

# HOW TO USE *WOMEN, BUSINESS AND THE LAW* DATA IN YOUR WORK

A GUIDE FOR CIVIL SOCIETY ORGANIZATIONS

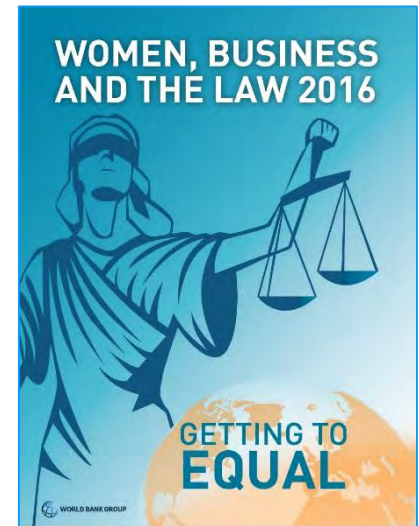
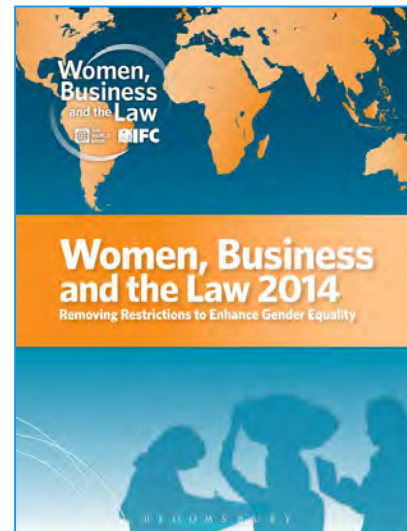
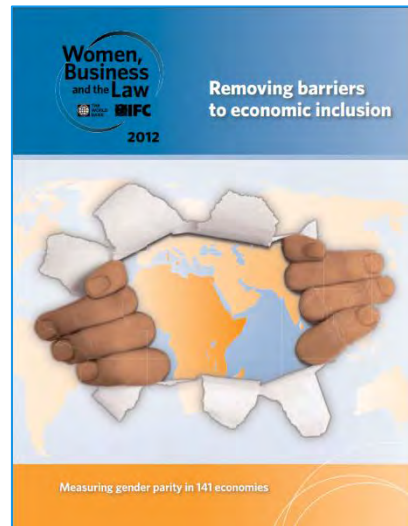
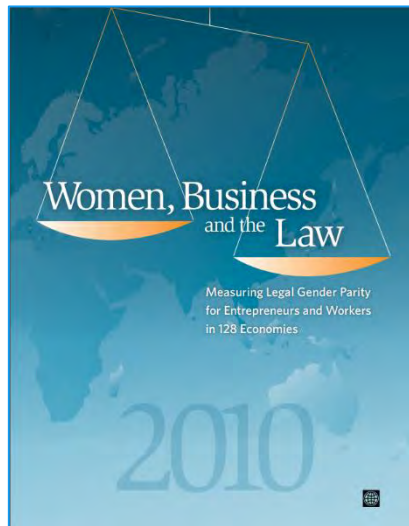


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# WHAT DOES *WOMEN, BUSINESS AND THE LAW* DO?



- Maps laws that treat men and women differently in ways that affect women's economic opportunities
- Highlights legal disadvantages women face relative to men, as well as gender-neutral laws that may have a disproportionately negative affect on women
- Publishes a global report every 2 years & maintains an online database with country-level data and links to primary legal sources

# WHAT DOES *WOMEN, BUSINESS AND THE LAW* COVER?

Accessing  
Institutions



Getting a  
Job



Using  
Property



Going to  
Court



Protecting  
Women from  
Violence



Building  
Credit



Providing  
Incentives  
to Work



173 economies across 7 indicators, examining:

- Constitutional law
- Family law
- Labor law
- Property Law
- Criminal Law
- Domestic violence law
- Tax law
- Social security law
- Land law
- Education laws
- Personal status law
- Violence against women legislation
- Quotas
- ...and more

