

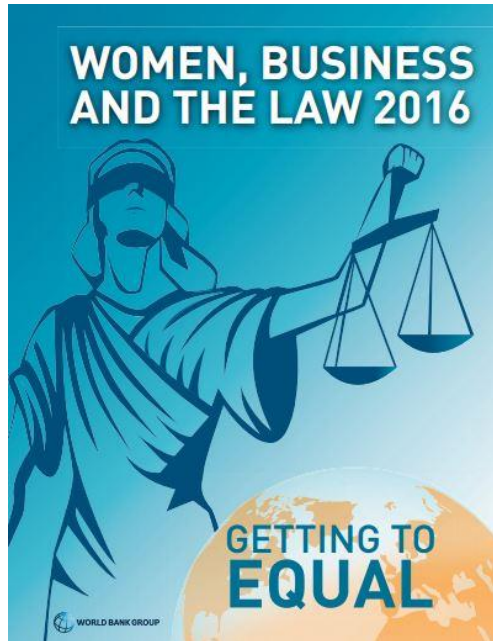
Women, Business and the Law 2016: Getting to Equal



WORLD BANK GROUP

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NOVEMBER 14, 2016
WILTON PARK, UNITED KINGDOM**

WHAT DOES *WOMEN, BUSINESS AND THE LAW* DO?



***Women, Business and the Law* indicators:**

- ✓ Compare a woman's legal ability to get a job and open a business across 173 economies.
- ✓ Shed light on legal disadvantages women face relative to men.
- ✓ Capture gender neutral laws that may have a disproportionately negative impact on women.
- ✓ Focus on a wide array of laws, including family law, labor law, and legislation on violence against women.

what gets measured gets done

WHAT DOES *WOMEN, BUSINESS AND THE LAW* COVER?

Accessing
Institutions



Getting a
Job



Using
Property



Going to
Court



Protecting
Women from
Violence



Building
Credit



Providing
Incentives
to Work



173 economies across 7 indicators, examining:

- Constitutional Law
- Family Law
- Labor Law
- Property Law
- Criminal Law
- Domestic Violence Law
- Tax Law
- Social Security Law
- Land Law
- Education Law
- Personal Status Law
- Violence Against Women Legislation
- Quotas
- ...and more

WHAT ARE SOME EXAMPLES OF THE LEGAL GENDER DIFFERENCES TRACKED BY WOMEN, BUSINESS AND THE LAW?



In **Chile**, husbands have the sole right to administer marital property under the default marital property regime (*Código Civil, Arts. 135, 1749 – 1754*)



In **Mongolia**, women cannot work at night or in mining in the same way as men (*Labor Code, Sec. 102; Standard of Mongolia No. MNS0012-099:1991*)



In **Pakistan**, a married woman cannot apply for a passport and national ID card or register a business in the same way as a married man (*The Companies Ordinance 1984, Sec. 19*)

