



EXECUTIVE SUMMARY

WOMEN, BUSINESS AND THE LAW 2024





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WORLD BANK GROUP

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Women, Business and the Law 2024 is the 10th in a series of annual studies measuring the laws that affect women’s economic opportunity in 190 economies. This year, it presents two sets of data: *Women, Business and the Law 1.0* and an expanded version, *Women, Business and the Law 2.0*.

Women, Business and the Law 1.0 updates its index of eight indicators structured around women’s interactions with the law as they move through their lives and careers: Mobility, Workplace, Pay, Marriage, Parenthood, Entrepreneurship, Assets, and Pension.

Women, Business and the Law 2.0 presents a new approach to measure the implementation gap between laws—de jure—and how they function in practice—de facto. It analyzes legal frameworks, supportive frameworks, and expert opinions on the status of women’s rights. In doing so, *Women, Business and the Law 2.0* introduces two new indicators—Safety and Childcare—and revises the ongoing indicators.

By examining laws affecting the economic decisions that women make throughout their working lives, the frameworks supporting the implementation of those laws, and the opinions of experts on women’s outcomes, *Women, Business and the Law* continues to gather new evidence of the critical relationship between legal gender equality and women’s economic empowerment. Data in *Women, Business and the Law 2024* are current as of October 1, 2023.

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FOREWORD



All parents hope that the joys and successes of their children will dwarf the challenges and frustrations they will face in life. However, parents are likely to feel indignation—even anger—when they learn that in not a single nation in the world would their daughters have the same workplace rights and advantages as their sons.

Women, Business and the Law 2024 makes it clear that the playing field is not level, and it points to ways to correct that unevenness. It is my hope—and the hope of those working so hard to produce this seminal research—that my daughter’s generation will be the last to face unfair barriers to its professional achievements. These barriers have consequences for both women and men because they cripple economies, preventing them from reaching their full development potential.

Novel in this year’s *Women, Business and the Law* is the incorporation of two new indicators—Safety and Childcare. The report also breaks new ground by measuring for the first time the gap between the legal rights that women have on paper and the reality they face on the ground, where implementation of their rights often falls shockingly short. It reveals that women have just two-thirds of the rights of men in the workplace. Even worse, economies have, on average, established less than two-fifths of the systems needed for full implementation. For example, 98 of the 190 economies assessed have enacted legislation mandating equal pay for women for work of equal value. Yet only 35—fewer than one in five—have adopted pay transparency measures or enforcement mechanisms to address the pay gap. The result is that women earn, on average, just 77 cents for every dollar paid to men.

The first of the new indicators included in this report—women’s safety—pegs the global average score at just 36. This means that women have a third of the legal protection they need from domestic violence, sexual harassment, child marriage, and femicide. Of the 190 economies studied, 151 have laws in place prohibiting sexual harassment in the workplace, but only 39 have laws prohibiting it in public spaces such as mass transit. How can we expect women to prosper at work when it is dangerous for them just to travel to work?

Most economies also score poorly on laws regulating childcare, the second new indicator. Women spend nearly two and a half more hours a day on unpaid care work than men, much of it involving childcare. Less than half of all economies provide some financial support or tax breaks for parents with young children. And in less than a third do quality standards govern childcare services. All this means that only half of women participate in the global workforce, compared with nearly three-quarters of all men.

What a waste of talent. And how tragic that the economies where talent is scarcest waste it the most.

Today, the world faces the prospect of persistently slow growth. However, women have the power to turbocharge the global economy. The work of the *Women, Business and the Law* team shows that closing gender gaps over the next decade would essentially double the global growth rate.

The world simply cannot afford to sideline half of its population. Our daughters are ready and able to make the world a better place for all of us—if we get out of their way.

Indermit S. Gill

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MAIN MESSAGES



Women, Business and the Law 2024 introduces new measurements of progress toward legal gender equality in 190 economies. The 10th in a series, it presents two sets of data: *Women, Business and the Law 1.0* and an expanded version, *Women, Business and the Law 2.0*. For the first time, the assessment goes beyond the laws on the books—de jure—to examine the frameworks supporting implementation of the law and to gauge experts' opinions on the outcome of the laws for women—de facto. In doing so, it now covers 10 indicators: Safety, Mobility, Workplace, Pay, Marriage, Parenthood, Childcare, Entrepreneurship, Assets, and Pension.

The gender gap for women in the global workplace is massive—in fact, much wider than previously thought.

- Although economies have made notable progress over the decades in enacting equal opportunity laws for women, today women enjoy less than two-thirds of the legal rights available to men—not three-quarters as previously estimated. The lower number reflects the major deficiencies revealed once two new indicators were tracked for the first time this year—Safety and Childcare. Deficiencies in these areas discourage women from entering the global workforce. When these additional indicators are taken into consideration, no country provides equal opportunity for women.
- Thirty-seven economies grant women *less than half* of the legal rights of men to the detriment of half a billion women.

The gap is even wider *in practice* than equal opportunity laws on the books suggest.

- Effective implementation of laws depends on an adequate supporting framework—for example, strong enforcement mechanisms, a system for tracking gender-related pay disparities, and the availability of services for women who survive violence. For the first time, *Women, Business and the Law* now assesses the implementation gaps between laws and the frameworks needed to implement them in 190 economies.
- The analysis reveals a shocking implementation gap. Although the laws on the books imply that women enjoy roughly 64 percent of the rights of men, economies have, on average, established less than 40 percent of the systems needed for full implementation. For example, 98 economies have enacted legislation mandating equal pay for women for work of equal value. Yet only 35 economies—fewer than one in five—have adopted pay transparency measures or enforcement

mechanisms to address the pay gap. Experts perceive that approximately half of women in the examined economies have equality when it comes to pay and access to high-paying jobs.

Women have the power to turbocharge the global economy, and yet laws and lack of enforcement tend to keep them on the sidelines.

- In an era of persistently slow growth, increasing the participation of women in the global workforce could significantly brighten the outlook.
- Closing the gender gap in employment and entrepreneurship could raise the global gross domestic product by more than 20 percent. Eliminating the gender gap over the next decade would essentially double the current global growth rate.

In 2023, governments across the world were especially assertive in advancing three categories of legal equal opportunity reforms—pay, parental rights, and workplace protections.

- Azerbaijan, Jordan, Malaysia, Oman, Sierra Leone, and Uzbekistan together enacted 10 reforms mandating equal pay for work of equal value or lifting restrictions on a woman’s ability to work in industrial or dangerous jobs.
- Cyprus, Malaysia, Oman, Rwanda, Sierra Leone, the Slovak Republic, and Togo together introduced 15 reforms expanding maternity and paternity leave or prohibiting the workplace dismissal of a pregnant woman.
- Armenia, Equatorial Guinea, Jordan, Moldova, and Suriname enacted eight reforms prohibiting sexual harassment in the workplace.

Nearly all economies performed poorly in the two indicators being tracked for the first time—Safety and Childcare.

- The weakness is greatest in women’s safety. The global average score is just 36, meaning women enjoy barely a third of the legal protections they need from domestic violence, sexual harassment, child marriage, and femicide. Although 151 economies have laws in place prohibiting sexual harassment in the workplace, just 39 have laws prohibiting it in public spaces. Women do, then, face perils in using public transportation to travel to work. Overall, 139 economies lack adequate legislation prohibiting child marriage, which typically quashes a girl’s future educational and economic opportunities.
- Most economies also score poorly on laws pertaining to childcare. Women spend, on average, 2.4 hours a day more on unpaid care work than men—much of it involving children. Expanding access to childcare tends to increase women’s participation in the labor force by about 1 percentage point initially, with the effect doubling within five years. Only 62 economies—fewer than a third—have established quality standards governing childcare services. As a result, in 128 economies women may think twice about going to work while they have children in their care.

Women also face significant obstacles in a variety of other areas.

Entrepreneurship

- Globally, only 44 percent of the legal provisions that support the entrepreneurship of women are in place.

- Across the world, women hold just one out of every five corporate board positions.
- Less than one in five economies mandate gender-sensitive criteria for public procurement processes, meaning women are largely cut out of a nearly US\$10 trillion a year economic opportunity.

Pay

- Women earn just 77 cents for every dollar paid to men.
- In all, 92 economies lack provisions mandating equal pay for work of equal value; 20 prohibit a woman from working at night; and 45 prohibit a woman from working in jobs deemed dangerous.

Nationality rights

- In 28 economies, a woman cannot pass her nationality to children in the same way as a man.
- In 50 economies, a woman does not enjoy an equal right to confer citizenship on her foreign spouse.
- Such discriminatory provisions in nationality laws harm a woman's economic opportunities, limiting her inheritance and property rights and employment opportunities.

Retirement

- In 62 economies, the age at which men and women can retire is not the same, with women retiring earlier than men.
- In 81 economies, a woman's pension benefits do not account for periods of work absences related to childcare.

This edition of *Women, Business and the Law* highlights what governments can do to accelerate progress toward gender equality in business and the law.

- Accelerate efforts to reform laws and enact public policies that empower women to work and start a business.
- Improve laws related to women's safety, access to childcare, and business opportunities.
- Establish frameworks that support the effective implementation of laws promoting gender equality.
- Enact legal reforms that mandate equal pay for work of equal value, and lift restrictions on a woman's ability to work in industrial jobs.
- Expand maternity and paternity leave provisions, and prohibit the firing of pregnant women.
- Prohibit sexual harassment in the workplace, in public spaces, in education, and online.
- Provide financial support for parents with young children, and establish quality standards for childcare services.
- Implement legally binding quotas for women on corporate boards, and mandate gender-sensitive criteria for public procurement processes.
- Ensure equal retirement benefits for women, accounting for periods of work absences related to childcare.

ABBREVIATIONS



CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEDAW GR	Committee on the Elimination of Discrimination against Women General Recommendations
COVID-19	coronavirus disease 2019
ILO	International Labour Organization
NGO	nongovernmental organization
OECD	Organisation for Economic Co-operation and Development
OHADA	Organization for the Harmonization of Business Law in Africa
SAR	Special Administrative Region
SDG	Sustainable Development Goal
UN	United Nations
V-Dem	Varieties of Democracy
WBL	<i>Women, Business and the Law</i>

All dollar amounts are US dollars unless otherwise indicated.



Executive Summary

The global gender gap for women’s economic opportunities is significantly wider than previously thought. Although countries across the world have made substantial progress in enacting laws to provide equal opportunity for women, half of humanity—3.9 billion women worldwide—face legal barriers affecting their economic participation.