# WHAT ARE SOME EXAMPLES OF THE LEGAL GENDER DIFFERENCES TRACKED BY WOMEN, BUSINESS AND THE LAW?



In **Chile**, husbands have the sole right to administer marital property under the default marital property regime (*Código Civil, Arts. 135, 1749 – 1754*)



In **Mongolia**, women cannot work at night or in mining in the same way as men (*Labor Code, Sec. 102; Standard of Mongolia No. MNS0012-099:1991*)



In **Pakistan**, a married woman cannot register a business in the same way as a married man (*The Companies Ordinance 1984, Sec. 19*)



In **Romania**, the age when women have to retire (63) is unequal to when men must retire (65) (*Law No. 53 of 24 January 2003, Art. 56*)

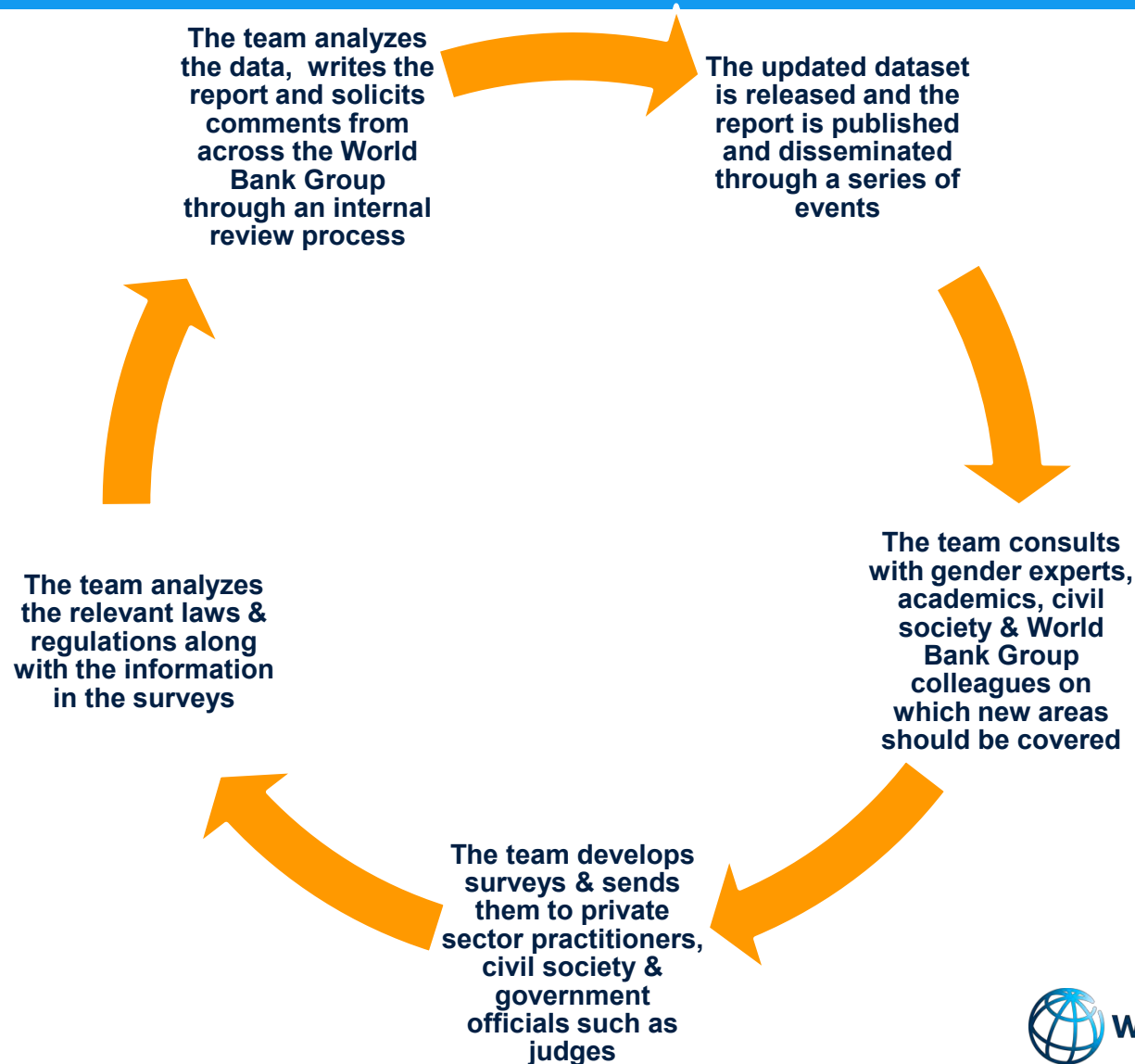


In **Togo**, a woman cannot convey citizenship to a non-national spouse in the same way as men (*Loi Sur la Nationalité Togolaise, Arts. 5 and 12*)



In **Yemen**, a woman's husband can object to her employment (*Personal Status Law No. 20 of 1992, Art. 40*)

