

Women, Business and the Law

A quarter of all reforms in getting a job occurred in Europe and Central Asia, the highest of any region. *Women, Business and the Law* monitors 25 economies in the region. Seventy-two percent of these have Commissions which can receive complaints of gender discrimination, also the highest of any region.

Over the past two years, the following reforms have occurred:

Albania introduced 3 days of paid paternity leave. The new labor code also mandates equal remuneration for men and women who do work of equal value and guarantees that employees can return to their jobs or to equivalent jobs on terms that are no less favorable than before maternity leave.

Azerbaijan is gradually increasing and equalizing the ages at which men and women can retire and receive pension benefits.

Bosnia and Herzegovina eliminated several restrictions on women's employment including in jobs deemed arduous, jobs deemed hazardous and underwater work. It also eliminated the possibility for men and women to retire early and receive partial pension benefits, which was previously unequal. The country also adopted the Law on Free Legal Aid in 2016 to provide legal assistance in civil procedures.

Bulgaria removed all restrictions on women's employment. The economy is also gradually increasing and equalizing the ages at which men and women can retire with full pension benefits. However, the ages at which men and women can retire with partial pension benefits are now unequal.

Kosovo established an anti-discrimination commission that allows women to submit complaints of discrimination to an ombudsperson. Kosovo also enacted a new nondiscrimination law which introduced marital status as a category protected from discrimination when accessing credit.

Latvia improved access to credit information by launching a private credit bureau. The bureau reports payment data from utility companies and retailers.

Lithuania prohibited sexual harassment in education and established civil remedies for sexual harassment in the workplace

Moldova introduced 10 days of paid paternity leave. Moldova is also gradually increasing and equalizing the ages at which men and women can retire and receive full pension benefits.

Tajikistan abolished the general restriction on women's ability to work at night.

Turkey introduced part-time work options for parents until their children's compulsory schooling begins. Turkey also prohibited discrimination based on gender in several aspects of employment such as promotions. Turkey's 2016 law establishing the Human Rights and Equality Institution allows victims to submit complaints about gender discrimination.

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 operate a business. It analyzes legal differences on the basis of gender in 189 economies, covering seven areas: accessing institutions, using property, getting a job, providing incentives to work, building credit, going to court and protecting women from violence. The report is published every two years.

The full report and accompanying datasets are available at wbl.worldbank.org.

Media Contact:

Indira Chand +1 (202) 458-0434, +1 (703) 376-7491, ichand@worldbank.org