### CONTENTS

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>vii</td>
<td>Foreword</td>
</tr>
<tr>
<td>ix</td>
<td>Abbreviations</td>
</tr>
<tr>
<td>1</td>
<td>Chapter 1: Findings</td>
</tr>
<tr>
<td>29</td>
<td>Annex: Summaries of Reforms</td>
</tr>
<tr>
<td>35</td>
<td>Chapter 2: Women and COVID-19</td>
</tr>
<tr>
<td>53</td>
<td>Chapter 3: New Areas of Research</td>
</tr>
<tr>
<td>67</td>
<td>Appendix A: Data Notes</td>
</tr>
<tr>
<td>83</td>
<td>Appendix B: Economy Data</td>
</tr>
<tr>
<td>89</td>
<td>Appendix C: Acknowledgments</td>
</tr>
</tbody>
</table>

*Women, Business and the Law 2021* is the seventh in a series of annual studies measuring the laws and regulations that affect women’s economic opportunity in 190 economies. The project presents eight indicators structured around women’s interactions with the law as they move through their careers: Mobility, Workplace, Pay, Marriage, Parenthood, Entrepreneurship, Assets, and Pension.

Amidst a global pandemic that threatens progress toward gender equality, *Women, Business and the Law 2021* identifies barriers to women’s economic participation and encourages reform of discriminatory laws. This year, the study also includes important findings on government responses to the COVID-19 crisis and pilot research related to childcare and women’s access to justice.

By examining the economic decisions women make throughout their working lives, as well as the pace of reform over the past 50 years, *Women, Business and the Law* makes an important contribution to research and policy discussions about the state of women’s economic empowerment. 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 2021* are current as of October 1, 2020.
The unprecedented challenges of the COVID-19 pandemic have exposed and deepened global inequality. For many women around the world, this could mean not only economic insecurity, but also threats to their health and safety. In times like these, a legal environment that encourages women’s economic inclusion can make them less vulnerable in the face of a crisis.

Yet in difficult moments many women start at a disadvantage. *Women, Business and the Law 2021* identifies the laws and regulations that restrict women’s economic opportunity in 190 economies. From the basics of movement in the community to the challenges of working, parenting, and retiring, the data offer objective, measurable benchmarks for global progress toward gender equality. They also emphasize the policy actions that could be taken to improve economic opportunity for women.

This year’s study is the seventh in the series, and again the results are promising. Despite the adversities of the last year, many economies made gender equality a priority. Every region improved its average score, with economies in the Middle East and North Africa seeing the greatest increase. Globally, several of the changes eliminated job restrictions or aimed to reduce the gender wage gap. Other improvements were good-practice legislation related to marriage and parenthood or to removing constraints to women’s entrepreneurship.

Still, many laws continue to inhibit women’s ability to enter the workforce or start a business. On average, women have just three-quarters of the rights of men. New measures may also be necessary to safeguard their economic opportunities during this time of crisis. *Women, Business and the Law 2021* presents evidence of the ways in which governments have responded to women’s unique needs throughout the pandemic. Many have implemented innovative solutions, ensuring that women maintain access to childcare, justice systems, and protection from domestic violence, even during widespread shutdowns. The study also introduces two pilot projects on childcare and women’s access to justice, both of which are foundational to women’s success in the labor force.

Gender equality is a fundamental human right. More important, it can boost economic growth and improve development outcomes. There has never been a more important time to ensure women’s economic empowerment. As economies adapt to difficult circumstances, the World Bank Group will continue striving to improve conditions for their most vulnerable populations. By recognizing barriers to success and highlighting solutions, *Women, Business and the Law 2021* is an important tool in that effort.

*Mari Elka Pangestu*

*Managing Director, Development Policy and Partnerships*

*The World Bank*
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>ATM</td>
<td>automated teller machine</td>
</tr>
<tr>
<td>CEDAW</td>
<td>Convention on the Elimination of All Forms of Discrimination against Women (United Nations)</td>
</tr>
<tr>
<td>EU</td>
<td>European Union</td>
</tr>
<tr>
<td>GDP</td>
<td>gross domestic product</td>
</tr>
<tr>
<td>IFC</td>
<td>International Finance Corporation</td>
</tr>
<tr>
<td>OECD</td>
<td>Organisation for Economic Co-operation and Development</td>
</tr>
<tr>
<td>SAR</td>
<td>special administrative region</td>
</tr>
<tr>
<td>UN</td>
<td>United Nations</td>
</tr>
<tr>
<td>UNDP</td>
<td>United Nations Development Programme</td>
</tr>
<tr>
<td>UNICEF</td>
<td>United Nations Children’s Fund</td>
</tr>
<tr>
<td>WBL</td>
<td><em>Women, Business and the Law</em></td>
</tr>
</tbody>
</table>

All dollar amounts are US dollars unless otherwise indicated.
CHAPTER 1

Findings

- Better performance in the areas measured by the Women, Business and the Law index is associated with a more narrow gender gap in development outcomes, higher female labor force participation, lower vulnerable employment, and greater representation of women in national parliaments.
- On average, women have just three-quarters of the legal rights afforded to men.
- Ten economies—Belgium, Canada, Denmark, France, Iceland, Ireland, Latvia, Luxembourg, Portugal, and Sweden—score 100 on the Women, Business and the Law index.
- Since 2019, 27 economies from all regions have enacted reforms increasing gender equality.
- Most reforms introduced or amended laws affecting pay and parenthood. There were no reforms addressing gender differences in property and inheritance as measured by the Assets indicator.
- The Middle East and North Africa and Organisation for Economic Co-operation and Development (OECD) high-income economies improved their laws the most in 2019/20.
- Over the last 50 years, three regions—OECD high income, Latin America and the Caribbean, and Sub-Saharan Africa—have seen a record gain in their average scores of more than 30 points.

Although much progress has been made over the past 50 years, global gender equality had not yet been achieved when crisis struck in 2020. COVID-19 has directly and disproportionately jeopardized women’s social and economic capabilities. Because they make up the majority of health, social service, and unpaid care workers, women are uniquely susceptible to the effects of the pandemic. In addition, women continue to earn less than men for the same work, as well as face a higher risk of violence in their homes.

It may be impossible to fully prepare for such a situation, but governments take an important step toward safeguarding their economies when the legal environment encourages and incentivizes women’s work. The importance of legal equality is not limited to disaster preparedness or mitigating the effects of a pandemic. When women are given the same opportunities as men, they enter and remain in the labor force, strengthening economies and enabling development. Gender equality in the law is also associated with better development outcomes, such as lower rates of vulnerable employment and extreme poverty among female workers.1
Yet despite progress, discriminatory laws across the world continue to threaten not only women’s fundamental human rights, but also their economic security. Barriers to employment and entrepreneurship at every stage of life limit equality of opportunity, failing to adequately support working women. Women face these challenges in even the most developed economies. Worldwide they have, on average, just three-quarters of the rights of men. Governments must take urgent action to close this gap or risk worsening the effects of the pandemic.

By presenting a data set and an index highlighting opportunities for reform, Women, Business and the Law 2021 is an important tool in the pursuit of women’s economic empowerment. The seventh in a series, this study examines progress toward gender equality by measuring the laws and regulations that restrict women’s economic inclusion in 190 economies. It also presents compelling findings on gender-sensitive government responses to COVID-19, as well as pilot research on both childcare and enhancing women’s access to justice (box 1.1).

Women, Business and the Law aims to develop research and collect data that will highlight good practices in these two areas.

Measuring laws and regulations that affect women’s economic empowerment

Since its inception in 2009, Women, Business and the Law has collected data on the laws and regulations that restrict women’s economic opportunities. In 2020, the project...
began examining these data by means of an index structured around a woman’s working life. This perspective aligns different areas of the law with the decisions women make as they begin, progress through, and end their careers.

The eight *Women, Business and the Law* indicators coincide with the various milestones a typical woman might experience or achieve in her lifetime (figure 1.1). The indicators were chosen based on statistically significant associations with outcomes related to women’s economic empowerment, such as women’s labor force participation rates. They measure explicit gender-based differences in the law, as well as the presence of certain nondiscrimination and other good practice legislation that incentivizes women’s employment and entrepreneurship.

The Pay indicator, for example, measures legislation on remuneration and job restrictions—factors likely to influence a woman’s decision to enter the workforce and her choice of career. Each indicator looks at a specific set of regulations and the ways in which they affect women’s economic participation as entrepreneurs and employees. Policy makers interested in improving equality of economic opportunity can look at their economy’s scores on each indicator as a starting point for legal reform.

The *Women, Business and the Law* index relies on a series of assumptions to ensure comparability across economies. 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. To remain actionable, the data set is also constructed using only laws and regulations in force. Unless they are codified, religious and customary laws are not considered. Finally, although it is critical to ensuring women’s economic inclusion, implementation of laws is also not currently measured. Instead, *Women, Business and the Law* identifies legal differences between men and women as one step toward a better understanding of where women’s economic rights may be restricted in practice. Future *Women, Business and the Law* research will consider how to include de facto indicators to complement the set of de jure indicators developed and presented in this report. (For the complete methodology of *Women, Business and the Law* indicators, see the data notes in appendix A.)

In this study, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score (see table 1.1 for an example using Ecuador). The final *Women,
<table>
<thead>
<tr>
<th>Indicator</th>
<th>Question</th>
<th>Answer</th>
<th>Indicator score</th>
<th>WBL economy score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobility</td>
<td>1. Can a woman choose where to live in the same way as a man?</td>
<td>Yes = 1</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. Can a woman travel outside her home in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. Can a woman apply for a passport in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Can a woman travel outside the country in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workplace</td>
<td>1. Can a woman get a job in the same way as a man?</td>
<td>Yes = 1</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. Does the law prohibit discrimination in employment based on gender?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. Is there legislation on sexual harassment in employment?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Are there criminal penalties or civil remedies for sexual harassment in employment?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay</td>
<td>1. Does the law mandate equal remuneration for work of equal value?</td>
<td>Yes = 1</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. Can a woman work at night in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. Can a woman work in a job deemed dangerous in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Can a woman work in an industrial job in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marriage</td>
<td>1. Is there no legal provision that requires a married woman to obey her husband?</td>
<td>Yes = 1</td>
<td>100</td>
<td>-89.4</td>
</tr>
<tr>
<td></td>
<td>2. Can a woman be head of household in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. Is there legislation specifically addressing domestic violence?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Can a woman obtain a judgment of divorce in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5. Does a woman have the same rights to remarry as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parenthood</td>
<td>1. Is paid leave of at least 14 weeks available to mothers?</td>
<td>No = 0</td>
<td>40</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. Does the government administer 100% of maternity leave benefits?</td>
<td>No = 0</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. Is paid leave available to fathers?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Is there paid parental leave?</td>
<td>No = 0</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5. Is dismissal of pregnant workers prohibited?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>Does the law prohibit discrimination in access to credit based on gender?</td>
<td>No = 0</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. Can a woman sign a contract in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. Can a woman register a business in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Can a woman open a bank account in the same way as a man?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assets</td>
<td>1. Do men and women have equal ownership rights to immovable property?</td>
<td>Yes = 1</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. Do sons and daughters have equal rights to inherit assets from their parents?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. Do male and female surviving spouses have equal rights to inherit assets?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Does the law grant spouses equal administrative authority over assets during marriage?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5. Does the law provide for the valuation of nonmonetary contributions?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pension</td>
<td>1. Is the age at which men and women can retire with full pension benefits the same?</td>
<td>Yes = 1</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. Is the age at which men and women can retire with partial pension benefits the same?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. Is the mandatory retirement age for men and women the same?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Are periods of absence due to childcare accounted for in pension benefits?</td>
<td>Yes = 1</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Business and the Law index score presents the share of good laws in each economy weighted by the indicators. Thus, the index serves as an easily replicable way to gauge the regulatory environment for women as entrepreneurs and employees.

By measuring progress toward gender equality over time, Women, Business and the Law offers policy makers a benchmarking tool that exposes potential challenges, identifies good practices, and presents lessons learned. The narrow focus of the indicators provides a basis for equality of opportunity in the areas measured that can be complemented with additional data to fit the needs of a particular economy. By informing research and policy discussions about the state of women’s economic opportunities, Women, Business and the Law emphasizes the work still to be done to ensure equal economic opportunities for all.

Does equality under the law matter for closing gender gaps?

A significant body of research links legal reforms aimed at achieving gender equality to women’s economic outcomes. Women’s economic empowerment benefits the wider economy by reducing income inequality and increasing diversity and economic resilience. Furthermore, gender gaps in entrepreneurship and employment are associated with lower levels of income and productivity. Economies at higher levels of economic development have, in general, greater levels of gender equality. In fact, in the relationship between economic development and legal gender equality, the causality likely runs in both directions.

As is common in emerging fields of analysis, however, not all studies have found positive effects. For example, extended periods of family leave for female employees after childbirth have been associated with a drop in female employment and earnings in the short run. In India, a legislative reform that granted unmarried daughters equal inheritance rights has been associated with a range of positive outcomes, including greater investment in girls’ education, delayed age of marriage, increased financial inclusion, and more investment in sanitation. Nonetheless, other studies have uncovered some unintended consequences of this reform. These include parents circumventing the law so that daughters will not receive an inheritance, higher female infant mortality and feticide, and a higher suicide rate driven by a rise in marital conflicts. Unintended consequences can arise in contexts where multiple constraints exist and perpetuate gender inequality, thereby pointing to the need for a more holistic approach to addressing such a deep-rooted issue.

Another concern that often emerges is that where gendered social norms are deeply entrenched or where legal reform goes against customary law, changes to the law will not improve women’s circumstances. Indeed, reforms of discriminatory laws have not always been well implemented, leaving women to suffer the consequences. Moreover, even when legal reforms are implemented, cultural and economic factors may pose challenges to women exerting their rights.

Ideally, laws reflect the values of a society, but both laws and social norms need to change over time to adapt to their circumstances and contexts. That said, the relationship between laws and culture is complex. In some cases, laws precede social norms, and in others social behavior changes first, while laws are slower to adapt. Studies have shown that when laws conflict strongly with social norms, they do not
achieve their intended effect and are more difficult to enforce. Some argue that the importance of informal rules has often been underestimated. The same is true of the monitoring and transactions costs associated with the codification of formal laws.

Thus it is not necessarily true that just one or the other matters. Changing formal and customary laws may be a mutually reinforcing process. Research suggests that legal reform can have a magnetic effect, drawing norms in the same positive direction. Analyses of specific legislative changes that granted women more economic rights, such as India’s 2005 Hindu Succession Amendment Act and Rwanda’s 1999 Succession Law, have found evidence that legal reform is important.

Indeed, growing research shows that reforms in the areas captured by the Women, Business and the Law index are associated with a range of better outcomes for women, including more entrepreneurship, better access to finance, a more abundant female labor supply, and a reduction in the gender wage gap. Removing barriers that restrict the ability of women to move freely, sign contracts, and work outside the home has also been correlated with a larger female labor supply. Fewer legal barriers are associated with access to better jobs for women, such as those requiring higher skill levels, offering higher wages, or presenting an opportunity to manage others. It is also well documented that granting women the right to control assets, most notably land, may result in more bargaining power for them within their households. The implications of this include greater agency in household and marital matters and investment in better agricultural practices. Research has found that women’s ability to own and manage land is positively associated with their access to finance. More broadly, land rights may play an important role in establishing more equal gender relations within households and boosting women’s status in society.

New research based on the Women, Business and the Law data provides further evidence of a positive relationship between women’s economic rights and their economic inclusion and opportunities. This analysis looks at the relationship between legal gender discrimination and a range of metrics of women’s economic inclusion and empowerment. The general pattern of results reveals that where women face fewer legal barriers, they are more empowered.

Whereas the Women, Business and the Law index tracks progress toward closing gender-based gaps in legislation, the World Economic Forum’s Global Gender Gap Index tracks progress made by economies in closing gaps between women and men in opportunities and outcomes. It measures gender-based gaps in economic participation and opportunity, health outcomes, educational attainment, and political empowerment. The aggregate index score captures the percentage of gender gaps in opportunities and outcomes closed to date. According to the most recent results, that percentage is 68.6% globally.

Women, Business and the Law data reveal that greater progress has been made in closing gender gaps in legislation, suggesting that, on average, legal reforms may precede improvements in women’s opportunities and outcomes. However, the range of economy scores shows greater variation between achievement of legal gender parity: the lowest Women, Business and the Law index score is 26.3 and the highest, 100. The Global Gender Gap Index 2020 ranges between 49.4 and 87.7. Correlating the two measures shows that where women face less discrimination under the law, greater progress has been made in closing gender gaps in opportunities and outcomes (figure 1.2).
Analysis also shows that greater equality under the law is associated with more women participating in the labor force (figure 1.3). In the relationship between the Women, Business and the Law index and specific metrics of women’s economic inclusion and empowerment, one of the most fundamental outcomes is the female labor force participation rate.

