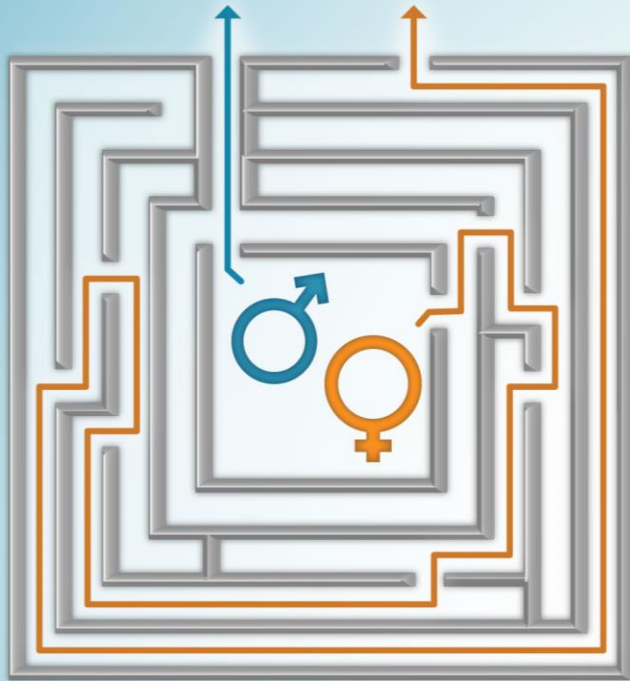


WOMEN, BUSINESS AND THE LAW 2018

Nayda Almodovar-Reteguis

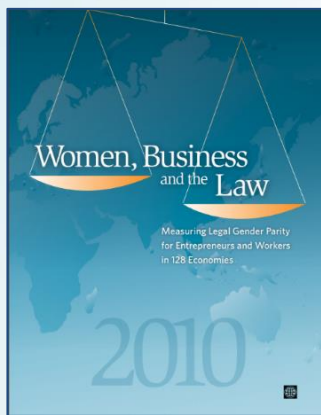
April 11, 2018



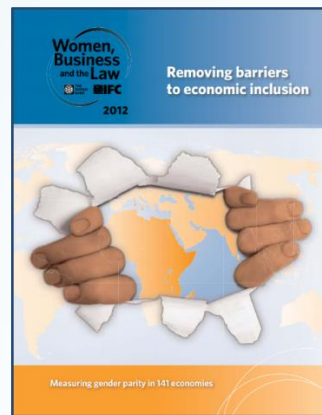
- I. ABOUT *WOMEN, BUSINESS AND THE LAW***
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- IV. REFORMS OCURRING BETWEEN 2015-2017**
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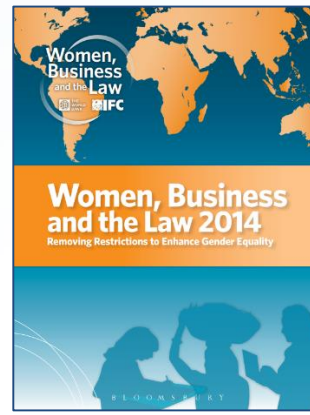
MEASURING GENDER EQUALITY IN THE LAW FOR 10 YEARS



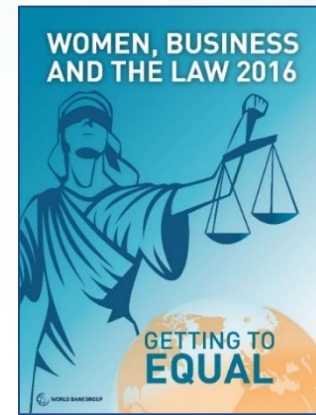
2010



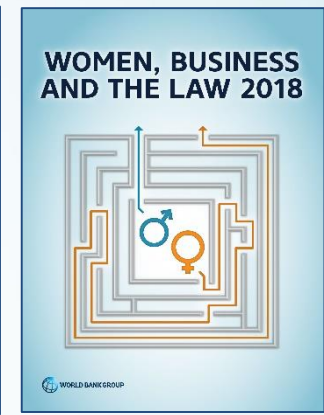
2012



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



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?

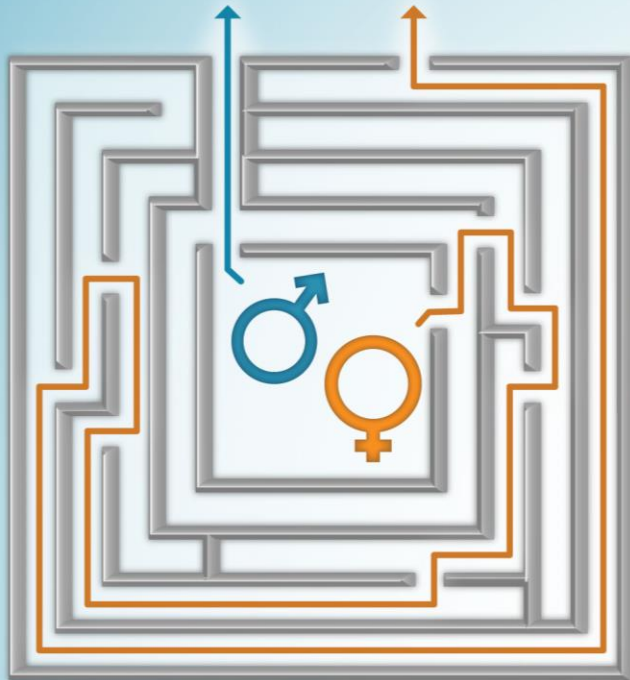
Does the law prohibit discrimination based on gender in access to credit?