# HOW ARE *WOMEN, BUSINESS AND THE LAW* DATA COLLECTED?



# HOW ARE *WOMEN, BUSINESS AND THE LAW* DATA VERIFIED?

To provide transparency, all data points cite legal sources which are published on the *Women, Business and the Law* website ([wbl.worldbank.org](http://wbl.worldbank.org)). Where possible, links to the legislation are provided.

## Rwanda



Select year:

2016 ▼

Does domestic violence legislation cover sexual violence? ⓘ

Yes

Law on the Prevention and Punishment of Gender-Based Violence, Arts. 2(1) and 26

Does domestic violence legislation cover emotional violence? ⓘ

Yes

Law on the Prevention and Punishment of Gender-Based Violence, Arts. 2(1), 3 and 35

Local experts who completed surveys are recognized on the website and in the print version of the report

### Local Experts in Rwanda

Listed below are those participants who agreed to be acknowledged by *Women, Business and the Law*.

Rwanda ▼

#### Pamela Abbott

University of Aberdeen

Address: Edward Wright Bldg, Aberdeen AB24 3QY, United Kingdom

Tel: 250 777 855 920

#### Valentin Akayezu Muhumuza

Address: Musanze Northern Province, P.O. Box 3055-Kigali, Rwanda

Tel: 250 788 677 007

Email: [akamva@yahoo.fr](mailto:akamva@yahoo.fr)