A deeper dive into the relationship between the Women, Business and the Law index and women’s economic inclusion shows that legal equality is associated not only with more female employment in the aggregate, but also with fewer female workers in vulnerable employment. Vulnerable employment refers to those workers who either are self-employed without any employees or are unpaid family workers. This is a noteworthy association: vulnerable employees are those who are least likely to have access to social protection and safety nets or to be able to save, leaving them exposed to economic shocks and at the greatest risk of poverty. On average, women are more likely than men to be engaged in vulnerable employment, and women’s relative risk of vulnerable employment is higher in low- and lower-middle-income economies. The relationship between legal equality and women in vulnerable employment varies notably by region and warrants further study.

Women’s political representation may also have important outcomes for women’s rights. Research has revealed that economies with greater female representation in the
national legislature are more likely to pass laws on sexual harassment, rape, divorce, and domestic violence. According to data from the Inter-Parliamentary Union (IPU), on average 25% of seats in national lawmaking bodies are held by women. In only four economies are at least half of legislative seats held by women: Rwanda (61%), Cuba (53%), Bolivia (53%), and the United Arab Emirates (50%).

As women’s economic rights increase, so, too, does their representation in national lawmaking bodies (figure 1.4). However, even in the economies that receive the highest scores in the Women, Business and the Law index, the average proportion of legislative seats held by women is only about one-third. The relationship between legal equality and women’s legislative representation could go in either direction—as noted earlier, previous research has shown that having more female legislators is associated with an improved legal environment for women.

In contexts in which multiple constraints perpetuate gender inequality, the need for a more holistic approach to addressing deep-rooted issues will, of course, be necessary. More evidence is needed of the role and limitations of the law in affecting women’s economic outcomes. However, the results presented here highlight some of the ways in which greater legal equality is correlated with greater empowerment for women. More research is under way to uncover the pathways through which legal reforms can help women reach their full potential, as well as to better understand how more progress can be made in removing legal barriers.

---

**FIGURE 1.3 | LEGAL GENDER EQUALITY AND FEMALE LABOR FORCE PARTICIPATION**

\[ y = 0.57x + 15.15; t\text{-stat}(x) = 9.51 \]

Note: The figure presents the correlation between the WBL index score and the female labor force participation rate for women aged 15–64 in 2019, according to modeled estimates from the International Labour Organization (ILO). Each point represents a single economy. A fitted regression line is also included. Although the graph presents a simple correlation, the relationship remains positive and statistically significant after controlling for income, measured as gross domestic product (GDP) per capita provided in the World Bank’s World Development Indicators (WDI) database (https:// databank.worldbank.org/source/world-development-indicators), and economy-level and time fixed effects. This statistical relationship should not be interpreted as causal. The regression of the female labor force participation rate on the WBL index includes 176 economies for the period 1991–2019, as determined by data availability. OECD = Organisation for Economic Co-operation and Development.
**FINDINGS**

Data insights

*Women, Business and the Law 2021* updates the index presented in its previous edition by capturing reforms that occurred between September 2, 2019, and October 1, 2020. In 2020, the average global score is 76.1 out of 100 (above the average 75.5 in 2019), indicating that the world has achieved about three-quarters of good practice legislation as measured by the indicators. Up from eight in 2019, ten economies—Belgium, Canada, Denmark, France, Iceland, Ireland, Latvia, Luxembourg, Portugal, and Sweden—score 100, meaning that women are on an equal legal standing with men across all areas measured (table 1.2). (For the complete *Women, Business and the Law* data set, please see the economy data in appendix B.)

Of the 39 economies with scores higher than 90, 28 are OECD high-income economies, and seven are in Europe and Central Asia. The remaining four are in Latin America and the Caribbean, East Asia and the Pacific, and Sub-Saharan Africa. No economy in the Middle East and North Africa or South Asia scores 90 or higher.

When economies are classified by income level, high-income ones score the highest, with an average score of 85.9 out of 100. Upper-middle-income economies
<table>
<thead>
<tr>
<th>Economy</th>
<th>Score</th>
<th>Economy</th>
<th>Score</th>
<th>Economy</th>
<th>Score</th>
<th>Economy</th>
<th>Score</th>
<th>Economy</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium</td>
<td>100.0</td>
<td>Romania</td>
<td>90.6</td>
<td>Singapore</td>
<td>82.5</td>
<td>Belarus</td>
<td>75.6</td>
<td>Nigeria</td>
<td>63.1</td>
</tr>
<tr>
<td>Canada</td>
<td>100.0</td>
<td>Ecuador</td>
<td>89.4</td>
<td>Turkey</td>
<td>82.5</td>
<td>China</td>
<td>75.6</td>
<td>Dominica</td>
<td>62.5</td>
</tr>
<tr>
<td>Denmark</td>
<td>100.0</td>
<td>Hong Kong SAR, China</td>
<td>89.4</td>
<td>United Arab Emirates ✔</td>
<td>82.5</td>
<td>Morocco</td>
<td>75.6</td>
<td>Mali</td>
<td>60.6</td>
</tr>
<tr>
<td>France</td>
<td>100.0</td>
<td>Bolivia</td>
<td>88.8</td>
<td>Colombia</td>
<td>81.9</td>
<td>Cambodia</td>
<td>75.0</td>
<td>Cameroon</td>
<td>60.0</td>
</tr>
<tr>
<td>Iceland</td>
<td>100.0</td>
<td>El Salvador</td>
<td>88.8</td>
<td>Japan</td>
<td>81.9</td>
<td>Ghana</td>
<td>75.0</td>
<td>Papua New Guinea</td>
<td>60.0</td>
</tr>
<tr>
<td>Ireland ✔</td>
<td>100.0</td>
<td>Malta</td>
<td>88.8</td>
<td>Vietnam ✔</td>
<td>81.9</td>
<td>Honduras</td>
<td>75.0</td>
<td>Niger</td>
<td>59.4</td>
</tr>
<tr>
<td>Latvia</td>
<td>100.0</td>
<td>Mexico</td>
<td>88.8</td>
<td>Bahamas, The</td>
<td>81.3</td>
<td>Trinidad and Tobago</td>
<td>75.0</td>
<td>Myanmar</td>
<td>58.8</td>
</tr>
<tr>
<td>Luxembourg</td>
<td>100.0</td>
<td>Uruguay</td>
<td>88.8</td>
<td>Tanzania</td>
<td>81.3</td>
<td>Gambia, The</td>
<td>74.4</td>
<td>Palau</td>
<td>58.8</td>
</tr>
<tr>
<td>Portugal ✔</td>
<td>100.0</td>
<td>Lao PDR</td>
<td>88.1</td>
<td>Zambia</td>
<td>81.3</td>
<td>India</td>
<td>74.4</td>
<td>Tonga</td>
<td>58.8</td>
</tr>
<tr>
<td>Sweden</td>
<td>100.0</td>
<td>Montenegro ✔</td>
<td>88.1</td>
<td>Grenada</td>
<td>80.6</td>
<td>Madagascar ✔</td>
<td>74.4</td>
<td>Vanuatu</td>
<td>58.1</td>
</tr>
<tr>
<td>Estonia</td>
<td>97.5</td>
<td>South Africa</td>
<td>88.1</td>
<td>Israel</td>
<td>80.6</td>
<td>Maldives</td>
<td>73.8</td>
<td>Algeria</td>
<td>57.5</td>
</tr>
<tr>
<td>Finland</td>
<td>97.5</td>
<td>Guyana</td>
<td>86.9</td>
<td>Kenya</td>
<td>80.6</td>
<td>Suriname</td>
<td>73.8</td>
<td>Gabon</td>
<td>57.5</td>
</tr>
<tr>
<td>Germany</td>
<td>97.5</td>
<td>Zimbabwe</td>
<td>86.9</td>
<td>Nepal</td>
<td>80.6</td>
<td>Angola</td>
<td>73.1</td>
<td>Solomon Islands</td>
<td>56.9</td>
</tr>
<tr>
<td>Greece</td>
<td>97.5</td>
<td>Cabo Verde</td>
<td>86.3</td>
<td>Rwanda ✔</td>
<td>80.6</td>
<td>Burundi</td>
<td>73.1</td>
<td>Bahrain ✔</td>
<td>55.6</td>
</tr>
<tr>
<td>Italy</td>
<td>97.5</td>
<td>Dominican Republic</td>
<td>86.3</td>
<td>Chile ✔</td>
<td>80.0</td>
<td>Russian Federation</td>
<td>73.1</td>
<td>Pakistan ✔</td>
<td>55.6</td>
</tr>
<tr>
<td>Netherlands</td>
<td>97.5</td>
<td>Namibia</td>
<td>86.3</td>
<td>Samoa</td>
<td>80.0</td>
<td>Uganda</td>
<td>73.1</td>
<td>Brunei Darussalam</td>
<td>53.1</td>
</tr>
<tr>
<td>New Zealand ✔</td>
<td>97.5</td>
<td>Nicaragua</td>
<td>86.3</td>
<td>San Marino</td>
<td>80.0</td>
<td>Bhutan</td>
<td>71.9</td>
<td>Lebanon</td>
<td>52.5</td>
</tr>
<tr>
<td>Spain</td>
<td>97.5</td>
<td>São Tomé and Príncipe</td>
<td>86.3</td>
<td>Saudi Arabia ✔</td>
<td>80.0</td>
<td>St. Kitts and Nevis</td>
<td>71.3</td>
<td>Equatorial Guinea</td>
<td>51.9</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>97.5</td>
<td>Georgia</td>
<td>85.6</td>
<td>Belize</td>
<td>79.4</td>
<td>Guatemala</td>
<td>70.6</td>
<td>Libya</td>
<td>50.0</td>
</tr>
<tr>
<td>Australia</td>
<td>96.9</td>
<td>Switzerland</td>
<td>85.6</td>
<td>Burkina Faso</td>
<td>79.4</td>
<td>Uzbekistan ✔</td>
<td>70.6</td>
<td>Malaysia</td>
<td>50.0</td>
</tr>
<tr>
<td>Austria ✔</td>
<td>96.9</td>
<td>Bosnia and Herzegovina</td>
<td>85.0</td>
<td>Panama</td>
<td>79.4</td>
<td>South Sudan</td>
<td>70.0</td>
<td>Bangladesh</td>
<td>49.4</td>
</tr>
<tr>
<td>Hungary</td>
<td>96.9</td>
<td>Brazil ✔</td>
<td>85.0</td>
<td>Ukraine</td>
<td>79.4</td>
<td>Eritrea</td>
<td>69.4</td>
<td>Congo, Rep.</td>
<td>49.4</td>
</tr>
<tr>
<td>Norway</td>
<td>96.9</td>
<td>Korea, Rep.</td>
<td>85.0</td>
<td>Azerbaijan</td>
<td>78.8</td>
<td>Kazakhstan</td>
<td>69.4</td>
<td>Mauritania</td>
<td>48.1</td>
</tr>
<tr>
<td>Slovenia ✔</td>
<td>96.9</td>
<td>North Macedonia</td>
<td>85.0</td>
<td>Congo, Dem. Rep.</td>
<td>78.8</td>
<td>Sierra Leone ✔</td>
<td>69.4</td>
<td>Jordan ✔</td>
<td>46.9</td>
</tr>
<tr>
<td>Peru</td>
<td>95.0</td>
<td>Slovak Republic ✗</td>
<td>85.0</td>
<td>Kiribati</td>
<td>78.8</td>
<td>Djibouti</td>
<td>68.1</td>
<td>Somalia</td>
<td>46.9</td>
</tr>
<tr>
<td>Paraguay</td>
<td>94.4</td>
<td>Venezuela, RB</td>
<td>85.0</td>
<td>Philippines</td>
<td>78.8</td>
<td>Jamaica</td>
<td>68.1</td>
<td>Eswatini</td>
<td>46.3</td>
</tr>
<tr>
<td>Croatia</td>
<td>93.8</td>
<td>Moldova</td>
<td>84.4</td>
<td>Tajikistan</td>
<td>78.8</td>
<td>Marshall Islands ✔</td>
<td>68.1</td>
<td>Egypt, Arab Rep.</td>
<td>45.0</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>93.8</td>
<td>Togo</td>
<td>84.4</td>
<td>Lesotho</td>
<td>78.1</td>
<td>St. Vincent and the Grenadines</td>
<td>68.1</td>
<td>Iraq</td>
<td>45.0</td>
</tr>
<tr>
<td>Lithuania</td>
<td>93.8</td>
<td>Liberia</td>
<td>83.8</td>
<td>Thailand</td>
<td>78.1</td>
<td>Tunisia</td>
<td>67.5</td>
<td>Guinea-Bissau</td>
<td>42.5</td>
</tr>
<tr>
<td>Poland</td>
<td>93.8</td>
<td>Puerto Rico (US) ✔</td>
<td>83.8</td>
<td>Benin ✔</td>
<td>77.5</td>
<td>Senegal ✔</td>
<td>66.9</td>
<td>Afghanistan</td>
<td>38.1</td>
</tr>
<tr>
<td>Serbia</td>
<td>93.8</td>
<td>St. Lucia</td>
<td>83.8</td>
<td>Malawi</td>
<td>77.5</td>
<td>Antigua and Barbuda</td>
<td>66.3</td>
<td>Syrian Arab Republic</td>
<td>36.9</td>
</tr>
<tr>
<td>Kosovo</td>
<td>91.9</td>
<td>Costa Rica ✔</td>
<td>83.1</td>
<td>Barbados</td>
<td>76.9</td>
<td>Chad</td>
<td>66.3</td>
<td>Oman</td>
<td>35.6</td>
</tr>
<tr>
<td>Mauritius</td>
<td>91.9</td>
<td>Côte d’Ivoire</td>
<td>83.1</td>
<td>Central African Republic</td>
<td>76.9</td>
<td>Sri Lanka</td>
<td>65.6</td>
<td>Iran, Islamic Rep.</td>
<td>31.3</td>
</tr>
<tr>
<td>Albania</td>
<td>91.3</td>
<td>Timor-Leste</td>
<td>83.1</td>
<td>Ethiopia ✔</td>
<td>76.9</td>
<td>Comoros</td>
<td>65.0</td>
<td>Qatar</td>
<td>29.4</td>
</tr>
<tr>
<td>Cyprus</td>
<td>91.3</td>
<td>Armenia</td>
<td>82.5</td>
<td>Kyrgyz Republic</td>
<td>76.9</td>
<td>Indonesia</td>
<td>64.4</td>
<td>Sudan</td>
<td>29.4</td>
</tr>
<tr>
<td>Taiwan, China</td>
<td>91.3</td>
<td>Fiji ✔</td>
<td>82.5</td>
<td>Argentina</td>
<td>76.3</td>
<td>Botswana</td>
<td>63.8</td>
<td>Kuwait ✔</td>
<td>28.8</td>
</tr>
<tr>
<td>United States</td>
<td>91.3</td>
<td>Mongolia</td>
<td>82.5</td>
<td>Guinea</td>
<td>76.3</td>
<td>Haiti</td>
<td>63.8</td>
<td>Yemen, Rep.</td>
<td>26.9</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>90.6</td>
<td>Mozambique</td>
<td>82.5</td>
<td>Seychelles</td>
<td>76.3</td>
<td>Micronesia, Fed. Sts.</td>
<td>63.8</td>
<td>West Bank and Gaza</td>
<td>26.3</td>
</tr>
</tbody>
</table>


Note: Economies with a green check mark (✔) saw an improvement in score due to reforms in one or more areas. The economy with a red X (✖) implemented at least one change reducing its score.
are 10.6 points behind, with an average score of 75.3. Lower-middle- and low-income economies have average scores of 70.8 and 66.1, respectively. These scores demonstrate that the average low-income economy has about two-thirds of good practice legislation identified by the indicators. The gap in the average score between high-income economies and the rest of the world is 14.3 points.

By region, OECD high-income economies score the highest, followed by Europe and Central Asia, Latin America and the Caribbean, and East Asia and the Pacific (figure 1.5). Economies in Sub-Saharan Africa have an average regional score of 71, while economies in South Asia score 63.7. Economies in the Middle East and North Africa have the lowest average score, 51.5. The performance of economies within each region varies. Middle East and North Africa and Sub-Saharan Africa economies have the largest variation in scores—more than 60 points difference between the best- and worst-scoring economies.

More than half of the economies in Sub-Saharan Africa score higher than the regional average score of 71 (figure 1.6). Mauritius has a score of 91.9, the highest in the Sub-Saharan Africa region. As of 2020, Mauritius scores 100 in six of the eight Women, Business and the Law indicators: Mobility, Workplace, Pay, Marriage, Entrepreneurship, and Assets. The remaining gaps to close are in the Parenthood and Pension indicators. Under Parenthood, Mauritius is still lacking paid parental leave, and maternity leave benefits are not 100% administered by the government. Under Pension, Mauritius has not accounted for periods of absence due to childcare in pension benefits. Every region has examples of economies whose governments are implementing good practice laws and those that still have room to improve. These examples can inspire other governments in the region looking to reform.

