


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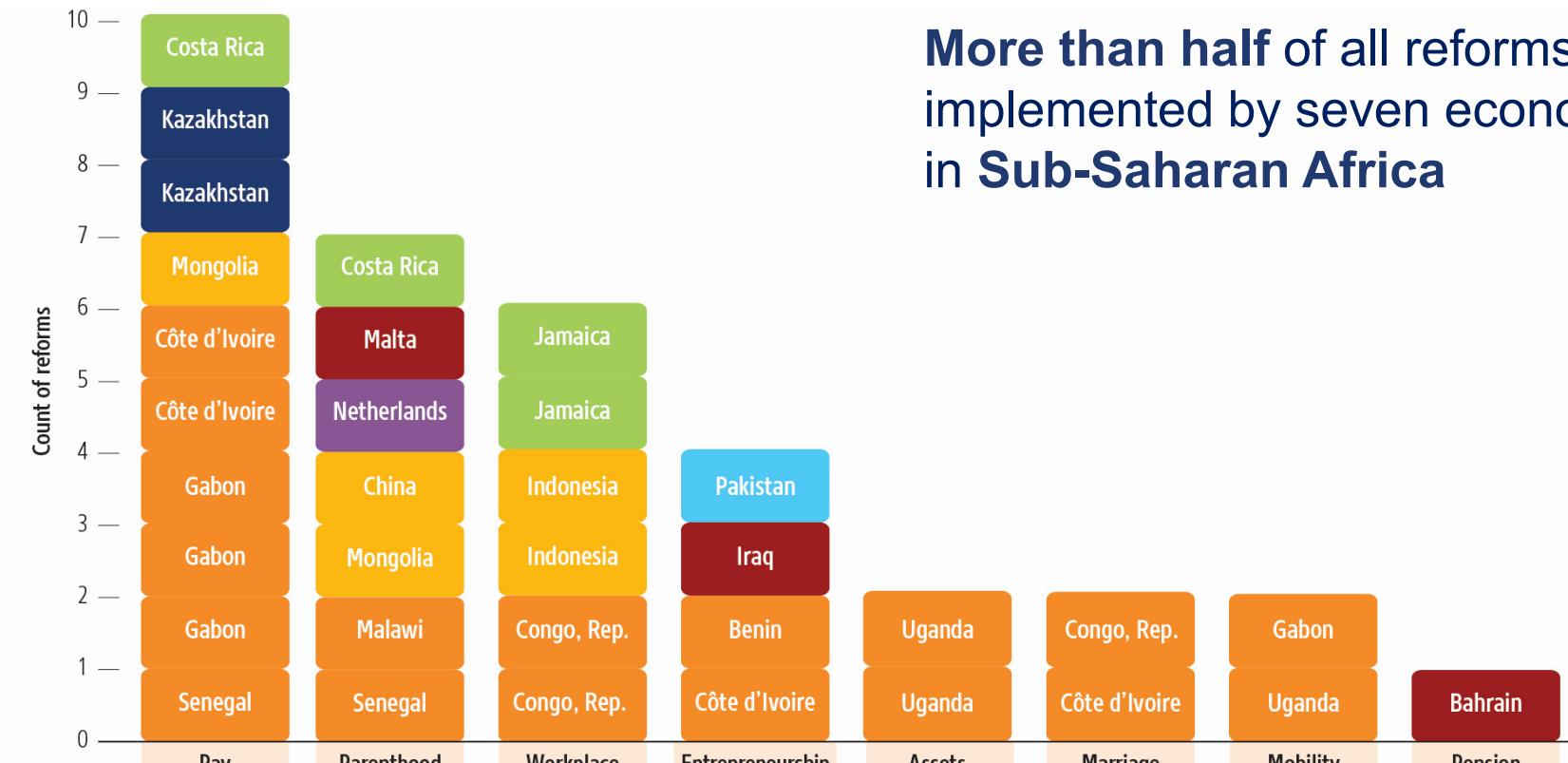
The global average score is
77.1 out of 100