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)



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

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

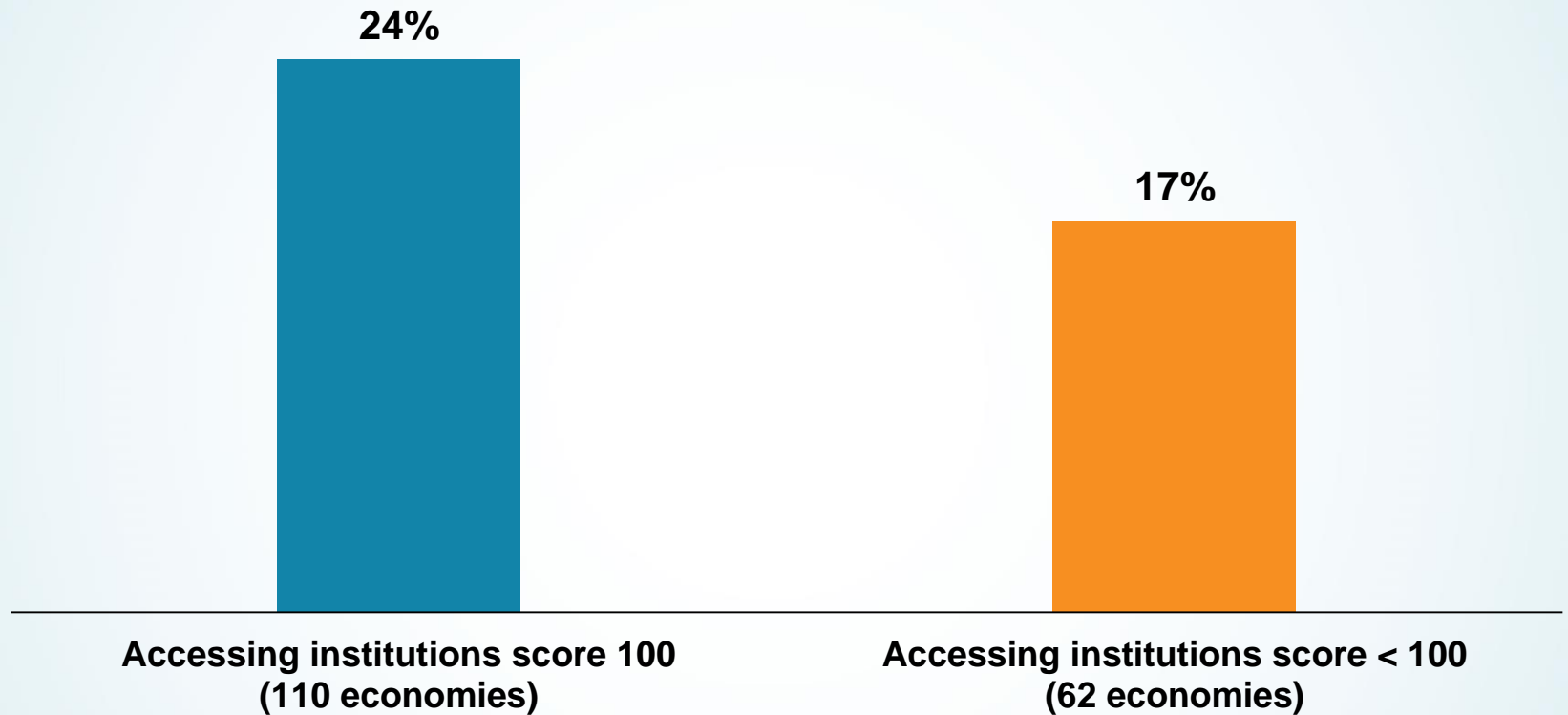
Apply for a passport	Afghanistan; Algeria; Bahrain; Barbados; Belize; Benin; Botswana; Cameroon; Congo, Rep.; Cyprus; Dominica; Egypt, Arab Rep.; Fiji; Gabon; Grenada; Guyana; Haiti; Iran, Islamic Rep.; Jordan; Malawi; Mali; Myanmar; Nigeria; Oman; Pakistan; Philippines; Samoa; Saudi Arabia; Seychelles; Solomon Islands; St. Vincent and the Grenadines; Sudan; Trinidad and Tobago; Uganda; United Arab Emirates; Yemen, Rep.; Zambia	37
Be head of household	Bahrain; Burundi; Cameroon; Central African Republic; Chad; Chile; Comoros; Congo, Dem. Rep.; Congo, Rep.; Djibouti; Gabon; Guinea; Guinea-Bissau; Indonesia; Iran, Islamic Rep.; Iraq; Jordan; Libya; Madagascar; Mali; Mauritania; Morocco; Niger; Oman; San Marino; Saudi Arabia; Senegal; Sudan; Tunisia; United Arab Emirates; Yemen, Rep.	31
Travel outside the home	Afghanistan; Bahrain; Brunei Darussalam; Egypt, Arab Rep.; Iran, Islamic Rep.; Iraq; Jordan; Kuwait; Malaysia; Oman; Qatar; Saudi Arabia; Sudan; Syrian Arab Republic; United Arab Emirates; West Bank and Gaza; Yemen, Rep.	17
Apply for a national ID card	Afghanistan; Algeria; Benin; Cameroon; Congo, Rep.; Egypt, Arab Rep.; Mauritius; Namibia; Oman; Pakistan; Saudi Arabia	11
Register a business	Bhutan; Guinea-Bissau; Pakistan; Suriname	4
Open a bank account	Chad; Guinea-Bissau; Niger	3