FIGURE 1.5 | AMONG REGIONS, OECD HIGH-INCOME ECONOMIES SCORE THE HIGHEST ON THE WBL INDEX

Note: OECD = Organisation for Economic Co-operation and Development.
FIGURE 1.6 | ECONOMIES IN SUB-SAHARAN AFRICA HAVE LARGE VARIATION IN WBL INDEX SCORES

Where do economies stand on each indicator?

The Mobility, Workplace, Marriage, Entrepreneurship, and Assets indicators have an average global score above 75, meaning economies have implemented many of the good practices measured by these indicators (figure 1.7). By contrast, average scores are lower for the Pay, Parenthood, and Pension indicators. Regional performance on each of these also varies, with OECD high-income economies performing above average on all indicators. All other regions have more diverse performances and room to improve, especially economies in South Asia and the Middle East and North Africa.

Parenthood, with an average score of 54.8, remains the indicator with the most room to improve. It measures whether paid maternity leave of at least 14 weeks is available to mothers, whether maternity benefits are 100% administered by the government, whether any paid leave is available to fathers, whether there is paid parental leave, and whether dismissal of pregnant women is prohibited.

Although more than half of the economies measured mandate paid leave specifically for fathers, the global median duration of that leave is just seven calendar days in the economies that have it. Fathers in East Asia and the Pacific, Europe and Central Asia, and OECD high-income economies receive the longest paid leave. Only 44 economies have paid parental leave. In 2019, the European Union (EU) passed a new directive aimed at increasing the amount of leave available to both parents and at redistributing childcare responsibilities between men and women. EU states now have three years to adopt legislation complying with the directive. Because of this advance, Women, Business and the Law expects more reforms in this area among the top-scoring economies.

The second-lowest performance is on the Pay indicator, with an average score of 67.5. Should a woman successfully enter and remain in the labor force, it is imperative that she not face job restrictions or receive lower pay than a man holding

---

**FIGURE 1.7 | ECONOMIES HAVE THE LOWEST SCORES ON THE PARENTHOOD INDICATOR**


Note: OECD = Organisation for Economic Co-operation and Development.
the same position. Under the Pay indicator, the data reveal that more than half of the good practice legislation achieved is related to laws that affect women’s pay. Yet 88 economies still restrict the jobs women can hold.

Removing laws that prohibit women from working in certain jobs is not the only legislative approach to tackling the gender pay gap: legally mandating employers to provide men and women who perform work of equal value with the same remuneration is also critical. Today, fewer than half of economies worldwide (90) have mandated equal remuneration for work of equal value. Most of them are OECD high-income economies, with the fewest mandating equal remuneration for work of equal value in East Asia and the Pacific, South Asia, and Middle East and North Africa (map 1.1).

Leaving the workforce to take care of family members is one reason women are left with smaller pensions at the end of their working life. Another reason is laws that mandate different retirement ages for men and women. Retirement ages remain unequal in close to one-third of the economies covered, with a difference of five or more years between women and men in more than half of the economies in the Middle East and North Africa, including Algeria, Djibouti, the Islamic Republic of Iran, Libya, Oman, and the Republic of Yemen (figure 1.8). Despite a significant effort by governments to gradually equalize retirement ages between men and women across Europe and Central Asia, a difference of five years remains across 26% of economies in the region, including Belarus, Georgia, the Kyrgyz Republic, the Russian Federation, Tajikistan, and Uzbekistan. By contrast, of the 44 economies covered with mandatory pension systems in Sub-Saharan Africa, women’s statutory retirement age is five years earlier than men’s only in Cabo Verde and Mozambique.
FINDINGS

The urgent need for reform is even more glaring today because the COVID-19 pandemic has widened the long-existing gender pay gap. Women are more likely than men to take leave from work or resign their positions to care for children in the event of illness or the closure of schools or daycare centers. Even if they manage to hold on to their positions, women are still at higher risk of having to submit to greater earnings penalties as a result of the pandemic. Reforming laws to achieve greater gender equality should remain a priority as governments enact measures to recover from the shocks imposed by this crisis.

Under what indicators did economies reform in 2019/20?

A surprising number of reforms were recorded even as the pandemic raged throughout much of the period measured. Since 2019, 27 economies have implemented reforms aimed at equality of opportunity across seven of the eight indicators measured, leading to 45 positive data changes. Of these changes, 17 resulted from legal changes enacted by economies in the Middle East and North Africa region. Although it has the lowest scores, the region has advanced the most as a result of its reform efforts, with 25% of the region’s economies implementing at least one reform (figure 1.9). Despite having the highest scores, OECD high-income economies continued to reform, with nearly 20% of economies changing at least one law toward gender equality. Progress in the rest of the world was slower during 2020, with other regions recording fewer reforms than in previous years.
Most reforms were implemented in laws affecting women’s pay

The Pay indicator recorded the most improvement in scores, with changes to 11 data points indicating reductions in wage inequality as a result of reforms by eight economies (table 1.3). Bahrain, Montenegro, Saudi Arabia, and Vietnam eliminated restrictions on women’s employment in jobs previously deemed dangerous for women. Montenegro and Saudi Arabia also eliminated all restrictions on women’s employment in industrial jobs such as mining, construction, manufacturing, and the water sector, setting men and women on equal terms in choice of employment opportunities. Costa Rica and Saudi Arabia lifted bans on women’s night work.

The Marshall Islands, New Zealand, and the United Arab Emirates reformed their laws to introduce legislation mandating equal remuneration for men and women who perform work of equal value. The Equal Pay Amendment Act in New Zealand addresses historic inequalities in pay for women and provides a mechanism for equal pay for jobs of equal value, including for different jobs of the same value. The act enables workers or unions to raise a pay equity claim directly with their employer and makes court action a last resort.

Reforms related to parental leave and marriage remain high on economies’ agendas

Laws affecting women’s work after having children, as measured by the Parenthood indicator, remained high on the reform agenda. Five economies made reforms in this area, leading to improvements in eight data points. Ethiopia increased paid maternity
### TABLE 1.3 ECONOMIES ACROSS ALL REGIONS UNDERTOOK REFORMS TOWARD GENDER EQUALITY IN 2019/20

<table>
<thead>
<tr>
<th>Indicator</th>
<th>No. of data points reformed</th>
<th>Economies</th>
<th>Example of reform</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobility</td>
<td>6</td>
<td>Benin, Fiji, Jordan, United Arab Emirates</td>
<td>Fiji allowed a woman to apply for a passport in the same way as a man.</td>
</tr>
<tr>
<td>Workplace</td>
<td>5</td>
<td>Marshall Islands, Senegal, Sierra Leone, United Arab Emirates</td>
<td>Sierra Leone adopted legislation on sexual harassment in employment.</td>
</tr>
<tr>
<td>Pay</td>
<td>11</td>
<td>Bahrain, Costa Rica, Marshall Islands, Montenegro, New Zealand, Saudi Arabia, United Arab Emirates, Vietnam</td>
<td>Costa Rica lifted a ban on women’s night work.</td>
</tr>
<tr>
<td>Marriage</td>
<td>7</td>
<td>Chile, Kuwait, Madagascar, Portugal, Puerto Rico (US), Rwanda, United Arab Emirates</td>
<td>The United Arab Emirates no longer requires a married woman to obey her husband.</td>
</tr>
<tr>
<td>Parenthood</td>
<td>8</td>
<td>Austria, Ethiopia, Ireland, Suriname, United Arab Emirates</td>
<td>Ireland introduced two weeks of paid parental leave as an individual entitlement for each parent.</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>5</td>
<td>Bahrain, Jordan, Marshall Islands, Pakistan, Uzbekistan</td>
<td>Pakistan allowed women to register a business in the same way as men.</td>
</tr>
<tr>
<td>Pension</td>
<td>3</td>
<td>Bahrain, Brazil, Slovenia</td>
<td>Slovenia equalized the age at which men and women can retire with full pension benefits.</td>
</tr>
</tbody>
</table>


Note: The Assets indicator is not included this table because no reforms were recorded in the period measured.

leave from 90 to 120 days and guaranteed the right to three days of paid paternity leave for the first time. Suriname, which previously was one of only six economies worldwide without any form of paid leave related to the birth of a child, introduced 16 weeks of paid maternity leave and eight days of paid paternity leave. Austria also introduced paid paternity leave, while Ireland and the United Arab Emirates introduced paid parental leave as an individual entitlement, giving each employee an equal right to paid leave for the birth of a child. The United Arab Emirates is now the first and only economy in the Middle East and North Africa to have paid parental leave.

Paternity leave is one of the most prevalent reforms under the Parenthood indicator because of growing recognition that gender equality in the home is needed to achieve gender equality in the workplace. However, research finds that fathers tend to take paternity leave only when it is highly compensated and specifically allocated to them. For that reason, some economies recently changed their leave policies to promote fathers’ uptake of leave. Estonia, which began the process of gradually reconfiguring its leave policies in 2017, abandoned its two-week paternity leave benefits policy and instead introduced one month of paid parental leave for fathers (the “daddy month”). In Iceland, mothers and fathers are now individually entitled to one more month of paid leave each, while the amount of shared parental leave has been reduced by a month. Meanwhile, Spain began gradually increasing paternity leave in 2019 to equalize it with maternity leave by 2021 at 16 weeks each.

With seven positive changes, the third most frequent area of reform is related to laws measured by the Marriage indicator, particularly in the area of domestic violence legislation. Recent studies have emphasized the staggering economic costs of domestic violence. Kuwait and Madagascar introduced specific and comprehensive legislation on domestic violence for the first time. Kuwait’s new law not only prohibits any form
of physical, psychological, sexual, or financial domestic abuse, but also provides for protection orders and services for survivors of violence. Specifically, the law calls for shelters, a hotline, counseling services, and legal assistance for survivors of domestic violence. Madagascar’s new law establishes criminal penalties for different forms of gender-based violence, such as physical, psychological, emotional, or economic abuse in the private and public spheres, as well as a process to obtain protection orders. Furthermore, the new law stipulates that the state must support survivors through health care, psychological and legal aid services, and allocation of necessary resources.

Also under the Marriage indicator, Chile, Portugal, Puerto Rico (US), and Rwanda abolished the specified time that a woman had to wait before remarrying after finalization of a divorce. New civil codes in Chile and Puerto Rico introduced gender-neutral language allowing both spouses to remarry as soon as a divorce is finalized. Portugal’s previous civil code provided for internuptial periods for both men and women. However, the woman’s waiting time was 300 days, whereas the man’s was 180 days. Rwanda equalized a provision in the family law that required widows—but not widowers—to wait 300 days before remarrying after the death of their spouse. The new law revokes the internuptial period for both men and women. The previous restriction on a woman’s ability to remarry was intended to avoid a potential conflict of paternity between her previous husband and future husband.

**Economies also reformed under the Mobility, Workplace, and Entrepreneurship indicators**

Four economies improved on six data points under the Mobility indicator. It tracks the differences between the rules that govern the rights of men and women to obtain a passport and travel abroad, choose where to live, and leave their home at will. Mobility affects every step in a working woman’s life cycle. Limitations in this area reduce opportunities for women to build networks with other entrepreneurs and exchange vital information on market opportunities, ultimately preventing them from developing their full potential as successful entrepreneurs. Increasing women’s mobility, including the opportunity to freely commute to and from a workplace outside of the home, can give women access to better employment opportunities.

Benin, Fiji, and Jordan removed procedural requirements that made it more burdensome for women than men to apply for a passport. In Benin, a 2019 circular issued by the Ministry of the Interior and Public Security instructed all concerned departments that in the interest of establishing equal treatment between men and women, married women were no longer required to provide a copy of their marriage certificate when applying for an ordinary passport. The United Arab Emirates abolished provisions imposing legal consequences when a woman abstained from traveling with her husband or left the marital home without a lawful excuse. It also removed stipulations that a woman must live with her husband in the home chosen by him.

The Workplace indicator examines legal protections in the workplace such as the right to nondiscrimination and freedom from sexual harassment. The United Arab Emirates removed restrictions on a woman’s right to get a job. Both the Marshall Islands and Senegal enacted new legislation directly prohibiting gender-based discrimination in employment. And Sierra Leone adopted legislation on sexual harassment in employment.
The new law introduces comprehensive definitions and penalties for sexual harassment offenses in the area of employment and other settings, whereas the previous law contained no specific references to employment. Addressing sexual harassment in the workplace is key to achieving fundamental labor market goals, including closing the gender pay gap.34

Under the Entrepreneurship indicator, five economies have enacted reforms since 2019. Pakistan allowed women to register a business in the same way as men. Through their central bank’s regulatory powers, Bahrain and Jordan introduced the right to nondiscrimination based on gender in access to finance. To comply with Bahrain’s Central Bank directive, banks and financial institutions must ensure that all regulated financial services are provided without discrimination based on sex. Because Central Bank directives are not always publicly accessible or widely disseminated, after adoption of the directive the United Arab Emirates, where a similar provision was introduced in 2019, launched a dissemination campaign to raise awareness among citizens. The authorities also issued a message announcing adoption of the provision, in English and Arabic, on all ATM screens in the country.

The Marshall Islands and Uzbekistan introduced rights to nondiscrimination in access to finance through broader legislation that also guaranteed gender equality. The Marshall Islands’ Gender Equality Act of 2019 provides that women are entitled to access loans, grants, mortgages, credit, or any other financial service on an equal basis with men. Similarly, Uzbekistan’s Law on the Guarantees of Equal Rights and Opportunities for Men and Women of 2019 prescribes nondiscrimination in the provision of movable and immovable property, land, financial assets, and loans. Despite these reforms, 108 economies still lack legal provisions that expressly prohibit gender-based discrimination in access to finance. For women who become entrepreneurs, access to finance is likely necessary. Meanwhile, women worldwide still earn, own, and learn less than their husbands and brothers.35

**Fewer economies undertook reforms related to Pension and Assets**

Only three economies announced changes increasing gender equality as measured by the Pension indicator: Bahrain, Brazil, and Slovenia. Differences in women’s working lives relative to those of men can result in unequal economic outcomes in retirement. To address this issue, Slovenia equalized the age (65 years) at which men and women can retire and receive full benefits, following a gradual-increase schedule introduced by the Pension and Disability Act in 2013. Bahrain also made strides under this indicator by accounting for periods of childcare in pension benefits for the first time. Brazil eliminated retirement with partial pension benefits for both men and women. At the same time, the Slovak Republic implemented a change that widened the legal gender gap. A new law established different ages for men and women to retire with full and partial pension benefits and made the mandatory retirement age for men and women unequal.

Finally, no reforms have been recorded under the Assets indicator since 2019. Strong property rights can allow women to leverage assets for economic gain, increasing their financial security and providing them with the collateral needed to start a business. Governments in the 75 economies in which men and women still do not have equal rights to manage and inherit property should consider adopting good practice legislation in this area.
**Fifty years of legal change**

Regional patterns have remained similar over the last 50 years, with the OECD high-income, Europe and Central Asia, and Latin America and the Caribbean economies leading the way toward legal gender equality. In addition, the OECD high-income, Latin America and the Caribbean, and Sub-Saharan Africa regions have each recorded a gain in their average score of more than 30 points since 1970—the largest of all regions (figure 1.10). Over the last 10 years, the pace of reform has picked up in the Middle East and North Africa and South Asia, with a gain in the average score of more than 10 points in each region. The East Asia and the Pacific and Sub-Saharan Africa regions have each gained more than seven points.

The distribution of economies and their scores on the *Women, Business and the Law* index has changed significantly over time (figure 1.11). Whereas 1970 saw 12 economies scoring 25 or below on the index, by 1995 there were only five economies in this category. By 2008, there were none. At the same time, in 1970 no economies scored above 75, and the highest score, 71.3, was achieved by only Denmark and Sweden.

In 1975 the United Nations launched a Decade for Women, and in 1979 the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), known as the international bill of rights for women, was adopted by the United Nations General Assembly. This decade of action led to many reforms increasing gender equality, with economies in better standing being among the first to ratify the convention. By 1986 nine economies were in the highest quartile, and only seven were in the lowest. By 1995 the number of top-scoring economies had grown to 21. Belgium and Luxembourg were the first economies to reach a score of 100 in 2011. They were soon followed by Denmark in 2012, Sweden in 2013, Latvia in 2014, France in 2015, Iceland in 2016, Canada in 2019, and Ireland and Portugal in 2020.

![Figure 1.10](image-url)
By 2010, when the United Nations established UN Women to define and promote global standards for achieving gender equality and the empowerment of women, the number of economies scoring above 75 surpassed those of the other categories. However, based on the 35 questions measured by Women, Business and the Law, laws in only 10 economies treat men and women equally today.

Although all economies have improved over the 50-year period, the pace of reform has been slow. In 20 economies in 2020, women continued to have half or fewer of the legal rights of men. These economies are mostly in the Middle East and North Africa, South Asia, and Sub-Saharan Africa regions, where, according to the data, reform momentum is growing. If the pace of change stays the same, however, at least another 30 years will be needed to achieve legal gender parity globally. Based on annual year-to-year increases in the average Women, Business and the Law index by region, predictions call for OECD high-income economies to be the first region to reach an average score of 100 by 2025, followed by Latin America and the Caribbean in 2043 and Europe and Central Asia in 2044.

