

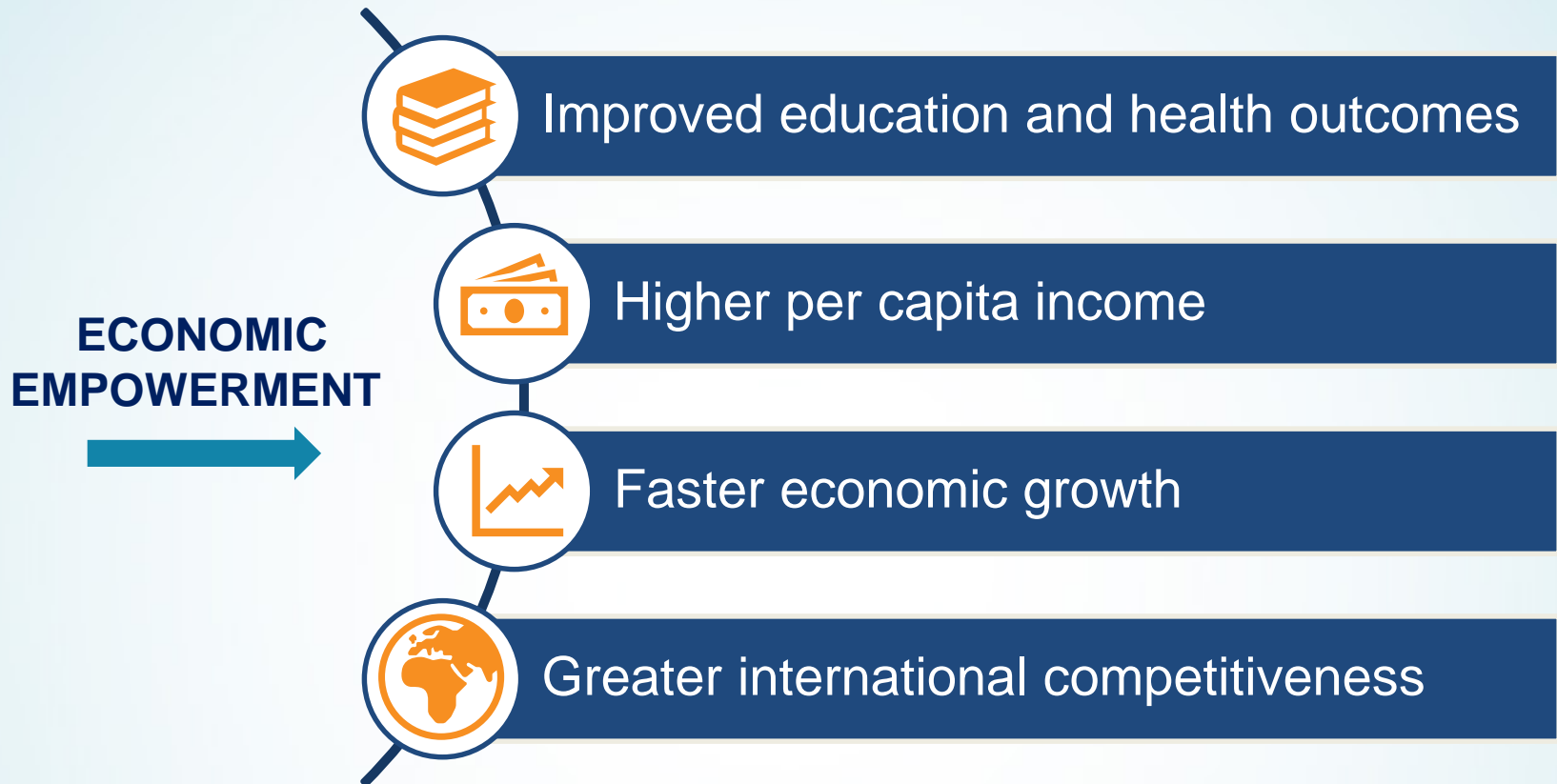
WOMEN, BUSINESS AND THE LAW 2019

A DECADE OF REFORM

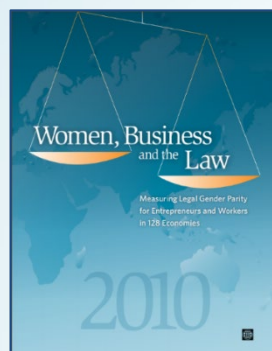
INVESTING IN WOMEN IS SMART ECONOMICS



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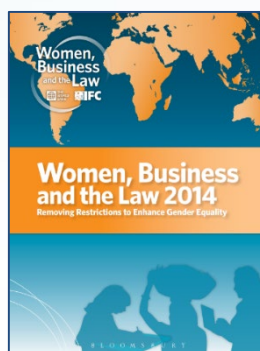
MEASURING GENDER EQUALITY IN THE LAW



