Legal equality is the first step toward gender equality

- **Mobility**: Examines constraints on freedom of movement
- **Workplace**: Analyzes laws affecting women’s decisions to work
- **Pay**: Measures laws and regulations affecting women’s pay
- **Marriage**: Assesses legal constraints related to marriage
- **Parenthood**: Examines laws affecting women’s work after having children
- **Entrepreneurship**: Analyzes constraints on women’s starting and running businesses
- **Assets**: Considers gender differences in property and inheritance
- **Pension**: Assesses laws affecting the size of a woman’s pension
But globally, women have just $\frac{3}{4}$ the legal rights of men.

The global average Women, Business and the Law score is 76.5 out of 100.
Despite the pandemic, 23 countries improved their laws in 2021

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Examples of reforms adopted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobility</td>
<td>In <em>Cyprus</em> and <em>Oman</em>, passport application procedures are now equal for men and women.</td>
</tr>
<tr>
<td>Workplace</td>
<td><em>Angola</em> and <em>Lebanon</em> both enacted laws protecting women from sexual harassment in employment, including criminal penalties for such conduct.</td>
</tr>
<tr>
<td>Pay</td>
<td><em>Bahrain</em> and <em>Burundi</em> mandated equal remuneration for work of equal value. <em>Benin</em> and <em>Vietnam</em>, women can now work in industrial jobs in the same way as men. <em>Pakistan</em> lifted restrictions on women’s ability to work at night.</td>
</tr>
<tr>
<td>Marriage</td>
<td><em>Egypt, Arab Rep.</em>, enacted legislation protecting women from domestic violence.</td>
</tr>
<tr>
<td>Parenthood</td>
<td><em>Armenia, Switzerland</em>, and <em>Ukraine</em> introduced paid paternity leave. <em>Colombia, Georgia, Greece</em>, and <em>Spain</em> introduced paid parental leave.</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td><em>Egypt, Arab. Rep.</em>, <em>Gabon</em>, and <em>Sierra Leone</em> prohibited gender-based discrimination in financial services, making it easier for women to access credit.</td>
</tr>
<tr>
<td>Assets</td>
<td><em>Gabon</em> granted spouses equal rights to immovable property and equal administrative authority over assets during marriage.</td>
</tr>
<tr>
<td>Pension</td>
<td><em>Cambodia</em> and <em>Ukraine</em> equalized the ages at which men and women can retire with full pension benefits.</td>
</tr>
</tbody>
</table>
Gabon took bold steps to strengthen gender equality

Gabon presents bills for gender equality

(Libreville) Gabon will present three bills to Parliament to strengthen equality between men and women, in particular by combating "violence" and "discrimination", Prime Minister Rose Christiane Ossouka Raponda said on Friday.
Gender equality is smart economics

Equal laws

- More jobs
- Higher wages
- Thriving businesses
- Better representation
Toward available, affordable, and quality childcare services

1. Expanding access to childcare through diverse types of provision

2. Promoting uptake of childcare services, especially for low-income or vulnerable families

3. Ensuring a safer environment for children, contributing to healthier nutrition and school readiness, and promoting uptake

Financial support for consumers or providers of childcare services
Measuring the law in practice

1. **Structural indicators** measure the state of the law in relation to a specific right.

2. **Process indicators** capture existence of policy instruments to support the implementation of the right.

3. **Outcome indicators** shed light on progress toward realizing a particular right.

<table>
<thead>
<tr>
<th>Country</th>
<th>Exert opinion of implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brazil</td>
<td>“We see more unregistered women entrepreneurs than men.”</td>
</tr>
<tr>
<td>Canada</td>
<td>“Systemic barriers continue to exist, and women are underrepresented in many fields.”</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>“Gender discrimination and sexual harassment still exist widely.”</td>
</tr>
<tr>
<td>India</td>
<td>“Domestic violence is very high, and most matters go unreported.”</td>
</tr>
<tr>
<td>South Africa</td>
<td>“There is the issue of men still very much being regarded as the head of the household and women’s unpaid contributions not being valued.”</td>
</tr>
</tbody>
</table>
There is more work left to be done
World leaders must put women at centre of COVID-19 recovery

Covid-19 has created a 'pandemic within a pandemic' of gender-based violence

Gender equality crucial for recovery from COVID-19 - opinion

COVID-19 casts different shadows over the lives of men and women

Fewer women than men will regain employment during the COVID-19 recovery says ILO

Gender equality takes one step forward, three back during COVID

Caregiving in Crisis: Gender inequality in paid and unpaid work during COVID-19

COVID-19 has exposed endemic gender inequality
Learn more and take action at wbl.worldbank.org