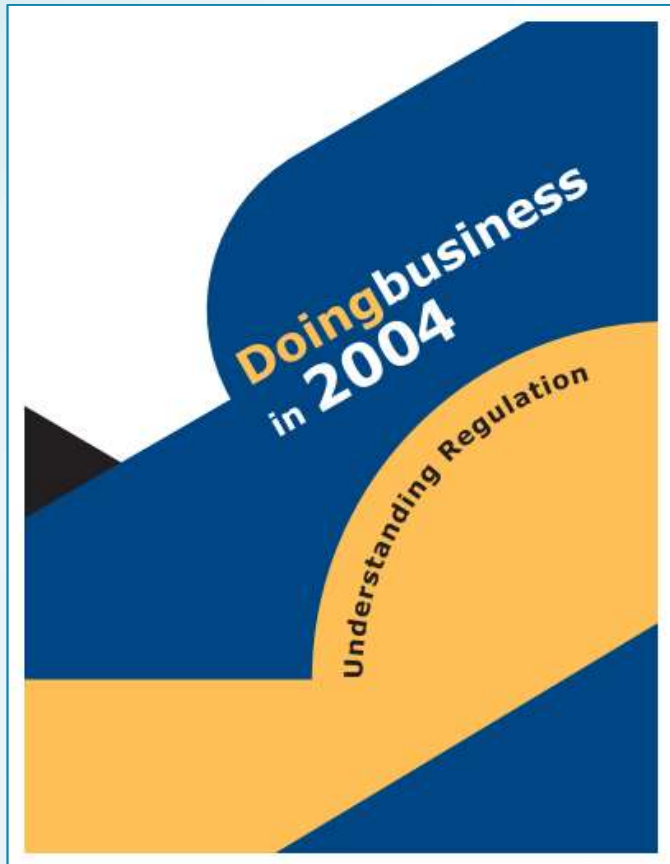


# **WOMEN, BUSINESS AND THE LAW 2018**

Sarah Iqbal

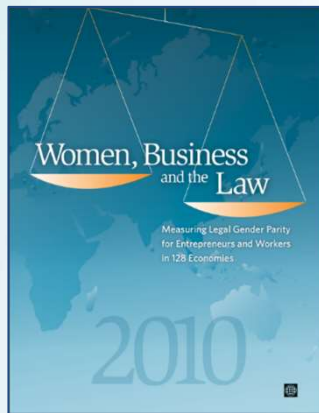
April 16, 2018



**THE LAW IS A  
STRAIGHT LINE  
FOR MEN, BUT  
FOR WOMEN  
IT'S A MAZE**

# MEASURING GENDER EQUALITY IN THE LAW FOR 10 YEARS

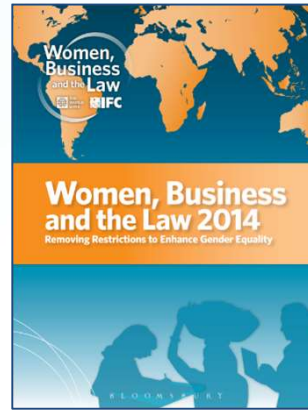
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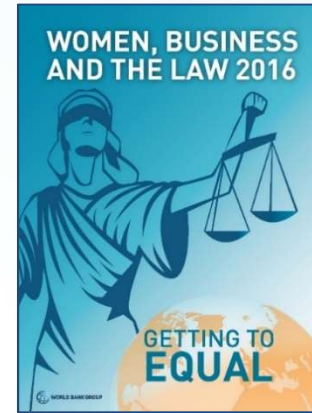
2010



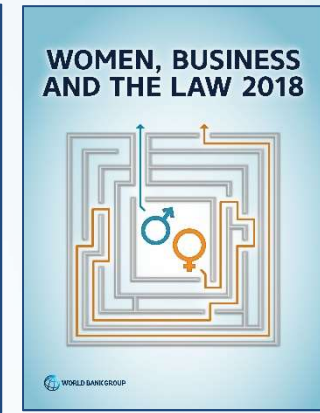
2012



2014



2016



2018

In its fifth edition, *Women, Business and the Law 2018* expands its analysis to 189 economies

# THE SEVEN *WOMEN, BUSINESS AND THE LAW* INDICATORS

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Accessing  
institutions



Getting  
a job



Providing  
incentives to work



Protecting women  
from violence



Using property



Going to court



Building credit

For the first time, each economy is assigned a score at the indicator level, ranging from 0 (worst) to 100 (best)

# WOMEN'S ECONOMIC INCLUSION PROMOTES GROWTH & BOOSTS SHARED PROSPERITY

Spending on early education & childcare can increase women's labor force participation and reduce gender gaps



**\$28 trillion**  
can be added to global growth by advancing women's equality

McKinsey&Company



The gender asset gap can undermine women's bargaining power & capacity to engage in economic activities



# WOMEN'S ECONOMIC RIGHTS & HUMAN RIGHTS ARE TWO SIDES OF THE SAME COIN

## SCORED QUESTIONS

Can a woman legally get a job or pursue a trade or profession in the same way as a man?