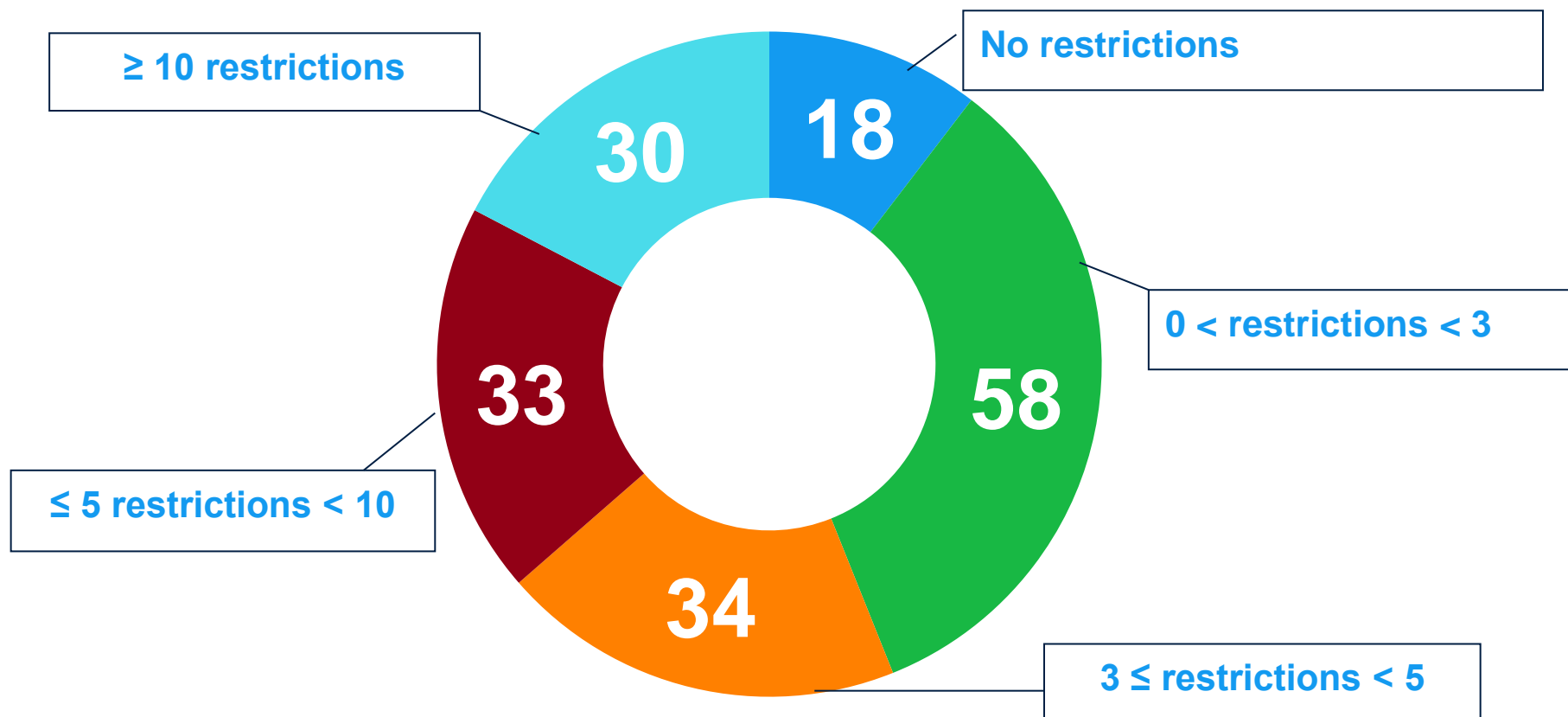


In **Togo**, a woman cannot convey citizenship to a non-national spouse in the same way as a man (*Loi Sur la Nationalité Togolaise, Arts. 5 and 12*)



In **Yemen**, a woman's husband can object to her employment (*Personal Status Law No. 20 of 1992, Art. 40*)

90% OF ECONOMIES STILL HAVE AT LEAST ONE LEGAL RESTRICTION



- ❑ In total, there are 943 legal gender differences across 173 economies
- ❑ Out of 30 economies that have 10 and more restrictions, 26 are in the Middle East and North Africa and Sub-Saharan Africa

IMPACT OF LEGAL DISCRIMINATION

Legal discrimination
against women
can lead to...