The pace of reform has varied between indicators as well (figure 1.12). Even though the Workplace and Parenthood indicators were at their lowest in 1970, with 17.8% (135 of 760) and 16.4% (156 of 950) of positive data points, respectively, these indicators have demonstrated the strongest performance of all indicators covered by Women, Business and the Law over the last 50 years. Between 1970 and 2020, 61.8% (470 of 760)
of data points were reformed under the Workplace indicator and 38.4% (365 of 950) under the Parenthood indicator. Despite this progress, however, Parenthood remains the indicator with the lowest scores. Nearly half of the data points under Parenthood (429 of 950) need reform, the largest gap of all indicators.

Because of the historically slow pace of progress, the regional distribution of scores under the Assets indicator has not changed significantly over time (figure 1.13). The Europe and Central Asia, OECD high-income, and Latin America and the Caribbean economies have the highest scores, with almost all economies implementing good practices related to women’s property ownership and inheritance. Sub-Saharan Africa has reformed steadily over the last five decades, and today more than 50% of economies score 80 or above, meaning they have most of the good legislation measured.

Other regions, such as the Middle East and North Africa and South Asia, have seen little reform in this area. Besides the fact that relatively fewer laws under the Assets indicator are subject to reform, the slow pace of change may stem from the difficulty in reforming laws governing property ownership and inheritance, especially when engrained social norms dictate inheritance rules. Even when new legislation is passed, implementation is often hindered by social norms and women’s lack of awareness of their rights. These social perceptions play an important role in influencing whether women can claim their rights to land and property. Recent research confirms that, although there is substantial variation, in almost all economies men are more likely than women to own property. This research also finds that legal frameworks related to women’s rights to inheritance, immovable property, and marital regimes, as measured by Women, Business and the Law, are a reliable predictor of women’s actual property shares. Economies with higher scores on the Assets indicator generally have higher levels of women’s property ownership.36
**What’s next?**

Women, Business and the Law is committed to informing policy discussions on how to improve women’s economic opportunities and outcomes in all contexts. Policy makers, international organizations, civil society organizations, gender equality advocates, investors, and researchers can use its findings in many ways. For example, the data can help identify good practices and compare how favorable the regulatory environments of economies are for women business owners and workers. Data can also assist with assessing the economic impacts of laws and regulations on women’s prospects as employees and entrepreneurs, thereby bolstering traditional human rights arguments with economic research. The findings can be used to inform legislative change, make evidence-based decisions on policy reform and private investment, and support research on institutions and regulation (box 1.2).

Future editions of Women, Business and the Law will strive to maintain these functionalities, both by refining current methodology to better reflect the legal environment for women worldwide and pursuing new research that complements the index or provides opportunities to expand it.

Considering this, Women, Business and the Law is proposing a small number of methodological changes to improve the quality and accuracy of the data presented in subsequent studies. One change is to measure laws based on their date of enforcement, rather than enactment, for all questions. Other methodology refinements will affect the Marriage, Parenthood, and Entrepreneurship indicators. These proposed changes are detailed in the data notes in appendix A.

Women, Business and the Law will also pursue a substantial research agenda. Although this study details new areas of focus, including childcare and women’s access to justice, other topics such as girls’ education, elder care, women with disabilities, and legal identity are being considered. Such research may result in additions to the index, but...
BOX 1.2 HOW HAVE WOMEN, BUSINESS AND THE LAW DATA AND FINDINGS BEEN USED TO PROMOTE POLICY REFORM?

Women, Business and the Law data can provide important evidence to support the design of policy interventions that promote women’s economic empowerment. Increasingly, World Bank Group operations are using Women, Business and the Law data and evidence to inform project design and target discriminatory legal frameworks. The World Bank recently supported the government of Madagascar with an ambitious agenda to improve human capital. One of the three main pillars of the development policy operation aimed to strengthen legal frameworks for the protection of women and girls. Women, Business and the Law data also helped to identify important legislative gaps, such as lack of legal protection against domestic violence. In Azerbaijan and Vietnam, the World Bank supported the reform of labor legislation to remove job restrictions for women as identified by Women, Business and the Law data. And government demand is increasing for advisory services related to Women, Business and the Law indicators, with new World Bank and International Finance Corporation operations supporting legal reforms to improve women’s access to employment in Chad and Sierra Leone.

Disseminating findings through in-country events and methodology workshops is also instrumental to raising awareness about the importance of legal reform to address gender disparities. The Women, Business and the Law team has organized workshops with civil society organizations (CSOs) in 17 Sub-Saharan African economies since 2016. The workshops brought together CSOs, policy makers, and development actors to discuss barriers to women’s economic opportunities and how to use data and evidence to amplify core messages about the economic consequences of gender equality reforms. In early 2020, the World Bank organized a peer-to-peer learning event in Libreville, Gabon, to discuss the impact of discriminatory laws and practices on women’s empowerment and good practice laws that enhance women’s economic opportunities. The event brought together ministers of women’s affairs, senior leaders, and policy makers from 14 West and Central African economies, including the First Ladies of Burkina Faso, the Democratic Republic of Congo, and Gabon.

Women, Business and the Law data are also used by other institutions to influence policy change. For example, together with UN Women and the Organisation for Economic Co-operation and Development, Women, Business and the Law contributes its data and expertise to inform Sustainable Development Goal 5.1.1 (https://unstats.un.org/sdgs/metadata/), “Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex.” The Millennium Challenge Corporation (https://www.mcc.gov/who-we-select/indicator/gender-in-the-economy-indicator) uses Women, Business and the Law data in its Gender in the Economy Indicator, which is used to assess economies’ commitments to promoting gender equality. And several other institutions use Women, Business and the Law data to construct their own indicators, such as the Georgetown Institute for Women, Peace and Security’s index (https://giwps.georgetown.edu/the-index/), the International Trade Center’s SheTrades Outlook (https://www.shetrades.com/en/projects/shetrades-outlook), the Equal Measures 2030’s SDG Gender Index (https://data.em2030.org/2019-sdg-gender-index/indicators-and-data-sources/), the Global Governance Forum’s Gender Equality and Governance Index (GEGI) (https://globalgovernanceforum.org/global-issues/gender-equality/), and others. Arizona State University’s Global SDG 5 Notification Tool (https://globalfutures.asu.edu/sdg5-training/) also provides users with insight into country-level progress on legal gender equality and aims to inform parliamentarians about

(continued on next page)
also could lead to the production of case studies or policy briefs that measure outcomes or present a picture of the implementation of legislation in selected economies.

Refining and building on this work will develop new insight into how women’s employment and entrepreneurship are affected by discrimination and, in turn, how discrimination affects economic outcomes such as women’s participation in the labor market. By staying both relevant and valuable to the field of gender equality, the data can serve as an important tool in the pursuit of more resilient and equitable economies.

Notes

2. Forty-five data points changed from “No” to “Yes” as a result of reform efforts. Three data points changed from “Yes” to “No” because of negative changes in the law.
10. For example, there is evidence from Ghana that reforms to inheritance laws led to few positive changes in terms of women’s inheritance (Gedzi 2012). Two studies of legal reform in Pakistan found that a positive legal change has not allowed women to claim their entitled inheritances because of factors such as lack of education, patriarchal behaviors, and forced marriages (Ahmad, Batool, and Dziegielewski 2016; Holden and Chaudhary 2013).
13. Williamson and Kerekes 2011. The authors’ analysis pertains specifically to the importance of formal and informal institutions as they relate to property rights.
17. Amin and Islam 2015; Htun, Jensenius, and Nelson-Nufiez 2019; Zabalza and Tzannatos 1985. Although many studies are based on correlations, Field et al. (2016) provide experimental evidence that depositing wages in a woman’s own bank account (as opposed to that of the male head of household) increases her labor supply, thereby illustrating that financial autonomy can exert a causal impact on female labor force participation rates.
24. Although several data sets provide insight into gender equality and women’s economic opportunities across economies, the Women, Business and the Law index because of the range of topics it covers, as well as its expansive coverage across economies and over time.
26. The relationship between the Women, Business and the Law index and the proportion of female employees in vulnerable employment was confirmed using panel data regressions on data for 179 economies covering the period 1991–2019. The relationship is statistically significant after controlling for income (measured as GDP per capita) and economy-level and time fixed effects.
34. Deloitte 2019; Lancaster and van der Meulen Rodgers 2020; McLoughlin, Uggen, and Blackstone 2017.

References


In the period from September 2, 2019, to October 1, 2020, *Women, Business and the Law* recorded reforms resulting in 36 changes to indicator scores that improved gender equality in employment and entrepreneurial activity in 27 economies. Over the same period, one economy implemented a change widening the legal gender gap.

<table>
<thead>
<tr>
<th>Reform increasing gender parity</th>
<th>Change decreasing gender parity</th>
</tr>
</thead>
</table>

**Austria**

✓ **Parenthood**

Austria introduced 30 days of paid paternity leave.

**Bahrain**

✓ **Pay**

Bahrain made job opportunities more equal for men and women by eliminating discriminatory restrictions on women’s employment in arduous jobs.

✓ **Entrepreneurship**

Bahrain made access to credit easier for women by prohibiting gender-based discrimination in financial services.

✓ **Pension**

Bahrain explicitly accounted for periods of absence due to childcare in pension benefits.

**Benin**

✓ **Mobility**

Benin allowed women to apply for a passport in the same way as men.

**Brazil**

✓ **Pension**

Brazil eliminated the possibility of retiring with partial pension benefits. Previously, the ages at which men and women could retire with partial pension benefits were unequal.

**Chile**

✓ **Marriage**

Chile gave women the same rights to remarry as men.
Costa Rica
✓ Pay
Costa Rica lifted a ban on women’s night work.

Ethiopia
✓ Parenthood
Ethiopia increased paid maternity leave from 90 to 120 days and introduced three days of paid paternity leave.

Fiji
✓ Mobility
Fiji allowed women to apply for a passport in the same way as men.

Ireland
✓ Parenthood
Ireland introduced two weeks of paid parental leave as an individual entitlement for each parent.

Jordan
✓ Mobility
Jordan allowed women to apply for a passport in the same way as men.
✓ Entrepreneurship
Jordan made access to credit easier for women by prohibiting gender-based discrimination in financial services.

Kuwait
✓ Marriage
Kuwait enacted legislation protecting women from domestic violence.

Madagascar
✓ Marriage
Madagascar enacted legislation protecting women from domestic violence.

Marshall Islands
✓ Workplace
✓ Pay
The Marshall Islands mandated equal remuneration for work of equal value.

✓ Entrepreneurship
The Marshall Islands made access to credit easier for women by prohibiting gender-based discrimination in financial services.

Montenegro
✓ Pay
Montenegro made job opportunities more equal for men and women by eliminating discriminatory restrictions on women’s employment in industrial jobs such as those in the mining, construction, manufacturing, and water sectors. It also removed restrictions on women’s employment in jobs deemed dangerous.

New Zealand
✓ Pay
New Zealand mandated equal remuneration for work of equal value.

Pakistan
✓ Entrepreneurship
Pakistan allowed women to register a business in the same way as men.

Portugal
✓ Marriage
Portugal gave women the same rights to remarry as men.

Puerto Rico (US)
✓ Marriage
Puerto Rico gave women the same rights to remarry as men.

Rwanda
✓ Marriage
Rwanda gave women the same rights to remarry as men.

Saudi Arabia
✓ Pay
Saudi Arabia eliminated all restrictions on women’s employment.
Senegal
✓ Workplace
Senegal prohibited gender-based discrimination in employment.

Sierra Leone
✓ Workplace
Sierra Leone adopted legislation on sexual harassment in employment.

Slovak Republic
✗ Pension
The Slovak Republic established different ages for men and women to retire with full and partial pension benefits. The mandatory retirement age for men and women is now unequal.

Slovenia
✓ Pension
Slovenia equalized the age (65 years) at which men and women can retire with full pension benefits.

Suriname
✓ Parenthood
Suriname introduced 16 weeks of paid maternity leave and eight days of paid paternity leave.

United Arab Emirates
✓ Mobility
The United Arab Emirates allowed women to choose where to live and to travel abroad in the same way as men. The United Arab Emirates also allowed a married woman to leave the home without her husband’s permission.

✓ Workplace
The United Arab Emirates allowed a woman to get a job without permission from her husband.

✓ Pay
The United Arab Emirates mandated equal remuneration for work of equal value.

✓ Marriage
The United Arab Emirates no longer requires a married woman to obey her husband.
✓ **Parenthood**

The United Arab Emirates introduced five days of paid parental leave as an individual entitlement for each parent. Fathers now have paid leave to care for their newborn children.

**Uzbekistan**

✓ **Entrepreneurship**

Uzbekistan made access to credit easier for women by prohibiting gender-based discrimination in financial services.

**Vietnam**

✓ **Pay**

Vietnam made job opportunities more equal for men and women by eliminating discriminatory restrictions on women’s employment in jobs deemed dangerous.
CHAPTER 2
Women and COVID-19

• COVID-19 has largely affected sectors in which the share of female employment is high.

• Since onset of the pandemic, close to 40 economies have introduced leave or benefit policies to help employed parents reconcile their jobs with their newly expanded childcare obligations.

• For women navigating family law issues, justice systems have implemented novel methods of serving their constituents while maintaining safety as a priority, including remote hearings where digital infrastructure allows. At least 72 economies have introduced measures to declare family cases urgent or essential during lockdown, and 88 economies have allowed remote court access.

• The pandemic has had disproportionate impacts on women’s health and safety. Many governments have acted to mitigate such effects, including by introducing services dedicated to protecting women from violence.

By early 2020, it had become clear that COVID-19 was not just a public health emergency; it would also have lasting social and economic impacts. Reports suggested that it would affect men and women differently, noting that data collection and analysis could provide valuable insights into the gender dimensions of disease outbreak and response. In particular, strong legal frameworks and justice systems would be critical for maintaining stability, safeguarding citizens’ rights, and providing emergency relief during times of crisis. Information about an economy’s preparedness in the event of a pandemic and any actions taken after its outbreak could aid in creating effective and equitable policies and interventions in the future.

Indeed, it appears women will bear the brunt of the pandemic’s effects on the global economy. Evidence has already begun to emerge on its impacts on their economic opportunity. Although recessions are often associated with a disproportionate impact on male employment, COVID-19 has largely affected sectors in which the share of female employment is high. Data from the World Bank’s Enterprise Analysis Unit reveal a larger drop in the proportion of female full-time employees relative to male full-time employees (figure 2.1). Collection efforts are still ongoing, but the data reveal that more women than men have been forced to take leave from or quit their jobs due to illness, childcare
interruptions, or mobility restrictions. They also suggest that the proportion of male and female employees who have been laid off or furloughed is similar.

Figure 2.1 is a mere snapshot of the gendered impacts of the pandemic; continued data collection and evaluation are needed to provide a more complete assessment. To assist in such efforts, Women, Business and the Law added research questions related to COVID-19 to its questionnaires (figure 2.2). Questions were not necessarily based on Women, Business and the Law indicators; rather, they were chosen in conjunction with the theme of each questionnaire and were based on the ability of local experts in each respondent pool to provide current information. The data, collected between April and October 2020, were verified with secondary sources. The new questions were designed to gather information about measures, both legal and programmatic, provisional and permanent, that governments implemented to address the unprecedented challenges faced by women employees and entrepreneurs during the pandemic.

Three distinct themes emerged during collection and analysis of these data. First, employed parents, and particularly mothers, were facing unprecedented levels of unpaid care work that were incompatible with the demands of most jobs in the labor market. Second, stay-at-home orders and other restrictions may also have been preventing women from safely and effectively accessing justice. And, third, the crisis was disproportionately threatening women’s health and safety, making the allocation of resources and services to mitigate any impact vital. Considering measures implemented across themes, the data show that economies with greater gender equality were more likely to address these challenges. The average Women, Business and the Law index score for economies that adopted at least one of the

![Figure 2.1 | COVID-19 Has Led to a Larger Drop in Female Employment, Selected Economies](source)


Note: The figure shows the average change in male and female permanent full-time employees between December 2019 and the end of the month prior to which the survey was conducted. Survey weights, which were rescaled to ensure that each economy is given equal weight, were applied to calculate the averages. The graph presents simple weighted averages and does not account for factors such as the length of time since onset of the pandemic. The following economies are represented: Albania, Belarus, Bulgaria, Chad, Croatia, Cyprus, Czech Republic, El Salvador, Georgia, Greece, Guatemala, Guinea, Honduras, Hungary, Italy, Jordan, Malta, Moldova, Mongolia, Morocco, Nicaragua, Niger, North Macedonia, Poland, Romania, the Russian Federation, Slovenia, Togo, Zambia, and Zimbabwe.
The following sections explore *Women, Business and the Law*’s preliminary findings in each area. The data are intended to provide examples of measures that governments may consider implementing should their specific contexts require them during this time. The evidence presented here encourages further research on the impacts of COVID-19 on gender equality, and should be considered together with other data on the subject as they become available.