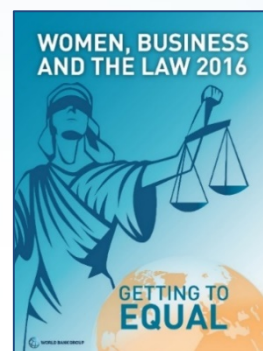
2010



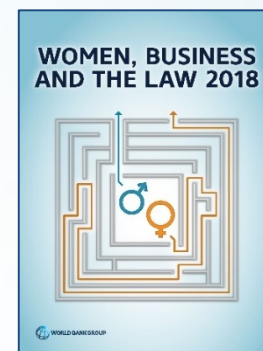
2012



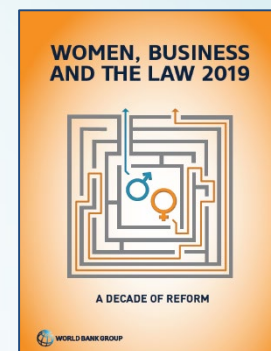
2014



2016



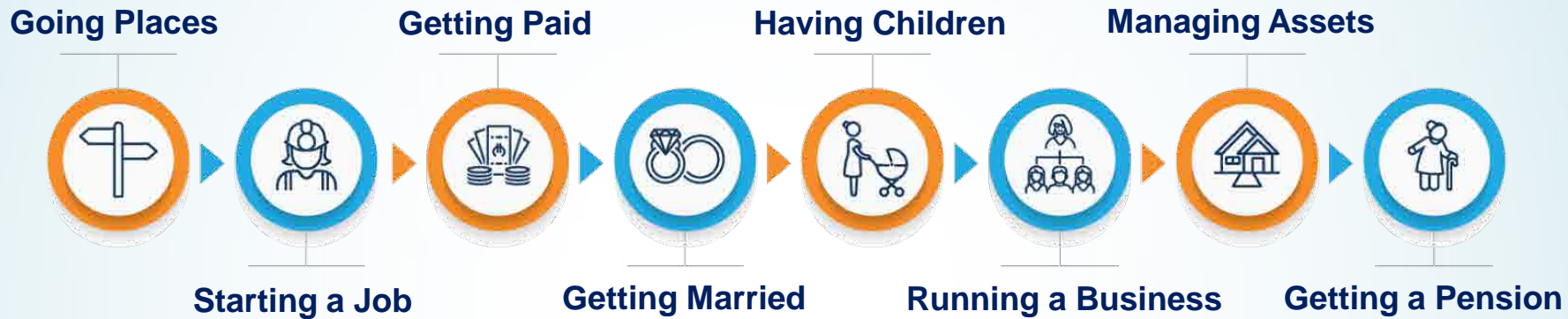
2018



2019

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.

LAWS AFFECT WOMEN THROUGHOUT THEIR WORKING LIVES



Source: Women, Business and the Law team.