Are women able to work in the same industries as men?

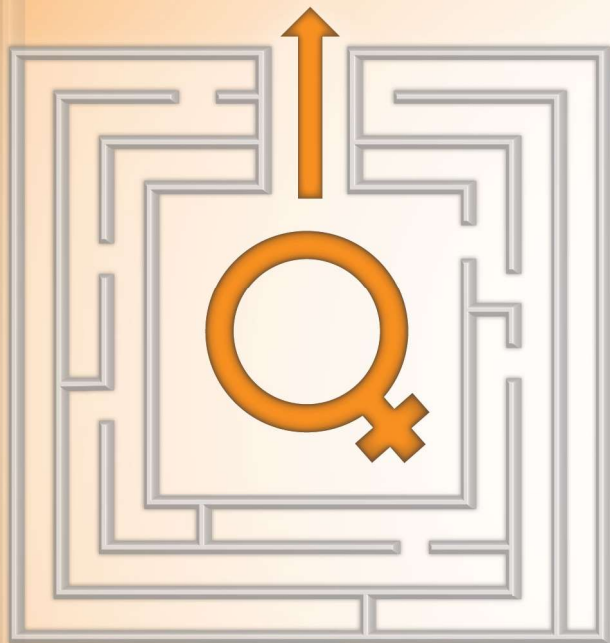
Does the law prohibit discrimination based on gender in access to credit?

## CEDAW

*Equality in all matters relating to marriage and family relations, including the right to choose a profession and an occupation (Art. 16)*

*Freedom from discrimination in the field of employment; Right to work; Free choice of profession and employment (Art. 11)*

*Freedom from discrimination in economic life and access to bank loans, mortgages and other forms of financial credit on equal basis with men (Art. 13)*



# **HOW DOES THE LAW AFFECT A WOMAN'S ABILITY TO GET A JOB OR START A BUSINESS?**



**WORLD BANK GROUP**



**104**  
**ECONOMIES**  
**BAR WOMEN**  
**FROM HAVING**  
**THEIR CHOICE**  
**OF JOBS**






# REMNANTS OF COLONIAL LAW & LEGACY LEGISLATION ARE WIDESPREAD

This map was produced by the Cartography Unit of the World Bank Group. The boundaries, colors, denominations and any other information shown on this map do not imply, on the part of the World Bank Group, any judgment on the legal status of any territory or any endorsement or acceptance of such boundaries.