Fewer girls
attending
secondary school



Fewer women
working or
owning businesses

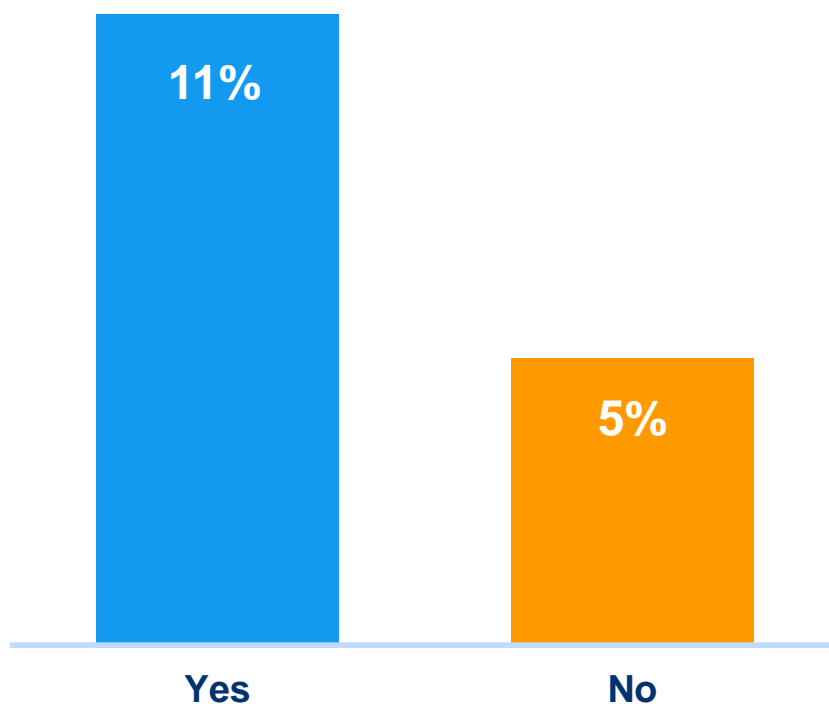


Higher wage gap
between men
and women



WOMEN'S LEGAL IDENTITY MATTERS FOR FINANCIAL INCLUSION

Borrowed from a financial institution, female (% age 15+)



Can a married woman apply for a national ID card in the same way as a married man?

WOMEN ARE LESS LIKELY TO BORROW FROM A FINANCIAL INSTITUTION WHERE PROCESSES FOR GETTING NATIONAL ID CARDS DIFFER BY GENDER

IN 100 ECONOMIES, WOMEN ARE RESTRICTED FROM DOING THE SAME JOBS AS MEN

#WomenBizLaw

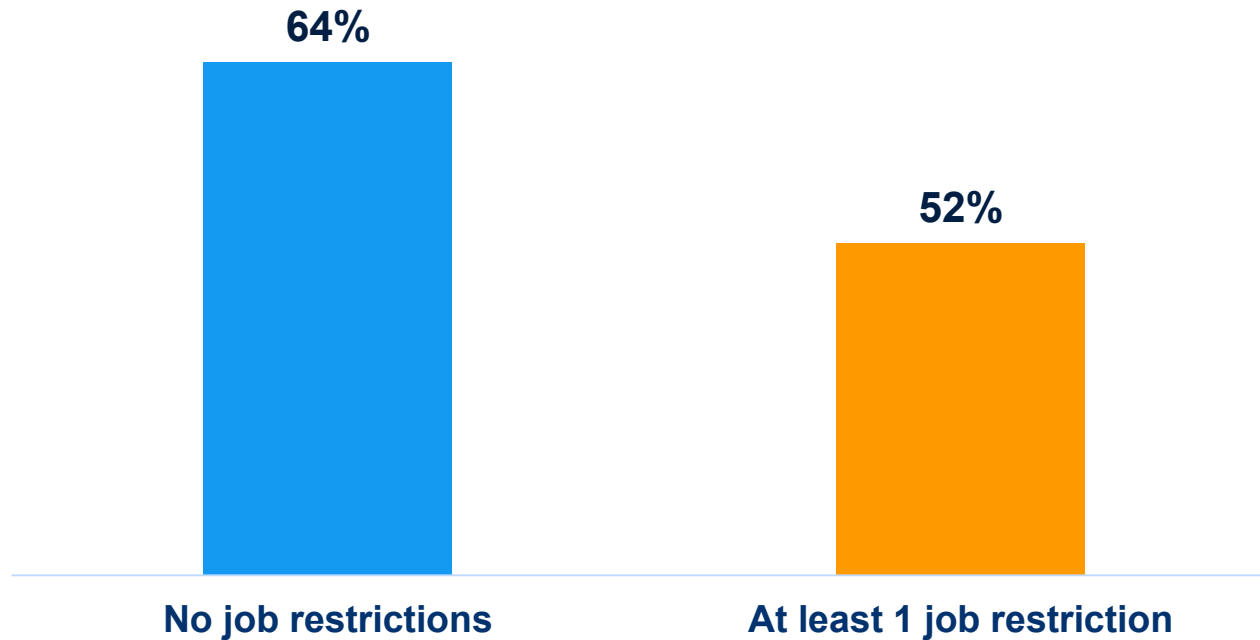
In **100** economies, women are shut out from certain jobs