SCORING 35 DATA POINTS



Constraints on freedom of movement



Laws affecting women's work after having children



Laws affecting women's decisions to work



Constraints to starting and running businesses



Laws and regulations affecting women's pay



Gender differences in property and inheritance



Legal constraints related to marriage

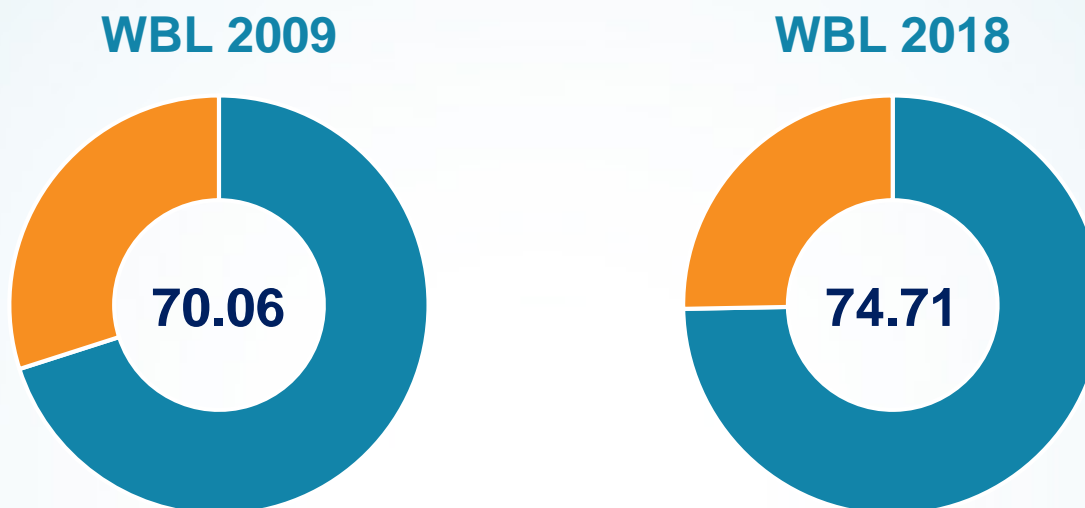


Laws affecting the size of a woman's pension

Source: Women, Business and the Law team.

CLOSING THE LEGAL GENDER GAP

Average Global Score



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

Source: Women, Business and the Law database.