Nearly
2.4 billion women of working age still do not have the same legal rights as men

LARGE VARIATION PERSISTS WITHIN AND ACROSS REGIONS



18 COUNTRIES ENACTED 34 REFORMS – THE LOWEST NUMBER OF REFORMS IN 20 YEARS



More than half of all reforms were implemented by seven economies in Sub-Saharan Africa



Mobility: measuring restrictions to women's freedom of movement



Removing restrictions on women's mobility enables more women to join the labor force and open their own businesses.

Source: Women, Business and the Law



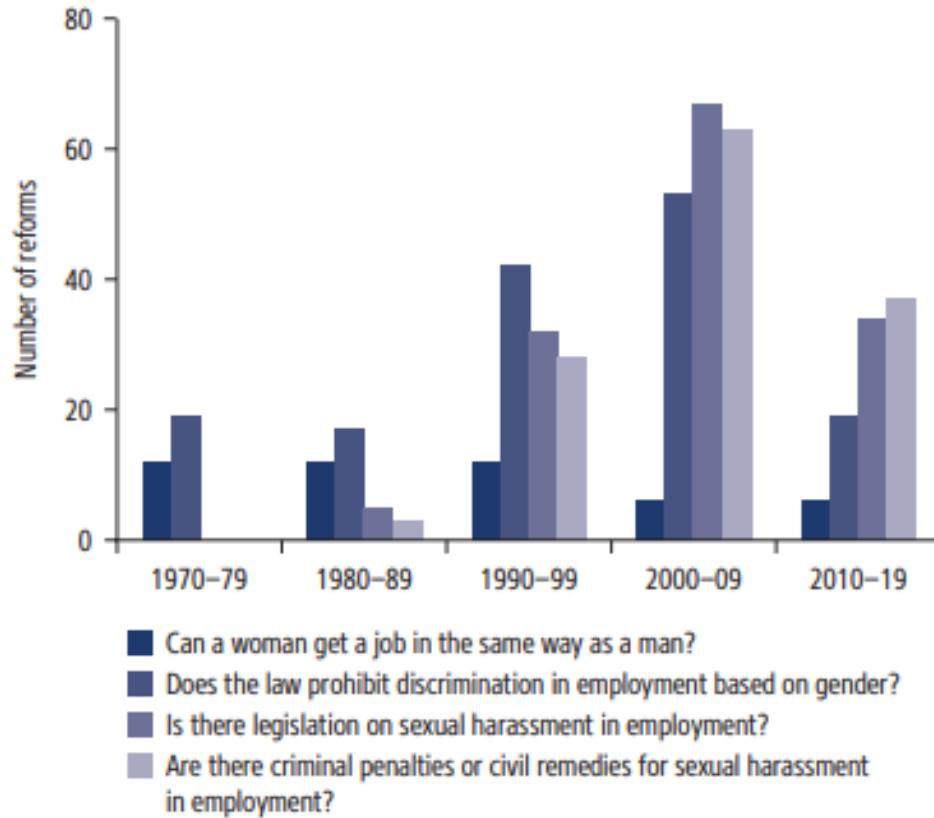
34 countries
prevent women from choosing where to live in the same way as men