**Responding to the childcare crisis**

As the COVID-19 pandemic unfolded, droves of women were being forced out of the labor force.\(^1\) This outcome was in part because women are often concentrated in occupations most vulnerable to an economic downturn, such as hospitality and services, and so are subject to greater job losses than men.\(^2\) Women may also find their childcare responsibilities increased at the expense of paid work if they are the secondary wage earner in the family.\(^3\)

In large part, however, it was widespread gender inequality in the home and lack of childcare that continued to affect women’s work.\(^4\) With almost every economy temporarily or indefinitely shutting down schools and childcare centers, mothers were bearing the brunt of increased childcare, often having to choose between their jobs and their families.\(^5\) For frontline workers who cannot work from home—the majority of whom worldwide are women\(^6\)—school closures and childcare shutdowns were particularly challenging. Even when both parents were fortunate enough to be able to work from home, men were still not performing the same amount of childcare and unpaid work as women.\(^7\) Furthermore, many employers were discriminating against mothers and failed to or could not accommodate their childcare needs.\(^8\)

Although exacerbated, this unequal distribution of care work within households and lack of childcare support for working parents are nothing new. In the prepandemic world, women were spending 4.5 hours a day on unpaid work, whereas men were spending less than half of that time.\(^9\) Although men were doing more care work than before lockdowns began, COVID-19 simply exposed, more than ever, the childcare crisis across the world that is escalating gender inequality.
Women, Business and the Law has explored how policy makers addressed this crisis during the pandemic through social protection measures and changes to labor and employment law. Specifically, it has investigated three categories of new childcare measures: (1) childcare leave policies, (2) childcare measures for essential workers, and (3) other forms of childcare assistance available to parents during the pandemic.

Before the onset of COVID-19, less than a quarter of all economies legally guaranteed employed parents any time off for childcare. These policies are almost exclusively found in Europe and Central Asia and among the high-income member economies of the Organisation for Economic Co-operation and Development (OECD). Although the exact details and even the titles of these leave policies differ considerably from one economy to another, they all provide parents of young and school-age children with time off for childcare purposes.11

With the widespread closure of schools and care facilities, however, close to 40 economies from all regions, except East Asia and the Pacific and South Asia, ushered in leave or benefit policies to help employed parents reconcile their jobs with newly expanded childcare obligations. More than three-fourths of these economies are classified as high-income. Approximately three-fifths introduced temporary policies during school closures, while the remaining economies changed existing ones.

The COVID-19 childcare leave and benefit policies examined here vary widely. For eligibility, the right to leave as well as to any compensation is almost always tied to formal employment. For example, in Switzerland parents applying for childcare benefits must be covered by the Swiss social security insurance program and must be employed or engaged in self-employment. Parents working in the informal sector are not eligible. In lower-income economies where women are largely working informally, governments considering childcare leave or benefit policies should ensure they have access to any programs implemented in response to the pandemic.12

In some economies such as Cyprus and Romania an employee must be unable to work from home to receive childcare leave. In others, such as France, anyone affected by lack of regular childcare is eligible. Some governments also limit eligibility based on the age of the child. In Chile and Poland, only parents of children under the age of eight are eligible, whereas in Bulgaria and Portugal parents with children up to age 12 can take childcare leave. In a few economies, including Algeria, only mothers are entitled to childcare leave.

The duration of COVID-era childcare leave and benefit policies can also fluctuate. In economies such as Argentina and North Macedonia, the duration of childcare leave or of the payment of benefits is based on the duration of the state of emergency or school closure. Meanwhile, other economies have established a maximum duration ranging from about three days (Greece) to three months (the United States). In at least one economy, Fiji, leave was shortened to maintain the stability of jobs and businesses. The Employment Relations (Amendment) Act 2020 reduced both paternity and family care leave from five to two business days.

When it comes to wage compensation for income lost because of childcare obligations, benefits are typically based on a percentage of the parent’s income. In Italy, between March and July 2020 parents were jointly entitled to 30 days of leave paid at 50% of the parent’s salary. In France, workers with children affected by school closures
were entitled to up to 70% of wage compensation until they reopened. Leave can also be unpaid, such as in Canada, or in rare cases, be fully paid, such as in the Seychelles.

In most economies providing such compensation, cash benefits are funded by the government. In Malta, parents unable to work from home but who had to take care of their children under 16 years of age were eligible for a cash benefit during school closures. Portugal offered an allowance to parents who had children under the age of 12 and who had to miss work because of the closure of schools and day cares. In Japan, the government offered to partially compensate employers for the special paid leave they gave employees unable to work because of the closure of their child’s care or education facility. In other economies such as West Bank and Gaza employers must pay for all or part of childcare leave.

Many governments also took specific measures to provide childcare for essential workers on the frontline of the COVID-19 pandemic. Some 20 economies introduced such measures once the pandemic spread. New Zealand funded home-based childcare for children of essential workers unable to find alternative care arrangements during the lockdown. Similarly, Singapore required preschools to stay open for parents who provide essential services, with priority given to health care workers unable to work from home and low-income essential workers.

Other forms of childcare assistance have also proved critical. Although leave and benefits are essential, many parents left without childcare during COVID-19-induced lockdowns were not eligible or simply could not afford to take leave without full pay or stopping work. To address these challenges, some economies introduced innovative childcare assistance measures, such as free childcare or compensation specifically designated for childcare (table 2.1). Such measures are heavily concentrated among OECD high-income economies.

Supporting the childcare industry itself was also key to ensuring it did not collapse during and after the pandemic. Some governments provided support to childcare providers, including allocation of funds and tax relief. In the United Kingdom, eligible

<table>
<thead>
<tr>
<th>TABLE 2.1</th>
<th>EXAMPLES OF CHILDCARE MEASURES INTRODUCED DURING THE COVID-19 PANDEMIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economy</td>
<td>Type of measure</td>
</tr>
<tr>
<td>Argentina</td>
<td>Paid childcare leave</td>
</tr>
<tr>
<td>Australia</td>
<td>Free childcare</td>
</tr>
<tr>
<td>China</td>
<td>Childcare support for essential workers</td>
</tr>
<tr>
<td>Estonia</td>
<td>Exemption from paying kindergarten fees</td>
</tr>
<tr>
<td>Italy</td>
<td>Babysitting vouchers</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Tax credits</td>
</tr>
</tbody>
</table>

childcare centers will not have to pay any business rates, a type of property tax, from 2020 to 2021. Similarly, in Hong Kong SAR, China, qualified childcare centers are eligible for a Child Care Centre Special Grant administered by the Social Welfare Department to help manage financial difficulties arising from suspension of their services due to COVID-19.

Overall, Women, Business and the Law found that pandemic-related childcare measures were few and far between. They were also likely insufficient to tackle the motherhood penalty and solve the childcare crisis. Even before the pandemic, fathers’ uptake of paid parental leave compared with mothers’ was abysmally low in the majority of the 44 economies guaranteeing it. In Japan, only 7.5% of eligible fathers took paid parental leave in 2019, despite having one of the most generous policies in the world. And in the United Kingdom, it is estimated that only 2–8% of eligible couples made use of shared parental leave benefits in 2016.

Long-term strategies to build robust childcare infrastructure, encourage fathers to share equally in unpaid care work, and reconcile the demands of both childcare and the workplace are critical to achieving gender equality. To promote fathers’ uptake of leave and help redistribute unpaid care work in the home, some governments are designing parental leave policies that are highly compensated, include specific nontransferable allocations for fathers, or provide sharing bonuses. Other interventions, such as strengthening nondiscrimination laws, are also needed to ensure that a basic legal framework enabling women’s economic inclusion is in place. The private sector can also play a role by allowing flexible work arrangements to support parents. Finally, investments in the childcare industry, which also benefit children’s cognitive development, are critical to boost gender equality and improve women’s labor force participation.

Accessing the court system

Globally, women initiate the majority of family law cases, including formalizing marriage or divorce, seeking custody of children, and requesting protection from violence. Access to court is therefore an important component of women’s security, voice, and agency. Family courts worldwide have taken several approaches to enabling women to access the justice system during the pandemic. Even and especially during a state of emergency, it is important to declare certain cases as “urgent” or “essential” ones that must be addressed. Procedures that offer women a safe alternative to in-person hearings must also be introduced or expanded.

Although the pandemic has altered the functioning of many economies’ judicial systems, governments responded to these challenges by enabling women to access justice in several innovative ways. At least 72 economies introduced measures to declare family cases urgent or essential during lockdown. Slovenia’s judiciary enacted a decree in March 2020 calling on courts to hold hearings only for a limited number of urgent cases, including those related to the upbringing and care of children and maintenance obligations. In South Africa, which has one of the highest rates of gender-based violence in Sub-Saharan Africa, the chief justice authorized all heads of court and magistrates in the superior and lower courts to enable access for urgent matters such as bail applications, maintenance, domestic violence, and children-related cases.
Together with Ethiopia, South Africa also treated domestic violence cases as urgent, with courts continuing to hear cases.

Procedurally, 88 economies across all regions allowed remote court proceedings for family law matters. Such measures were most common in the OECD high-income region, followed by Europe and Central Asia and Latin America and the Caribbean (figure 2.3). The form and extent of these measures vary, encompassing fully digital court databases and electronic filing procedures, as well as virtual hearings conducted via videoconference, phone, or a social media platform. Sometimes, small adjustments to existing procedures can go a long way toward easing women’s access to justice. Norway dedicated a phone line to urgent requests for mediation in divorce proceedings while family welfare offices were closed. In addition, 12 economies—Argentina, Brazil, France, Greece, India, Ireland, Kenya, Portugal, Puerto Rico (US), Trinidad and Tobago, the United States, and Uruguay—automatically extended protection orders as a direct response to the health crisis.

At times, it became essential to create new online portals to meet demands. As part of their COVID-19 emergency plan, Puerto Rico’s judicial branch launched an online platform for the submission of protection order applications so the applicant would not have to go in person to the court or police headquarters. The Barbados judiciary introduced virtual courts and began conducting hearings by videoconference for urgent cases, which included violence against women and girls. China also launched online platforms to facilitate the application process for protection orders. In the Middle East and North Africa, Lebanon was the only country to introduce hearings to obtain protection orders via video call. The attorney general of the Court of Cassation also issued a circular that included an updated procedure for public prosecution of domestic violence cases.

Although some economies were already equipped to conduct remote proceedings, others enacted new laws to respond to the crisis. At least 79 economies introduced
laws or policies on remote access to courts because of COVID-19 and after lockdowns were launched worldwide (table 2.2). In Mauritania, the public prosecution office created a digital platform via WhatsApp where citizens could file complaints and submit pictures and documents related to cases. In India, the Delhi High Court allowed family courts to record evidence via videoconferencing during the pandemic. Finally, Ghana accelerated its program on electronic filing and remote case access for judges. However, it is not yet fully functional countrywide because of a lack of internet access and network issues.

Marginalized groups, including women and the poor, have faced higher barriers in accessing the technology and infrastructure they need to receive services during the pandemic. In developed economies, nearly 87% of people have access to the internet, whereas in developing economies only 47% benefit from such access. Worldwide, 58.3% of men and 48.4% of women have internet access—a gender gap that is especially prevalent in low-income economies.

Flexible approaches can be helpful when addressing multiple gaps such as these. New technologies and mobile services have proved essential to guaranteeing access to justice for women during the COVID-19 crisis. For example, because the internet infrastructure in Guinea-Bissau is not strong enough to support videoconferencing, court procedures related to child custody and alimony can be carried out by phone.

However, a lack of available resources and insufficient infrastructure may make implementation difficult. In 68 economies, the justice system has not responded to the crisis, meaning that remote access to family courts is not possible and family cases were not declared urgent. And in 18 economies where physical access to courts was

### Table 2.2 Examples of Family Court System Responses to the COVID-19 Pandemic

<table>
<thead>
<tr>
<th>Economy</th>
<th>Type of measure</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada</td>
<td>Greater use of electronic filing and remote hearings for family law cases</td>
<td>Although both the Ontario Court of Justice and Superior Court allowed electronic filings and hearings by phone and videoconferences before onset of the COVID-19 pandemic, including when filing for divorce, family lawyers noticed an uptake in the use of these means during the crisis.</td>
</tr>
<tr>
<td>India</td>
<td>Issuance of ruling on use of technology for child custody arrangements</td>
<td>In April 2020, the Supreme Court of India prescribed guidelines for the functioning of the courts through videoconferencing in matters related to family law (among others), and high courts throughout the country followed suit. The high court in Mumbai also directed a woman to arrange for videoconferencing between her two children and their father during the lockdown, having held that the lockdown should not prevent a father from seeing and talking to his children.</td>
</tr>
<tr>
<td>Japan</td>
<td>Declaration of urgency for family matters</td>
<td>Although courts limited their activities to help prevent the spread of COVID-19, in April 2020 the Tokyo Family Court announced that urgent family cases, including urgent child custody cases, would be processed as usual.</td>
</tr>
<tr>
<td>Nigeria</td>
<td>Launch of remote hearings and electronic document submission for divorce and child custody proceedings</td>
<td>In May 2020, the Lagos judiciary in Nigeria approved hearings via electronic platforms such as Skype or Zoom for urgent cases related to divorce proceedings and child custody cases. Documents could be submitted via both email and WhatsApp.</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Issuance of protocols on remote hearings of family law matters</td>
<td>In March 2020, the family law division of the courts published detailed protocols on how to conduct hearings remotely via teleconference, Skype, email, and other means of electronic communication.</td>
</tr>
</tbody>
</table>

completely restricted, seven did not provide any remote proceedings. Such measures should be introduced and not remain temporary; they should be implemented beyond the pandemic. Policy makers also need to address gaps in digital literacy and access to information technology for marginalized groups. Remote access to family courts will help to alleviate an undue burden on women who are juggling work, mobility constraints, childcare, and other family responsibilities for years to come.

**Protecting women’s health and safety**

As new findings continue to emerge about the effects of the coronavirus, its secondary impacts on the health and safety of women and girls become clearer. Easier access to health care and equalization of health insurance premiums paid by women and men have become especially important as women try, with increasing difficulty, to access vital services in a pandemic.

To combat these disparities, governments and insurance companies could adopt gender-sensitive responses to meet the needs of women during the COVID-19 pandemic, including by taking into account barriers to women’s digital and financial inclusion, acknowledging their increased caretaking responsibilities, and providing resources to help them cope with the multifaceted challenges of the crisis. For example, insurers often incorporate information on several factors when determining premium rates: health status, age, gender, geographic location, occupation, and family size, among others. Such factors can be used to justify higher premium rates, especially for women.

Although these rates need not be motivated by a pandemic, a prohibition of discrimination in this area could protect women when such situations arise. In the United States, data reveal that women paid more than men for the same health insurance coverage until 2014 when the Affordable Care Act (ACA) was enacted and enforced a prohibition on gender rating in the calculation of health insurance premiums at the federal level. After its enactment, the percentage of women ages 19–64 who reported delaying or skipping necessary care because of health insurance costs fell to an all-time low (38%) versus nearly half of women (48%) in 2010. Such a law could be a helpful tool in preventing gender-based discrimination when accessing health insurance.

Forty-four out of the 190 economies measured by *Women, Business and the Law* legally prohibit discrimination based on gender when calculating health insurance premiums. The Civil Code of the Czech Republic states that an insurer may not use pregnancy or maternity “as an aspect in determining the amount of the insurance premium or in calculating the insurance benefit.” Cabo Verde’s Decree-Law No. 35 of 2010 stipulates that “in the signing, execution and termination of the insurance contract, discriminatory practices based on ancestry, sex, race, language, territory of origin, religion, political or ideological beliefs, education, economic situation, social condition or sexual orientation, as well as for people with disabilities or aggravated health risk, are prohibited.” Iceland uses its gender equality law to eliminate discrimination “when deciding the amount of benefits due to insurance contract or under other related financial service.” Such protections against discrimination can ensure that women remain both healthy and financially resilient during this time.
Some economies have also acted to reduce the impact of the pandemic on women’s access to family planning and reproductive health services. In June 2020, the World Health Organization (WHO) recommended prioritizing access to sexual and reproductive health services, which can be severely disrupted during virus outbreaks, disempowering women and girls and exposing them to health risks. Economies have been acting promptly on these recommendations. Guidelines released by the Indian Ministry of Health recommend the continuation of routine reproductive health services, including walk-ins for family planning services. In the United States, the Centers for Disease Control and Prevention (CDC) recommended that health care providers offer quality family planning services while minimizing in-person contact between patients and providers, including through digital health services.