***Women, Business and the Law 2024* introduces new measurements to track global progress toward legal gender equality in 190 economies.** The 10th in a series, it presents two sets of data: *Women, Business and the Law 1.0* and an expanded version, *Women, Business and the Law 2.0* (box ES.1 and figure ES.1). *Women, Business and the Law 1.0* updates data for the original eight indicators with reforms undertaken by economies over the last year (chapter 1). *Women, Business and the Law 2.0* introduces a new framework for measuring the enabling environment for women’s economic opportunities (chapter 2). For the first time, it goes beyond the measurement of laws—de jure—and examines the existence of frameworks supporting implementation of the law and gauging experts’ opinions on the outcome of the law for women—de facto. Following the “structure-process-outcome” model, *Women, Business and the Law 2.0* measures three pillars: legal rights (structure), supportive frameworks (process), and experts’ opinions on the law in practice (outcome) (table ES.1 and table ES.A.1).

***Women, Business and the Law 2.0* finds that women have about two-thirds of the rights of men and that nowhere in the world do women have the same legal rights as men in all of the indicators measured.** The global average *Women, Business and the Law 2.0* legal frameworks score is 64.2 out of 100, indicating a significant gap in gender equality under the law. Remarkably, none of the 190 economies examined has achieved legal gender parity in the areas measured and thus no economy receives a score of 100 (figure ES.2).

BOX ES.1 FROM *WOMEN, BUSINESS AND THE LAW* 1.0 TO *WOMEN, BUSINESS AND THE LAW* 2.0

Women, Business and the Law identifies laws and policies that restrict women's economic inclusion. Its indexes align areas of the law and public policy instruments with the economic decisions that women make throughout their lives and careers, identifying where and in what areas women continue to face hurdles.

The *Women, Business and the Law* 1.0 and 2.0 indexes are supported by evidence on their relevance to women's economic empowerment and reflect the international legal framework. The questions under each indicator were chosen based on evidence from the economic literature and statistically significant associations with outcomes related to women's economic empowerment. The international legal framework on women's human rights, as set out in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and International Labour Organization (ILO) conventions, provides an underlying justification for most questions.

The *Women, Business and the Law* 1.0 and 2.0 legal indexes analyze domestic laws and regulations that affect women's economic opportunities. Answers to the questions in these indexes are based only on codified law. When the answers differ for different legal systems, the answer used is the one that applies to the majority of the population.

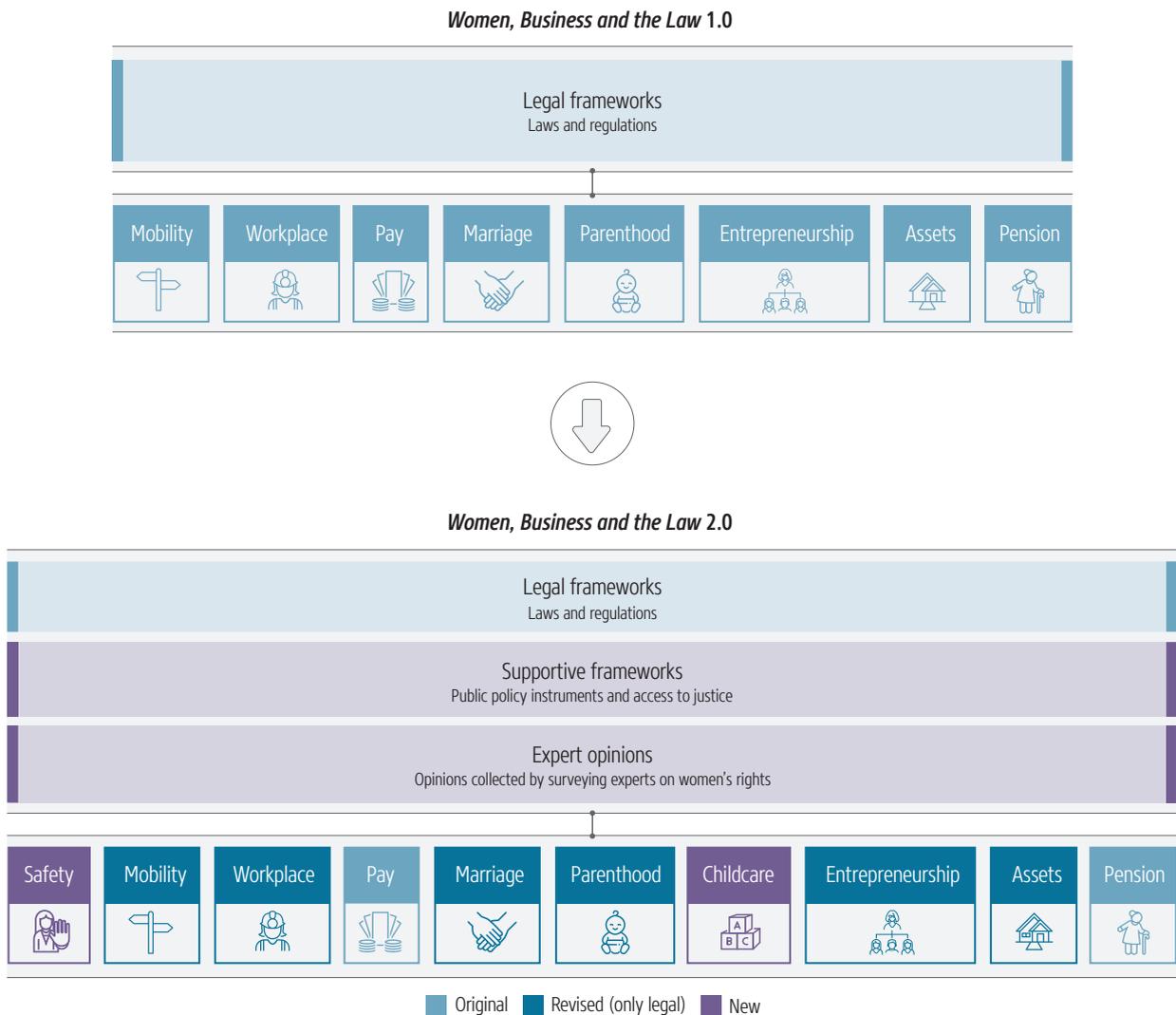
The *Women, Business and the Law* 2.0 supportive frameworks index analyzes instruments designed to support the implementation of laws. The instruments considered include national policies, plans, programs, services, budgets, procedures, inspections, and sanctions for noncompliance with quality standards.

The *Women, Business and the Law* 2.0 expert opinions index captures experts' responses to scale questions focusing on the outcomes in the topic areas assessed by *Women, Business and the Law*. Each question asks for the respondent's opinion on the extent to which these outcomes are being realized in practice in a particular economy.

The *Women, Business and the Law* indexes rely on a series of assumptions, and questions are scored across all indicators. To make the data comparable, the methodology is designed as a replicable measure of the legal environment for women as entrepreneurs and employees. For example, the woman in question is assumed to reside in the main business city of her economy and to be employed in the formal sector. This approach may not capture restrictions applicable to areas outside of the main business city or to informal workers. However, most of the indicators do have direct relevance for all women, including those who work in the informal sector—for example, laws and policies protecting women from violence or affecting women's freedom of movement, ability to own or inherit property, or access to childcare services. Indicator-level scores are obtained by calculating the simple average of the answers to binary questions within each of the indicators and scaling the result by 100. Each economy's overall score is calculated by taking the average of the indicator scores. The highest possible score is 100, indicating that men and women have equal rights and opportunities in all of the areas measured (see the data notes in appendix A for details). This score can be interpreted as a measure of the absence of legal inequality for a woman in the areas measured.

To construct the indexes, *Women, Business and the Law* surveys more than 2,400 experts in laws and policies pertaining to family, labor, and violence against women. Questionnaires are administered to lawyers, judges, academics, and members of civil society organizations working locally on gender issues. Respondents' answers are collected and validated against codified sources of national laws, official information on government websites, and official information in national budgets, policies, and plans. To access the full data set used to construct the index, the data notes describing the methodology for each of the questions, the economy snapshots, as well as more research and analysis, visit the *Women, Business and the Law* website (<https://wbl.worldbank.org>).

FIGURE ES.1 | WOMEN, BUSINESS AND THE LAW 2.0 INTRODUCES NEW MEASUREMENTS TO TRACK GLOBAL PROGRESS TOWARD GENDER EQUALITY



Source: Women Business and the Law team.

The Women, Business and the Law 2.0 legal frameworks index reveals notable regional disparities. Among the Organisation for Economic Co-operation and Development (OECD) high-income economies, 11 score 90 or above, with Italy leading at 95, followed by New Zealand and Portugal with 92.5. By contrast, more than 37 economies provide women with less than half of the legal rights enjoyed by men, affecting approximately half a billion women. Notably, high-income economies have an average score of 75.4. Upper-middle-income economies follow closely, with an average score of 66.8. The gap in scores between the highest- and lowest-scoring economies is most pronounced in high-income economies, with a substantial difference of 75 points.

TABLE ES.1 INTRODUCING THE 10 INDICATORS OF <i>WOMEN, BUSINESS AND THE LAW 2.0</i> : TOWARD BETTER MEASUREMENT OF LAWS, POLICIES, AND PRACTICES			
Indicator	Legal frameworks index	Supportive frameworks index	Expert opinions index
 Safety	Laws addressing child marriage, sexual harassment, domestic violence, and femicide	Action plans, services for survivors, special procedures, monitoring and implementing agencies, and budget allocations	Observations on women's freedom from gender-based violence
 Mobility	Constraints to a woman's agency and freedom of movement and new questions on conferring citizenship to children and spouses	Identification and passport application processes as well as gender-sensitive public transportation policies and plans	Observations on women's freedom of movement in practice
 Workplace	Protections against discrimination based on gender, adding protections in recruitment and flexible work arrangements	Guidelines published by the government on nondiscrimination and flexible work arrangements	Observations on women's opportunities to enter and remain in the workforce in practice
 Pay	Mandates of equal remuneration for women and men for work of equal value and women's work at night, in industrial jobs, and in jobs deemed dangerous	Transparency measures and enforcement mechanisms and the availability of statistical data on women's employment in different industries	Observations on equal remuneration for work of equal value and women's and men's equal access to high-paying jobs in practice
 Marriage	Constraints related to marriage and divorce because equal rights in marriage and divorce are critical to a woman's agency, financial security, and health	Fast-track processes in family disputes, specialized family courts, and legal aid in family law disputes	Observations on women's and men's equal rights during marriage and divorce in practice
 Parenthood	The availability of paid maternity and paternity leave, whether the cost is covered by the government, and whether dismissal of pregnant workers is prohibited	The ease of application and incentives for fathers' leave and availability of data on women's unpaid care work	Observations on access to maternity and paternity leave in practice
 Childcare	Laws that regulate the availability, affordability, and quality of childcare services	Financial support applications, databases of providers, and quality reports	Observations on access to affordable and quality childcare services in practice
 Entrepreneurship	Constraints to a woman's ability to start and run a business, gender-sensitive criteria in public procurement, and quotas for women on public corporate boards	The availability of statistical data on women's business activities, government-led strategies and programs on women's entrepreneurship, and entrepreneurs' access to financial services	Observations on women's opportunities to start and run a business and women's and men's equal access to credit in practice
 Assets	Women's rights to immovable assets, through property rights and inheritance, including land rights	Policies supporting women in registering land, together with awareness campaigns and the availability of statistical data on women's property ownership	Observations on women's and men's equal enjoyment of the rights to immovable property in practice
 Pension	Differences in retirement ages and whether the law allows for pension care credits to compensate for a woman's career interruptions	Incentives to increase women's retirement benefits and dedicated procedures to challenge benefit decisions	Observations on women's and men's equal enjoyment of pension benefits in practice