Workplace: measuring laws affecting women's decision to work



Workplace reforms spiked in the 2000s



43
countries

still do not have
legislation on sexual
harassment in employment



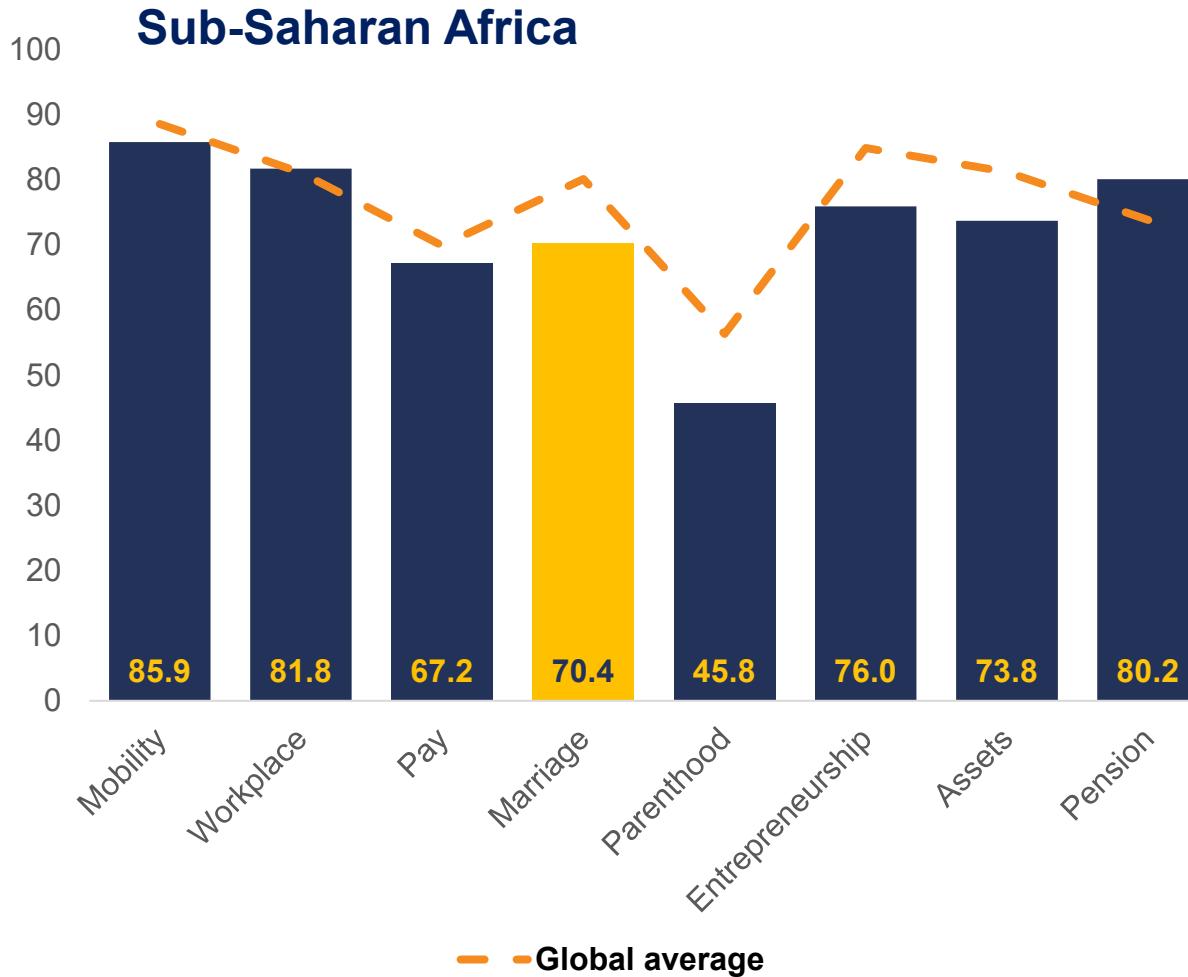
Pay: measuring laws and regulations affecting women's pay



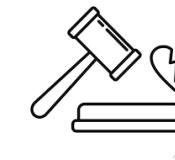
-  Equal pay 
-  Night work 
-  Dangerous: arduous 
-  Industries: mining; water 



Marriage: measuring legal constraints related to marriage and divorce



Out of 48 economies in the region:



In 11 economies a woman cannot obtain a judgment of divorce in the same way as a man



In 14 economies there is no legislation specifically addressing domestic violence



