WOMEN, BUSINESS AND THE LAW 2019
A DECADE OF REFORM
Over the last ten years, *Women, Business and the Law* has collected unique data on the laws and regulations that constrain women’s entrepreneurship and employment.
THE BUSINESS CASE FOR EQUALITY

• Outcomes related to women’s economic empowerment

• Economic literature that supports each indicator

• International legal framework on women’s human rights
LAWS AFFECT WOMEN THROUGHOUT THEIR WORKING LIVES

- Going Places
  - Starting a Job

- Getting Paid
  - Getting Married

- Having Children
  - Running a Business

- Managing Assets
  - Getting a Pension

35 SCORED DATA POINTS

Constraints on freedom of movement

Laws affecting women’s decisions to work

Laws and regulations affecting women’s pay

Legal constraints related to marriage

Laws affecting women’s work after having children

Constraints to starting and running businesses

Gender differences in property and inheritance

Laws affecting the size of a woman’s pension

## HOW THE SCORING WORKS

**Bolivia**

<table>
<thead>
<tr>
<th>Category</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Going Places</td>
<td>100</td>
</tr>
<tr>
<td>Starting a Job</td>
<td>75</td>
</tr>
<tr>
<td>Getting Paid</td>
<td>50</td>
</tr>
<tr>
<td>Getting Married</td>
<td>100</td>
</tr>
<tr>
<td>Having Children</td>
<td>60</td>
</tr>
<tr>
<td>Running a Business</td>
<td>100</td>
</tr>
<tr>
<td>Managing Assets</td>
<td>100</td>
</tr>
<tr>
<td>Getting a Pension</td>
<td>75</td>
</tr>
</tbody>
</table>

TEN YEARS OF PROGRESS

131 ECONOMIES MADE REFORMS TOWARD GENDER EQUALITY
EVERY REGION INCREASED IN AVERAGE SCORE

STARTING A JOB HAD THE MOST REFORMS

35 ECONOMIES BANNED SEXUAL HARASSMENT AT WORK

### 33 Economies Introduced Paternity Leave

<table>
<thead>
<tr>
<th>Region</th>
<th>Economies that introduced paid paternity leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Asia &amp; Pacific</td>
<td>Hong Kong SAR, China; Lao PDR; Myanmar; Samoa; Singapore; Timor-Leste; Vietnam</td>
</tr>
<tr>
<td>Europe &amp; Central Asia</td>
<td>Albania; Bulgaria; Moldova; North Macedonia; Kosovo; Turkey</td>
</tr>
<tr>
<td>Latin America &amp; Caribbean</td>
<td>Bolivia; El Salvador; Mexico; Nicaragua; Panama; Peru</td>
</tr>
<tr>
<td>Middle East &amp; North Africa</td>
<td>Iran, Islamic Rep.</td>
</tr>
<tr>
<td>OECD high income</td>
<td>Australia; Ireland; Italy; Korea, Rep.; Luxembourg; Netherlands; Poland</td>
</tr>
<tr>
<td>South Asia</td>
<td>Bhutan; Maldives</td>
</tr>
<tr>
<td>Sub-Saharan Africa</td>
<td>Equatorial Guinea; Gambia, The; Mauritius; Seychelles</td>
</tr>
</tbody>
</table>

CLOSING THE LEGAL GENDER GAP

Average Global Score

WBL 2009

WBL 2018

70.06

74.71

Reforms led to a **4.65** point increase in the average global score over the last ten years.

INCREASING ECONOMIC OPPORTUNITY

With greater equality of opportunity, more women work, and where they do work, they are paid better.
#WomenBizLaw
#Get2Equal