



# Improving Gender Equality in Business by a decade of Reforms



# Dataset Summary

- To gain new insight into how women's employment and entrepreneurship choices are affected by legal gender discrimination, this study examines ten years of Women, Business and the Law data through an index structured around the economic decisions women make as they go through different stages of their working lives.
- The dataset consists of data from World bank from years 2009 to 2018. It consist of data of 7 regions and 131 economies, answering questions in 8 measuring areas and the respective scores.

# Key Indicators

**FIGURE 1**

## THE INDICATORS MEASURE HOW LAWS AFFECT WOMEN THROUGHOUT THEIR WORKING LIVES

### Going Places

Examines constraints on freedom of movement



### Starting a Job

Analyzes laws affecting women's decisions to work



### Getting Paid

Measures laws and regulations affecting women's pay



### Getting Married

Assesses legal constraints related to marriage



### Having Children

Examines laws affecting women's work after having children



### Running a Business

Analyzes constraints to women starting and running businesses



### Managing Assets

Considers gender differences in property and inheritance



### Getting a Pension

Assesses laws affecting the size of a woman's pension



# Questions

## Going Places

1. Can a woman choose where to live in the same way as a man?
2. Can a woman travel outside her home in the same way as a man?
3. Can a woman apply for a passport in the same way as a man?
4. Can a woman travel outside the country in the same way as a man?

## Starting a Job

1. Can a woman legally get a job or pursue a trade or profession in the same way as a man?
2. Does the law mandate nondiscrimination in employment based on gender?
3. Is there legislation on sexual harassment in employment?
4. Are there criminal penalties or civil remedies for sexual harassment in employment?

## Getting Paid

1. Does the law mandate equal remuneration for work of equal value?
2. Can women work the same night hours as men?
3. Can women work in jobs deemed hazardous, arduous or morally inappropriate in the same way as men?
4. Are women able to work in the same industries as men?

## Getting Married

1. Is a married woman not legally required to obey her husband?
2. Can a woman legally be "head of household" or "head of family" in the same way as a man?
3. Is there legislation specifically addressing domestic violence?
4. Can a woman obtain a judgment of divorce in the same way as a man?
5. Do women have the same rights to remarry as men?

## Having Children

1. Is there paid leave of at least 14 weeks available to women?
2. Does the government pay 100% of maternity leave benefits, or parental leave benefits (where maternity leave is unavailable)?
3. Is there paid paternity leave?
4. Is there paid parental leave?
5. Is dismissal of pregnant workers prohibited?

# Questions

## Running a Business

1. Does the law prohibit discrimination by creditors based on sex or gender in access to credit?
2. Can a woman legally sign a contract in the same way as a man?
3. Can a woman legally register a business in the same way as a man?
4. Can a woman legally open a bank account in the same way as a man?

## Managing Assets

1. Do men and women have equal ownership rights to immovable property?
2. Do sons and daughters have equal rights to inherit assets from their parents?
3. Do female and male surviving spouses have equal rights to inherit assets?
4. Does the law grant spouses equal administrative authority over assets during marriage?
5. Does the law provide for valuation of nonmonetary contributions?

## Getting a Pension

1. Are the ages at which men and women can retire with full pension benefits equal?
2. Are the ages at which men and women can retire with partial pension benefits equal?
3. Is the mandatory retirement age for men and women equal?
4. Does the law establish explicit pension credits for periods of childcare?



# How WBL index is calculated?

- Each economy has a set of questions for the 8 indicators.
- Each question has an equivalent weightage (Yes or no).
- The total score of each indicator is derived by the average score of set of questions.  
(Rounded to 100)
- The total WBL index is average of the scores of all indicators combined. (Rounded to 100)



Main Question

**Do you think the world is becoming more equal for Women at Work?**



# Interesting Results

- Six economies—**Belgium, Denmark, France, Latvia, Luxembourg and Sweden**—score 100 in the Women, Business and the Law index, meaning they give women and men equal legal rights in the measured areas. A decade ago none of these economies scored 100, indicating they all reformed over the past ten years.
- The average global score is **74.71**, indicating that a typical economy gives women only three-fourths the legal rights of men in the measured areas. However, the average score in the Middle East and North Africa is 47.37, meaning the typical economy in that region gives women less than half the legal rights of men in the measured areas.





# Interesting Results

- **Sub-Saharan Africa** had the third highest increase in the index's average regional score, moving from 64.04 to 69.63 over ten years, an increase of 5.59 points.
- **South Asia** had the biggest improvement in average regional score, moving from 50 to 58.36, an increase of 8.36 points. This was followed by East Asia and the Pacific, which went from 64.80 to 70.73, an increase of 5.93 points.
- The Having Children indicator, for example, includes laws around maternity, paternity and parental leave, which are likely to influence women's economic decision making when thinking about starting a family. Policymakers interested in keeping women from dropping out of the labor force after they have children can look at their economy's scores in this indicator as a starting point for reform.



**Dashboard link:**

**<https://app.powerbi.com/view?r=eyJrIjoiaOTI4NTBmNTktZmQ2ZS00YzMxLTg0OWltN2M2ZjFiYzE5NDE0liwidCI6IjFiMzA1YTgwLWYzNGEtNDk2Yi1iOGE3LTg2OTFmYjFIYzA0YilslmMiOjh9>**