18
ECONOMIES
REQUIRE WOMEN
TO GET THEIR
HUSBANDS'
PERMISSION TO
WORK

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

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



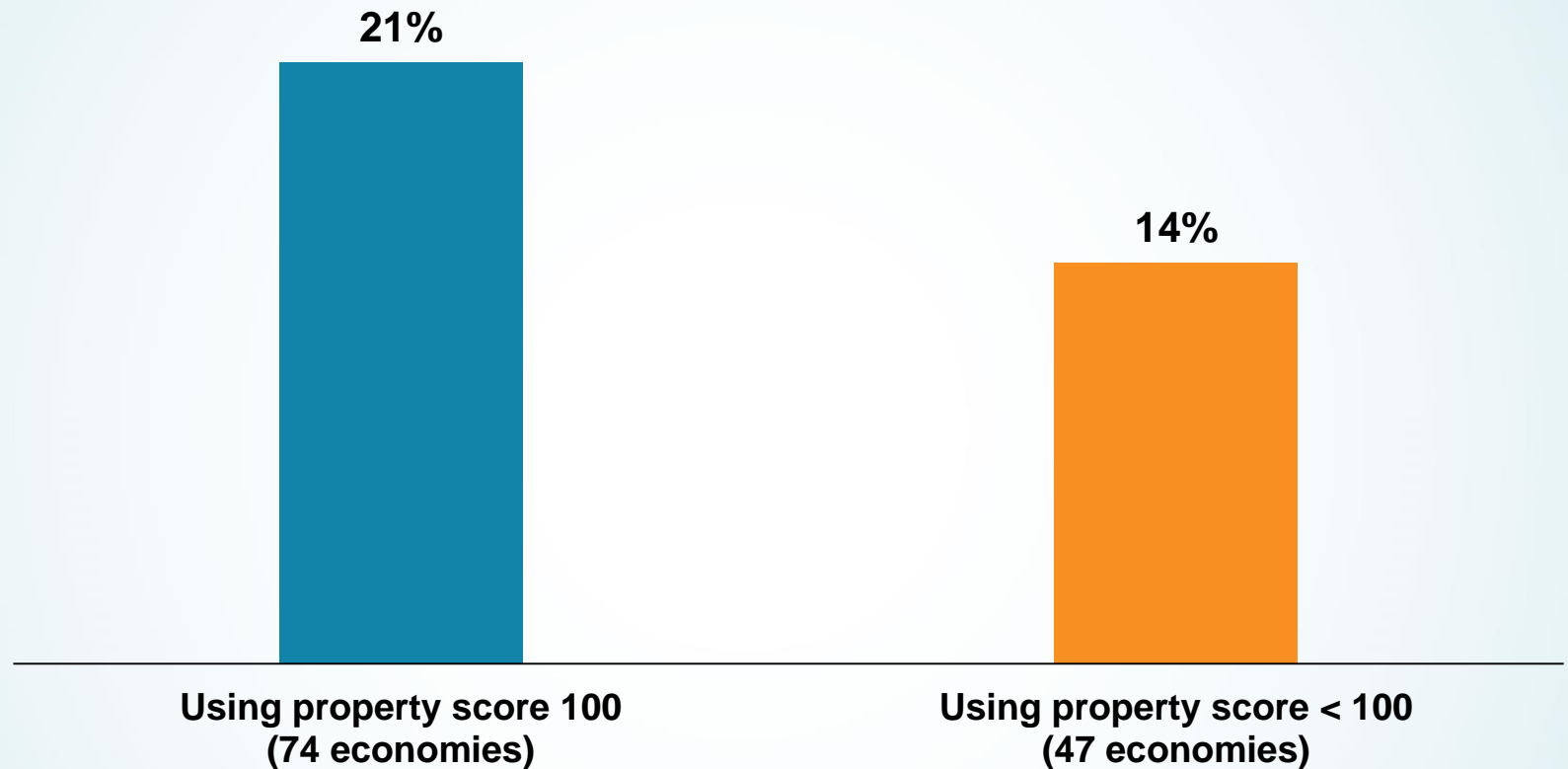


75

ECONOMIES CONSTRAIN WOMEN'S PROPERTY RIGHTS

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

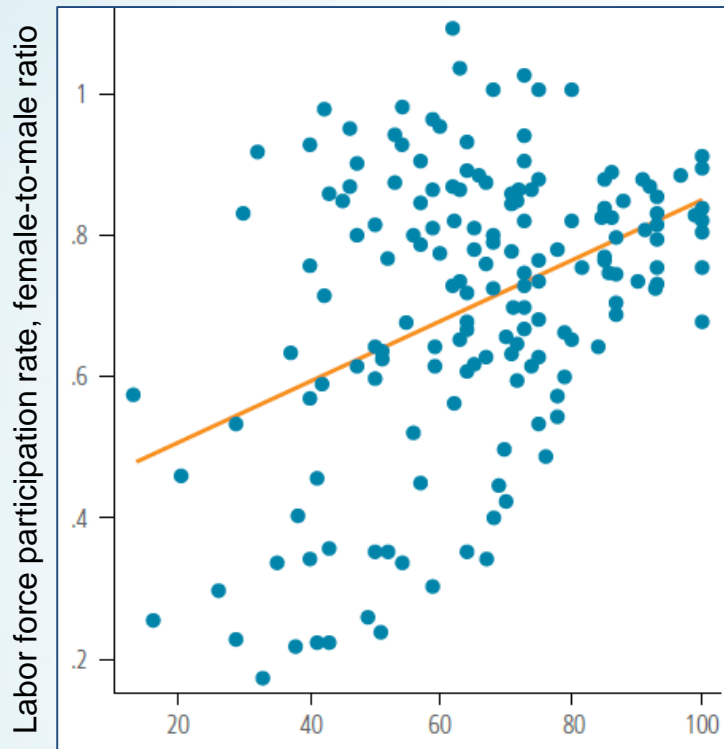
Firms with a female top manager (%)