16 economies limit women to become head of household



Parenthood: measuring laws affecting parents' ability to take time off work



**Worldwide,
118 countries grant 14
weeks of maternity leave**

**Six economies
introduced reforms on
family leave policies
since October 2022**

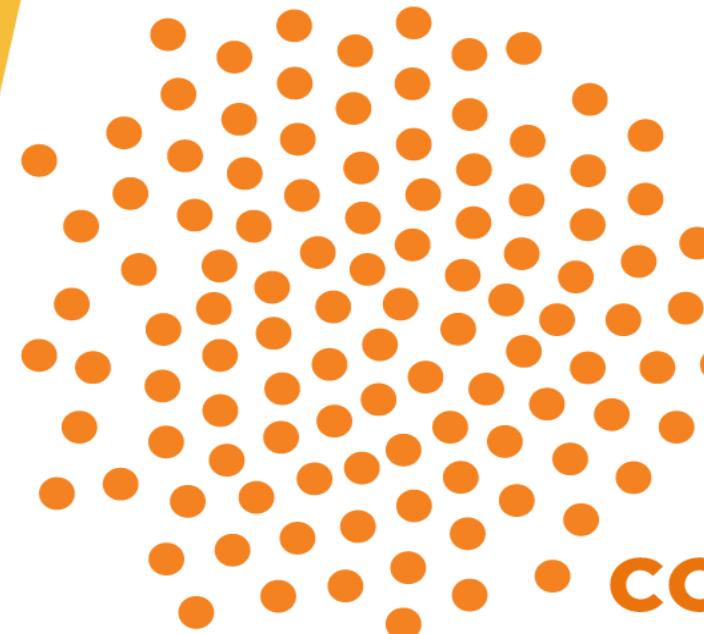




Entrepreneurship: examining constraints on women starting and running a business



Laws that prohibit discrimination in access to credit create opportunities for initiatives to promote women's entrepreneurship



101
countries
still allow gender-based discrimination in access to credit



Assets: examining gender differences in property and inheritance law



**76 out of 190 countries
worldwide limit women's
property rights**

**43 countries do not
provide male and female
surviving spouses with
equal rights to inherit
assets.**

Recent Reform on Assets



THE REPUBLIC OF UGANDA

THE SUCCESSION (AMENDMENT) ACT, 2022.

Source: *Women, Business and the Law* database.