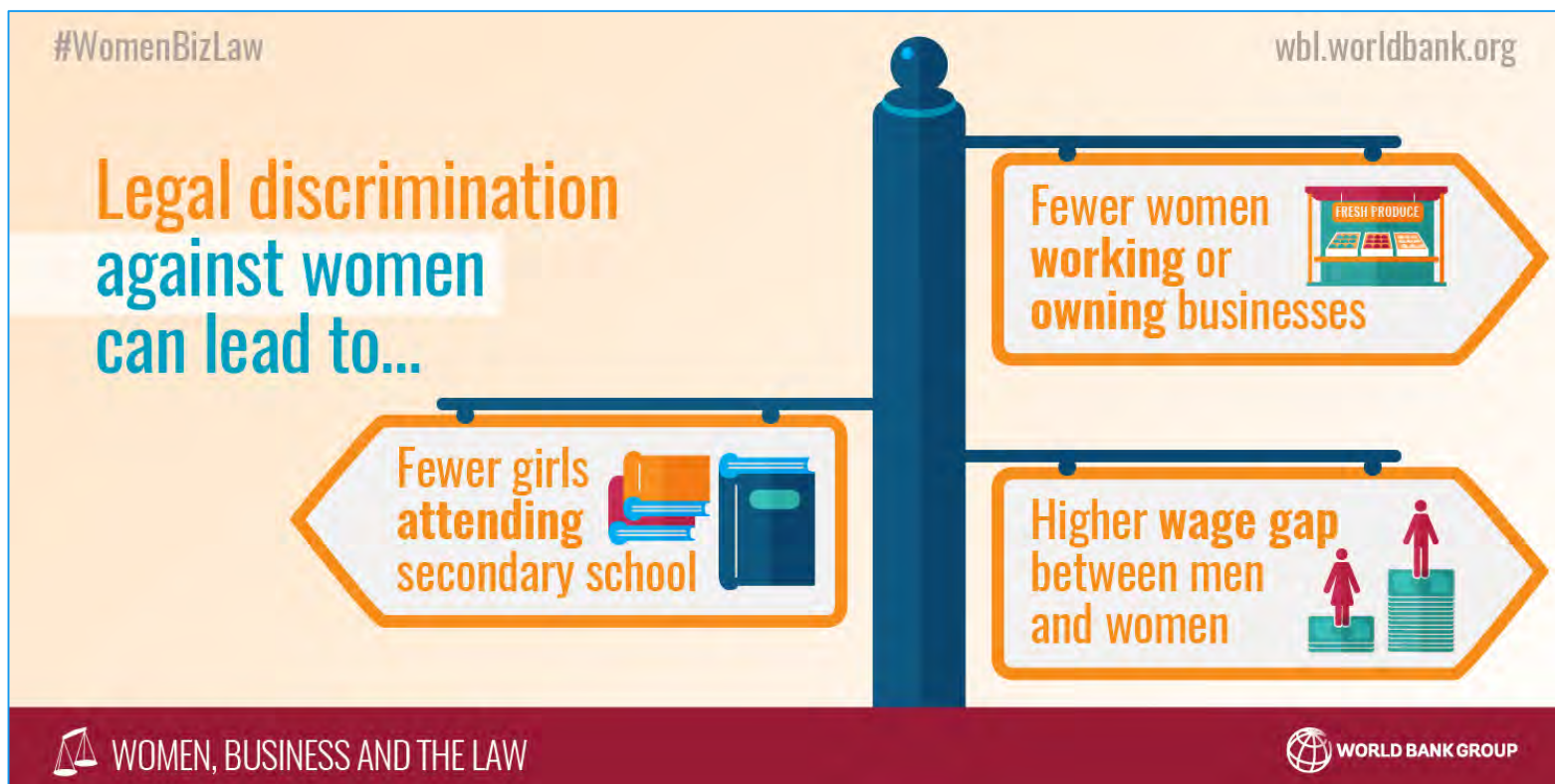
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# HOW CAN CIVIL SOCIETY USE *WOMEN, BUSINESS AND THE LAW* DATA?



# INFORM TO REFORM

Use *Women, Business and the Law* and related research on the **economic effects** of legal gender discrimination to bolster existing reform efforts





# LEGAL REFORM IS SMART ECONOMICS

- ❑ Research by the World Bank, the IMF and others has shown that **legal gender differences significantly decrease female labor force participation and undermine GDP growth**
- ❑ Legal gender equality is associated with **lower gender gaps in labor force participation without any significant effect on male participation rates**
- ❑ Gender gaps in women's entrepreneurship and labor force participation account for **estimated income losses** of 27% in the Middle East and North Africa, 19% in South Asia, 14% in Latin America and the Caribbean and 10% in Europe
- ❑ Research estimates that **eliminating barriers** discriminating against women working in certain sectors or occupations could **increase labor productivity by as much as 25%** in some economies, simply by increasing women's labor force participation

**SOURCES:** *Gonzales, Christian, Sonali Jain-Chandra, Kalpana Kochhar and Monique Newiak. 2015. "Fair Play: More Equal Laws Boost Female Labor Force Participation." IMF Staff Discussion Note SDN/15/02, International Monetary Fund, Washington, DC; Cuberes, David, and Marc Teignier. 2014. "Aggregate Costs of Gender Gaps in the Labor Market: A Quantitative Estimate." UB Economics Working Papers E14/308, University of Barcelona, Barcelona; World Bank. 2011. World Development Report 2012: Gender Equality and Development. New York: Oxford University Press.*