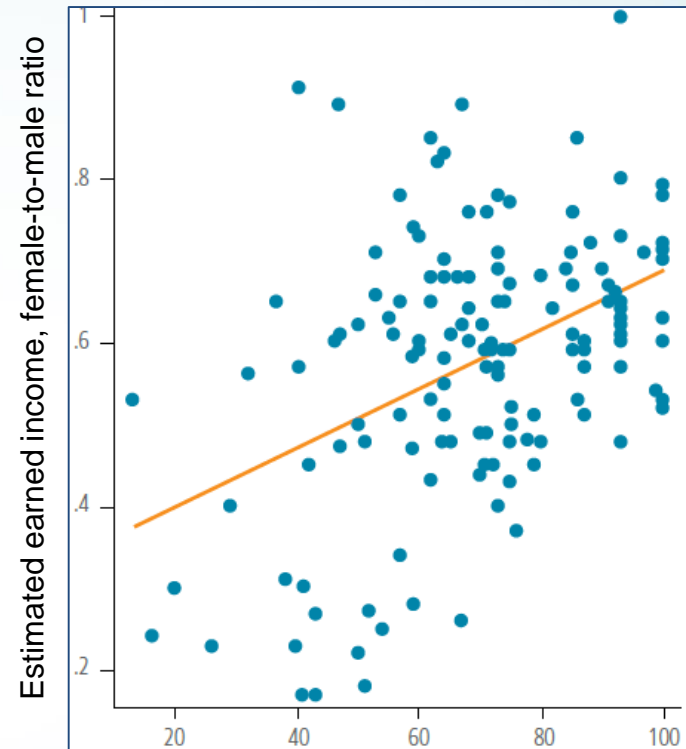


104
ECONOMIES
BAR WOMEN
FROM HAVING
THEIR CHOICE
OF JOBS

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



Getting a job score



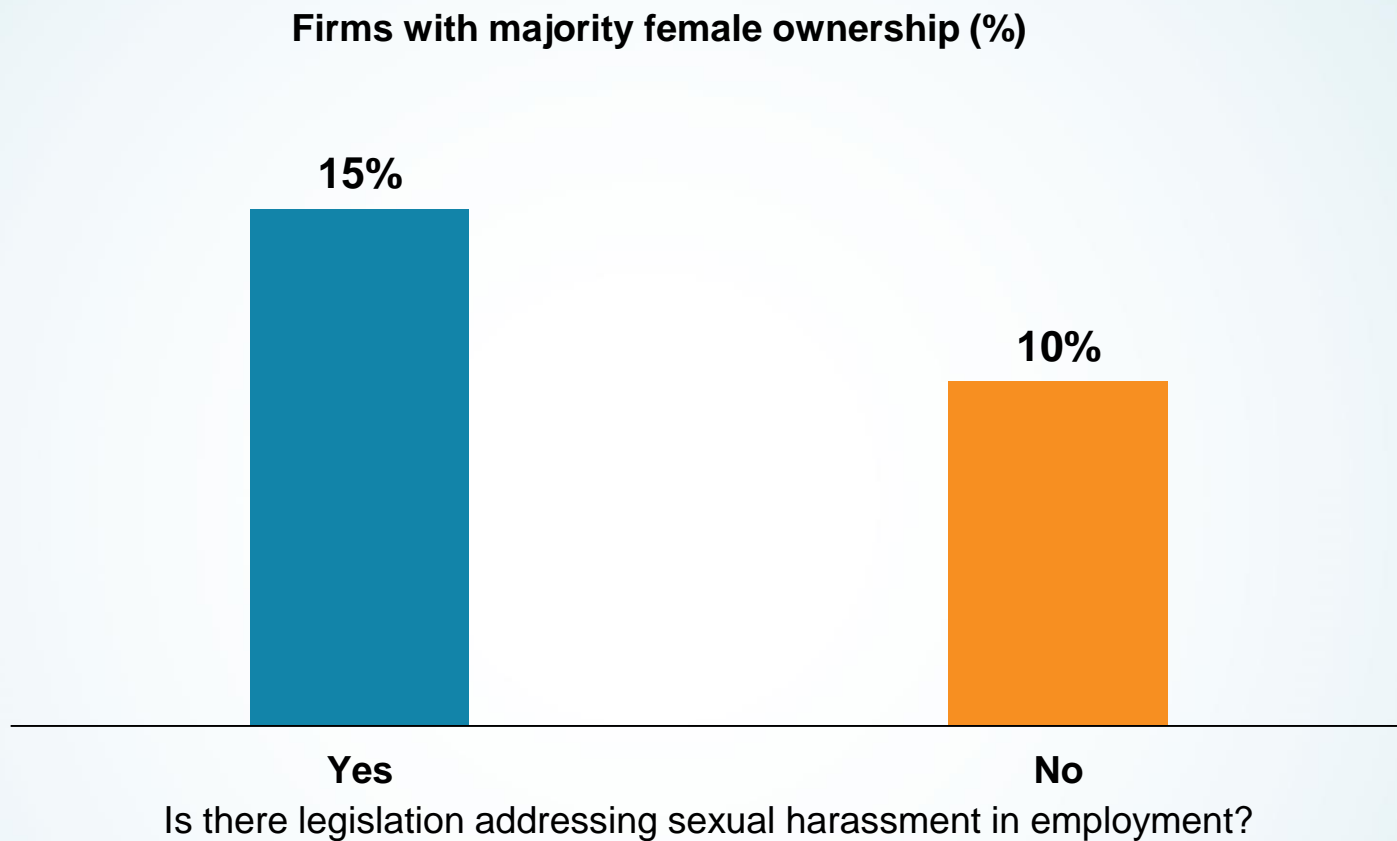
Getting a job score



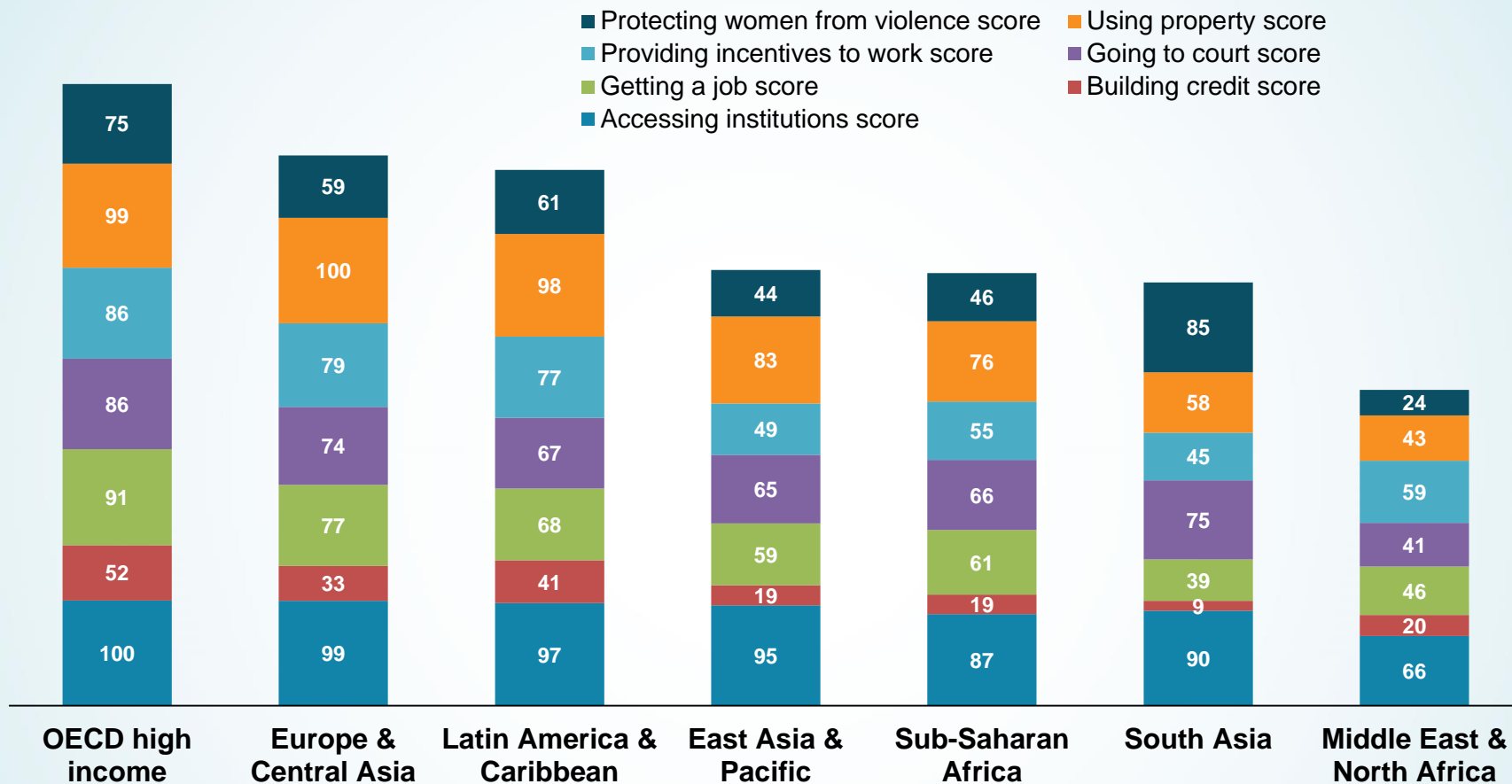