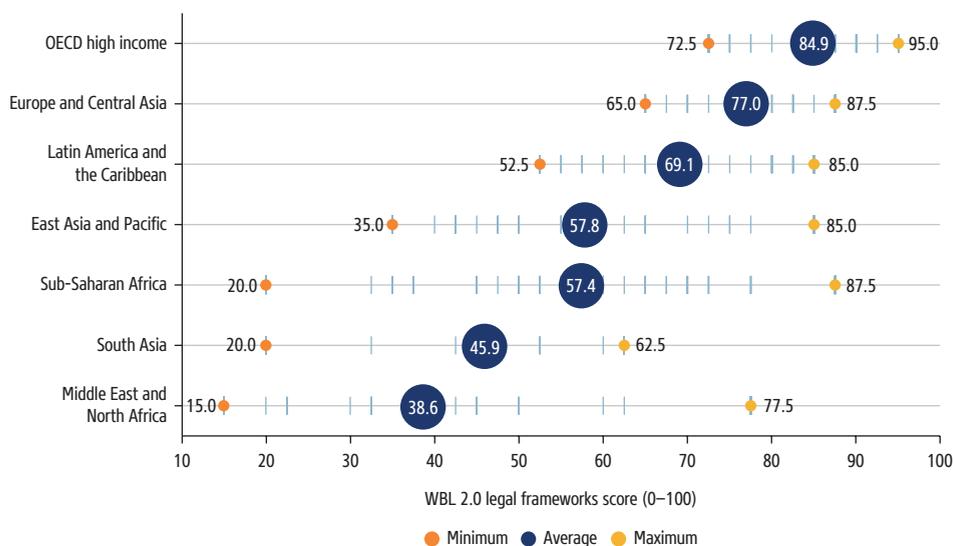
Source: *Women, Business and the Law* team.

Safety, Entrepreneurship, and Childcare have the most room for improvement.

Key areas such as labor market regulations, affordable and quality childcare, entrepreneurship support, and women's safety lag significantly behind. Challenges persist in providing accessible childcare services, as reflected by a global Childcare indicator score of 47.6, with 90 out of 190 economies scoring 25 or lower. Moreover, more than 90 percent of economies lack comprehensive legal provisions for safety, indicated by a low score for the Safety indicator of 36.3, leaving more than 3 billion women and girls unprotected and highlighting the urgent need for legislation to protect women from violence. The Entrepreneurship indicator, which added two new areas

FIGURE ES.2 | SUB-SAHARAN AFRICA AND THE MIDDLE EAST AND NORTH AFRICA SHOW THE LARGEST GAPS IN WBL 2.0 LEGAL FRAMEWORKS SCORES, EXCEEDING 60 POINTS

Dispersion of average WBL 2.0 legal frameworks scores, by region



Source: *Women, Business and the Law 2024* database.

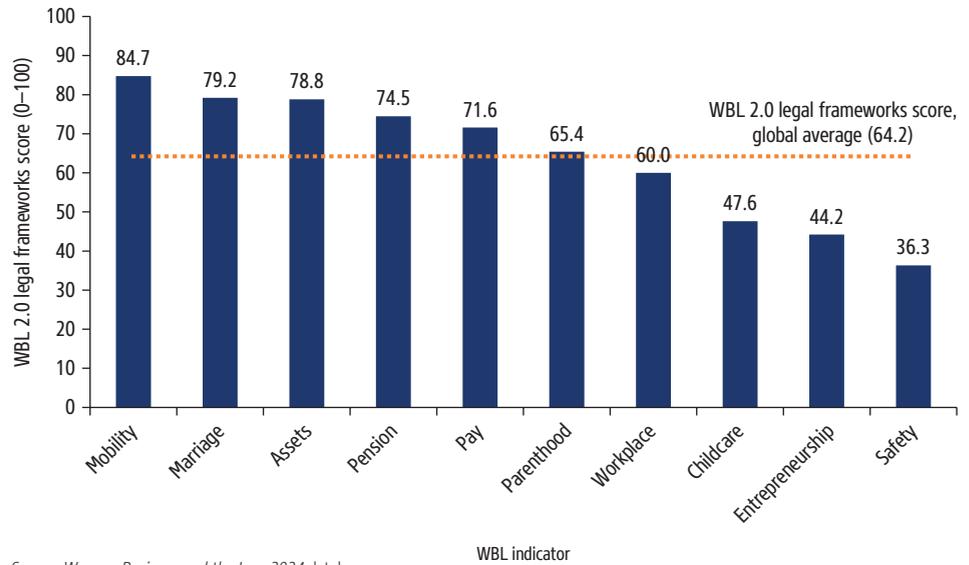
Note: Each vertical line represents the score of an economy in its respective region. Each blue circle indicates the average score for a region. The minimum and maximum scores within each region are specified. OECD = Organisation for Economic Co-operation and Development; WBL = *Women, Business and the Law*.

of measurement—gender-sensitive criteria in public procurement laws and whether laws establish quotas to increase women’s presence on corporate boards—is now the second-lowest-scoring indicator, with a score of just 44.2 (figure ES.3).

***Women, Business and the Law 2.0* also reveals a shocking implementation gap of 25 points at the global level (table ES.B.1).** The new data set is the first to assess mechanisms to support the implementation of laws in 190 economies. The global *Women, Business and the Law 2.0* supportive frameworks score is 39.5, meaning that only about two-fifths of the supportive frameworks needed to promote the implementation of gender-equal laws have been established. Every economy has substantial room for improvement. Even in OECD high-income economies, implementing mechanisms are widely missing, with only 68 percent of the supportive frameworks adopted. In the Middle East and North Africa, just a quarter of the implementing frameworks measured are currently in place, with slightly fewer in Sub-Saharan Africa (figure ES.4).

Overall, the supportive frameworks needed to ensure the implementation of laws in all economies are widely missing across income groups. There is significant variation in the supportive frameworks scores across all income groups, highlighting the complexity of translating legal rights into tangible opportunities for women. This variation underscores the urgent need for proactive and nuanced approaches in all economies, regardless of income level, to bridge the gap between legal provisions and actual empowerment.

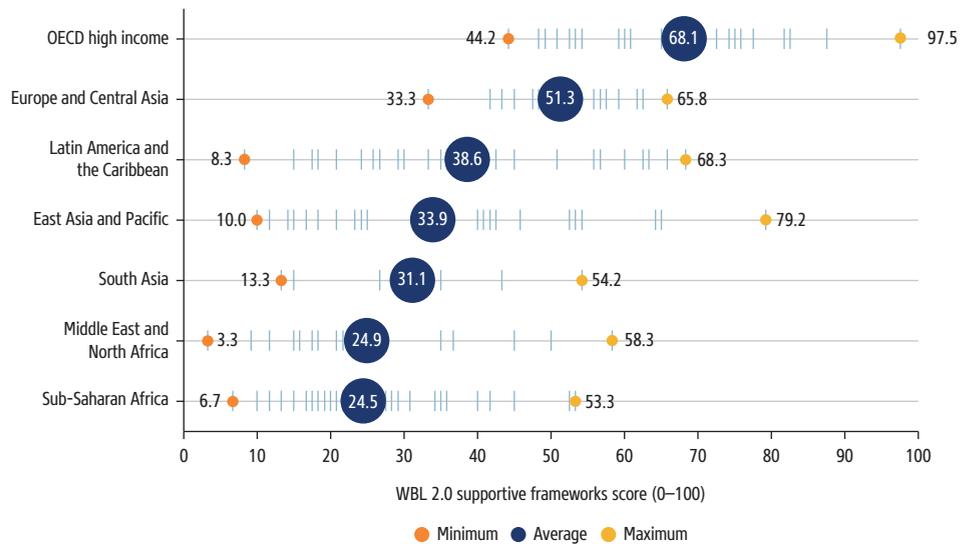
FIGURE ES.3 | SAFETY, ENTREPRENEURSHIP, AND CHILDCARE INDICATORS HAVE THE LARGEST LEGAL GAPS



Source: Women, Business and the Law 2024 database.
 Note: WBL = Women, Business and the Law.

FIGURE ES.4 | THE LOWEST SCORES FOR SUPPORTIVE FRAMEWORKS ARE IN SUB-SAHARAN AFRICA, FOLLOWED BY THE MIDDLE EAST AND NORTH AFRICA

Dispersion of Women, Business and the Law supportive frameworks scores, by region



Source: Women, Business and the Law 2024 database.
 Note: Each vertical line represents the score of an economy in its respective region. Each blue circle indicates the average score for a region. The minimum and maximum scores within each region are specified. OECD = Organisation for Economic Co-operation and Development; WBL = Women, Business and the Law.