For women facing threats to their safety, governments have also allocated resources and services to mitigate the impact of violence. Forced coexistence, job loss, and escalating stress and anxiety about the future can lead to greater tension in the household, turning many partners into abusers or exacerbating existing abuse. Indeed, the pandemic has contributed to a rise in both the severity and frequency of gender-based violence. Ensuring the provision or continuity of services, including access to health care, psychological assistance, legal aid, shelters, dedicated police resources, livelihood support, and hotlines, as established by international legal standards has therefore been of paramount importance for survivors of gender-based violence throughout the pandemic. Without such support, the stretched capacity of response services could contribute to larger losses for women and a heightened perception of impunity among perpetrators.

Preliminary research finds that since early 2020 economies around the world have introduced about 125 new measures to facilitate women’s access to services protecting them from gender-based violence (table 2.3). These measures, which take different forms, may include emergency services provided by justice or women’s affairs ministries, emergency decrees or protocols issued by governments, or approval of additional budget for the establishment of new services or enhancement of existing ones, among other things. Such services either complement and support existing programs or introduce new ones.

Of the services measured, hotlines were the most frequent, accounting for about one-fourth of all services introduced. Emerging data indicate a spike in calls to domestic violence hotlines in many economies after outbreak of the pandemic. For example, after acknowledging a fivefold increase in the rate of violence against women over the same period last year, the Tunisian Ministry of Women, Family, Children and Seniors launched a toll-free phone line to enable women to report exposure to domestic violence during the period of isolation. This 24/7 hotline service provided psychological, social, and legal counseling services. Similarly, to protect women at risk of gender-based violence, Jamaica’s Ministry of Health and Wellness established a hotline staffed by volunteers to help people seeking information and guidance. As part of their orientation, the hotline operators received training in gender-based violence awareness and prevention.

For some families, heightened health anxieties coupled with economic pressures have exacerbated already combustible domestic relationships, which has increased victims’ mental stress. To combat this situation, the Arab Republic of Egypt launched the “Our Mental Health Is a Priority” initiative in May 2020. With the help of psychologists and professional institutions, this initiative has supported the mental health of
Egyptian women and has raised the public’s awareness of mental health during this challenging time.\textsuperscript{37}

In view of the adoption of social distancing measures and the lower budgets of civil society and women’s organizations (the main operators of shelters), it is not surprising that only 17 economies introduced dedicated shelters during the pandemic. Canada’s federal government approved a financial aid package to support people experiencing homelessness and women facing gender-based violence. Funds were allotted specifically to women’s shelters to address their immediate needs and support indigenous women and children escaping violence.\textsuperscript{38} Similarly, the Danish government opened 55 new

### TABLE 2.3 EXAMPLES OF SERVICES PROVIDED TO SURVIVORS OF GENDER-BASED VIOLENCE DURING THE COVID-19 PANDEMIC

<table>
<thead>
<tr>
<th>Economy</th>
<th>Type of measure</th>
<th>Description</th>
</tr>
</thead>
</table>
| Argentina, Bolivia, China, Portugal | Hotlines              | • In Argentina, Bolivia, and Portugal, national hotlines, WhatsApp, and SMS numbers allowed women to report cases of violence and request assistance.  
                               |                       | • In China, the eight-hour domestic violence hotline is now a 24-hour operation.                                                            |
| Indonesia, New Zealand, Paraguay, Ukraine | Psychological assistance | • Indonesia launched psychiatric health services (Sejiwa) through which the Ministry of Women Empowerment and Child Protection (MoWECP) provided assistance to women and child survivors of domestic violence who were affected by COVID-19.  
                               |                       | • New Zealand offered counseling services through nongovernmental organizations (NGOs) that receive recognition and funding from the government.  
                               |                       | • In Paraguay, the government adopted a protocol that includes the provision of emergency numbers for survivors of violence to obtain psychological support.  
                               |                       | • In Ukraine, six mobile teams provided psychosocial assistance through Skype, Viber, phone, and online support groups.                      |
| France, Montenegro          | Shelters              | • In France, as shelters exceeded capacity, alternative accommodations were found in hotels for domestic violence survivors.                    |
|                            |                       | • In Montenegro, the Women’s Safe House rented private apartments to accommodate victims of violence and enable them to comply with social distancing requirements. |
| Marshall Islands, Spain, Spain | Legal aid             | • The Marshall Islands offered free legal aid to female survivors of violence through NGOs that receive recognition and funding from the government. |
|                            |                       | • In Spain, gender-based violence survivors could contact 016, a toll-free service providing legal advice around the clock.                    |
| India, Lithuania            | Dedicated police resources | • In India, police in the state of Odisha called women who had earlier reported domestic violence to inquire about their condition during the lockdown. |
|                            |                       | • Lithuanian police joined with the Lithuanian Women’s Rights Association to provide through the police information line contact details on the specialized assistance centers in victims’ places of residence. The association also maintains connections with previous victims of domestic violence living in remote rural areas, giving them information on protective measures. |
| Malta                       | Livelihood support    | • In Malta, domestic violence victims could apply to the Private Rent Housing Benefit Scheme. Applicants received the full benefit if they were also in a zero-income scenario. |
| Peru                        | Health care           | • Peru enacted Legislative Decree No. 1470, which stated that health establishments should guarantee urgent and emergency health care and personal safety for all women and other family members who were victims of violence, especially rape. |

emergency shelters in five cities that guaranteed abused women and children safety and provisions for their basic needs.\footnote{A3}

Although in most economies police and legal aid actors focused on enforcing quarantine and social distancing measures, those in some economies continued to provide support for women in abusive relationships. After witnessing a spike in domestic violence cases, the Singapore Police Force referred survivors to social services such as legal assistance or shelters, even when no explicit request was made.\footnote{A45} In India, the National Legal Services Authority began providing online legal assistance services through a panel of women lawyers in each district who aid survivors of domestic violence and child abuse.\footnote{A5}

For many women suffering from physical abuse, fear of contracting the coronavirus was a deterrent from seeking medical care, a situation exacerbated by the burden of financial insecurity and the risk of job loss. Access to dedicated health care and livelihood services therefore became fundamental. In Uzbekistan, women entering the Center for Rehabilitation and Adaptation of Victims of Violence received food, medicine, and hygiene products.\footnote{A2} However, as health care systems became overburdened and prioritized COVID-19 cases, specific medical support for survivors of violence became the least offered. Just four economies were providing such health care–related services during the crisis.

Finally, a range of exceptional services were also introduced. In Thailand, Twitter launched a new search prompt with the hashtag #ThereIsHelp to redirect users experiencing gender-based violence to local hotlines.\footnote{A2} In the United Kingdom, the home secretary announced a new national communications campaign with the hashtag #YouAreNotAlone to reach out to those at risk of abuse.\footnote{A46} Spain also implemented an effective measure, the AlertCops app, which provides violence survivors with timely assistance. The app sends an alert to the police with the victim’s GPS location.\footnote{A47} In Italy, the State Police app YouPol was updated to receive domestic violence complaints, not only from survivors themselves but also from neighbors or other family members, including anonymously. Montenegro, Pakistan, and the Philippines also created online platforms or apps to assist women seeking help. In Argentina, Belgium, Cabo Verde, Chile, France, Italy, Spain, and the United Kingdom, pharmacies provided antiviolence measures and advice to survivors. They also activated emergency police protocols through the use of code words such as “masque-19” and “mascherina 1522” (box 2.1).

Diverse responses to domestic violence such as these are fundamental, but prevention measures, which are equally essential, are largely absent. Governments still have room to enact measures and policies aimed at addressing the roots of this epidemic of violence. National plans targeting education, supporting healthy relationship skills, questioning gender roles and social and cultural norms, and creating protective environments are some of the long-term measures that could mitigate the emergence of domestic violence under any circumstances.

**Setting the agenda**

The continuing effects of COVID-19 on gender equality will surely contribute to the research agenda in this field going forward. One area of further exploration is economies’ expanded use of digital technology to implement government-to-person
Evidence indicates that direct government cash transfers to low-income women increase their control over financial decisions, enhance their empowerment and prospects for economic recovery, and improve their resilience in the long run.\textsuperscript{47} The use of mobile money platforms to deliver COVID-19 relief can therefore empower women financially.\textsuperscript{48}

Sustained and wide-ranging data collection on these and other topics will be needed to effectively measure the impacts of the pandemic on women’s economic empowerment. Areas of additional analysis could include the impact of COVID-19 on women’s mobility and access to property, women’s decision-making in disease prevention and response, and girls’ education during and after the pandemic. Efforts are already under way with the assistance of organizations such as the United Nations Development Programme and UN Women (box 2.2). At the World Bank, the Gender Innovation Lab has published evidence on mechanisms that can help protect the lives and livelihoods of women and girls—at the household level, in firms and farms, and during adolescence—in the context of the COVID-19 pandemic. Projects responding to COVID-19 will also consider the pandemic’s differing impacts on men and women. To aid in this effort, the World Bank’s Gender Group has issued guidance for health response projects during the pandemic.

Confronting the gendered effects of COVID-19 will require a concerted effort from a variety of actors, including governments, international organizations, and civil society. Women, Business and the Law recognizes the nuances in the extent of the pandemic and the ideal provision of services by different sources in different economy contexts.

---

\textbf{BOX 2.1 USING CODE WORDS TO ESCAPE VIOLENCE AT HOME}

The Mask-19 initiative originated in Spain’s Canary Islands to respond to the higher number of cases of violence against women expected during the lockdown announced on March 14, 2020. The director of the Canary Institute of Equality (ICI), Kika Fumero, had noted spikes in abuse in earlier periods of confinement, when women were forced to spend more time with their partners during floods or holidays, and came up with a unique way of seeking help.

In a pandemic, there is no privacy for most victims of domestic violence, and so making confidential phone calls to a helpline is almost impossible. Because the many pharmacies were among the few places that remained open during the lockdown, Fumero realized they would be an accessible and effective tool for ensuring rapid intervention in violent situations.

On March 16, 2020, the government of the Canary Islands launched the Mascarilla-19 (Mask-19) campaign, in cooperation with the association of pharmacies of Las Palmas and Santa Cruz de Tenerife. A woman experiencing violence at home could go to the nearest pharmacy and request “mascarilla-19.” Hearing this request, pharmacy staff knew they must discreetly call the police. Pharmacists were not meant to replace shelter staff or support workers, but they were able to quickly activate a care protocol for women subjected to violence at home.

Within a week, the initiative reached 200,000 contacts in the ICI network alone, and the code word “mascarilla-19” went viral on social media throughout Spain. The ICI immediately received requests from other administrations in Madrid, Valencia, and Andalusia to use the same campaign material, which was then made available on the ICI website. Following the example of the Canary Islands, the Mask-19 initiative was quickly adopted not only across Spain, but also by Argentina, Belgium, France, Germany, Italy, and Norway.

Sources: BBC; European Youth Ideas; Gobierno de Canarias; United Nations.
BOX 2.2  UNDP–UN WOMEN GLOBAL COVID-19 GENDER RESPONSE TRACKER

Across the globe, the economic and social fallout of COVID-19 is reinforcing gender inequalities. To understand how governments are addressing these challenges, the United Nations Development Programme (UNDP) and UN Women created the Global COVID-19 Gender Response Tracker, which by September 2020 had collected and analyzed over 2,500 government measures across 206 economies and territories. Sources of the tracker’s data include databases on COVID-19 responses, such as the World Bank’s Real-Time Review of Country Measures of the Social Protection and Jobs Responses to COVID-19; a global survey of UN Women and UNDP regional and country offices on violence against women; self-reporting by member states in their submissions for the UN secretary general’s report on violence against women; and desk research.

**Gender analysis**

Measures in the sample were classified into four policy categories: social protection, labor markets, fiscal and economic policies, and violence against women and girls. Of the 2,500 measures, a subset of 992 measures across 164 economies and territories were identified as gender-sensitive in that these measures seek to directly address the specific risks and challenges that women and girls face from the pandemic. These measures include those dealing with violence against women, which are categorized as gender-sensitive by default; social protection and labor market measures that target women’s economic security or address unpaid care; and fiscal and economic measures that support female-dominated sectors of the economy.

**Findings on gender-sensitive measures**

The first iteration of the tracker data was launched in September 2020. They will be updated on a quarterly basis and will expand into new policy areas in 2021. Findings from the data include the following:

- Over 70% of all gender-sensitive measures (704 in 135 economies) address violence against women and girls, including by strengthening helplines and other reporting mechanisms, shelters, and police and judicial responses.
- By contrast, the global social protection and labor market responses have been largely gender-blind, with only 10% of these measures targeting women’s economic security (177 in 85 economies) and 8% providing support for unpaid care (111 in 60 economies).
- Among the most important economic security measures are cash transfers, food assistance, or in-kind benefits that give women priority as the main recipients, as well as support for female entrepreneurs and female informal workers.
- To support unpaid care, 36 economies have expanded family leave provisions, while others have launched “cash-for-care” programs that compensate parents for school and childcare closures. Only 12 economies kept their childcare services open during lockdowns to support essential workers with children.
- Similarly, few actions have been taken to cushion the COVID-19 shocks to businesses and sectors with large shares of women; only one in 10 fiscal and economic measures channel resources to female-dominated sectors of the economy.

By pointing to gaps and challenges, the tracker is an important advocacy and accountability tool when in the hands of gender equality advocates. It also provides an array of positive examples from which policy makers can draw inspiration. The tool is being used in global, regional, and national policy dialogues geared toward driving forward a gender-equitable crisis response and recovery.

**Source:** This box was drafted by Silke Staab, Esuna Dugarova, and Constanza Tabbush. See https://data.undp.org/gendertracker/ for tracker and methodological note.
As the world continues to feel the effects of COVID-19, more data will become available on both its impacts on gender equality and best practices to counter any negative consequences.

For women everywhere, the secondary effects of the pandemic on their livelihoods, economic security, and safety require immediate and sustained attention. Targeted measures that recognize the unique difficulties women are facing during this time, but also foster a legal environment that supports their equality of economic opportunity, can help close the gap in existing and exacerbated inequalities. This will ensure that women, and as a result their communities and economies, are both prepared for and resilient in meeting unexpected challenges.

Notes

11. Childcare leave is a leave policy generally available to both parents to provide care for their children. It is distinct from maternity, paternity, and parental leave because it is unrelated to the birth of a child or the first years of life. However, it may have strong similarities or even overlap with parental leave in some economies. Childcare leave is also distinct from leave to care for children who are ill or have disabilities. Typically, laws establishing childcare leave do not explicitly list school closures or the unavailability of regular childcare as a permitted reason to access childcare leave. Still, such laws are often worded broadly to allow for a variety of childcare-related purposes.
17. IFC 2020a.
25. IFC 2020b.
27. NWLC 2012; Pear 2012.
29. WHO 2020b.
31. CDC 2020.
33. COE 2018; UN Women 2015.
34. De Paz et al. 2020.
35. UN Women 2020.
44. United Kingdom, Parliament 2020.

References


UNDESA (United Nations Department of Economic and Social Affairs). 2020. Use of the Internet and Mobile Phone Ownership among Women and Men. New York: UNDESA.


CHAPTER 3

New Areas of Research

- *Women, Business and the Law 2021* presents studies of two new areas: childcare and access to justice.

- Because women are often primary caregivers, unpaid care work is one of the main barriers to their employment and job retention. The first section of this chapter examines the need to reduce this barrier through the provision of childcare.

- Laws are effective only if redress procedures and institutions are in place to implement them. Several ways of measuring women’s access to justice are explored in the second section of this chapter.

- Future editions of *Women, Business and the Law* will seek to publish the results of these efforts as they apply to women’s economic opportunities and outcomes.

Mapping out measures that address challenges faced by women during the COVID-19 pandemic has only amplified two areas that *Women, Business and the Law* would like to research further: childcare and women’s access to justice. Women will not receive equal opportunities at work if their childcare needs are not met. Meeting such needs requires a more equitable sharing of responsibilities with men, as well as more support from both government and the private sector in the provision of care for young children. As for access to justice, although *Women, Business and the Law* has underscored that laws are an important first step toward ensuring gender equality, without justice to enable their implementation they will not have their intended effect.

Each topic is fundamental to the effort to close persistent gender gaps in women’s economic inclusion. Because of their relevance and importance, *Women, Business and the Law* will produce research and analysis that highlight the barriers women continue to face in these two areas. This effort will not necessarily result in the inclusion of new indicators in the *Women, Business and the Law* index. Although objective indicators can and should be used to better inform policy makers, there are limitations to creating them. Understanding local context, including political, legal, economic, and cultural climates, for example, is essential for producing indicators. In addition, sufficient human and financial resources must be dedicated to identifying and overcoming any methodological challenges. Finally, extensive country coverage, comparability across economies, and feasibility of annual data collection are vital for success. The addition of new indicators will thus depend on the results of the pilot effort and ability to address these limitations.

With these considerations in mind, the following sections present background research and preliminary suggestions for further research and analysis in the areas of childcare and access to justice. *Women, Business and the Law* will use this presentation...
as a starting point from which to delve further into identifying potential avenues of measurement of these topics, with the hope that the findings will prove useful for both public and private sector actors.