59

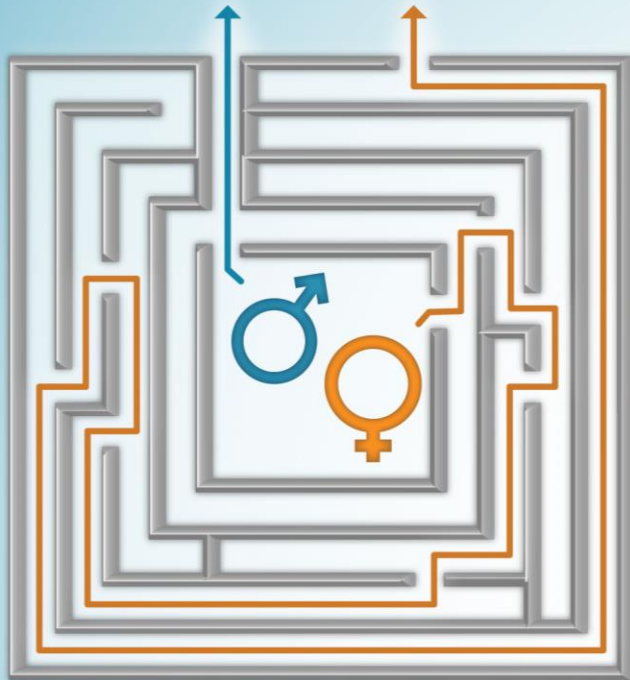
ECONOMIES DO NOT LEGALLY PROHIBIT SEXUAL HARASSMENT AT WORK

WHERE SEXUAL HARASSMENT IS PROHIBITED, THERE ARE MORE WOMEN ENTREPRENEURS



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



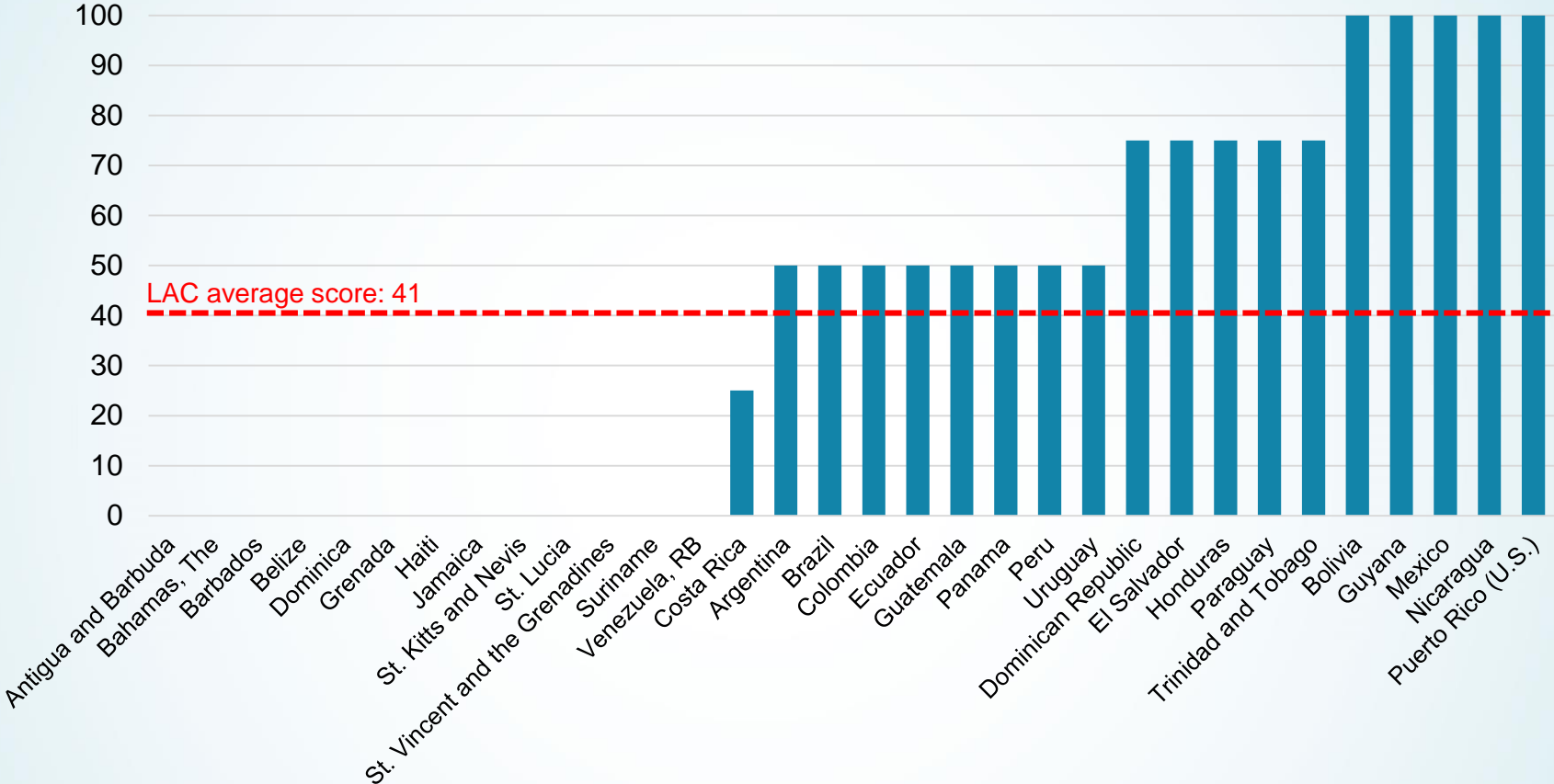