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THE WAGE GAP IS LIKELY TO BE SMALLER WHERE THERE ARE NO JOB RESTRICTIONS ON WOMEN'S WORK

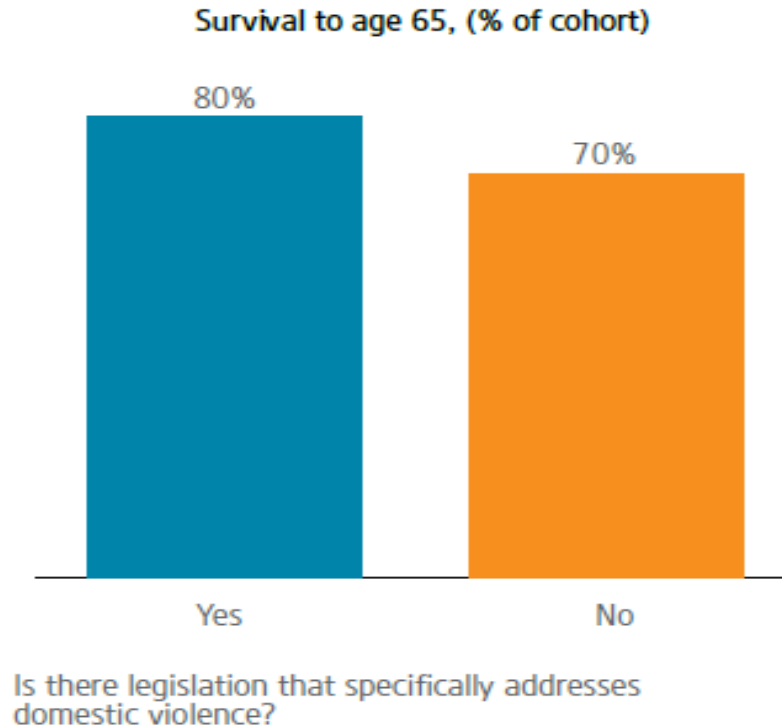
Estimated earned income, female to male ratio



Restrictions on women's work decrease women's earning potential relative to men's

46 ECONOMIES WORLDWIDE HAVE NO SPECIFIC LAWS ON DOMESTIC VIOLENCE

WHY DOES IT MATTER?



Women's life expectancy is likely to be higher where they are legally protected from domestic violence

INCREASING WOMEN'S POLITICAL PARTICIPATION

What can countries do to increase women's representation in politics?



increase

quotas for women representatives on candidate lists



enact

laws establishing reserved seat quotas for women



implement

the law through mechanisms such as penalties for noncompliance

Quotas for women in parliament and local government have been linked to...



a greater investment in infrastructure relevant to women's needs

increases to women's representation



more money spent on social services and welfare

enlarged visibility of female role models



40% of economies have quotas for women members of parliament and local government

Greater participation of women in parliament at a national level (25% and above) can have a significant positive effect on the removal of discriminatory laws.