**Accessing childcare for women’s economic opportunity**

The worldwide COVID-19 crisis highlighted the importance of access to high-quality, affordable childcare and exposed the financial vulnerability of the childcare sector. Many childcare providers feared they would not be able to reopen without public support.\(^1\) Because of the closure of childcare centers at the outset of the pandemic, parents faced hardship in dealing with additional care work. Women are primarily responsible for unpaid care at home, and they have also been affected more than men in terms of paid work. Policy makers and firms should better align childcare policies with the needs of working parents and, in particular, working mothers.

**Why does childcare matter for women’s economic empowerment?**

Research has documented the positive impact that the availability, affordability, and quality of childcare can have on women’s participation in the labor market, their hours of work, and their wages.\(^2\) A link has also been drawn between the availability and affordability of childcare and economic growth as related to fertility rates and the female labor supply.\(^3\)

Government childcare policies are wide-ranging, and, globally, childcare options are diverse. Each economy must consider potential hurdles in the design of childcare provision, depending on its specific context. Hurdles could include persuading working parents who are not involved in the early development of their children that childcare is a necessity or providing guarantees that childcare offered outside the home is higher in quality than other options.

Literature on the impact of government funding on public and private childcare facilities, the effects of subsidies and tax credits given to families and employers, and informal childcare is helpful to understanding the relationship between childcare policies and women’s labor market outcomes.\(^4\) Although not exhaustive, the literature summarized in table 3.1 is a useful synthesis of the childcare options available to working parents and a snapshot of the advantages and limitations of each.

The literature reveals the costs and benefits of investments in childcare for women’s economic opportunities and participation in the labor market. Yet, government support for and intervention in regulating childcare go beyond their effects on female workers, and can be driven by externalities and market imperfections, including broader societal spillovers, information asymmetries, and costs. For example, expanding childcare services could be a source of job growth. It has been estimated that 43–53 million practitioners would be required to meet the gap in childcare access worldwide, with low- and lower-middle economies accounting for nearly 80% of the gap.\(^5\)

Quality of care, another central concern, affects society at large in several ways. The low wages of childcare workers, for example, affect the quality and stability of the childcare workforce. More public spending on quality childcare will therefore improve the cognitive, social, and emotional skills of young children, who, in turn, will succeed
as they move through school and enter the workforce as adults. Because they will get better jobs and earn more, it is argued, tax revenues will also increase. Likewise, children who attend quality childcare will be less likely to engage in criminal activity or use social services as adults, thereby reducing government spending. Childcare provision could also present parents with opportunities for further education. Therefore, returns on investment in early childcare pay back public investment in the long term.

The same returns apply to employers, who suffer losses in productivity when parents miss work to fill gaps in childcare or to tend to a sick child. Those losses come with a price tag. For example, in laying out the business case for employer-supported childcare in Fiji, the International Finance Corporation (IFC) found that staff time lost from childcare responsibilities was costing the private sector on average as much as $254,000 a year, or $460 per employee. In addition, parents who drop out of the labor market to provide at-home care for their young children lose wages and see reductions in retirement benefits. Low-income families are especially vulnerable to fluctuations in the childcare market because of limitations on what they can afford.
Beyond these considerations, gaps in information limit parents’ ability to make childcare decisions. Parents often lack sufficient details about childcare characteristics, including the attributes of high-quality childcare services, the location and availability of care, the relative costs of care, and the range of care alternatives. These information asymmetries around childcare provision suggest the state should confront and revisit norms of family privacy and embrace a greater public role in the childcare market.

In response to these realities, as well as major social and economic changes, improved access to childcare has moved higher on the policy agenda of the governments of many economies. Although there are no internationally established standards to serve as a guide to regulatory measures for the provision of childcare, international conventions and unions recognize working parents’ need for outside childcare support and call for childcare facilities to be available. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) calls for the establishment and development of a network of childcare facilities to enable parents to combine family obligations with work responsibilities. Similarly, the International Labour Organization’s Convention on Workers with Family Responsibilities No. 156 calls for measures to develop or promote childcare services compatible with national conditions and possibilities that will enable effective equality of opportunity for working men and women.

Although governments are not compelled to provide services, both conventions recognize their key role in promoting and encouraging the development of childcare services. In 2019 the European Union (EU) passed a new directive aimed at helping member states achieve a better work–life balance and more equally distributed care responsibilities by encouraging the use of EU funds to ensure a sufficient supply of high-quality, affordable childcare services and care facilities.

To meet the needs of working mothers and families, governments must therefore support a range of childcare options. Childcare can be funded and operated by the public or the private sector. Public childcare, directly funded and operated by the government, can be provided at center-based facilities, including nurseries, day cares, preschools, and kindergartens. Private childcare is funded and operated by for-profit or not-for-profit business entities. It includes home- and center-based care (figure 3.1).

**FIGURE 3.1 | TYPES OF CHILDCARE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publicly provided childcare</td>
<td>Center-based care in facilities operated and funded by the government (such as nurseries, day cares, preschools, and kindergartens)</td>
</tr>
</tbody>
</table>
| Privately provided childcare | Home-based care (in a child’s own home or caregiver’s home)  
Center-based care (such as nurseries, day cares, preschools, and kindergartens)  
Employer-provided or -supported care |
| Public-private partnerships | Center-based care (such as nurseries, day cares, preschools, and kindergartens)  
Employer-provided or -supported care |
| Family and informal arrangements | Family member bears the burden of care that may or may not be remunerated. |

In addition, employers may provide or support childcare for their employees under certain conditions. The recent growth in private sector engagement in the provision of childcare may also be characterized by more sophisticated arrangements, including public-private partnerships (PPPs). Such partnerships give both government and the private sector an opportunity to leverage resources to bring market-based solutions to providing childcare.7

When it comes to the delivery of childcare services, economies use different institutional arrangements. The Nordic economies have the most affordable large-scale childcare, running publicly funded and operated systems. The public expenditure on childcare is 1.6% of the gross domestic product (GDP) of Sweden and 1.3% of the GDP of Norway.8 The Republic of Korea also recently devised an extensive affordable childcare system by adopting a mixed model that allows it to diversify funding sources and provide working families with the opportunity to choose.9 Despite the mixed system, the government invests 1% of GDP on childcare and early learning and has some of the highest enrollment rates for children of the Organisation for Economic Co-operation and Development (OECD) economies. In contrast, the United States relies on privately provided childcare, spending only 0.3% of GDP—the third lowest expenditure among OECD economies after Ireland and Turkey.10 Low levels of government expenditure on childcare in these three economies are also accompanied by some of the lowest enrollment rates among OECD economies.11

Overall, policy or regulatory frameworks on the provision of childcare services must reflect a coherent mandate, adequate finance and capacity, focus on child development, and strong coordination mechanisms to bring in all stakeholders. Many economies do not have a stand-alone childcare policy. Instead, they have a multitude of policies involving different ministries, including social welfare, labor, education, and youth and sports. Because they have their own objectives, plans, and programs related to childcare, regulation of childcare may become decentralized and uncoordinated.

Coordination with other social policies, including maternity and parental leave in which parents are paid to stay home as caregivers, may also affect the regulation and provision of childcare services. Maternity and parental leave policies can help new parents reconcile the competing claims of work and family life.12 The availability of high-quality affordable childcare is a complementary policy that gives parents a flexible solution, especially when economic pressure to participate in the labor force increases.

Childcare services for children ages three to five years have steadily increased over the last 20 years, largely because of rising access to preschool across economies. However, a gap for children under three years remains.13 This gap may stem from the fact that governments tend to more often regulate childcare for older children than for younger children. Absent or insufficient regulatory frameworks for children under three years may reflect the limited childcare available for this age group or expectations that mothers and families are responsible for early childhood care. Lack of regulation can also be a disincentive for potential providers (such as those differentiating themselves based on quality), whereas parents may find it more difficult to entrust the care of their children to providers if they are not regulated.

Policies intended to make childcare affordable and of good quality vary by economy. Governments may opt for legally requiring employers to provide or support childcare for their employees. The parameters of this care could include minimum structural quality
and safety standards such as licensing and accreditation, operating hours, inspection for compliance with laws, and reporting mechanisms to the government. However, the literature on child development suggests that the “process” elements of quality (such as caregiver-to-child and child-to-child interactions) are more important for improving children’s development outcomes. A range of incentives could also be granted to parents, employers, and private childcare providers to reduce the cost of private childcare and make it more affordable for families.

**Toward available, affordable, and quality childcare**

In 2018, *Women, Business and the Law* collected pilot data on employer-supported childcare and private stand-alone childcare centers within the collaborative framework of the IFC’s Tackling Childcare project. Drawing on 10 case studies, the project fills the gap on how companies can identify the type of childcare support that best suits the needs of their employees. Building on this research, future editions of *Women, Business and the Law* will contribute more analysis based on research and new data related to three main pillars of childcare—availability, affordability, and quality. In the process, the team will also leverage and complement other sources of data, including from OECD and the United Nations Children’s Fund (UNICEF; box 3.1). Potential inclusion of such data in the index to facilitate and promote reform will also be explored.

---

**BOX 3.1 EXISTING DATA ON CHILDCARE**

The existing data on childcare are primarily published by the Organisation for Economic Co-operation and Development (OECD) and the United Nations Children’s Fund (UNICEF). In view of the strong demand for cross-national indicators on the situations of families and children, the OECD Family Database was developed to provide the indicators on family outcomes and policies across OECD economies, its enhanced engagement partners, and European Union member states. The database brings together information from various national and international databases within both OECD and external organizations. The area of public policies for families and children covers seven indicators related to formal care and the typology of childcare systems: legal entitlement to childcare, public spending on childcare, net enrollment in childcare, informal childcare arrangements, childcare support, typology of childcare services, and quality of childcare. Legal entitlement refers to a right to a spot in a childcare facility that guarantees availability of childcare. Each indicator typically presents the data on a particular issue as well as the relevant definitions and methodology, comparability and data issues, information on sources, and, when appropriate, raw data or descriptive information across economies. Despite global coverage, the available UNICEF data on childcare are limited to net attendance rates in the framework of early childhood education programs, specifically enrollment of children ages three to five in preprimary school.


---

Support for childcare has well-documented, widespread benefits for economic development and women’s labor force participation. By collecting and evaluating data on childcare provision, the team will contribute to the World Bank Group’s growing effort to shape an informed, evidence-based policy dialogue around the overall design and effectiveness of childcare policies.
The role of the justice sector in legal implementation

For more than 10 years, *Women, Business and the Law* has taken as its starting point that the law can help women reach their full potential. It is the framework by which governments can identify barriers to women’s success and, by removing them, boost their labor force participation. In fact, over time *Women, Business and the Law* has consistently found that reforms increasing women’s equality of opportunity contribute to higher female labor force participation, more successful economies, and better development outcomes. These findings have galvanized action toward legal reform, resulting in over 400 positive changes in the areas measured since 2009.

For women to thrive in the world of work, however, the laws that guarantee their equality of opportunity must be meaningfully implemented and enforced. This requires not only enacting the rules and regulations that put laws into effect, but also ensuring that all relevant parties comply with them. Successful application of the law requires a comprehensive effort from all branches of government, including the judiciary. By strengthening the rule of law and narrowing inequality, access to justice can be a fundamental component of sustainable economic growth. If inclusive, it allows all people to use the legal system to advocate for their interests and ensure enforcement of the law. The success of statutory laws hinges on the ability of justice institutions to both fulfill their mandate and address any violations. Governments must therefore ensure that women’s access to justice is comprehensive. While legal gender equality is the first step toward generating tangible outcomes, including greater economic participation for women, reforms must also be fully implemented through strong justice sector institutions.

Why does access to justice matter for women’s economic empowerment?

Discrimination in the law is only one of many sources of gender imbalance. Equal opportunities for women depend on a complex interplay of social, cultural, and economic factors. Although laws may be equal, prevailing discriminatory social norms, deeply rooted stereotypes, unconscious bias, and even ignorance or reluctance by institutions responsible for enforcing rights can be a major stumbling block to the implementation of legislation. This restricts women’s opportunities in practice. For example, even in economies mandating nondiscrimination based on gender in employment, employers frequently discriminate in favor of men—who more often are unencumbered with childbearing responsibilities—and against women—who are perceived as secondary breadwinners.

The enforcement of rights and women’s ability to seek redress is therefore critical to translating formal laws into real outcomes (table 3.2). Although France and Senegal, for example, have very similar legal systems, access to justice in each is very different, leading to different economic landscapes. Social attitudes may result not only in hesitant implementation, but also in hesitant or even discriminatory enforcement. And if women are not able to claim and enforce their rights, equal laws on the books, while a first step, will have only a limited impact on their economic activity. Thus, proper implementation requires an accessible and effective justice system to ensure that infringements of rights are penalized. A well-functioning judiciary is essential to economic development and sustained growth.
The dysfunction and underperformance of court systems negatively affect women, in particular. Factors limiting access to justice such as affordability, cumbersome procedures, and lack of awareness of rights may have impacts on both men and women. However, lower literacy rates, lower incomes, lower mobility, and less extended digital and social networks all disproportionately affect women’s access to justice. Other barriers, such as biases in state institutions, social stigma, psychological trauma in bringing claims, and lack of gender-sensitive procedures, are more directly gender-specific. These challenges are even harder for women who are subject to multiple disadvantages. As a result, the justice gap for women is still rampant, particularly in economies where the circumstances for women are worse overall.

Beyond these concerns, unequal access to justice is expensive for both governments and citizens. At the societal level, these costs include higher public spending on unemployment benefits, social assistance, and health services. In Canada, it is estimated that unmet legal needs represent major annual costs to the state, amounting to a combined total of approximately Can$800 million. This figure includes an annual Can$248 million in social assistance payments, Can$450 million in employment insurance payments, and Can$101 million in health care costs. Recent studies in the United States also find that funding of legal services there could return as much as 11 times the amount invested by reducing public expenditure and generating income. For example, a mother who is able to effectively secure spousal and child support will not require public benefits. Similarly, a woman who suffers domestic abuse and procures a restraining order will lose fewer days of work and gain more income. Such savings can drive millions of dollars into a local economy and empower women to provide for themselves and their families.

International standards set forth by general recommendations on women’s access to justice highlight the importance of access for women’s economic empowerment. Economic sustainability cannot be achieved without respect for the rule of law and protection of rights, both of which require an effective judiciary that resolves cases in a reasonable time and is inclusive and accessible to the public. The literature notes the difficulty in monitoring and assessing the implementation and enforcement of rights.

<table>
<thead>
<tr>
<th>TABLE 3.2 ACCESS TO JUSTICE AND CORRESPONDING ECONOMIC OUTCOMES: A LITERATURE SUMMARY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women’s economic empowerment</strong></td>
</tr>
<tr>
<td><strong>Economic growth</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>Private sector growth</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

---

The dysfunction and underperformance of court systems negatively affect women, in particular. Factors limiting access to justice such as affordability, cumbersome procedures, and lack of awareness of rights may have impacts on both men and women. However, lower literacy rates, lower incomes, lower mobility, and less extended digital and social networks all disproportionately affect women’s access to justice. Other barriers, such as biases in state institutions, social stigma, psychological trauma in bringing claims, and lack of gender-sensitive procedures, are more directly gender-specific. These challenges are even harder for women who are subject to multiple disadvantages. As a result, the justice gap for women is still rampant, particularly in economies where the circumstances for women are worse overall.

Beyond these concerns, unequal access to justice is expensive for both governments and citizens. At the societal level, these costs include higher public spending on unemployment benefits, social assistance, and health services. In Canada, it is estimated that unmet legal needs represent major annual costs to the state, amounting to a combined total of approximately Can$800 million. This figure includes an annual Can$248 million in social assistance payments, Can$450 million in employment insurance payments, and Can$101 million in health care costs. Recent studies in the United States also find that funding of legal services there could return as much as 11 times the amount invested by reducing public expenditure and generating income. For example, a mother who is able to effectively secure spousal and child support will not require public benefits. Similarly, a woman who suffers domestic abuse and procures a restraining order will lose fewer days of work and gain more income. Such savings can drive millions of dollars into a local economy and empower women to provide for themselves and their families.

International standards set forth by general recommendations on women’s access to justice highlight the importance of access for women’s economic empowerment. Economic sustainability cannot be achieved without respect for the rule of law and protection of rights, both of which require an effective judiciary that resolves cases in a reasonable time and is inclusive and accessible to the public. The literature notes the difficulty in monitoring and assessing the implementation and enforcement of rights.
It also calls for more public data on the issues women face when accessing justice, especially in the world of work, in order to explore the relationship between de jure and de facto equality of opportunity.\textsuperscript{25} A measure of the implementation and enforcement of laws affecting women’s economic inclusion is therefore needed to fully understand the legal and judicial constraints to gender equality in business and employment.

While useful, other data sets have not yet met the need for this information. At the global level, the Enforcing Contracts indicator of the World Bank’s \textit{Doing Business} project\textsuperscript{26} captures important aspects of the performance of the judicial system when it comes to commercial cases. However, this work does not focus on gender. Instead, the only gender dimension captured by the indicator, under its Quality of the Judicial Processes Index, is a measure of whether a woman’s testimony carries as much weight as a man’s in commercial cases.

