Measuring equality of economic opportunity

**Mobility**
Examines constraints on freedom of movement

**Workplace**
Analyzes laws affecting women’s decisions to work

**Pay**
Measures laws and regulations affecting women’s pay

**Marriage**
Assesses legal constraints related to marriage

**Parenthood**
Examines laws affecting women’s work after having children

**Entrepreneurship**
Analyzes constraints on women’s starting and running businesses

**Assets**
Considers gender differences in property and inheritance

**Pension**
Assesses laws affecting the size of a woman’s pension
How many women of working age around the world have unequal access to economic opportunities?
Women have just $\frac{3}{4}$ the legal rights of men

The global average *Women, Business and the Law* score is 76.5 out of 100.
Gaps remain in East Asia and the Pacific

Regional average (EAP): 71.9
Constraints to women’s ability to start and run a business

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

[Map showing regions with different access to credit based on gender, marked as 'Yes' or 'No'.]
Despite the pandemic, 23 countries improved their laws

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Examples of reforms adopted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobility</td>
<td>In <em>Cyprus</em> and <em>Oman</em>, passport application procedures are now equal for men and women.</td>
</tr>
<tr>
<td>Workplace</td>
<td><em>Angola</em> and <em>Lebanon</em> both enacted laws protecting women from sexual harassment in employment, including criminal penalties for such conduct.</td>
</tr>
<tr>
<td>Pay</td>
<td><em>Bahrain</em> and <em>Burundi</em> mandated equal remuneration for work of equal value. In <em>Benin</em> and <em>Vietnam</em>, women can now work in industrial jobs in the same way as men. <em>Pakistan</em> lifted restrictions on women’s ability to work at night.</td>
</tr>
<tr>
<td>Marriage</td>
<td><em>Egypt</em>, <em>Arab Rep.</em>, enacted legislation protecting women from domestic violence.</td>
</tr>
<tr>
<td>Parenthood</td>
<td><em>Armenia</em>, <em>Switzerland</em>, and <em>Ukraine</em> introduced paid paternity leave. <em>Colombia</em>, <em>Georgia</em>, <em>Greece</em>, and <em>Spain</em> introduced paid parental leave.</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td><em>Egypt</em>, <em>Arab. Rep.</em>, <em>Gabon</em>, and <em>Sierra Leone</em> prohibited gender-based discrimination in financial services, making it easier for women to access credit.</td>
</tr>
<tr>
<td>Assets</td>
<td><em>Gabon</em> granted spouses equal rights to immovable property and equal administrative authority over assets during marriage.</td>
</tr>
<tr>
<td>Pension</td>
<td><em>Cambodia</em> and <em>Ukraine</em> equalized the ages at which men and women can retire with full pension benefits.</td>
</tr>
</tbody>
</table>
Cambodia

In March 2021, Cambodia introduced Sub-Decree 33 which implements a new pension scheme in the country. Before Sub-Decree 32, only schemes related to occupational risks and healthcare were enforced.

Hong Kong SAR, China

The Legislative Council of Hong Kong has passed the Employment Amendment Ordinance 2020, which extends female employees’ statutory 10 weeks of maternity leave to 16 weeks. The amendment will take effect Dec. 1. While 14 weeks is relatively short compared to other developed countries, this is still a welcome change for many.

Vietnam

The Ministry of Labor, War Invalids and Social Affairs issues the Circular No. 10/2020/TT-LBXH on detailing and guiding the implementation of a number of articles of the Labor Code regarding contents of a labor contract, collective bargaining rounds and occupations and jobs that are harmful to reproduction and parenting functions.

Accordingly, the Ministry of Labor, War Invalids and Social Affairs issues the List of 65 occupations and jobs that are harmful to reproduction and parenting functions for female employees. To be specific: Directly bulking and pouring iron-melted at the foundries; Rolling hot metal (except ferrous metal); Directly casting non-ferrous metal area (upper level, iron, mercury, zinc and silver); Filling and pouring out coke from ovens; Handling in closed containers, working in position of which are over 15 meters higher than the working floor; Boring rock on the mountains; Explosively drilling of oil and gas wells; etc.

Besides, the Circular also stipulates that the employee shall be responsible for making a public announcement so that employees learn about occupations and jobs that are harmful to reproduction and parenting functions at the workplace. In the same time, providing accurate information on harms as well as measures to prevent and control dangerous and harmful factors of occupations and jobs that are harmful to reproduction and parenting functions for employees to choose, decide to work.

This Circular takes effect on January 01, 2021.
What do you think are the effects of legal reform for working women?
What works for women works for the economy

Equal Laws
As measured by the Women, Business and the Law index

Increased labor force participation

Higher wages for women

More female entrepreneurship

Better female representation in managerial positions
Learn more and take action at wbl.worldbank.org