WOMEN, BUSINESS AND THE LAW 2020

Why the law matters for working women

Tea Trumbic | June 3, 2020
THE CHANGING WORLD OF WORK
LAWS AFFECT WOMEN THROUGHOUT THEIR WORKING LIVES
GENDER INEQUALITY AROUND THE WORLD
ROADBLOCKS AT EVERY STAGE

36
Women cannot apply for a passport in the same way as men.

50
Women are not protected from sexual harassment in employment.

90
Women are forbidden from performing certain jobs.
WOMEN HAVE JUST \( \frac{3}{4} \) THE RIGHTS OF MEN

The global average Women, Business and the Law score is 75.2.
ONLY EIGHT ECONOMIES SCORE 100

- Belgium
- Denmark
- Sweden
- Latvia
- France
- Iceland
- Canada

2010: 0 economies
2012: Denmark
2013: Sweden
2014: Latvia
2015: France
2016: Iceland
2017: Canada
2020:
20% OF ECONOMIES REFORMED TOWARD EQUALITY

- 2 years
- 40 economies
- 62 reforms
<table>
<thead>
<tr>
<th>Rank</th>
<th>Country</th>
<th>Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Saudi Arabia</td>
<td>+38.8</td>
</tr>
<tr>
<td>2</td>
<td>United Arab Emirates</td>
<td>+29.4</td>
</tr>
<tr>
<td>3</td>
<td>Nepal</td>
<td>+18.1</td>
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<tr>
<td>4</td>
<td>South Sudan</td>
<td>+18.1</td>
</tr>
<tr>
<td>5</td>
<td>Sao Tome and Principe</td>
<td>+11.9</td>
</tr>
<tr>
<td>6</td>
<td>Bahrain</td>
<td>+8.8</td>
</tr>
<tr>
<td>7</td>
<td>Congo, Dem. Rep.</td>
<td>+8.8</td>
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<tr>
<td>8</td>
<td>Djibouti</td>
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<td>9</td>
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<tr>
<td>10</td>
<td>Tunisia</td>
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</tbody>
</table>
16 economies introduced reforms in the last two years, including mandating maternity, paternity, or parental leave.

12 economies removed restrictions on the jobs that women can work, or introduced equal remuneration for work of equal value.
THERE IS MORE WORK TO BE DONE

REFORMING TOWARD EQUALITY

- Higher female labor force participation
- Lower wage gap between women and men
- Improved development outcomes
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Influence