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THE MOST ROOM FOR IMPROVEMENT IS IN BUILDING CREDIT

Building credit score



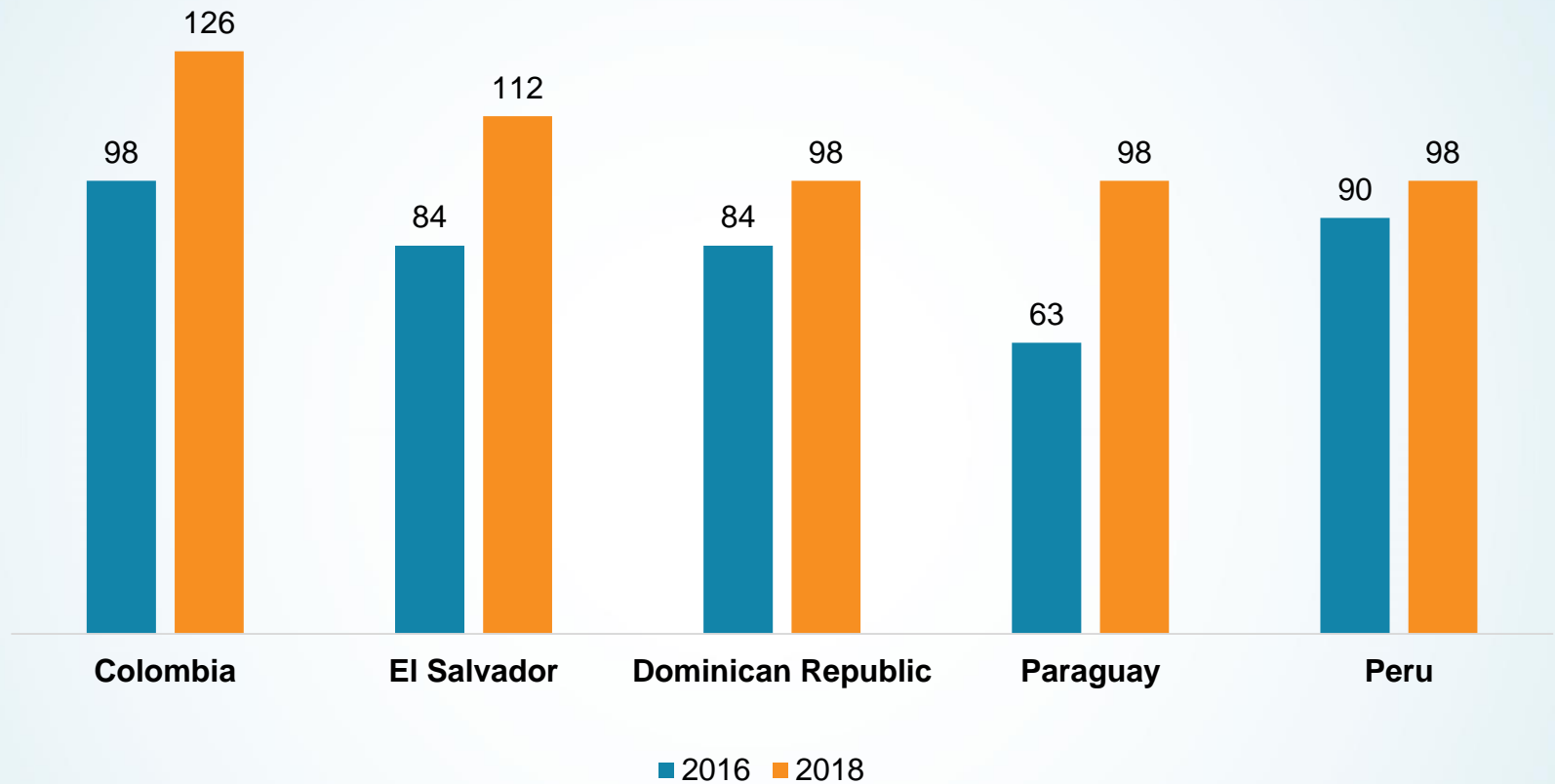
LESS THAN HALF OF ECONOMIES IN LAC MEET THE ILO MINIMUM STANDARD OF AT LEAST 14 WEEKS OF PAID MATERNITY LEAVE