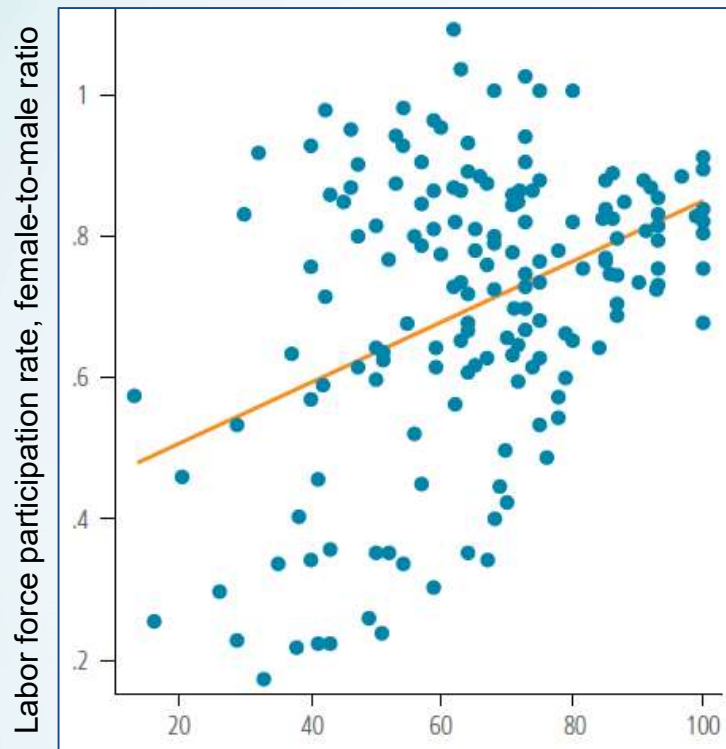
IBRD 43576 | MARCH 2018

**Do restrictions on women's employment exist?**

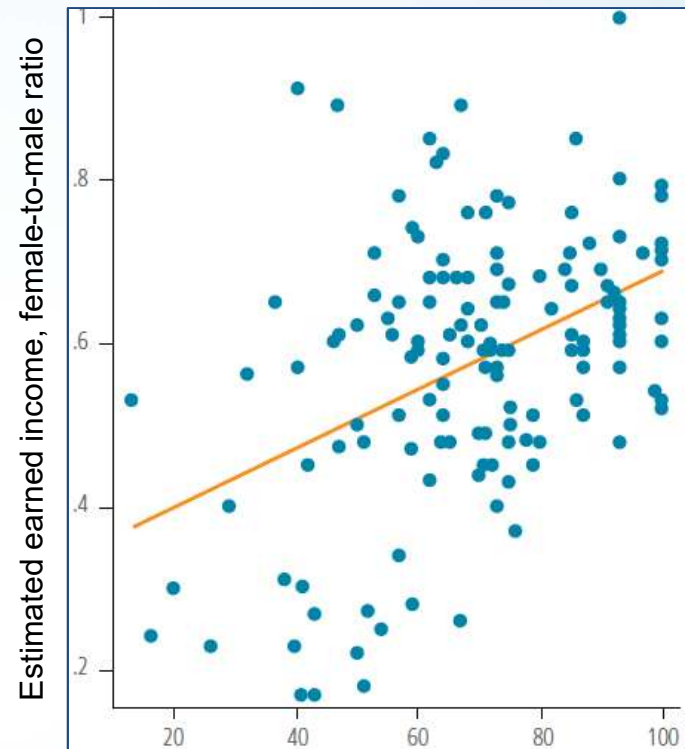
-  No restrictions
-  At least 1 restriction
-  No data