ECONOMIES THROUGHOUT THE WORLD ARE GETTING TO EQUAL

Over the past **2** years, progress has been made towards gender equality



WOMEN, BUSINESS AND THE LAW 2016: GETTING TO EQUAL



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FEATURES

Visit wbl.worldbank.org to view country specific data on laws affecting women's economic opportunities all around the world. Download the complete dataset, explore our new data visualizations, use our civil society engagement tools and read up on all our upcoming events. Our website is mobile and tablet friendly.



Free downloads in multiple languages



189 economy profiles



Data visualization tools



Calendar of events



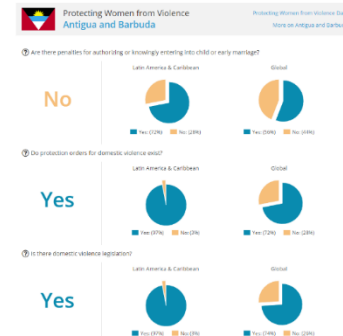
Reports & research papers



Community of local experts

DATA VISUALIZATION

Select an **ECONOMY** and **INDICATOR** to view data at a glance



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ANNEX



**WOMEN, BUSINESS
& THE LAW**

MORE EXAMPLES

Economies	Examples
Argentina	Producing or manipulating explosives, flammable or corrosive materials, or working in or around such areas; working as a machinist or fire-stoker; selling distilled or fermented alcoholic beverages in any location or space in which they are dispensed; distilling alcohol and producing or mixing liquors; sizing or polishing glass, working in any location or site that regularly contains dust or irritating or toxic vapors; greasing or cleaning machinery in movement; loading or unloading ships, cranes or derricks; transporting incandescent materials.
France	Women may not carry loads greater than 25 kilograms or transport loads of greater than 45 kilograms with a wheelbarrow.
Madagascar	Preparing, handling and selling printed literature, posters, drawings, engravings, paintings, emblems, images and other objects whose sale, offer, exposure, display or distribution is punishable under criminal laws or, that without falling afoul of the law, are contrary to morality.
Pakistan	Working in the same room as a cotton-opener in a factory; working inside any factory to clean, lubricate or adjust any part of machinery while that part is in motion, or working between moving parts or between fixed and moving parts of any machinery.
Russian Federation	Truck driver in agriculture; freight train conductor; deckhand on ships of all types of fleets as well as floating docks and cranes for loading grain, cement, coal and other dusty cargo; worker in integrated teams and longshoreman engaged in loading and unloading in ports and harbors; woodworker; installer of antennas at high places; mining rig operator; operator of chemical treatment of wells; lift machinist in oil and gas industry; bulldozer machinist; plumber involving the repair of sewer networks; metal and alloy smelter; driver of loading machine; pipe, furnace and flue cleaner; controller of speed of train wagons.
United Arab Emirates	Manufacturing lead monoxide or a number of other lead derivatives and compounds; working in the asphalt industry, tanneries, or in bars; working with fertilizer derived from animal droppings or blood; welding by oxygen, ethylene, or electricity; making mercury mirrors; extracting silver from lead ashes; cleaning the workshops used for the three previous jobs; managing and monitoring mechanical machines; repairing or cleaning mechanical machines; flaying, chopping, and depilating animals and melting their fats; manufacturing charcoal from the bones of animals except the operation of isolating the bones before burning them.

THE LENGTH OF PAID LEAVE



More women participate in the labor force in economies with fully paid maternity and parental leave available for new mothers

The average length of paid maternity leave is



The average length of paid paternity leave is



The average length of paid parental leave is



But **too much leave** may undermine women's labor force participation, as it can make women less competitive in the labor market and discourage employers from hiring women of child-bearing age.