# INFLUENCE CHANGE

Incorporate *Women, Business and the Law* **infographics and toolkits** into work geared towards influencing legal reform

## LEAVE FOR FATHERS

### PATERNITY & PARENTAL LEAVE

Fathers' uptake of leave to care for their newborn infants has been linked with...



an increase in  
women's employment



benefits to the  
mother's well-being



a more equitable  
division of household  
labor



a more sustained  
work commitment  
by both parents



an increase in  
women's income



improvements to  
children's health

What can countries like Brazil do to enhance leave for fathers?



increase  
the length of paid  
paternity leave



enact  
parental leave  
legislation



incentivize  
fathers' uptake  
of leave



educate  
communities  
on the benefits



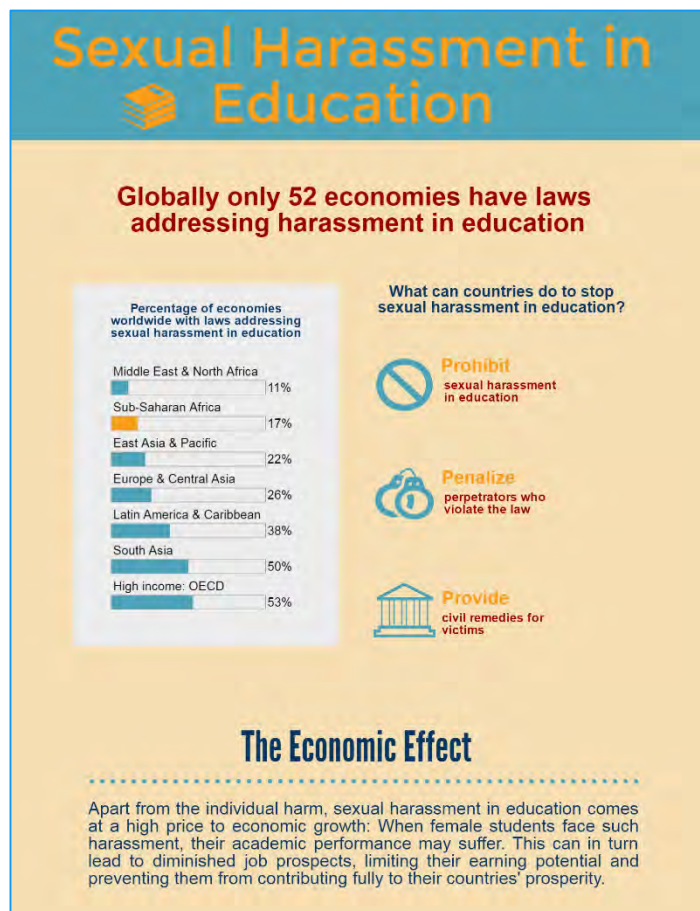
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# BEST PRACTICES: IDENTIFY MODEL LEGISLATION

Discover what legal reforms **countries** in your region have made to address gender inequality



## EXAMPLES FROM SUB-SAHARAN AFRICA

*Only 7 of the 41 countries in Sub-Saharan Africa have legislation on sexual harassment in education*

**Benin**

*Law No. 2011-26 on the Prevention and Punishment of Violence against Women, Arts. 2 & 5;*

Sexual harassment in education constitutes violence against women. The education system shall include in its quality principles, the elimination of barriers that make it difficult to achieve equality between men and women, especially violence against women.

*Law No. 2006-19 on the Repression of Sexual Harassment and Protection of Victims, Art. 6*

No student can be punished for refusing to submit to being harassed by a professor or another authority. Additionally, no student may be penalized for testifying to such act.

**Mauritius**

*Equal Opportunities Act, Art. 26(6)*

No member of the staff of an educational institution shall sexually harass a student at the institution or a person who is seeking admission as a student. No student at an educational institution shall sexually harass another student or a member of the staff.