Source: *Women, Business and the Law* database

# GENDER EQUALITY IN LABOR LAW IS ASSOCIATED WITH MORE WOMEN WORKING & EARNING MORE RELATIVE TO MEN



Getting a job score



Getting a job score



**1 IN 3  
ECONOMIES  
RESTRICT  
WOMEN'S  
FREEDOM OF  
MOVEMENT OR  
AGENCY**

# ACTIONS THAT WOMEN CANNOT LEGALLY PERFORM IN THE SAME WAY AS MEN



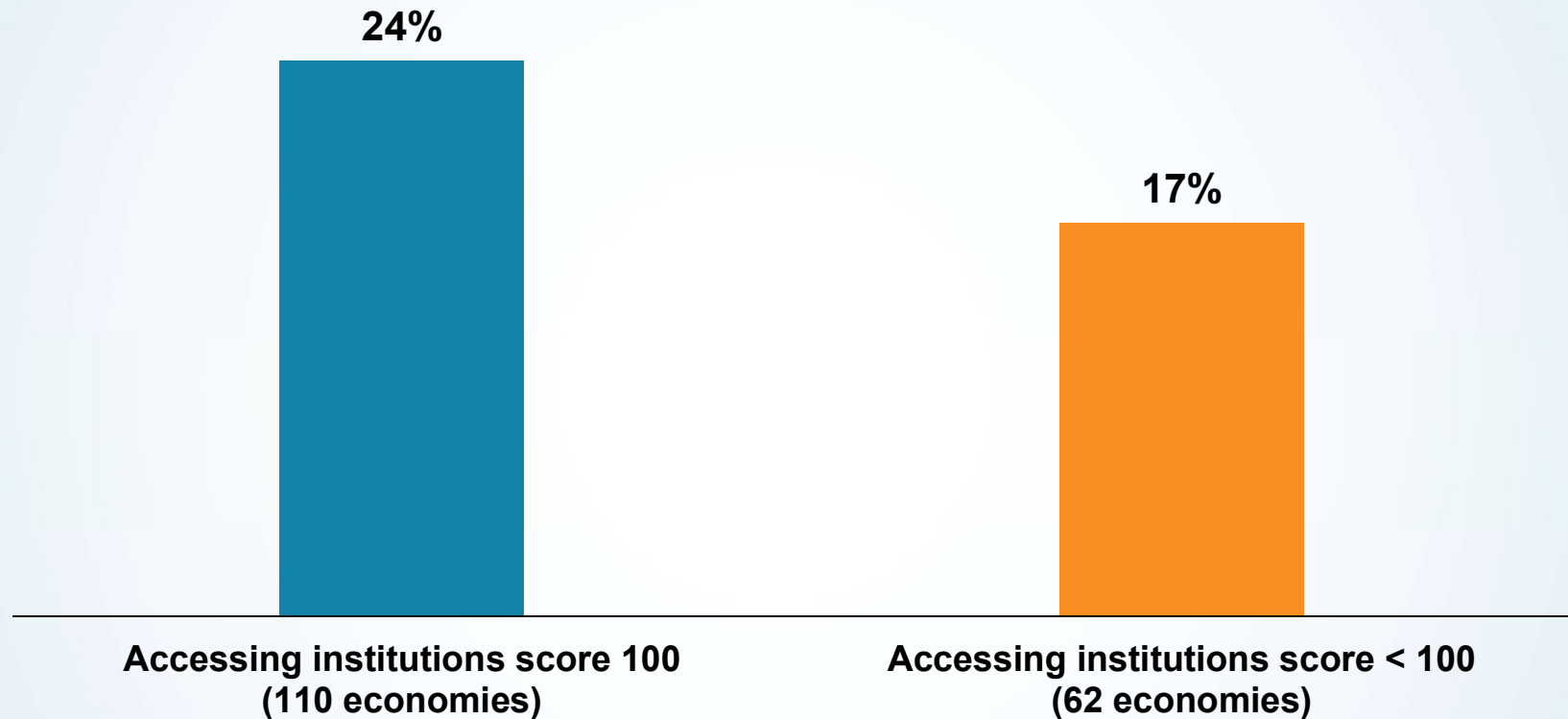


# 18

**ECONOMIES  
REQUIRE WOMEN  
TO GET THEIR  
HUSBANDS'  
PERMISSION TO  
WORK**