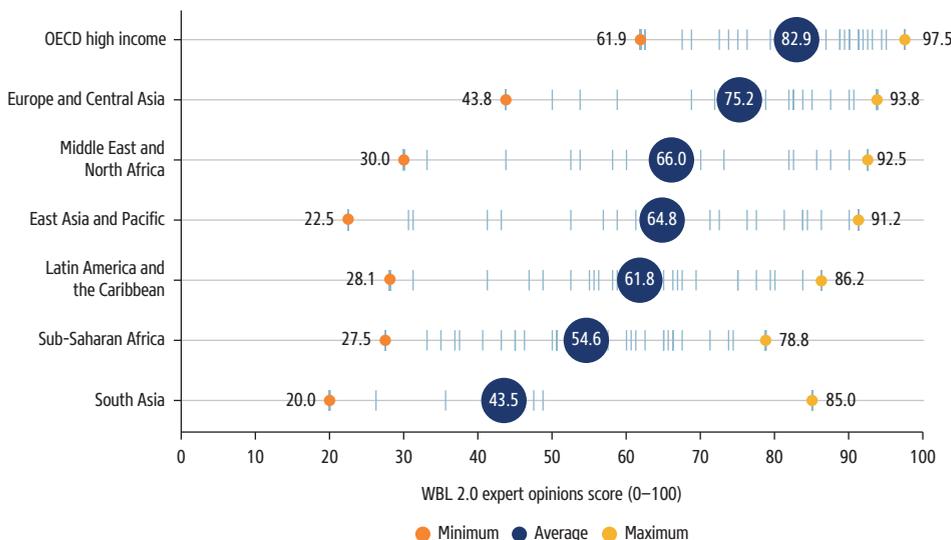
Supportive frameworks could be more robust in critical areas such as Workplace, Assets, Childcare, and Pay. In these areas, among the most pressing issues are specific challenges related to sex-disaggregated data for assessing and monitoring gender disparities, incentivizing the registration of joint or sole property for women’s property rights, streamlining procedures to request financial support for childcare, and addressing the lack of transparency and enforcement mechanisms to narrow the gender pay gap. These areas require special attention when designing policies and programs to complement existing laws.

According to the Women, Business and the Law 2.0 expert opinions index, about 66 percent of women enjoy equal rights with men, pointing to real-world implementation issues. Expert opinions surveys are a viable tool for gathering insight into data-limited areas and for achieving a better understanding of complex, hard-to-observe issues, although biases may skew perceptions away from reality. Expert opinions on women’s rights in various areas are critical to evaluating societal priorities and guiding policy makers and researchers in designing and implementing laws.

The average scores for expert opinions on women’s rights in practice vary across regions and income groups. The perception of women’s rights in practice varies both among and within regions, with average expert opinions scores exceeding the global average of 65.7 concentrated in the OECD high-income, Europe and Central Asia, and Middle East and North Africa regions. Conversely, economies in all other regions have lower average scores, all falling below the global average on expert opinions (figure ES.5). Experts perceive women’s rights as being more advanced in

FIGURE ES.5 | THE LARGEST RANGES IN EXPERT OPINIONS SCORES ARE WITHIN THE EAST ASIA AND PACIFIC AND SOUTH ASIA REGIONS

Dispersion of Women, Business and the Law expert opinions scores, by region



Source: Women, Business and the Law 2024 database.

Note: The sample size is restricted to the 164 economies for which expert opinions data are available. Each vertical line represents the score of an economy in its respective region. Each blue circle indicates the average score for a region. The minimum and maximum scores within each region are specified. OECD = Organisation for Economic Co-operation and Development; WBL = Women, Business and the Law.

the areas of Pension, Mobility, and Assets. These areas focus, respectively, on equal pension benefits, freedom of movement, and property rights for women. By contrast, opinions on Safety and Childcare indicate that, in practice, women’s rights in these areas are lagging significantly, highlighting a critical need for improvement in these domains. The majority of experts agree that less than half of women are free from gender-based violence and that women face important hurdles after having children. Only a minority of experts indicate that “almost all women” have access to affordable and quality childcare services.

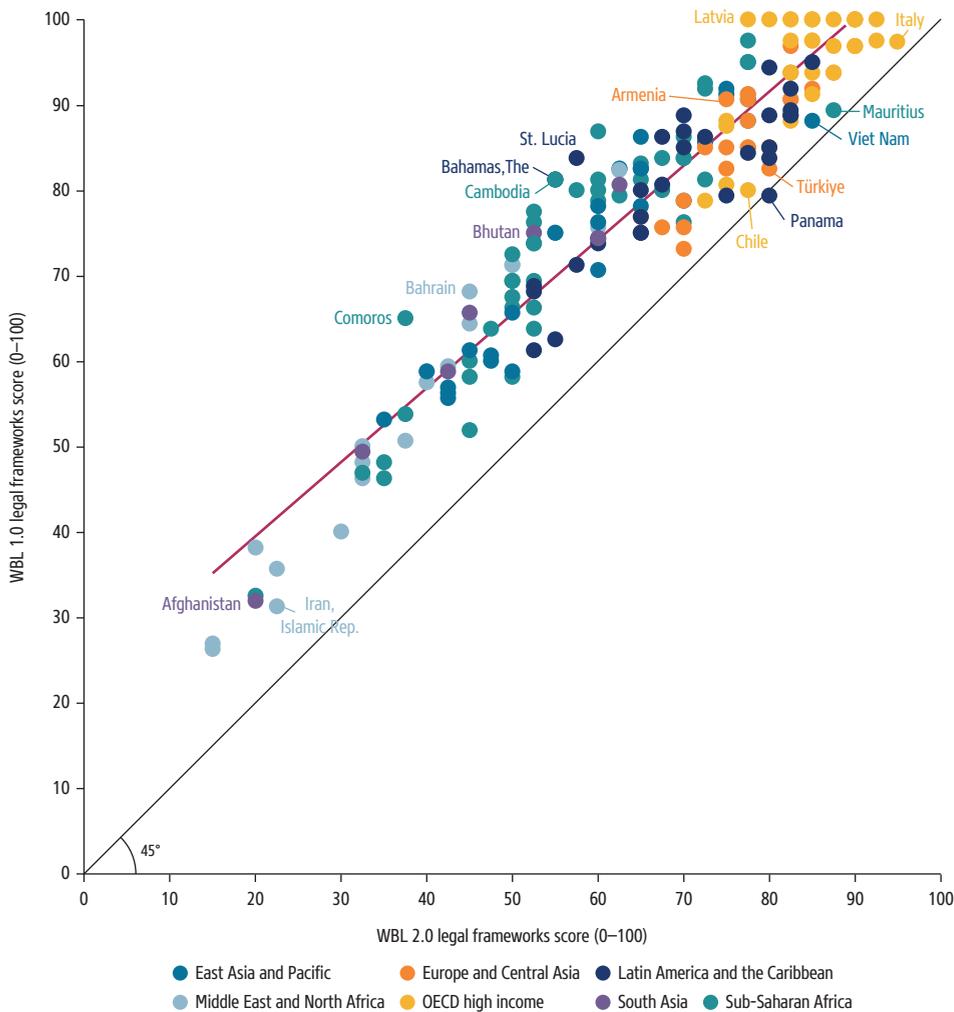
Women, Business and the Law 2.0: Trends emerging from data analysis of new measurements

Women, Business and the Law 2.0 reveals important gaps in legal frameworks, their enforcement, and perceived outcomes. The results emerging from the data call for a comprehensive set of actions to close gender gaps. These actions include reforming laws, introducing mechanisms to support the meaningful implementation of laws, launching awareness campaigns to reshape behaviors, and ultimately advancing the agenda for gender equality. In addition, the indexes serve as a valuable public resource, providing evidence-based insights into all of these pillars and serving as a foundation for policy recommendations and research.

Four main takeaways outline where legal and implementation gaps persist, how experts perceive women’s reality on the ground, and where economies are progressing.

- 1. The more ambitious *Women, Business and the Law 2.0* framework displays an average 14-point drop in legal scores relative to the 1.0 framework.** The inclusion of Childcare and Safety indicators and methodological refinements across indicators brought about a significant change in the observed legal landscape for women’s economic inclusion. As a result of these revisions, economies experienced a noticeable reduction of about 14 points in their scores, on average (figure ES.6). This shift underscores the impact of the new indicators on the overall assessment of women’s legal rights and highlights the evolving nature of gender equality measurement.
- 2. Almost all economies, even those with the most gender-equal laws, face a substantive implementation gap.** The *Women, Business and the Law 2.0* legal frameworks index is significantly correlated with the supportive frameworks index: stronger laws on the books tend to be associated with stronger supportive frameworks (figure ES.7). However, the relationship between the *Women, Business and the Law 2.0* legal and supportive frameworks scores is not exactly one-to-one, and making laws more gender-equal is not uniformly accompanied by equivalent levels of policies, plans, budgets, or strategies to implement the letter of the law in practice. Broadly, economies with a *Women, Business and the Law 2.0* legal score higher than 50 (right-hand side of figure ES.7) have an average implementation gap of 27, while those with a score of 50 and lower (left-hand side) exhibit an average gap of 19.5. This significant difference highlights that, while economies with lower legal frameworks scores still have substantial room for improvement in both the *Women, Business and the Law 2.0* legal frameworks and supportive frameworks

FIGURE ES.6 | ECONOMIES WITH HIGH SCORES ON THE WBL 1.0 LEGAL INDEX CONTINUE TO HAVE HIGH SCORES ON THE WBL 2.0 LEGAL INDEX

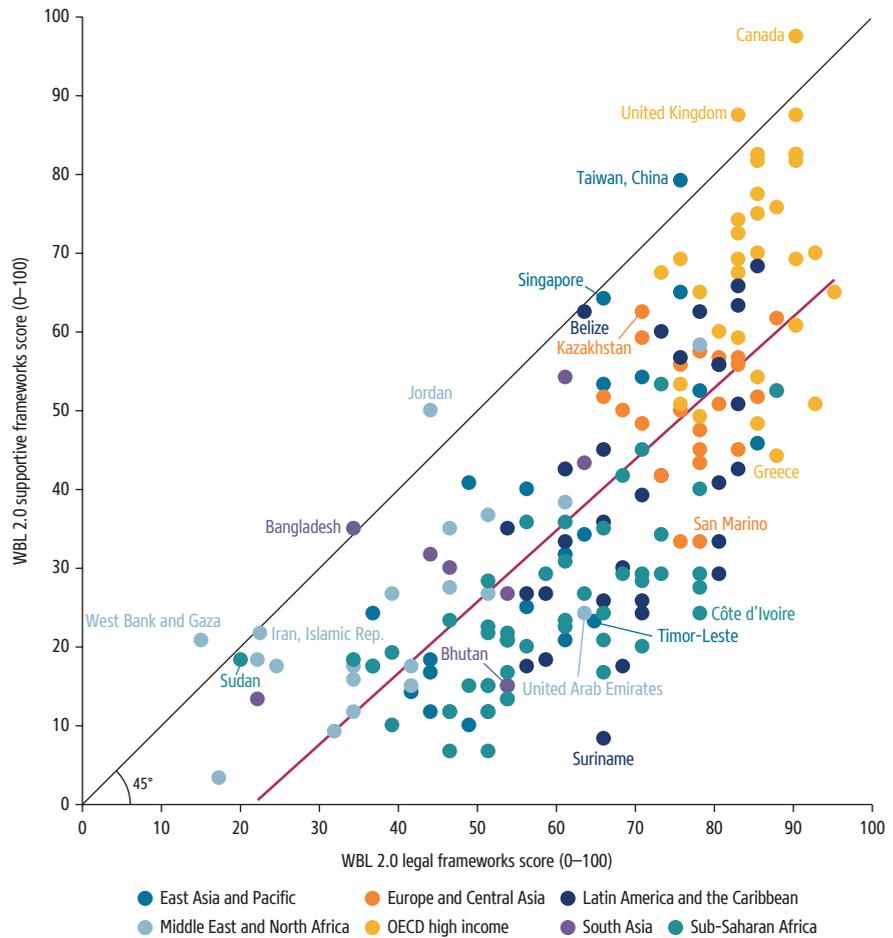


Source: *Women, Business and the Law 2024* database.