Pension: measuring laws affecting women's retirement age and benefits



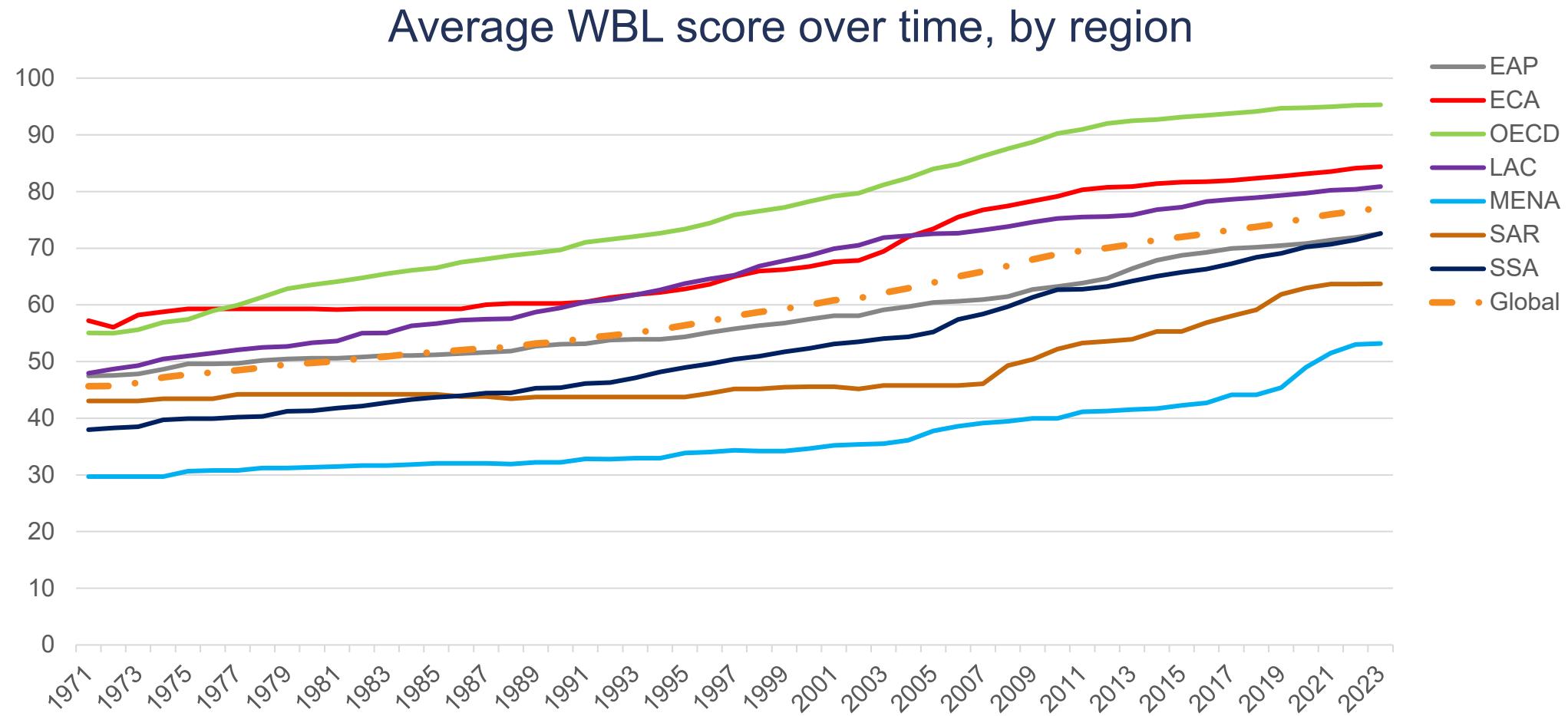
Differences in the working lives of men and women stemming from career interruptions for care- or household-related responsibilities significantly affect the size of their pensions.



83 countries

do not account for periods of absence due to childcare in pension benefits

EACH REGION HAS MADE PROGRESS OVER THE PAST 53 YEARS



GLOBAL REFORM EFFORTS SINCE 1970



Women, Business and the Law score has improved by about two-thirds as a result of more than 2,000 reforms expanding women's legal rights.



Only 14 economies have reached legal gender parity in 2022. Progress has been uneven across regions and over time.



Progress across the areas measured has been uneven, with most reforms in Workplace and Parenthood.

GLOBAL REFORM EFFORTS SINCE 1970



Economies with historically larger legal gender gaps are catching up, especially since 2000.



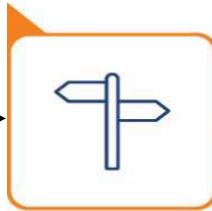
The catch-up effect has been happening across indicators, but the pace of progress has been uneven.

WHAT'S NEXT: REVIEW OF INDEX, NEW INDICATORS AND *DE FACTO* DATA



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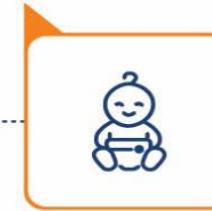
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Safety



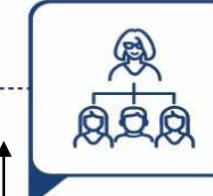
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Childcare