# WHERE LAWS LIMIT WOMEN'S DECISION-MAKING ABILITIES, THERE ARE FEWER WOMEN LEADERS

Proportion of seats held by women in national parliaments (%)



# 75

## **ECONOMIES CONSTRAIN WOMEN'S PROPERTY RIGHTS**



# ACCESS TO PROPERTY HELPS WOMEN LEVERAGE FINANCE TO START AND GROW BUSINESSES

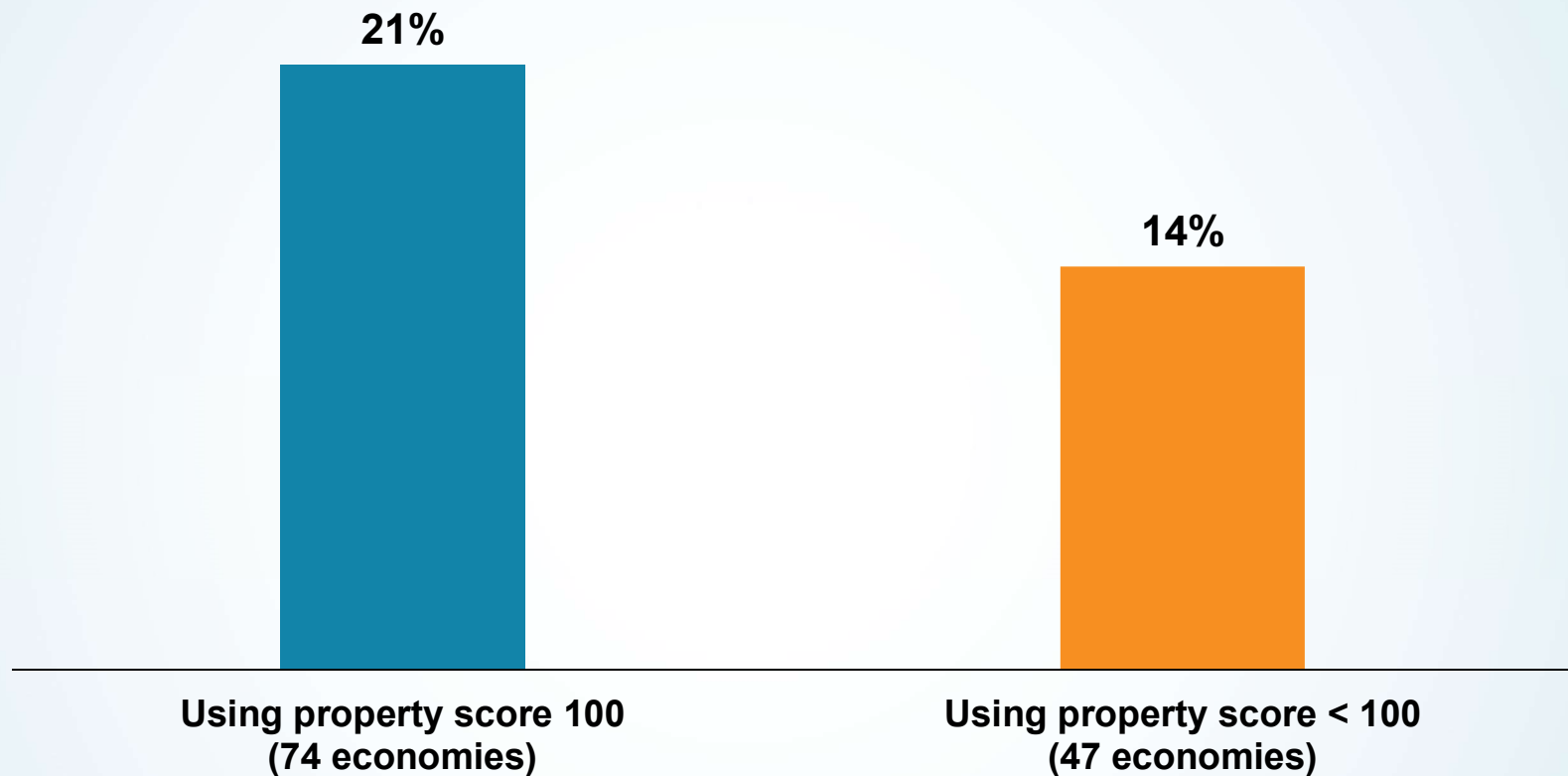
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# WOMEN ARE LESS LIKELY TO HOLD LEADERSHIP POSITIONS IN BUSINESS WHEN THEY LACK PROPERTY RIGHTS