Note: The figure depicts a correlation between the *Women, Business and the Law* 1.0 and 2.0 legal frameworks scores. Each point represents a single economy within a region. A fitted regression line (red) is also included. OECD = Organisation for Economic Co-operation and Development; WBL = *Women, Business and the Law*.

indexes, economies with higher legal frameworks scores, on average, face a greater implementation gap. However, there are stark within-region differences. This phenomenon may arise because these economies have recently undertaken legal reforms without implementing corresponding policies, such as in the case of Côte d'Ivoire, which exhibits the largest difference between the 2.0 legal frameworks (77.5) and supportive frameworks (24.2) scores. Alternatively, the larger gaps in economies with higher legal gender equality scores could be attributed to the fact that they set a higher standard in their legal frameworks.

FIGURE ES.7 | MORE GENDER-EQUAL LAWS ARE ASSOCIATED WITH BETTER SUPPORTIVE FRAMEWORKS



Source: *Women, Business and the Law 2024* database.

Note: The figure depicts the correlation between the WBL 2.0 supportive frameworks scores and the legal frameworks scores. Each point represents a single economy. A fitted regression line (red) is also included. OECD = Organisation for Economic Co-operation and Development; WBL = *Women, Business and the Law*.

The implementation gaps are also different across indicators. For instance, the Safety indicator highlights that about 55 percent of economies have comprehensive laws addressing domestic violence, and 27 percent have adequate legislation addressing child marriage, but only 43 percent have developed comprehensive mechanisms to address multiple forms of violence against women. In the area of Workplace, workers in 36 percent of economies have the option of requesting flexible work arrangements either through flexible hours or remote work, but only 19 percent of economies have published guidelines on flexible work arrangements. In the area of Pay, about 52 percent of economies worldwide have legal provisions

mandating equal remuneration for work of equal value, but only 18 percent have pay transparency measures or enforcement mechanisms to address the gender pay gap. Under Parenthood, while 65 percent of economies offer fathers at least one day of paid leave for the birth of a child, only 16 percent of economies provide incentives for fathers to take paternity leave upon the birth of a child. Further, as shown in the new Childcare indicator, while 77 percent of economies establish the center-based provision of childcare services, only 47 percent of economies have put in place a publicly available centralized registry or database of registered childcare providers. In the area of Entrepreneurship, only 13 percent of economies require publicly listed companies to have a legally binding gender quota for corporate boards, and only 35 percent of economies publish statistics on women-owned businesses, which are key for the design of effective public policies and programs. The biggest constraint under Assets remains the lack of legal recognition of a woman's nonmonetary contributions to her family, which is true in 29 percent of economies. Finally, under Pension, in 33 percent of economies, the ages at which men and women can retire are not the same, and in 43 percent of economies, the periods of absence arising from childcare are not accounted for in pension benefits; only 15 percent of economies provide some form of incentive that affects women's retirement benefits.

3. **When legal frameworks are more gender-equal, experts perceive a better reality for women on the ground, but this relationship is not as strong as with supportive frameworks.** A comparison of the *Women, Business and the Law 2.0* legal frameworks index and expert opinions index reveals a significant association between the legal status of economies and the perceptions of women's rights in practice (figure ES.8). The *Women, Business and the Law 2.0* legal frameworks global average score is 64.2, and the expert opinions global average score is 65.7. However, this association is weaker than the one observed between scores of the legal frameworks index and the supportive frameworks index, with some exceptions. Supportive frameworks generally follow patterns similar to those of legal results, but with a lag; the relationship with expert opinions is less clear. In economies with higher legal scores, the difference between the expert opinions score and the legal frameworks score tends to be more pronounced. This finding suggests that there is a greater degree of variation and complexity in how experts perceive legal standards, which can be influenced by the specific context.

The alignment between expert opinions and legal frameworks varies across and within regions, often deviating from the trends seen in the legal index (figure ES.9). For example, economies in the Middle East and North Africa region generally exhibit more favorable views of women's rights than is reflected in the scores on the legal frameworks index. Similarly, the East Asia and the Pacific region tends to score higher on expert opinions than on the legal frameworks index, while the Latin America and the Caribbean region scores lower on expert opinions than on the legal index.

4. **Eighteen countries made progress toward legal gender equality by enacting reforms captured by the *Women, Business and the Law 1.0* index.** *Women, Business and the Law 2024* presents updated data and scores to register the progress toward legal gender equality that economies made between October 2, 2022, and October 1, 2023, as measured by the original eight *Women, Business and the*

FIGURE ES.8 | MORE GENDER-EQUAL LAWS ARE ASSOCIATED WITH THE PERCEPTION OF MORE RIGHTS FOR WOMEN IN PRACTICE

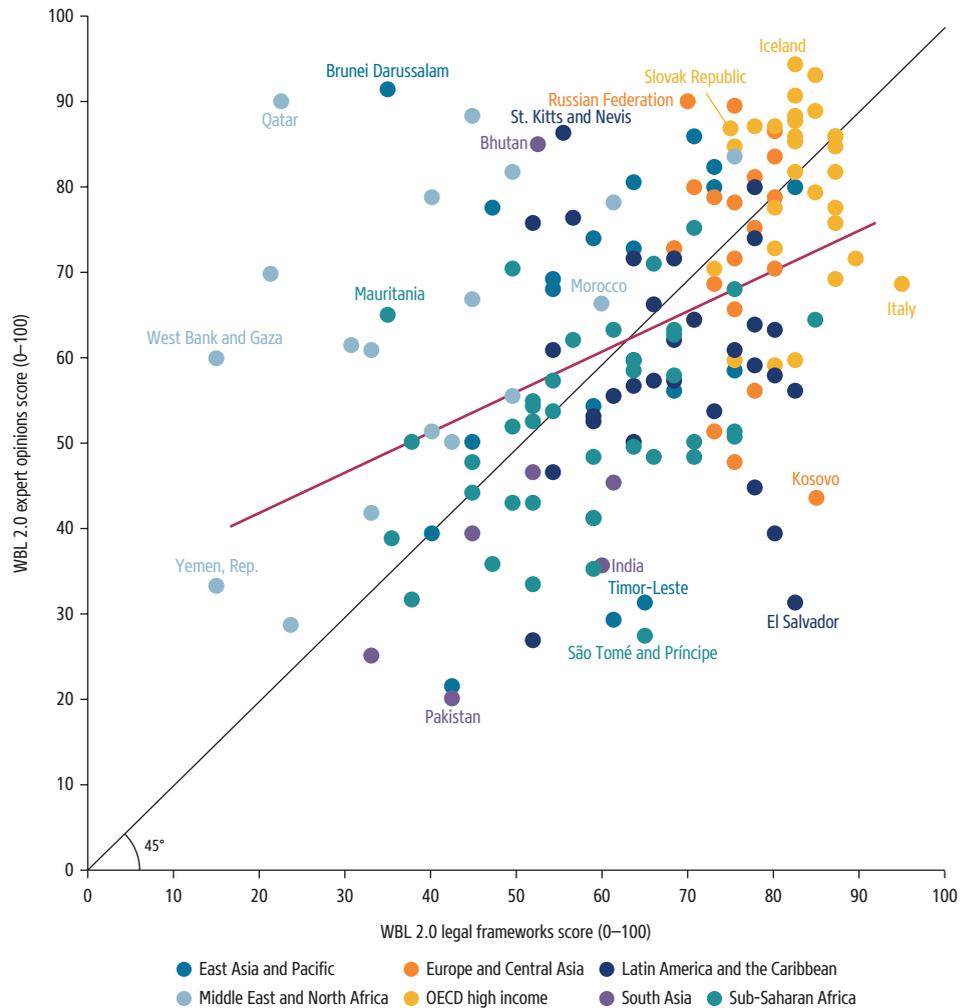
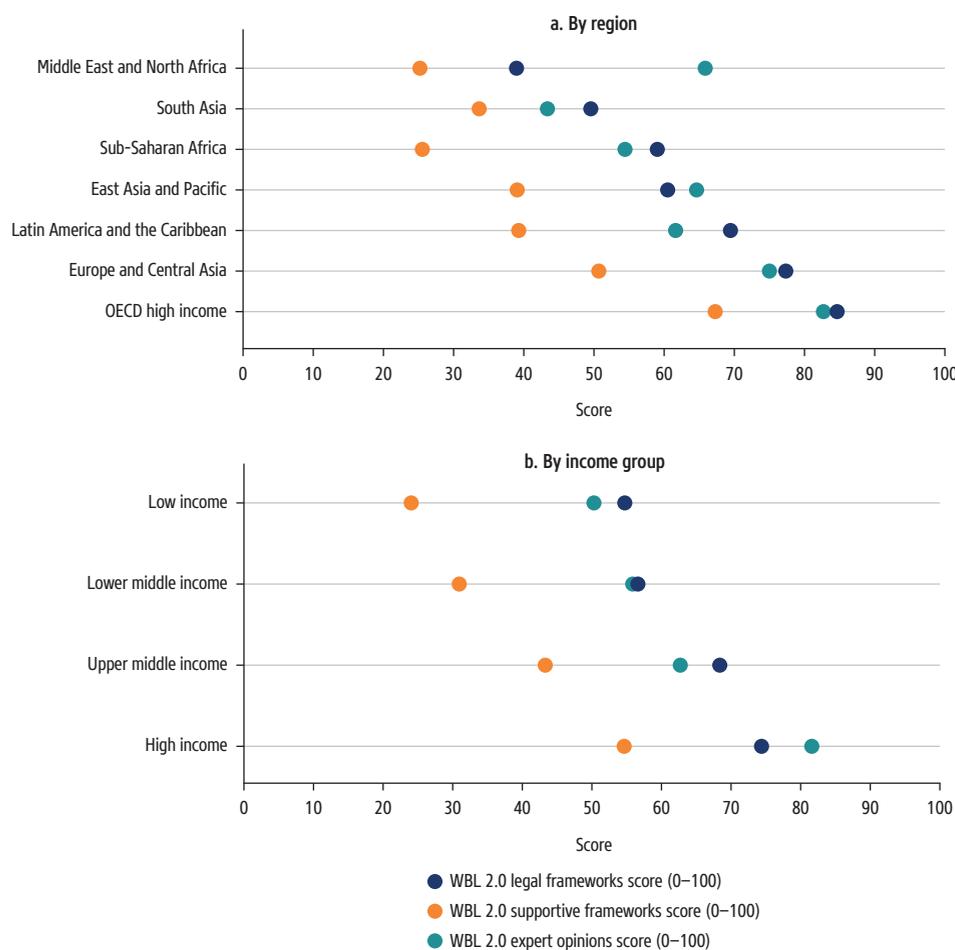


