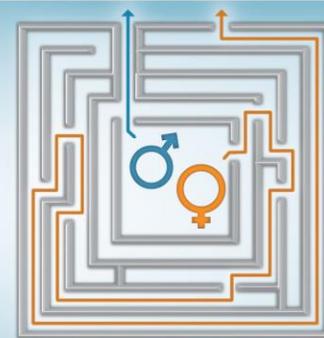


WOMEN, BUSINESS AND THE LAW 2018



Getting a job

Getting a job assesses restrictions on women's ability to work, such as prohibitions on working at night or in certain industries. It also covers laws on maternity, paternity and parental leave, retirement ages, equal remuneration for work of equal value, nondiscrimination at work and flexible work options.

Key facts for this indicator:

- The global average score in getting a job is 67. South Asian economies have an average score of 39, the lowest across all regions, and OECD high-income economies have an average score of 91, the highest across all regions.
- 104 economies have laws preventing women from working in specific jobs. Women face restrictions on their employment in industries such as mining (65 economies), manufacturing (47 economies), construction (37 economies), energy (29 economies), agriculture (27 economies), water (26 economies) and transportation (21 economies).
- In 29 of the 189 economies covered, women cannot work the same night hours as men. Night work restrictions persist in every region except in OECD high-income economies. Restrictions on night work are most common in South Asia and the Middle East and North Africa, where 63% and 55% of economies have them, respectively.
- Although almost 80% of the studied economies prohibit gender discrimination in employment, only 40% mandate equal remuneration for work of equal value.
- Globally, the median length of paid maternity leave matches the ILO standard of 14 weeks, with corresponding wage replacement varying from 25% to 100% of earnings.
- Governments pay 100% of leave benefits for mothers in 96 economies. In 53 economies, employers pay 100% of leave benefits. In 27 economies, governments pay 50% or more of such benefits.
- In 41 of the 189 economies measured, women can retire with full benefits one to 10 years earlier than men. Most economies with gender-differentiated retirement ages have a 5-year gap between women's and men's retirement ages. The largest gap is in China, where women can retire at age 50, 10 years before men.
- Gender equality in labor law is associated with more women working and earning more relative to men.

Women, Business and the Law measures how laws, regulations and institutions differentiate between women and men in ways that may affect women's incentives or capacity to work or to set up and run a business. It analyzes gender-based legal differences in 189 economies, covering seven areas: accessing institutions, using property, getting a job, providing incentives to work, going to court, building credit and protecting women from violence. The report is published every two years. The full report and accompanying datasets are available at wbl.worldbank.org.