Firms with a female top manager (%)





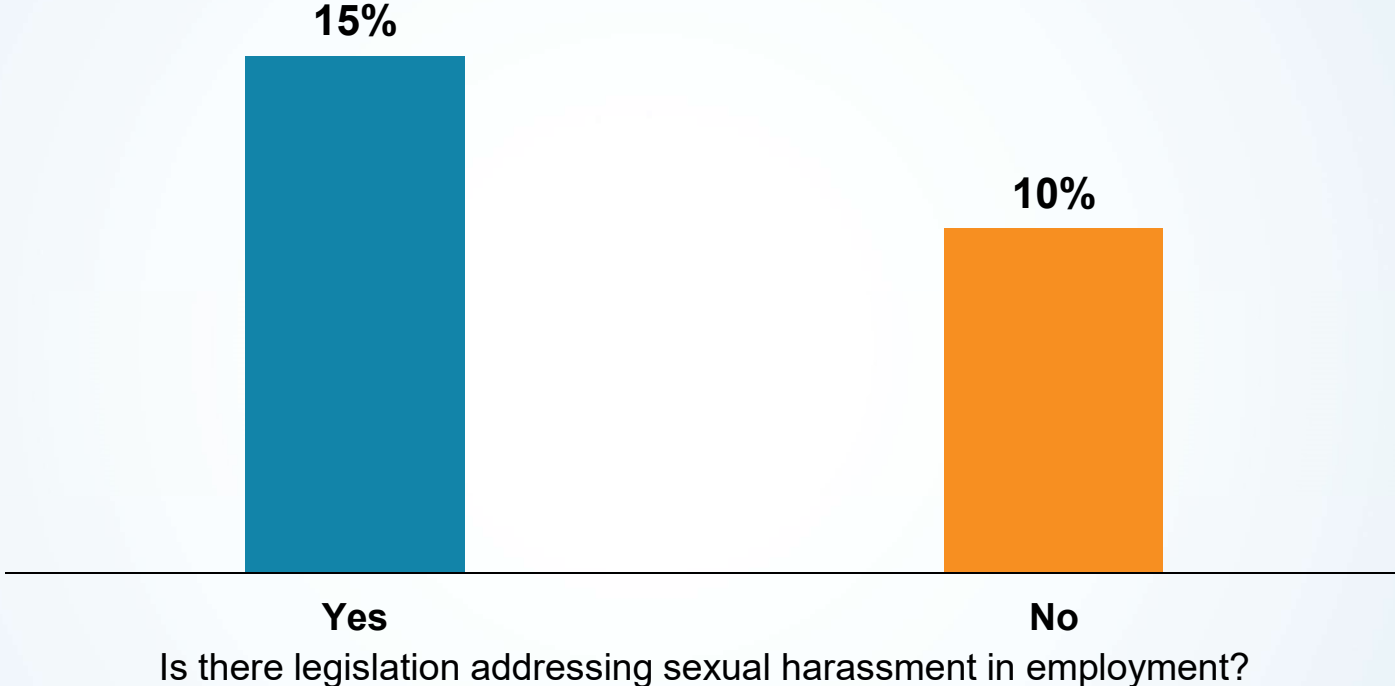
# 59

## **ECONOMIES DO NOT LEGALLY PROHIBIT SEXUAL HARASSMENT AT WORK**

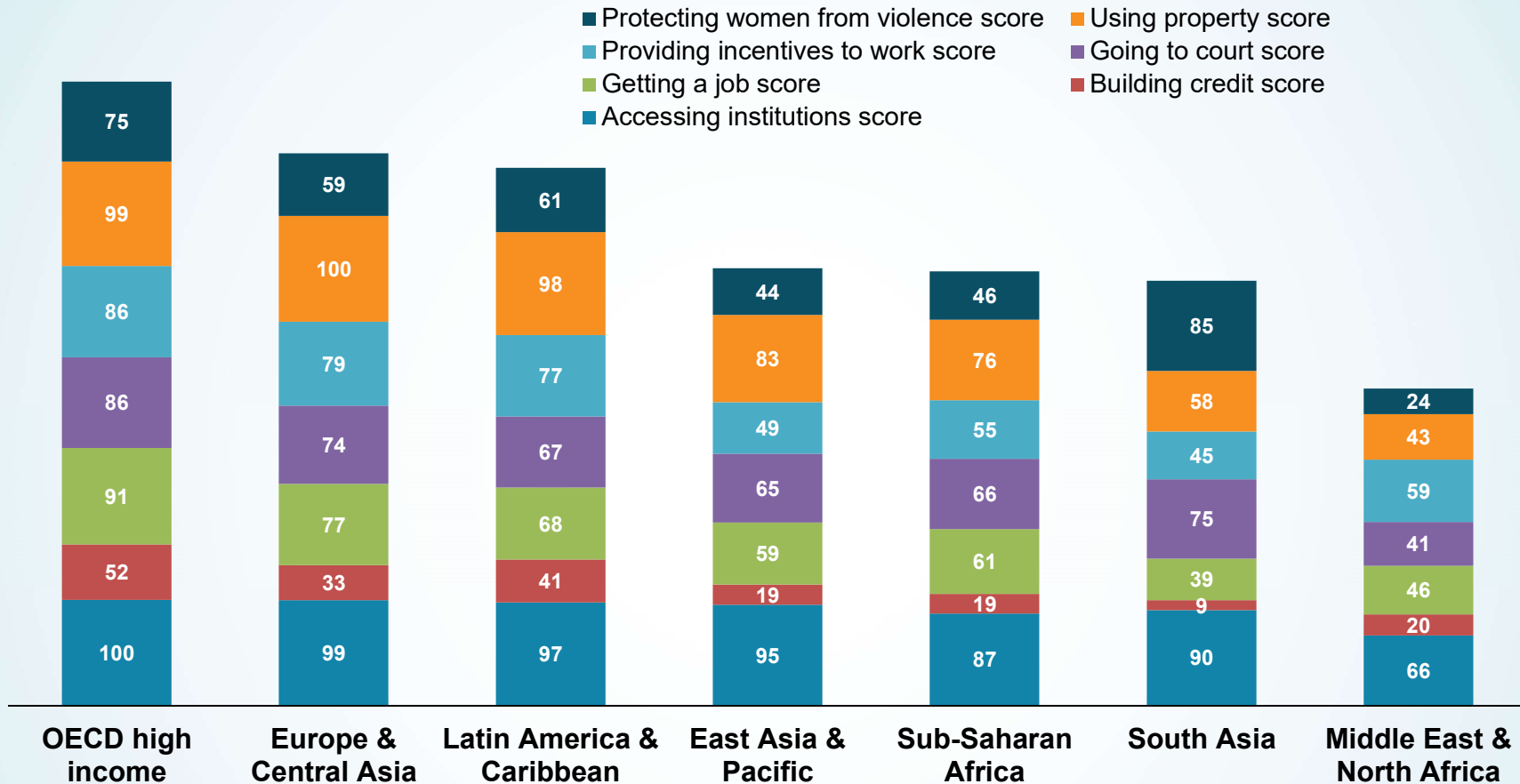
# WHERE SEXUAL HARASSMENT IS PROHIBITED, THERE ARE MORE WOMEN ENTREPRENEURS



Firms with majority female ownership (%)



# ON AVERAGE, OECD HIGH-INCOME ECONOMIES PERFORM BEST ACROSS MOST INDICATORS





# 65 ECONOMIES MADE 87 REFORMS TOWARD GREATER GENDER EQUALITY

# THE MOST REFORMS OCCURRED IN THE GETTING A JOB INDICATOR

**Licencia por maternidad: entra en vigencia ampliación a 98 días**

**India Leaves Japan & France Behind As 26-Week Paid Maternity Bill Becomes A Law**

**RDC : le Sénat adopte la loi modifiant le code du travail**

**Inexequible prohibición a mujeres de trabajar en minas y labores peligrosas, insalubres o riesgosas**

27 de octubre del 2016

**A LOOK AT LIBERIA'S NEW MATERNITY LAW**

**Poland: Do Changes in Occupational Health Requirements for Female Workers Concern You?**

Los padres de los primeros bebés de 2017 ya podrán disfrutar de cuatro semanas de permiso para cuidarlos