FIGURE ES.9 | SUPPORTIVE FRAMEWORKS LAG BEHIND LEGAL FRAMEWORKS AND EXPERT OPINIONS SCORES ACROSS REGIONS AND INCOME GROUPS



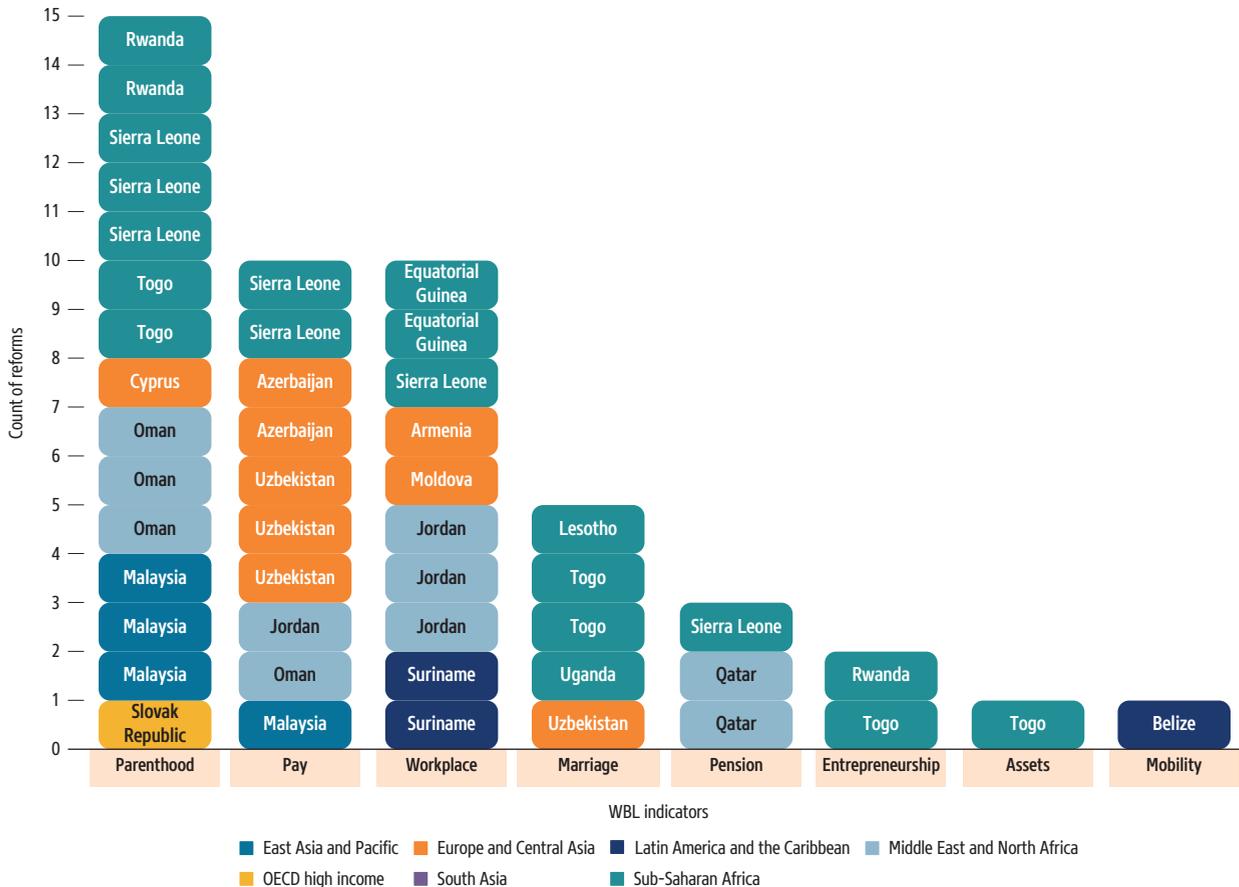
Source: *Women, Business and the Law 2024* database.

Note: Regions and income groups are sorted by the legal frameworks score average, from lowest to highest. The sample size is restricted to the 164 economies for which expert opinions data are available. República Bolivariana de Venezuela is excluded from the income group analysis because it is currently not classified by the World Bank, owing to a lack of reliable data of adequate quality. OECD = Organisation for Economic Co-operation and Development; WBL = *Women, Business and the Law*.

and Uzbekistan—enacted nine reforms. Malaysia, in the East Asia and Pacific region, enacted four reforms, while Suriname, in Latin America and the Caribbean, enacted two reforms and Belize enacted one. Among OECD high-income economies, the Slovak Republic was the only country to reform. Overall, the economies that improved the most were Jordan, Malaysia, Sierra Leone, Togo, and Uzbekistan, thanks to comprehensive reforms in multiple areas, which raised their scores by between 19 and 28 percentage points. The Parenthood, Pay, and Workplace 1.0 indicators recorded the highest number of reforms over the last year. Other indicators registered fewer reforms, in part because a higher level of equality had been reached in some of the areas measured (Entrepreneurship) and in part because these indicators measure notoriously sticky areas of the law (Mobility and Assets).

FIGURE ES.10 | IN 2022–23, 18 ECONOMIES ENACTED REFORMS ACROSS ALL *WOMEN, BUSINESS AND THE LAW* 1.0 INDICATORS

Number of reforms since October 2022, by economy, indicator, and region



Source: *Women, Business and the Law 2024* database.

Note: OECD = Organisation for Economic Co-operation and Development; WBL = *Women, Business and the Law*.

The way forward

The new *Women, Business and the Law 2.0* three-tiered approach, which focuses on legal frameworks, supportive frameworks, and expert opinions, reveals important gaps and demonstrates that the perceptions of experts on the status of women’s rights are not always in line with what is needed to implement those rights in practice. These gaps should be explored further. By improving these measures in the future, *Women, Business and the Law* plans to deliver more comprehensive data to inform policy dialogue and reform, thereby allowing more women to realize their rights and boosting economic inclusion and labor force participation worldwide.

Annex ES.A Women, Business and the Law 2.0 questions

TABLE ES.A.1 WOMEN, BUSINESS AND THE LAW 2.0 QUESTIONS			
Indicator	Legal frameworks	Supportive frameworks	Expert opinions
Safety	<ol style="list-style-type: none"> Does the law address child marriage? Does the law address sexual harassment? Does the law address domestic violence? Does the law address femicide? 	<ol style="list-style-type: none"> Has the government developed comprehensive mechanisms to address violence against women? Are special procedures in place for cases of sexual harassment? Is a government entity responsible for monitoring and implementing national services, plans, and programs addressing violence against women? Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs? 	<ol style="list-style-type: none"> In practice, are women free from gender-based violence?
Mobility	<ol style="list-style-type: none"> Can a woman choose where to live in the same way as a man? Can a woman travel internationally in the same way as a man? Can a woman travel outside her home in the same way as a man? Do a woman and a man have equal rights to confer citizenship on their spouses and their children? 	<ol style="list-style-type: none"> Are passport application processes the same for a woman and a man? Are the application processes for official identity documents the same for a woman and a man? Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation? 	<ol style="list-style-type: none"> In practice, do women enjoy the same freedom of movement as men?
Workplace	<ol style="list-style-type: none"> Can a woman get a job in the same way as a man? Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age? Does the law prohibit discrimination in employment based on gender? Does the law allow employees to request flexible work? 	<ol style="list-style-type: none"> Does a specialized body receive complaints about gender discrimination in employment? Has the government published guidelines on nondiscrimination based on gender in recruitment? Has the government published guidelines on flexible work arrangements? 	<ol style="list-style-type: none"> In practice, do women enjoy the same opportunities to enter the workplace as men? In practice, do women enjoy the same opportunities to remain in the workplace as men?
Pay	<ol style="list-style-type: none"> Does the law mandate equal remuneration for work of equal value? Can a woman work at night in the same way as a man? Can a woman work in a job deemed dangerous in the same way as a man? Can a woman work in an industrial job in the same way as a man? 	<ol style="list-style-type: none"> Are pay transparency measures or enforcement mechanisms in place to address the pay gap? Have sex-disaggregated data on employment in different industries or sectors been published? 	<ol style="list-style-type: none"> In practice, do women and men enjoy equal remuneration for work of equal value? In practice, do women and men have equal access to high-paying jobs?

(Table continues next page)

TABLE ES.A.1 WOMEN, BUSINESS AND THE LAW 2.0 QUESTIONS (continued)			
Indicator	Legal frameworks	Supportive frameworks	Expert opinions
Marriage	<ol style="list-style-type: none"> 1. Is the law free of legal provisions that require a married woman to obey her husband? 2. Can a woman be “head of household” or “head of family” in the same way as a man? 3. Can a woman obtain a judgment of divorce in the same way as a man? 4. Does a woman have the same rights to remarry as a man? 	<ol style="list-style-type: none"> 1. Is there a fast-track process or procedure for family law disputes? 2. Are there specialized family courts? 3. Is legal aid available for family law disputes? 	<ol style="list-style-type: none"> 1. In practice, do women and men enjoy equal rights during marriage? 2. In practice, do women and men enjoy equal rights when getting a divorce?
Parenthood	<ol style="list-style-type: none"> 1. Is paid leave of at least 14 weeks available to mothers? 2. Are leave benefits for mothers paid solely by the government? 3. Is paid leave available to fathers? 4. Is dismissal of pregnant workers prohibited? 	<ol style="list-style-type: none"> 1. Is it possible to apply for maternity benefits through a single government application process? 2. Are incentives in place to encourage fathers to take paternity leave upon the birth of a child? 3. Have sex-disaggregated data on unpaid care work been published? 	<ol style="list-style-type: none"> 1. In practice, do women have access to paid leave for the birth of a child? 2. In practice, do men have access to paid leave for the birth of a child?
Childcare	<ol style="list-style-type: none"> 1. Does the law establish the provision of center-based childcare services? 2. Does the law establish any form of support for families for childcare services? 3. Does the law establish any form of support for nonstate childcare providers? 4. Does the law establish quality standards for the provision of center-based childcare services? 	<ol style="list-style-type: none"> 1. Is there a publicly available registry or database of childcare providers? 2. Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents? 3. Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers? 4. Has the government published any reports on the quality of childcare services? 	<ol style="list-style-type: none"> 1. In practice, do women have access to affordable and quality childcare services?
Entrepreneurship	<ol style="list-style-type: none"> 1. Can a woman undertake entrepreneurial activities in the same way as a man? 2. Does the law prohibit discrimination in access to credit based on gender? 3. Does the law prescribe a gender quota for corporate boards? 4. Does the law include gender-sensitive procurement provisions for public procurement processes? 	<ol style="list-style-type: none"> 1. Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published? 2. Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development? 3. Does a current national government plan or strategy focus on women's access to financial services? 	<ol style="list-style-type: none"> 1. In practice, do women enjoy the same opportunities to start and run a business as men? 2. In practice, do women and men have equal access to credit?
Assets	<ol style="list-style-type: none"> 1. Do a woman and a man have equal administrative power and ownership rights to immovable property, including land? 2. Do sons and daughters have equal rights to inherit assets? 3. Do male and female surviving spouses have equal rights to inherit assets? 4. Does the law provide for the valuation of nonmonetary contributions? 	<ol style="list-style-type: none"> 1. Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)? 2. Are awareness measures in place to improve women's access to information about marital and inheritance rights? 3. Have anonymized sex-disaggregated data on property ownership been published? 	<ol style="list-style-type: none"> 1. In practice, do women and men enjoy equal rights to immovable property?