LEGAL BARRIERS TO WOMEN'S ECONOMIC EMPOWERMENT

Action	Economies where married women cannot perform some actions in the same way as married men
Apply for a passport	Afghanistan Algeria Bahrain Barbados Belize Benin Botswana Cameroon Congo, Rep. Dominica Egypt, Arab Rep. Fiji Gabon Grenada Haiti Iran, Islamic Rep. Iraq Jordan Malawi Mali Myanmar Oman Pakistan Philippines Saudi Arabia Seychelles St. Vincent and the Grenadines Sudan Trinidad and Tobago Uganda United Arab Emirates Yemen, Rep. (32)
Get a job without permission	Bahrain Cameroon Chad Congo, Dem. Rep. Gabon Guinea Iran, Islamic Rep. Jordan Kuwait Mauritania Niger Qatar Sudan Syrian Arab Republic United Arab Emirates West Bank and Gaza Yemen, Rep. (17)
Obtain a national identity card	Afghanistan Algeria Benin Cameroon Egypt, Arab Rep. Mauritius Oman Pakistan Saudi Arabia Senegal (10)
Be head of household	Bahrain Benin Burundi Cameroon Chad Chile Congo, Dem. Rep. Congo, Rep. Djibouti Gabon Guinea Honduras Indonesia Iran, Islamic Rep. Iraq Jordan Madagascar Mali Mauritania Morocco Niger Oman Philippines Rwanda Saudi Arabia Senegal Sudan Tunisia United Arab Emirates Yemen, Rep. (30)
Register a business	Bhutan Congo, Dem. Rep. Pakistan Suriname (4)
Open a bank account	Congo, Dem. Rep. Niger (2)
Sign a contract	Congo, Dem. Rep. Equatorial Guinea (2)

40% OF ECONOMIES HAVE QUOTAS FOR WOMEN MEMBERS OF PARLIAMENT AND LOCAL GOVERNMENT

Region	Quotas for parliament		Quotas for local government	
	Reserved seats	Candidate lists	Reserved seats	Candidate lists
East Asia & Pacific		China; Indonesia; Mongolia; Taiwan, China; Timor-Leste	Philippines; Taiwan, China; Timor-Leste	Indonesia; Mongolia
Europe & Central Asia	Kosovo	Albania; Armenia; Bosnia and Herzegovina; Croatia; Kyrgyz Republic; Macedonia, FYR; Montenegro; Serbia; Uzbekistan	Kosovo	Albania; Bosnia and Herzegovina; Croatia; Macedonia, FYR; Montenegro; Serbia; Uzbekistan
Latin America & Caribbean	Haiti	Argentina; Bolivia; Brazil; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Guyana; Honduras; Mexico; Nicaragua; Panama; Paraguay; Peru; Uruguay	Haiti	Argentina; Bolivia; Brazil; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Honduras; Mexico; Nicaragua; Paraguay; Peru; Uruguay
Middle East & North Africa	Djibouti; Egypt, Arab Rep.; Iraq; Jordan; Morocco; Saudi Arabia	Algeria; Tunisia; West Bank and Gaza	Egypt, Arab Rep.; Iraq; Jordan; Morocco; West Bank and Gaza	Algeria
OECD high income		Belgium; Chile; France; Greece; Ireland; Korea, Rep.; Poland; Portugal; Slovenia; Spain		Belgium; France; Greece; Italy; Korea, Rep.; Norway; Poland; Portugal; Slovenia; Spain
South Asia	Afghanistan; Bangladesh; Pakistan	Nepal	Bangladesh; India; Pakistan	Nepal
Sub-Saharan Africa	Burundi; Kenya; Mauritania; Niger; Rwanda; South Sudan; Sudan; Tanzania; Uganda; Zimbabwe	Burkina Faso; Congo, Dem. Rep.; Congo, Rep.; Guinea; Lesotho; Mauritania; Senegal; Togo	Burundi; Guinea; Kenya; Lesotho; Mauritania; Niger; Rwanda; Sierra Leone; South Sudan; Uganda	Burkina Faso; Congo, Dem. Rep.; Congo, Rep.; Mauritius; Namibia; Senegal; South Africa

WOMEN'S REPRESENTATION IN DECISION-MAKING