» Desde el 1 de enero, contarán con dos semanas más, intransferibles y no obligatorias

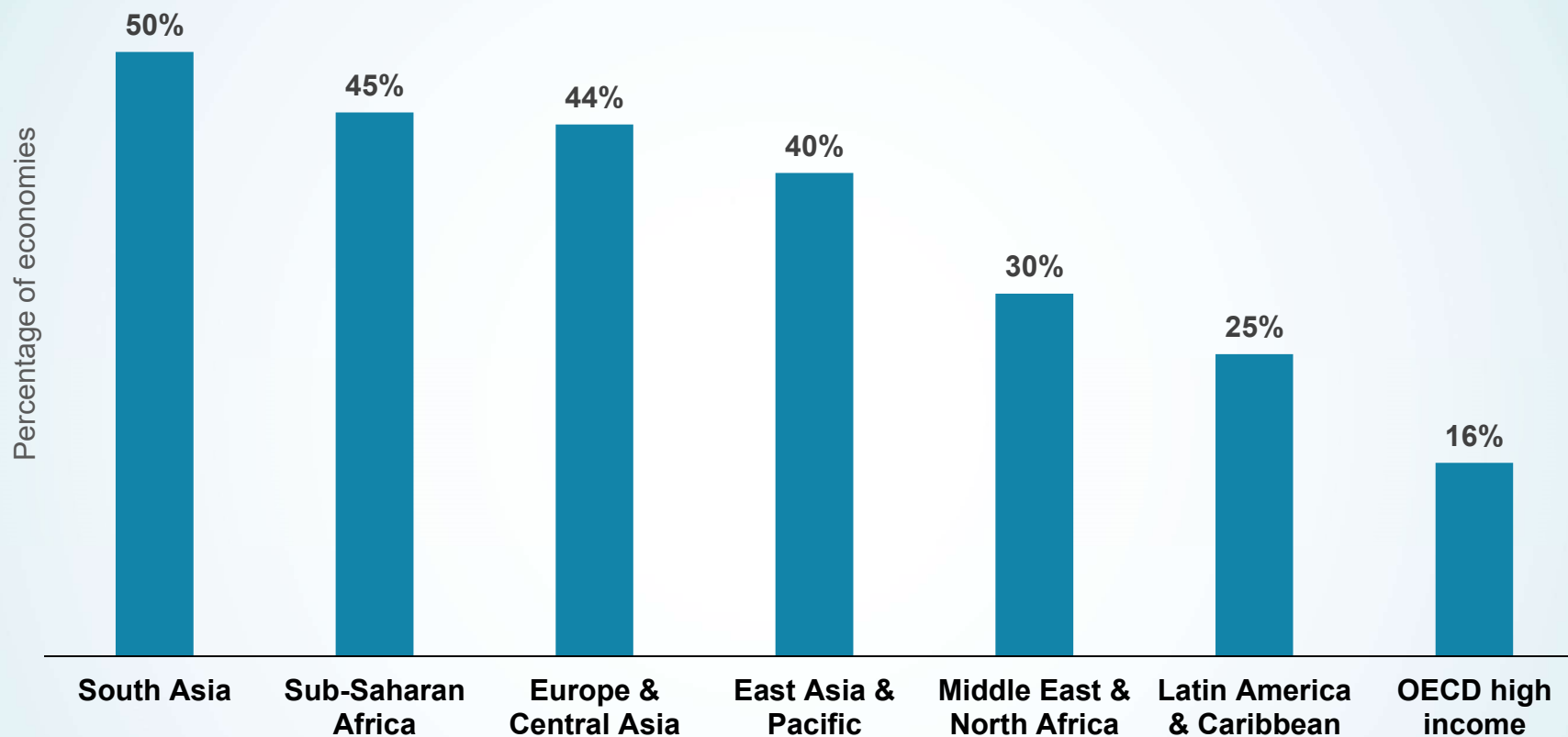
**Retirement age increased to 65 years in Azerbaijan**

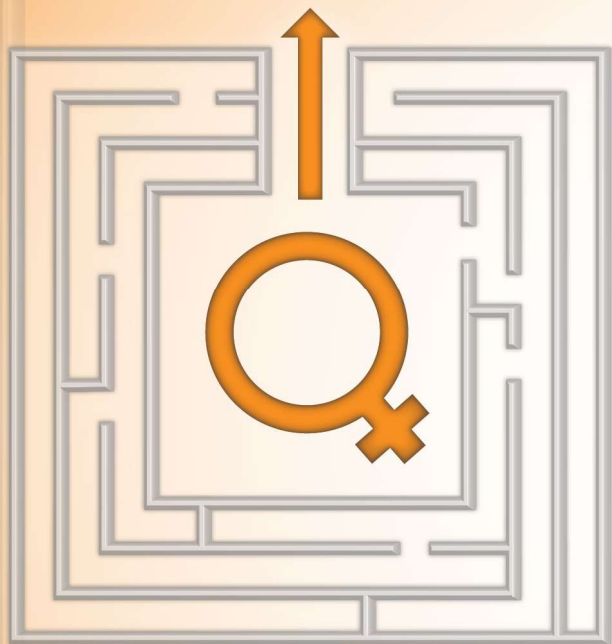
Kiribati prepares for implementation of new labour laws