(Table continues next page)

TABLE ES.A.1 WOMEN, BUSINESS AND THE LAW 2.0 QUESTIONS (continued)			
Indicator	Legal frameworks	Supportive frameworks	Expert opinions
Pension	<ol style="list-style-type: none"> Are the ages at which a woman and a man can retire with full pension benefits the same? Are the ages at which a woman and a man can retire with partial pension benefits the same? Is the mandatory retirement age for a woman and a man the same? Are periods of absence due to childcare accounted for in pension benefits? 	<ol style="list-style-type: none"> Are incentives in place to increase women's retirement benefits? Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits? 	<ol style="list-style-type: none"> In practice, do women and men enjoy equal pension benefits after retirement?

Source: Women, Business and the Law 2024 database.

Annex ES.B Women, Business and the Law 1.0 and 2.0 scores

TABLE ES.B.1 WOMEN, BUSINESS AND THE LAW 1.0 AND 2.0 SCORES				
Economy	WBL 1.0 legal frameworks score	WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
Belgium	100.0 ●	90.0 ●	69.2 ●	90.0 ●
Canada	100.0 ●	90.0 ●	97.5 ●	—
Denmark	100.0 ●	80.0 ●	60.0 ●	91.3 ●
France	100.0 ●	90.0 ●	87.5 ●	72.5 ●
Germany	100.0 ●	85.0 ●	82.5 ●	85.6 ●
Greece	100.0 ●	87.5 ●	44.2 ●	83.1 ●
Iceland	100.0 ●	82.5 ●	69.2 ●	94.4 ●
Ireland	100.0 ●	85.0 ●	81.7 ●	89.4 ●
Latvia	100.0 ●	77.5 ●	49.2 ●	88.8 ●
Luxembourg	100.0 ●	85.0 ●	70.0 ●	90.0 ●
Netherlands	100.0 ●	90.0 ●	60.8 ●	79.4 ●
Portugal	100.0 ●	92.5 ●	50.8 ●	75.0 ●
Spain	100.0 ●	90.0 ●	82.5 ●	81.3 ●
Sweden	100.0 ●	82.5 ●	72.5 ●	91.3 ●
Estonia	97.5 ●	85.0 ●	48.3 ●	92.5 ●
Finland	97.5 ●	85.0 ●	77.5 ●	95.0 ●
Italy	97.5 ●	95.0 ●	65.0 ●	68.8 ●
New Zealand	97.5 ●	92.5 ●	70.0 ●	—
Togo	97.5 ● ✓	77.5 ●	27.5 ●	71.3 ●
United Kingdom	97.5 ●	82.5 ●	87.5 ●	81.3 ●
Australia	96.9 ●	90.0 ●	81.7 ●	88.8 ●
Austria	96.9 ●	90.0 ●	82.5 ●	85.6 ●

(Table continues next page)

TABLE ES.B.1		WOMEN, BUSINESS AND THE LAW 1.0 AND 2.0 SCORES (continued)			
Economy	WBL 1.0 legal frameworks score	WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score	
Cyprus	96.9 ● ✓	82.5 ●	55.8 ●	82.5 ●	
Norway	96.9 ●	87.5 ●	75.8 ●	97.5 ●	
Slovenia	96.9 ●	90.0 ●	60.8 ●	90.0 ●	
Côte d'Ivoire	95.0 ●	77.5 ●	24.2 ●	53.8 ●	
Gabon	95.0 ●	77.5 ●	29.2 ●	53.1 ●	
Peru	95.0 ●	85.0 ●	68.3 ●	58.8 ●	
Paraguay	94.4 ●	80.0 ●	40.8 ●	46.9 ●	
Croatia	93.8 ●	87.5 ●	61.7 ●	—	
Czechia	93.8 ●	82.5 ●	59.2 ●	76.3 ●	
Hungary	93.8 ● *	87.5 ●	52.5 ●	93.1 ●	
Lithuania	93.8 ●	85.0 ●	54.2 ●	91.9 ●	
Poland	93.8 ●	82.5 ●	67.5 ●	61.9 ●	
Serbia	93.8 ●	82.5 ●	56.7 ●	73.8 ●	
Sierra Leone	92.5 ● ✓	72.5 ●	34.2 ●	52.5 ●	
Costa Rica	91.9 ●	82.5 ●	50.8 ●	60.6 ●	
Hong Kong SAR, China	91.9 ●	75.0 ●	65.0 ●	86.3 ●	
Kosovo	91.9 ●	85.0 ●	51.7 ●	43.8 ●	
Rwanda	91.9 ● ✓	72.5 ●	53.3 ●	50.6 ●	
Albania	91.3 ●	77.5 ●	45.0 ●	68.8 ●	
Malta	91.3 ●	77.5 ●	58.3 ●	87.5 ●	
Taiwan, China	91.3 ●	75.0 ●	79.2 ●	83.8 ●	
United States	91.3 ●	85.0 ●	75.0 ●	62.5 ●	
Armenia	90.6 ● ✓	75.0 ●	33.3 ●	71.9 ●	
Bulgaria	90.6 ●	82.5 ●	65.8 ●	90.6 ●	
Moldova	90.6 ● ✓	77.5 ●	43.3 ●	75.0 ●	
Mongolia	90.6 ●	77.5 ●	52.5 ●	61.3 ●	
Romania	90.6 ●	82.5 ●	45.0 ●	87.5 ●	
Ecuador	89.4 ●	82.5 ●	63.3 ●	66.3 ●	
Mauritius	89.4 ●	87.5 ●	52.5 ●	67.5 ●	
Bolivia	88.8 ●	70.0 ●	39.2 ●	65.0 ●	
El Salvador	88.8 ●	82.5 ●	42.5 ●	31.3 ●	
Mexico	88.8 ●	82.5 ●	65.8 ●	41.3 ●	
Uruguay	88.8 ●	80.0 ●	55.8 ●	83.8 ●	
Georgia	88.1 ●	77.5 ●	57.5 ●	50.0 ●	
Korea, Rep.	88.1 ● *	82.5 ●	74.2 ●	—	
South Africa	88.1 ●	77.5 ●	40.0 ●	—	

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TABLE ES.B.1		WOMEN, BUSINESS AND THE LAW 1.0 AND 2.0 SCORES (continued)			
Economy	WBL 1.0 legal frameworks score	WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score	
Switzerland	88.1 ●	75.0 ●	69.2 ●	73.8 ●	
Viet Nam	88.1 ●	85.0 ●	45.8 ●	83.8 ●	
Slovak Republic	87.5 ● ✓	75.0 ●	53.3 ●	86.9 ●	
Guyana	86.9 ●	70.0 ●	25.8 ●	75.0 ●	
Zimbabwe	86.9 ●	60.0 ●	35.8 ●	50.6 ●	
Cabo Verde	86.3 ●	70.0 ●	28.3 ●	66.3 ●	
Dominican Republic	86.3 ●	72.5 ●	60.0 ●	67.5 ●	
Nicaragua	86.3 ●	67.5 ●	30.0 ●	69.4 ●	
Timor-Leste	86.3 ●	65.0 ●	23.3 ●	31.3 ●	
Lao PDR	85.6 ● *	72.5 ●	41.7 ●	90.0 ●	
Azerbaijan	85.0 ● ✓	72.5 ●	41.7 ●	83.8 ●	
Bosnia and Herzegovina	85.0 ●	77.5 ●	47.5 ●	81.9 ●	
Brazil	85.0 ●	80.0 ●	55.8 ●	61.9 ●	
Montenegro	85.0 ●	80.0 ●	50.8 ●	85.0 ●	
North Macedonia	85.0 ●	80.0 ●	56.7 ●	78.8 ●	
San Marino	85.0 ● *	77.5 ●	33.3 ●	93.8 ●	
Ukraine	85.0 ●	75.0 ●	50.0 ●	82.5 ●	
Venezuela, RB	85.0 ●	70.0 ●	24.2 ●	60.0 ●	
Colombia	84.4 ●	77.5 ●	62.5 ●	63.8 ●	
Benin	83.8 ●	70.0 ●	29.2 ●	65.6 ●	
Kenya	83.8 ● *	70.0 ●	45.0 ●	60.6 ●	
Puerto Rico (US)	83.8 ●	80.0 ●	29.2 ●	66.9 ●	
St. Lucia	83.8 ●	57.5 ●	26.7 ●	80.0 ●	
Uganda	83.8 ● ✓	67.5 ●	41.7 ●	50.6 ●	
São Tomé and Príncipe	83.1 ●	65.0 ●	16.7 ●	27.5 ●	
Belize	82.5 ●	62.5 ●	62.5 ●	58.1 ●	
Burkina Faso	82.5 ●	65.0 ●	20.8 ●	62.5 ●	
Fiji	82.5 ●	62.5 ●	34.2 ●	30.6 ●	
Mozambique	82.5 ●	65.0 ●	35.0 ●	61.3 ●	
Singapore	82.5 ●	65.0 ●	64.2 ●	84.4 ●	
Türkiye	82.5 ●	80.0 ●	55.8 ●	58.8 ●	
United Arab Emirates	82.5 ●	62.5 ●	24.2 ●	81.9 ●	
Uzbekistan	82.5 ● ✓	75.0 ●	55.8 ●	53.8 ●	
Bahamas, The	81.3 ●	55.0 ●	17.5 ●	63.8 ●	
Cambodia	81.3 ●	55.0 ●	40.0 ●	71.3 ●	
Liberia	81.3 ●	60.0 ●	23.3 ●	—	