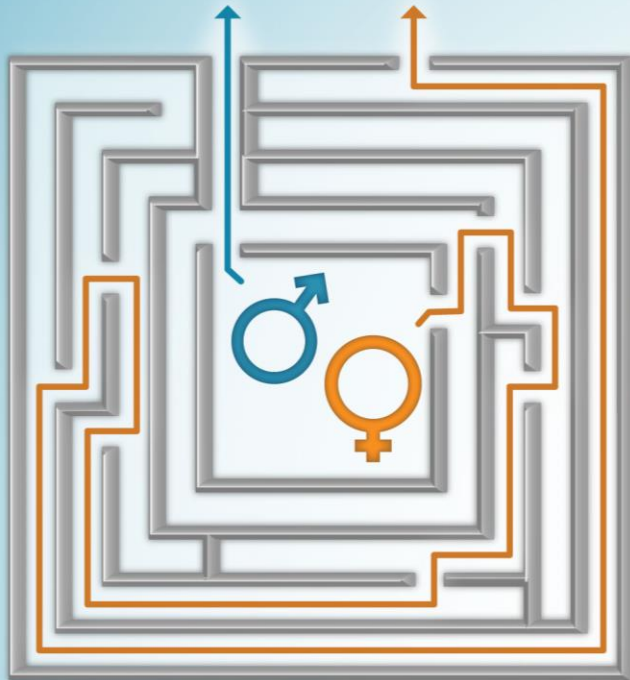
Length of paid maternity leave, calendar days



A QUARTER OF ECONOMIES IN LATIN AMERICA & THE CARIBBEAN RECENTLY REFORMED

Length of paid maternity leave, 2016 vs. 2018





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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

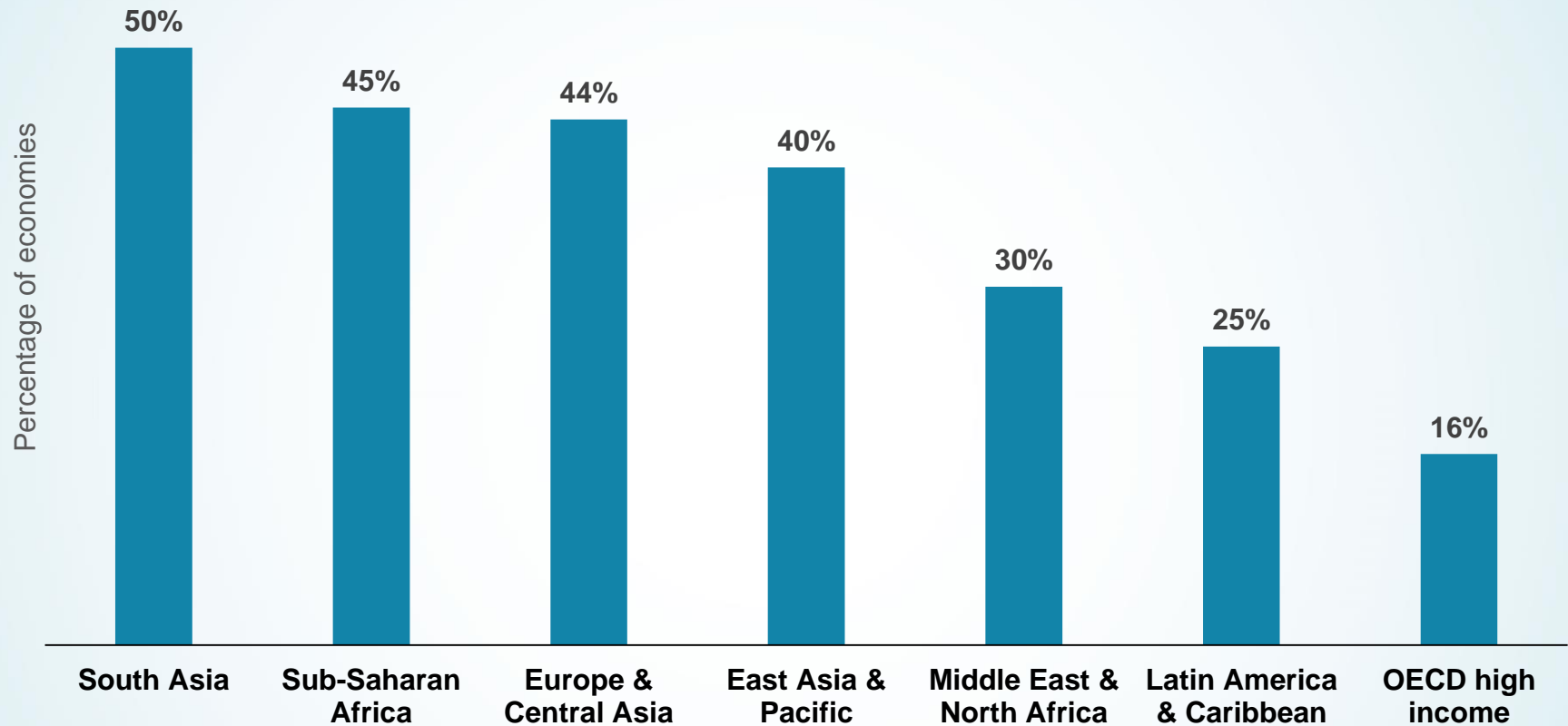
» Desde el 1 de enero, contarán con dos semanas más, intransferibles y no obligatorias

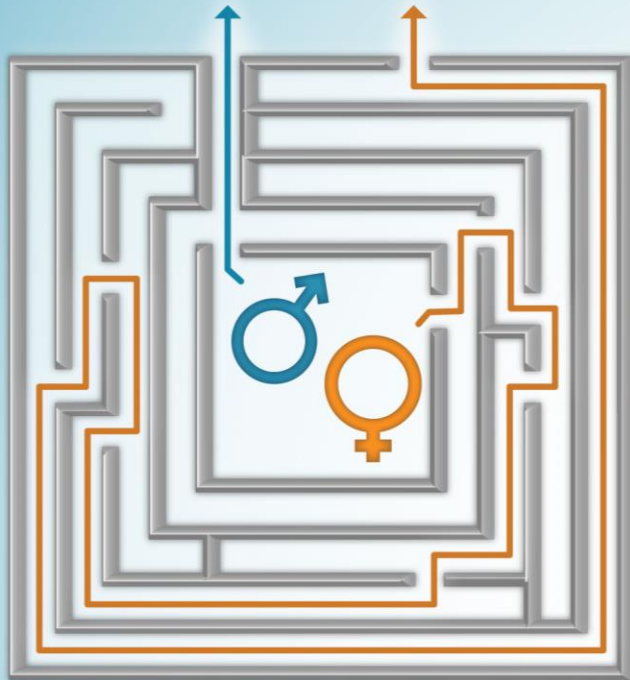
Retirement age increased to 65 years in Azerbaijan

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





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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.

