I. ABOUT WOMEN, BUSINESS AND THE LAW

II. KEY FINDINGS OF WOMEN, BUSINESS AND THE LAW 2018

III. FINDINGS FROM LATIN AMERICA AND THE CARIBBEAN

IV. REFORMS OCCURRING BETWEEN 2015-2017

V. HOW WOMEN, BUSINESS AND THE LAW DATA IS BEING USED
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.

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

McKinsey & Company
**WOMEN’S ECONOMIC RIGHTS & HUMAN RIGHTS ARE TWO SIDES OF THE SAME COIN**

<table>
<thead>
<tr>
<th>SCORED QUESTIONS</th>
<th>CEDAW</th>
</tr>
</thead>
<tbody>
<tr>
<td>Can a woman legally get a job or pursue a trade or profession in the same way as a man?</td>
<td><strong>Equality in all matters relating to marriage and family relations, including the right to choose a profession and an occupation (Art. 16)</strong></td>
</tr>
<tr>
<td>Are women able to work in the same industries as men?</td>
<td><strong>Freedom from discrimination in the field of employment; Right to work; Free choice of profession and employment (Art. 11)</strong></td>
</tr>
<tr>
<td>Does the law prohibit discrimination based on gender in access to credit?</td>
<td><strong>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)</strong></td>
</tr>
</tbody>
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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

<table>
<thead>
<tr>
<th>Action</th>
<th>Countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply for a passport</td>
<td>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</td>
</tr>
<tr>
<td>Be head of household</td>
<td>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.</td>
</tr>
<tr>
<td>Travel outside the home</td>
<td>Afghanistan; 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.</td>
</tr>
<tr>
<td>Apply for a national ID card</td>
<td>Afghanistan; Algeria; Benin; Cameroon; Congo, Rep.; Egypt, Arab Rep.; Mauritius; Namibia; Oman; Pakistan; Saudi Arabia</td>
</tr>
<tr>
<td>Register a business</td>
<td>Bhutan; Guinea-Bissau; Pakistan; Suriname</td>
</tr>
<tr>
<td>Open a bank account</td>
<td>Chad; Guinea-Bissau; Niger</td>
</tr>
</tbody>
</table>
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 (%)

- Accessing institutions score 100 (110 economies): 24%
- Accessing institutions score < 100 (62 economies): 17%
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 (%)

- Using property score 100 (74 economies): 21%
- Using property score < 100 (47 economies): 14%
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
ECONOMIES DO NOT LEGALLY PROHIBIT SEXUAL HARASSMENT AT WORK
WHERE SEXUAL HARASSMENT IS PROHIBITED, THERE ARE MORE WOMEN ENTREPRENEURS

Firms with majority female ownership (%)

- Yes: 15%
- No: 10%

Is there legislation addressing sexual harassment in employment?
ON AVERAGE, OECD HIGH-INCOME ECONOMIES PERFORM BEST ACROSS MOST INDICATORS

<table>
<thead>
<tr>
<th>Region</th>
<th>Protecting women from violence</th>
<th>Using property</th>
<th>Providing incentives to work</th>
<th>Getting a job</th>
<th>Going to court</th>
<th>Building credit</th>
<th>Accessing institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>OECD high income</td>
<td>75</td>
<td></td>
<td></td>
<td>100</td>
<td>99</td>
<td>86</td>
<td>66</td>
</tr>
<tr>
<td>Europe &amp; Central Asia</td>
<td>59</td>
<td>100</td>
<td>79</td>
<td>77</td>
<td>77</td>
<td>79</td>
<td>77</td>
</tr>
<tr>
<td>Latin America &amp; Caribbean</td>
<td>61</td>
<td>98</td>
<td>67</td>
<td>68</td>
<td>49</td>
<td>67</td>
<td>41</td>
</tr>
<tr>
<td>East Asia &amp; Pacific</td>
<td>44</td>
<td>83</td>
<td>49</td>
<td>59</td>
<td>65</td>
<td>59</td>
<td>19</td>
</tr>
<tr>
<td>Sub-Saharan Africa</td>
<td>46</td>
<td>76</td>
<td>55</td>
<td>19</td>
<td>66</td>
<td>66</td>
<td>9</td>
</tr>
<tr>
<td>South Asia</td>
<td>85</td>
<td>58</td>
<td>58</td>
<td>61</td>
<td>75</td>
<td>75</td>
<td>39</td>
</tr>
<tr>
<td>Middle East &amp; North Africa</td>
<td>24</td>
<td>43</td>
<td>45</td>
<td>46</td>
<td>46</td>
<td>46</td>
<td>20</td>
</tr>
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THE MOST ROOM FOR IMPROVEMENT IS IN BUILDING CREDIT

LAC average score: 41
LESS THAN HALF OF ECONOMIES IN LAC MEET THE ILO MINIMUM STANDARD OF AT LEAST 14 WEEKS OF PAID MATERNITY LEAVE

12 economies in LAC establish at least 98 days of paid maternity leave

20 economies in LAC establish less than 98 days of paid maternity leave

ILO minimum standard: 98 days
A QUARTER OF ECONOMIES IN LATIN AMERICA & THE CARIBBEAN RECENTLY REFORMED

Length of paid maternity leave, 2016 vs. 2018

<table>
<thead>
<tr>
<th>Country</th>
<th>2016</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colombia</td>
<td>98</td>
<td>126</td>
</tr>
<tr>
<td>El Salvador</td>
<td>84</td>
<td>112</td>
</tr>
<tr>
<td>Dominican Republic</td>
<td>84</td>
<td>98</td>
</tr>
<tr>
<td>Paraguay</td>
<td>63</td>
<td>98</td>
</tr>
<tr>
<td>Peru</td>
<td>90</td>
<td>98</td>
</tr>
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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

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

A LOOK AT LIBERIA’S NEW MATERNITY LAW
OVERALL, SOUTH ASIA HAS THE HIGHEST PERCENTAGE OF REFORMING ECONOMIES

South Asia: 50%
Sub-Saharan Africa: 45%
Europe & Central Asia: 44%
East Asia & Pacific: 40%
Middle East & North Africa: 30%
Latin America & Caribbean: 25%
OECD high income: 16%
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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

THE DEMOCRATIC REPUBLIC OF CONGO recently increased women’s legal capacity
VISIT OUR WEBSITE AT WBL.WORLDBANK.ORG
Women, Business and the Law measures gender inequality in the law. The dataset identifies barriers to women's economic participation and encourages the reform of discriminatory laws. Read more >

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
### Women, Business and the Law

**Dominican Republic**

#### Topic Data
- Women, Business and the Law

#### Economy Data
- Select
- Dominican Republic
- Ecuador
- Djibouti

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