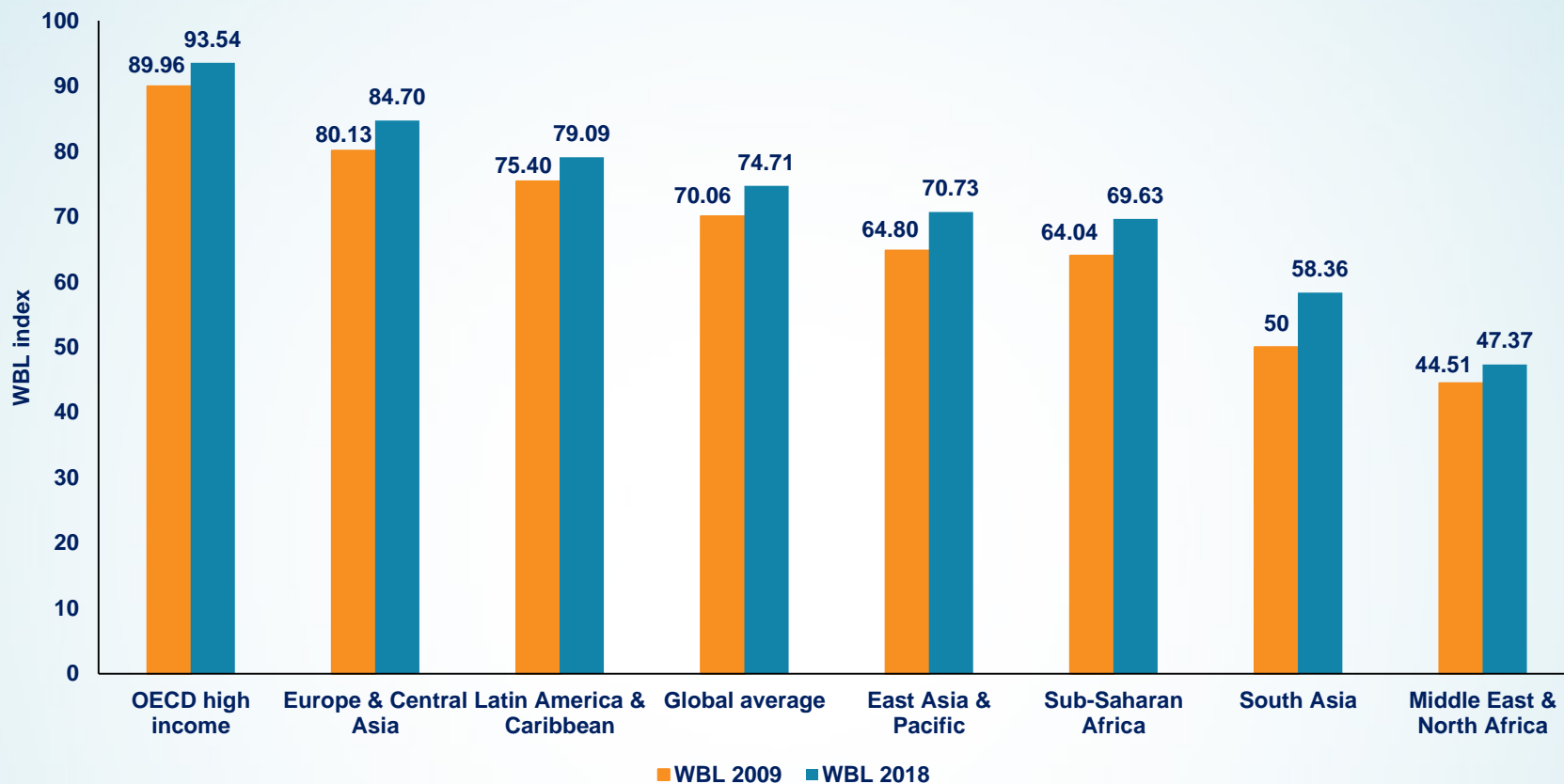
TEN YEARS OF PROGRESS



131

**economies made
reforms toward
gender equality.**

EVERY REGION INCREASED IN AVERAGE SCORE



Source: Women, Business and the Law database.

INTEGRATING THE LABOR MARKET

22

**economies
removed
restrictions on
women's work.**



INTEGRATING THE LABOR MARKET

22

**economies
removed
restrictions on
women's work.**



BANNING SEXUAL HARASSMENT AT WORK



Source: Women, Business and the Law database.

PROMOTING FATHERS' UPTAKE OF LEAVE

33

economies
introduced paid
paternity leave.

Average Length of Paid Paternity
Leave, 2018 (Days)






EMPOWERING WORKING WOMEN

Economy	Reform Example
Belgium	Mandated equal remuneration for work of equal value.
China	Prohibited sexual harassment at work.
France	Enacted domestic violence legislation.
Korea, Rep.	Introduced paid paternity leave.
Philippines	Removed all job restrictions on women.
Vietnam	Removed restrictions hazardous, arduous or morally inappropriate jobs.

Source: Women, Business and the Law database.

COMPARING ACROSS REGIONS

WBL 2018

	 GOING PLACES	 STARTING A JOB	 GETTING PAID	 GETTING MARRIED	 HAVING CHILDREN	 RUNNING A BUSINESS	 MANAGING ASSETS	 GETTING A PENSION	 WBL SCORE
Japan	100	50	50	80	80	75	100	100	79.38
Global	88.10	75.66	63.90	78.61	52.09	83.23	82.46	73.53	74.71
OECD High Income	100	96.88	88.28	95	85	95.31	98.75	89.06	93.54

SPOTLIGHT ON JAPAN

Japan



79.38

Going Places: **100**

Starting a Job: **50**

Getting Paid: **50**

Getting Married: **80**

Having Children: **80**

Running a Business: **75**

Managing Assets: **100**

Getting a Pension: **100**

Source: Women, Business and the Law database.

INFORMING THE REFORM AGENDA



IDENTIFY GOOD PRACTICES

Examining the legislation that works for women.



INCORPORATE AN ECONOMIC ANALYSIS

Proving that investing in women is smart economics.



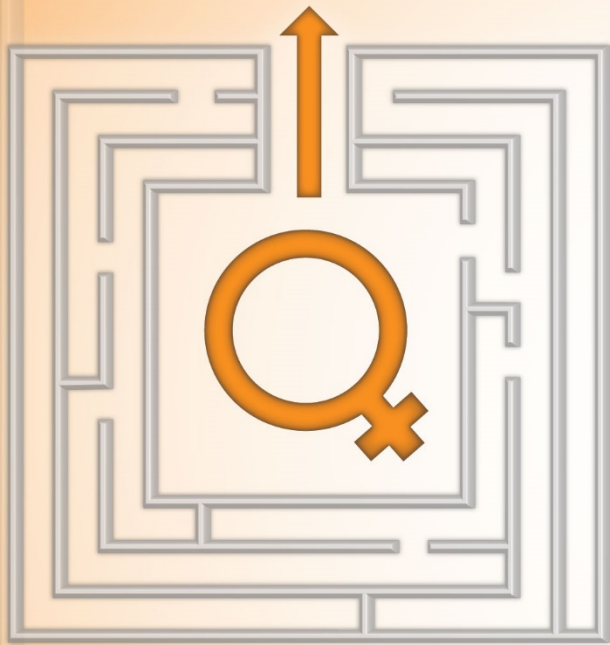
INFLUENCE REFORM

Closing the legal gender gap for economic growth.

INCREASING ECONOMIC OPPORTUNITY



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



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