INFLUENCE CHANGE

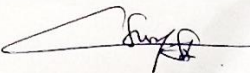
Autorisation Notariale

Je soussigné, SHAMPA KAPOKU
Demotien, autorise par la présente, mon
épouse, Madame MAXIMAMBENISHI Namie
à obtenir les documents nécessaires en
vue de l'exercice des activités commerciales.

En foi de quoi, la présente lui
est délivrée pour être présentée à fin de
obtenir pour les formalités d'usage
nécessaires.

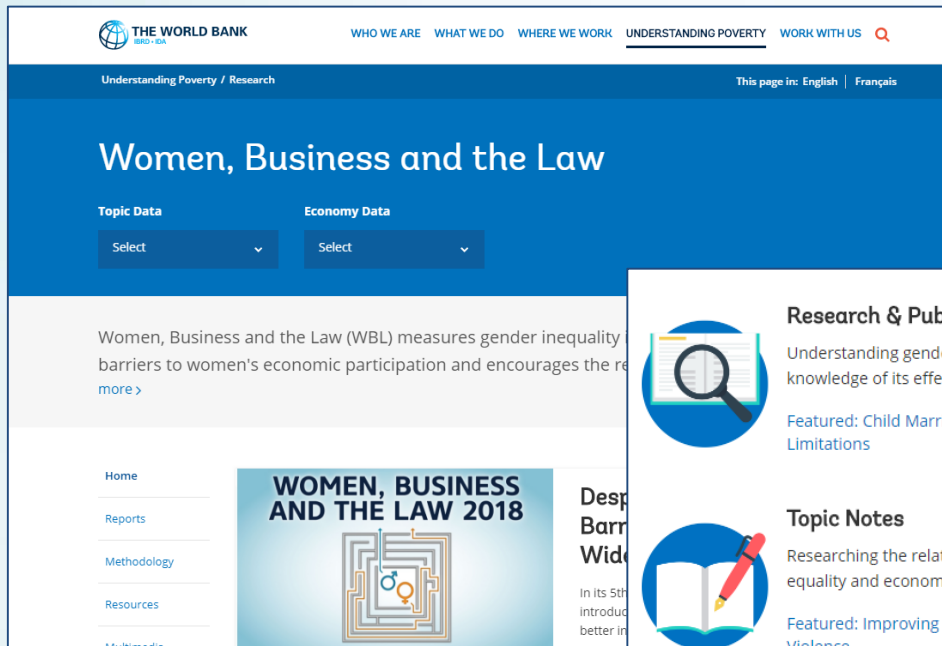
Fait à Kinshasa, le 22/01/20







SHAMPA KAPOKU Demotien



**THE
DEMOCRATIC
REPUBLIC
OF CONGO**
recently increased
women's legal
capacity

VISIT OUR WEBSITE AT WBL.WORLDBANK.ORG



 <p>Research & Publications Understanding gender inequality and sharing knowledge of its effects. Featured: Child Marriage Laws and Their Limitations</p>	 <p>Data Accessing free and open global data for 189 economies. Featured: 2018 Women, Business and the Law data</p>
 <p>Topic Notes Researching the relationship between gender equality and economic growth. Featured: Improving Laws Protecting Women from Violence</p>	 <p>Reforms Measuring progress toward gender equality over time. Featured: Summaries of 2018 Reforms for Scored Questions</p>
 <p>Fact Sheets Summarizing trends and setting geographic priorities. Featured: East Asia & the Pacific</p>	 <p>Presentations Using global findings to increase awareness and advocate for change. Featured: How to Use Women, Business and the Law in Your Work</p>

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 >](#)

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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 **Economy Data**

Select

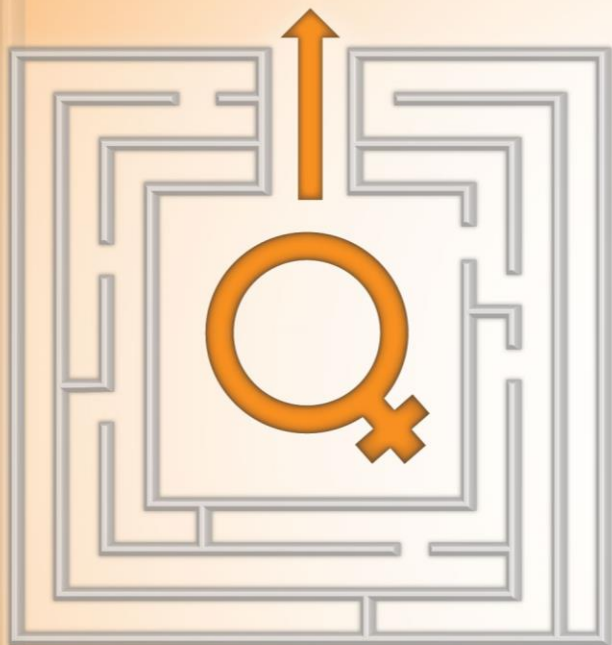
Women, Business and the Law: Measuring barriers to women's economic participation
[more >](#)

[Home](#)

[Reports](#)


Denmark
Djibouti
Dominica
Dominican Republic
Ecuador
Egypt, Arab Rep.
El Salvador
Equatorial Guinea

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



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