**Mozambique**

*Criminal Code Law N. 35/2014, Art. 222 & 224*

Penalties for sexual harassment will be increased if the offender is a tutor, curator, teacher or teacher that person, or any title has authority over she, or is in charge of their education.

**Ethiopia**

*Criminal Code, Art. 625*

Any person who practices sexual harassment in a workplace, institution of learning or elsewhere on a child commits a felony and is liable, upon conviction to imprisonment for a term of not less than 3 years and not exceeding 15 years.

**Nigeria**

*Criminal Law of Lagos State 2011, Art. 262*

Sexual harassment that implicitly or explicitly affects a person's educational opportunity, unreasonably interferes with the person's educational performance, or suggests that submission to or rejection of the acts will be a factor in academic decisions, is a felony subject to 3 years imprisonment.

**Kenya**

*Sexual Offences Act, Sec. 24(4)*

Any person who being the head-teacher, teacher or employee in a primary or secondary school or special institution of learning whether formal or informal, takes advantage of his or her official position and induces or seduces a pupil or student to have sexual intercourse with him or her or commits any other offence under this Act, such sexual intercourse not amounting to the offence of rape or defilement, shall be guilty of an offence of abuse of position of authority and shall be liable upon conviction to imprisonment for a term of not less than 10 years.

**Zambia**

*Penal Code, 137A(1)*

Whoever . . . procures from a woman sexual intercourse or any other indecent act by taking advantage of her material or mental distress or of the authority he exercises over her by virtue of his position, function or capacity as protector, teacher, master or employer, or by virtue of any other like relationship, is punishable, upon complaint, with simple imprisonment.

# COMPARE COUNTRIES' LAWS AT WBL.WORLDBANK.ORG

- Select a relevant indicator to see data with links to the primary legal sources
- View country-specific data current as of April 2015
- See data from previous years

Sri Lanka



2016 ▼



[Historical Data](#)

[Accessing Institutions](#)

[Collapse All](#)

Region	South Asia
Income Group	Lower middle income
Population	20,639,000
Female Population	10,564,282
% of Women in the Workforce	39%

[Using Property](#) [Going to Court](#) [Providing Incentives](#) [Building Credit](#) [Getting a Job](#) [Prot](#)

## ● Constitutional rights

Question	Answer	Source
Does the constitution contain a clause on nondiscrimination? ⓘ	Yes	<a href="#">Constitution of the Democratic Republic of Sri Lanka, Art</a>
If there is a nondiscrimination clause in the constitution, does it mention gender? ⓘ	Yes	<a href="#">Constitution of the Democratic Republic of Sri Lanka, Art</a>
Does the constitution contain a clause on equality? ⓘ	Yes	<a href="#">Constitution of the Democratic Republic of Sri Lanka, Art</a>



# DEVELOP NEW POLICY SOLUTIONS

Uncover **lessons learned** from other countries to develop creative policy solutions that work in your country's context



# VISIT OUR WEBSITE at [wbl.worldbank.org](http://wbl.worldbank.org)



## FEATURES

Visit [wbl.worldbank.org](http://wbl.worldbank.org) to view country specific data on laws affecting women's economic opportunities all around the world. Download the complete dataset, explore our new data visualizations, use our civil society engagement tools and read up on all our upcoming events. Our website is mobile and tablet friendly.



Free downloads in multiple languages



189 economy profiles



Data visualization tools



Calendar of events



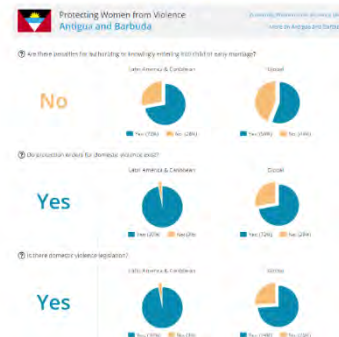
Reports & research papers



Community of local experts

## DATA VISUALIZATION

Select an **ECONOMY** and **INDICATOR** to view data at a glance



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