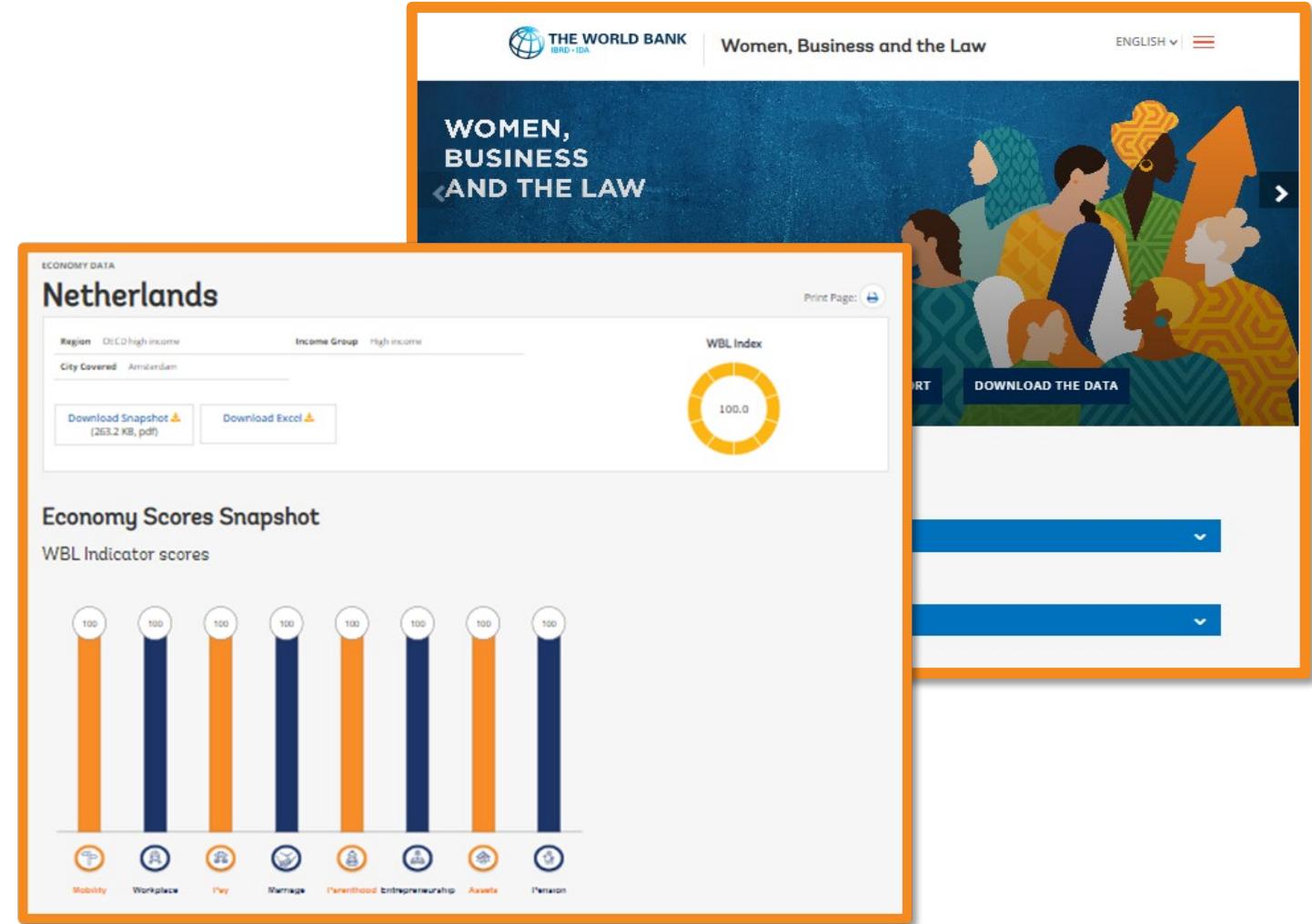
Measuring laws in practice

KEY RESOURCES FOR POLICYMAKERS AND CIVIL SOCIETY ORGANIZATIONS



Visit wbl.worldbank.org
to access:

- Economy snapshots
- Regional profiles
- Reforms database
- Historic overview:
1971 - 2023





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