Bulgaria Raises Retirement Age as Part of Pension Reform



# OVERALL, SOUTH ASIA HAS THE HIGHEST PERCENTAGE OF REFORMING ECONOMIES





**WHAT CAN THE DATA  
BE USED FOR?**



# IDENTIFY GOOD PRACTICES



# INCORPORATE AN ECONOMIC ANALYSIS

---



## **EQUALITY OF OPPORTUNITY**

Governments reform laws, unleashing women's full potential.



## **MORE WOMEN WORK**

Women pursue employment and entrepreneurship.



## **ECONOMIC GROWTH SOARS**

Communities all over the world benefit from GDP growth.

# DOWNLOAD THE FULL REPORT & DATASET AT WBL.WORLDBANK.ORG

## Women, Business and the Law

Topic Data

Select

Economy Data

Select

Women, Business and the Law (WBL) measures gender inequality in the law. The dataset identifies barriers to women's economic participation and encourages the reform of discriminatory laws. [Read more >](#)

Home

Reports

Methodology

Resources

Multimedia

Local Experts

### WOMEN, BUSINESS AND THE LAW 2018



### Despite Progress, Legal Barriers Remain Widespread

In its 5th edition, Women, Business and the Law introduces scoring to better inform the reform agenda. The report tracks progress made over the past two years and identifies opportunities to ensure economic empowerment for all. #WomenBizLaw #Get2Equal

[Full Report](#) | [Key Findings](#) | [Data](#) | [Scores](#)

# SELECT AN ECONOMY TO VIEW ANSWERS, SCORES & PRIMARY LEGAL SOURCES

## Women, Business and the Law

### Topic Data

Select

Women, Business and the Law  
barriers to women's economic participation  
[more >](#)

[Home](#)

[Reports](#)

### Economy Data

Select

Denmark

Djibouti

Dominica

Dominican Republic

Ecuador

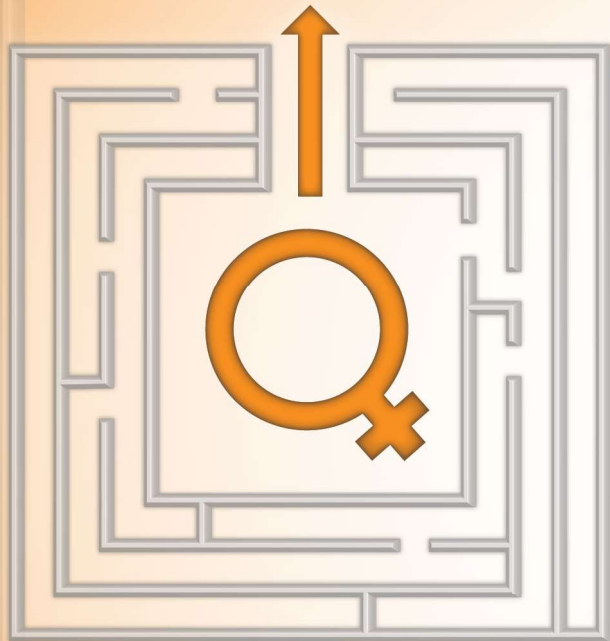
Egypt, Arab Rep.

El Salvador

Equatorial Guinea

WOMEN, BUSINESS AND THE LAW

Question	Answer	Source
Does the constitution contain a clause on nondiscrimination? <a href="#">i</a>	Yes	Constitución de la República Dominicana, Art. 39
If there is a nondiscrimination clause in the constitution, does it mention sex or gender? <a href="#">i</a>	Yes	Constitución de la República Dominicana, Art. 39
Does the constitution contain a clause on equality? <a href="#">i</a>	Yes	Constitución de la República Dominicana, Art. 39
Is customary law recognized as a valid source of law under the constitution? <a href="#">i</a>	No	Constitución de la República Dominicana
If so, is customary law invalid if it violates constitutional provisions on nondiscrimination or equality? <a href="#">i</a>	N/A	
Is personal law recognized as a valid source of law under the constitution? <a href="#">i</a>	No	Constitución de la República Dominicana
If so, is personal law invalid if it violates constitutional provisions on nondiscrimination or equality? <a href="#">i</a>	N/A	



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