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TABLE ES.B.1		WOMEN, BUSINESS AND THE LAW 1.0 AND 2.0 SCORES (continued)			
Economy	WBL 1.0 legal frameworks score	WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score	
Tanzania	81.3 ●	65.0 ●	24.2 ●	51.9 ●	
Zambia	81.3 ●	72.5 ●	29.2 ●	78.8 ●	
Grenada	80.6 ●	67.5 ●	17.5 ●	60.0 ●	
Israel	80.6 ●	75.0 ●	50.8 ●	—	
Lesotho	80.6 ● ✓	55.0 ●	20.0 ●	60.0 ●	
Nepal	80.6 ●	62.5 ●	43.3 ●	47.5 ●	
Barbados	80.0 ●	65.0 ●	25.8 ●	75.0 ●	
Chile	80.0 ●	77.5 ●	65.0 ●	62.5 ●	
Ethiopia	80.0 ● *	60.0 ●	30.8 ●	43.1 ●	
Malawi	80.0 ●	57.5 ●	29.2 ●	65.0 ●	
Namibia	80.0 ● *	67.5 ●	29.2 ●	74.4 ●	
Angola	79.4 ●	62.5 ●	26.7 ●	66.3 ●	
Argentina	79.4 ●	75.0 ●	56.7 ●	56.3 ●	
Panama	79.4 ●	80.0 ●	33.3 ●	77.5 ●	
Congo, Dem. Rep.	78.8 ●	60.0 ●	22.5 ●	36.9 ●	
Japan	78.8 ●	72.5 ●	67.5 ●	67.5 ●	
Philippines	78.8 ●	70.0 ●	54.2 ●	58.8 ●	
Tajikistan	78.8 ●	70.0 ●	48.3 ●	76.3 ●	
China	78.1 ●	65.0 ●	53.3 ●	76.3 ●	
Thailand	78.1 ●	60.0 ●	31.7 ●	77.5 ●	
Central African Republic	77.5 ● *	52.5 ●	13.3 ●	35.0 ●	
Kyrgyz Republic	76.9 ●	65.0 ●	51.7 ●	—	
Suriname	76.9 ● * ✓	65.0 ●	8.3 ●	62.5 ●	
Burundi	76.3 ●	52.5 ●	21.7 ●	56.9 ●	
Kiribati	76.3 ●	60.0 ●	20.8 ●	56.9 ●	
Seychelles	76.3 ●	70.0 ●	20.0 ●	—	
Belarus	75.6 ●	67.5 ●	50.0 ●	—	
Kazakhstan	75.6 ●	70.0 ●	62.5 ●	76.3 ●	
Morocco	75.6 ●	60.0 ●	45.0 ●	66.3 ●	
Bhutan	75.0 ●	52.5 ●	15.0 ●	85.0 ●	
Ghana	75.0 ●	55.0 ●	35.8 ●	56.3 ●	
Honduras	75.0 ●	65.0 ●	35.8 ●	52.5 ●	
Samoa	75.0 ●	55.0 ●	25.0 ●	72.5 ●	
Trinidad and Tobago	75.0 ●	65.0 ●	45.0 ●	59.4 ●	
India	74.4 ●	60.0 ●	54.2 ●	35.6 ●	
Jamaica	74.4 ●	60.0 ●	42.5 ●	55.6 ●	
Guatemala	73.8 ●	60.0 ●	33.3 ●	55.0 ●	

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TABLE ES.B.1		WOMEN, BUSINESS AND THE LAW 1.0 AND 2.0 SCORES (continued)			
Economy	WBL 1.0 legal frameworks score	WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score	
Guinea	73.8 ●	52.5 ●	20.8 ●	—	
Maldives	73.8 ●	52.5 ●	26.7 ●	48.8 ●	
Russian Federation	73.1 ●	70.0 ●	59.2 ●	90.0 ●	
Senegal	72.5 ●	50.0 ●	28.3 ●	—	
Djibouti	71.3 ●	50.0 ●	26.7 ●	58.1 ●	
Saudi Arabia	71.3 ●	50.0 ●	36.7 ●	85.6 ●	
St. Kitts and Nevis	71.3 ●	57.5 ●	18.3 ●	86.3 ●	
Indonesia	70.6 ●	60.0 ●	42.5 ●	43.1 ●	
Eritrea	69.4 ●	50.0 ●	6.7 ●	—	
Gambia, The	69.4 ●	52.5 ●	16.7 ●	55.0 ●	
Madagascar	69.4 ●	50.0 ●	11.7 ●	54.4 ●	
Antigua and Barbuda	68.8 ● *	52.5 ●	35.0 ●	79.4 ●	
Bahrain	68.1 ●	45.0 ●	35.0 ●	92.5 ●	
St. Vincent and the Grenadines	68.1 ●	52.5 ●	15.0 ●	—	
South Sudan	67.5 ●	50.0 ●	15.0 ●	—	
Chad	66.3 ●	52.5 ●	20.8 ●	45.0 ●	
Nigeria	66.3 ●	50.0 ●	21.7 ●	45.0 ●	
Marshall Islands	65.6 ●	50.0 ●	15.0 ●	—	
Sri Lanka	65.6 ●	45.0 ●	30.0 ●	41.3 ●	
Comoros	65.0 ●	37.5 ●	10.0 ●	52.5 ●	
Tunisia	64.4 ●	45.0 ●	27.5 ●	70.0 ●	
Botswana	63.8 ●	52.5 ●	13.3 ●	57.5 ●	
Mali	63.8 ●	47.5 ●	15.0 ●	37.5 ●	
Dominica	62.5 ●	55.0 ●	26.7 ●	48.8 ●	
Haiti	61.3 ●	52.5 ●	20.8 ●	28.1 ●	
Micronesia, Fed. Sts.	61.3 ●	45.0 ●	11.7 ●	52.5 ●	
Malaysia	60.6 ● ✓	47.5 ●	40.8 ●	81.3 ●	
Cameroon	60.0 ●	45.0 ●	23.3 ●	50.0 ●	
Papua New Guinea	60.0 ●	47.5 ●	10.0 ●	—	
Jordan	59.4 ● ✓	42.5 ●	50.0 ●	52.5 ●	
Lebanon	58.8 ●	40.0 ●	17.5 ●	53.8 ●	
Myanmar	58.8 ●	50.0 ●	11.7 ●	—	
Pakistan	58.8 ●	42.5 ●	31.7 ●	20.0 ●	
Tonga	58.8 ●	40.0 ●	14.2 ●	41.3 ●	
Congo, Rep.	58.1 ●	45.0 ●	6.7 ●	46.3 ●	
Equatorial Guinea	58.1 ● ✓	50.0 ●	22.5 ●	73.8 ●	
Algeria	57.5 ●	40.0 ●	15.0 ●	82.5 ●	

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TABLE ES.B.1		WOMEN, BUSINESS AND THE LAW 1.0 AND 2.0 SCORES (continued)			
Economy	WBL 1.0 legal frameworks score	WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score	
Solomon Islands	56.9 ●	42.5 ●	18.3 ●	22.5 ●	
Palau	56.3 ●	42.5 ●	11.7 ●	—	
Vanuatu	55.6 ●	42.5 ●	16.7 ●	—	
Niger	53.8 ● *	37.5 ●	19.2 ●	33.1 ●	
Brunei Darussalam	53.1 ●	35.0 ●	24.2 ●	91.3 ●	
Guinea-Bissau	51.9 ● *	45.0 ●	11.7 ●	—	
Egypt, Arab Rep.	50.6 ●	37.5 ●	26.7 ●	—	
Libya	50.0 ●	32.5 ●	11.7 ●	43.8 ●	
Bangladesh	49.4 ●	32.5 ●	35.0 ●	26.3 ●	
Iraq	48.1 ●	32.5 ●	17.5 ●	—	
Mauritania	48.1 ●	35.0 ●	17.5 ●	65.0 ●	
Somalia	46.9 ●	32.5 ●	18.3 ●	—	
Eswatini	46.3 ●	35.0 ●	17.5 ●	40.6 ●	
Oman	46.3 ● ✓	32.5 ●	15.8 ●	63.8 ●	
Syrian Arab Republic	40.0 ●	30.0 ●	9.2 ●	64.4 ●	
Kuwait	38.1 ●	20.0 ●	18.3 ●	73.1 ●	
Qatar	35.6 ● ✓	22.5 ●	17.5 ●	90.0 ●	
Sudan	32.5 ● *	20.0 ●	18.3 ●	—	
Afghanistan	31.9 ●	20.0 ●	13.3 ●	—	
Iran, Islamic Rep.	31.3 ●	22.5 ●	21.7 ●	30.0 ●	
Yemen, Rep.	26.9 ●	15.0 ●	3.3 ●	33.1 ●	
West Bank and Gaza	26.3 ●	15.0 ●	20.8 ●	60.0 ●	

Source: Women, Business and the Law 2024 database.

Note: Colored dots indicate the scores fall in the following ranges: ● >75–100; ● >50–75; ● >25–50; ● 0–25. "—" indicates that the WBL 2.0 expert opinions scores are not available due to an insufficient number of responses. Economies are sorted based on the WBL 1.0 legal score. Economies with a green check (✓) saw an improvement in their WBL 1.0 legal score due to reforms in one or more areas. Economies with an asterisk (*) saw a change in their WBL 1.0 legal score stemming from revisions arising from new information and coding consistency. WBL = Women, Business and the Law.

ECO-AUDIT

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Women, Business and the Law 2024 is the 10th in a series of annual studies measuring the enabling conditions that affect women’s economic opportunity in 190 economies. To present a more complete picture of the global environment that enables women’s socioeconomic participation, this year *Women, Business and the Law* introduces two new indicators—Safety and Childcare—and presents findings on the implementation gap between laws (de jure) and how they function in practice (de facto).

This study presents three indexes: (1) legal frameworks, (2) supportive frameworks (policies, institutions, services, data, budget, and access to justice), and (3) expert opinions on women’s rights in practice in the areas measured. The study’s 10 indicators—Safety, Mobility, Workplace, Pay, Marriage, Parenthood, Childcare, Entrepreneurship, Assets, and Pension—are structured around the different stages of a woman’s working life.

Findings from this new research can inform policy discussions to ensure women’s full and equal participation in the economy. The indicators build evidence of the critical relationship between legal gender equality and women’s employment and entrepreneurship. Data in *Women, Business and the Law 2024* are current as of October 1, 2023.

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