Additional research, such as OECD’s \textit{Equal Access to Justice for Inclusive Growth} report,\textsuperscript{27} the Center on International Cooperation’s \textit{Justice for All} report,\textsuperscript{28} and the World Justice Project’s \textit{Rule of Law Index},\textsuperscript{29} measures effective access to justice across a set of economies (Figure 3.2). The World Economic Forum’s Global Gender Gap Index,\textsuperscript{30} OECD’s Social Institutions and Gender Index,\textsuperscript{31} and the United Nations Development
Programme’s Gender Inequality Index track gender inequalities across several practice and outcome areas. Global Integrity’s Africa Integrity Indicators track both de jure and de facto corruption and governance in 54 African economies, including a social development section that consists of 24 indicators on gender, rights, welfare, rural sector, business environment, health, education, and civil registration. Despite this impressive undertaking, however, the scope of Global Integrity’s project is not global, and scores do not represent an evaluation of women’s access to justice. Thus, the Women, Business and the Law data collection and analysis will aim to bridge these approaches by studying access to justice through a gender lens.

**Toward equal access to justice and implementation**

The role of the justice sector in ensuring gender equality and implementation of the law is multifaceted. A variety of factors could provide valuable insight into its functioning, including the presence of institutions, certain processes and procedures, and statistics and outcomes. With this research, Women, Business and the Law hopes to focus specifically on the ways in which women’s access to justice can be ensured both through implementation of the good practice legislation covered by the project’s indicators and through the passage of specific laws and regulations.

This work will endeavor to fill the knowledge gap by collecting and analyzing data on the processes and procedures relevant to women’s access to justice, as well as the good practice legislation that can ensure it. This effort may include using one of the Women, Business and the Law questions as a starting point to assess whether the law represented by the question itself is effectively implemented through the justice sector. For example, of the 190 economies measured, 159 prohibit discrimination in employment based on gender. This question allows broad study of similar provisions across economies and regions and could be used to consider the time and cost of a case brought by a female victim of discrimination. Such an approach could also be used to study implementation of other questions in the index.

Through this exercise, potential barriers to implementation of de jure indicators could also be identified for future study. Examples that complement current Women, Business and the Law data include the ease and cost of access to justice, effectiveness of complaints procedures, and importance of awareness-raising campaigns among public officials, employers, and employees.

Other measures that promote women’s access to justice could also be considered. Institutions of justice, such as customary and personal law courts, dedicated and specialized family courts, and human rights institutions could be examined because of their particular relevance to women. Topics such as small claims court access, the provision of legal aid, and women’s representation in the judiciary may also prove pertinent to this discussion.

Any published findings will review the available evidence on this subject, including the data sets described here, for correlation with or further explanation of Women, Business and the Law results. Together, the data presented will investigate whether laws, as measured by the Women, Business and the Law index, are actionable on the ground for female employees and entrepreneurs. Above all, the intent of this work is to ease the process of identifying good practices that ensure accessible, timely, and affordable remedies for women seeking justice. Such quantitative data could help
provide a complete picture of the life cycle of legislation and encourage economies to move rapidly toward more efficient and comprehensive access to justice for women everywhere.

What's next?

Most of the current Women, Business and the Law indicators measure the differences between men and women under the law. However, selecting a clear benchmark that tackles the trade-offs when considering these areas may depart from this trend. Although the empirical evidence demonstrates the disproportionate effects of the availability of childcare services and access to justice on women’s participation in the labor market, these issues are not necessarily a matter of legal gender gaps.

Given their broad scope, the potential results of this research could take several different forms. Any questionnaire will undergo substantial peer review and consultation with academics and practitioners before its dissemination to local experts. To ensure that data are comparable across economies, a set of standardized assumptions will be determined. A questionnaire would also be piloted in several economies in a diverse sample of regions. Results may be published as case studies or policy briefs complementing the Women, Business and the Law index. If coverage can be expanded to 190 economies and remain comparable and feasible for annual data collection, the addition of indicators to the index will be considered. Complementary economic research will also aim to establish links between legislative principles and improving women’s position as active participants in the workforce and the broader economy.

Growing evidence directly links each of these areas to women’s economic opportunities. Although in its early stages, this research aims to highlight the role that childcare and access to justice play in ensuring that the equality promised by law is actionable. In expanding its scope to include these issues, Women, Business and the Law hopes to continue providing a rich body of data that can be used to generate policies and provide a road map for further research.

Notes

1. NAEYC 2020.
2. Indeed, research from Olivetti and Petrongolo (2017) presents an overview of the evidence from high-income economies on the impacts of family policies on female labor market outcomes and finds that childcare is more strongly associated with better labor market outcomes for women than family leave policies.
4. In this discussion, informal care refers to unpaid care provided mainly by relatives and family friends.


NEW AREAS OF RESEARCH


APPENDIX A

Data Notes

Women, Business and the Law measures laws and regulations affecting women’s economic inclusion in 190 economies. Although progress has been made over the last 50 years, the data confirm that more work is needed to ensure that women have equality of opportunity when entering the workforce and starting their own business.

To highlight these opportunities for change, Women, Business and the Law 2021 presents an index structured around the stages of a woman’s working life (figure A.1). This framework helps align areas of the law with the economic decisions women make as they experience various milestones. The indicators not only represent women’s interactions with the law as they begin, progress through, and end their careers, but also are an easily replicable measure of the legal environment that women face as entrepreneurs and employees. This edition of Women, Business and the Law presents an update of the index based on the laws and regulations reformed between September 2, 2019, and October 1, 2020.

**FIGURE A.1 | THE EIGHT WOMEN, BUSINESS AND THE LAW INDICATORS**

![Diagram of the eight indicators: Mobility, Pay, Parenthood, Assets, Workplace, Marriage, Entrepreneurship, Pension.


**Methodology**

Women, Business and the Law is based on an analysis of the domestic laws and regulations that affect women’s economic opportunities. The indicators were selected on the basis of their association with measures of women’s economic empowerment and through research and consultation with experts. They are also inspired by the international legal frameworks set out in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); the Committee on the Elimination of Discrimination against Women General Recommendations (CEDAW GR); the UN Declaration on the Elimination of Violence against Women (DEVAW); and the International Labour Organization (ILO) Equal Remuneration Convention, 1951 (No. 100); Maternity Protection Convention, 2000 (No. 183); and Violence and Harassment Convention, 2019 (No. 190).
## TABLE A.1 WOMEN, BUSINESS AND THE LAW INDICATORS

<table>
<thead>
<tr>
<th>Mobility (0–100)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Can a woman choose where to live in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>2.</td>
<td>Can a woman travel outside her home in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>3.</td>
<td>Can a woman apply for a passport in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>4.</td>
<td>Can a woman travel outside the country in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Workplace (0–100)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Can a woman get a job in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>2.</td>
<td>Does the law prohibit discrimination in employment based on gender? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>3.</td>
<td>Is there legislation on sexual harassment in employment? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>4.</td>
<td>Are there criminal penalties or civil remedies for sexual harassment in employment? (Yes = 1, No = 0)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Pay (0–100)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Does the law mandate equal remuneration for work of equal value? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>2.</td>
<td>Can a woman work at night in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>3.</td>
<td>Can a woman work in a job deemed dangerous in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>4.</td>
<td>Can a woman work in an industrial job in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Marriage (0–100)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Is there no legal provision that requires a married woman to obey her husband? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>2.</td>
<td>Can a woman be head of household in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>3.</td>
<td>Is there legislation specifically addressing domestic violence? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>4.</td>
<td>Can a woman obtain a judgment of divorce in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>5.</td>
<td>Does a woman have the same rights to remarry as a man? (Yes = 1, No = 0)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Parenthood (0–100)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Is paid leave of at least 14 weeks available to mothers? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>2.</td>
<td>Does the government administer 100% of maternity leave benefits? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>3.</td>
<td>Is paid leave available to fathers? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>4.</td>
<td>Is there paid parental leave? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>5.</td>
<td>Is dismissal of pregnant workers prohibited? (Yes = 1, No = 0)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Entrepreneurship (0–100)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Does the law prohibit discrimination in access to credit based on gender? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>2.</td>
<td>Can a woman sign a contract in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>3.</td>
<td>Can a woman register a business in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>4.</td>
<td>Can a woman open a bank account in the same way as a man? (Yes = 1, No = 0)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Assets (0–100)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Do men and women have equal ownership rights to immovable property? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>2.</td>
<td>Do sons and daughters have equal rights to inherit assets from their parents? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>3.</td>
<td>Do male and female surviving spouses have equal rights to inherit assets? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>4.</td>
<td>Does the law grant spouses equal administrative authority over assets during marriage? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>5.</td>
<td>Does the law provide for the valuation of nonmonetary contributions? (Yes = 1, No = 0)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Pension (0–100)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Is the age at which men and women can retire with full pension benefits the same? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>2.</td>
<td>Is the age at which men and women can retire with partial pension benefits the same? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>3.</td>
<td>Is the mandatory retirement age for men and women the same? (Yes = 1, No = 0)</td>
</tr>
<tr>
<td>4.</td>
<td>Are periods of absence due to childcare accounted for in pension benefits? (Yes = 1, No = 0)</td>
</tr>
</tbody>
</table>

The data set and analysis can be used to support research and policy discussions on the ways in which the legal environment influences women’s economic activity. Thirty-five data points are scored across eight indicators composed of four or five binary questions, with each indicator representing a different phase of a woman’s life (table A.1). Indicator-level scores are obtained by calculating the unweighted average of responses to the questions within that indicator and scaling the result to 100. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score.

Examining the data for one economy illustrates how scoring works in the index. In figure A.2, Ecuador receives a score of 100 for Mobility, Workplace, Pay, Marriage, Assets, and Pension, which indicates that no legal constraints were found in the areas measured under these indicators.

Under Parenthood, however, the lack of paid maternity leave of at least 14 weeks, government-administered maternity leave benefits, or paid parental leave results in a score of 40. The score for Entrepreneurship is 75 because the law does not prohibit gender-based discrimination in access to credit.

Based on this information, the overall score for Ecuador is calculated as the unweighted average of all eight indicator scores on a scale of 0–100, with 100 representing the best score overall. Ecuador thus scores 89.4 on the Women, Business and the Law index.

Strengths and limitations of the methodology

To construct the index, Women, Business and the Law relies on the feedback of over 2,000 respondents with expertise in family, labor, and criminal law, including lawyers, judges, academics, and members of civil society organizations working locally on gender issues. Besides filling out written questionnaires, respondents provide references to relevant legislation. The Women, Business and the Law team then collects the texts of these laws and regulations and verifies questionnaire responses for accuracy. Responses are validated against codified sources of national law, including constitutions, codes, laws, statutes, rules, regulations, and procedures in areas such as labor, social security, civil procedure, violence against women, marriage and family, inheritance, nationality, and land. The data reflect legislation enacted as of October 1, 2020, unless otherwise indicated.

This unique approach has both strengths and limitations (table A.2). Because the indicators are binary, they may not reflect the nuances or details of some of the policies measured. Indicators are also based on standardized assumptions to ensure comparability across economies. For example, an assumption used for questions on
<table>
<thead>
<tr>
<th>Feature</th>
<th>Strength</th>
<th>Limitation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use of standardized assumptions</td>
<td>Data are comparable across economies, and methodology is transparent.</td>
<td>Scope of data is smaller; only regulatory reforms in the areas measured can be systematically tracked.</td>
</tr>
<tr>
<td>Coverage of largest business city only</td>
<td>Data collection is manageable, and data are comparable.</td>
<td>In federal economies, data could be less representative where there are differences in laws across locations.</td>
</tr>
<tr>
<td>Focus on the most populous group</td>
<td>Data are comparable across economies where there are parallel legal systems prescribing different rights for different groups of women.</td>
<td>Restrictions that apply to minority populations may not be covered.</td>
</tr>
<tr>
<td>Emphasis on the formal sector</td>
<td>Attention remains centered on the formal economy, where regulations are more relevant.</td>
<td>The reality faced by women in the informal sector, which may be a significant population in some economies, is not reflected.</td>
</tr>
<tr>
<td>Measure of codified law only</td>
<td>Indicators are actionable because the law is what policy makers can change.</td>
<td>Where systematic implementation of legislation is lacking, regulatory changes alone will not achieve the desired results; social and cultural norms are not considered.</td>
</tr>
</tbody>
</table>


Maternity leave is that the woman in question has one child. Although maternity leave benefits often differ for multiple births, only data for individual births are captured. Another assumption is that the woman in question is located in the largest business city of the economy. In federal economies, laws affecting women can vary by state or province. Even in nonfederal economies, women in rural areas and small towns could face more restrictive local legislation. Such restrictions are not captured by Women, Business and the Law unless they are also found in the main business city. Finally, where personal law prescribes different rights and obligations for different groups of women, the data focus on the most populous group, which may mean that restrictions applying only to minority populations are missed.

Although it ensures comparability of the data, this use of standardized assumptions is limited in its ability to fully reflect the diversity of women’s experiences. Women, Business and the Law recognizes that the laws it measures do not apply to all women in the same way. Women face intersectional forms of discrimination based on gender, sex, sexuality, race, gender identity, religion, family status, ethnicity, nationality, disability, and a myriad of other grounds. Women, Business and the Law therefore encourages readers to interpret the data in conjunction with other available research.

Women, Business and the Law also focuses solely on the ways in which the formal legal and regulatory environment determines whether women can work or open their own business. Although many women in developing economies are employed by the informal sector, a goal of this project is to define some of the features of the legal framework that make it more difficult for women to transition from the informal to the formal economy.
This project also recognizes the often-large gaps between laws on the books and actual practice. One reason for these gaps may be poor implementation of legislation stemming from weak enforcement, poor design, or low institutional capacity. Nonetheless, identifying legal differences is one step toward better understanding where women’s economic rights may be restricted in practice.

*Women, Business and the Law* acknowledges that equal opportunities for women in business and the workplace depend on an interplay of economic, social, and cultural factors. For example, unless women are able to get an education or build their skills, equalizing laws affecting entrepreneurship and employment could mean little. Other factors, such as infrastructure, also may affect the ability and desire of women to work. In addition, social and cultural norms may prevent women from running a business or working outside the home. Within this overall picture, *Women, Business and the Law* recognizes the limitations of its assumptions and its focus on statutory law. Even though such assumptions may come at the expense of specificity, they also ensure data comparability across economies.

**Indicators and questions**

This section looks more closely at the 35 scored binary questions, grouped by indicator (box A.1).

Answers to the questions are based on codified law only. Customary law is not taken into account unless it has been codified. Where the answer differs according to the legal system (for example, in mixed legal systems where different laws govern different groups of people within an economy), the answer used is the one that applies to the majority of the population. Supranational law, such as that enacted by the Organization for the Harmonization of Business Law in Africa (OHADA), is not considered when domestic law contravenes supranational rules and limits the legal capacity of women. Some questions take into account the enactment date of laws and regulations and some the

---

**BOX A.1 ASSUMPTIONS USED TO ENSURE COMPARABILITY**

**The woman in question**

- resides in the economy’s main business city.
- has reached the legal age of majority and is capable of making decisions as an adult, is in good health, and has no criminal record.
- is a lawful citizen of the economy being examined.
- is a cashier in the food retail sector in a supermarket or grocery store that has 60 employees.
- is a cisgender, heterosexual woman in a monogamous first marriage registered with the appropriate authorities (de facto marriages and customary unions are not measured).
BOX A.1 ASSUMPTIONS USED TO ENSURE COMPARABILITY (CONTINUED)

- is of the same religion as her husband.
- is in a marriage under the rules of the default marital property regime, or the most common regime for that jurisdiction, which will not change during the course of the marriage.
- is not a member of a union, unless membership is mandatory. Membership is considered mandatory when collective bargaining agreements cover more than 50 percent of the workforce in the food retail sector and when they apply to individuals who were not party to the original collective bargaining agreement.

For the questions on maternity, paternity, and parental leave, it is assumed that

- the woman gave birth to her first child without complications on October 1, 2020, and her child is in good health. Answers will therefore correspond to legislation in force as of October 1, 2020, even if the law provides for changes over time.
- both parents have been working long enough to accrue any maternity, paternity, and parental benefits.
- if maternity benefit systems are not mandatory or they were not in force as of October 1, 2020, they are not measured.

For the questions on inheritance rights, it is assumed that

- the deceased has not left a will, so the rules of intestate succession apply.
- when determining the inheritance rights of spouses, male and female surviving spouses do not have any living children.

For the questions on retirement and pensions, it is assumed that

- the woman gave birth without complications to two healthy children.
- the woman ceased all paid activity during periods of childcare. If the period covered by a pension credit is conditioned on the age of the child, the period until the child reaches age one is counted.
- if transitional provisions gradually change the retirement age, the answer will reflect the retirement age as of October 1, 2020, even if the law provides for changes over time.
- if a mandatory contributory pension system applicable to the private sector and a non-contributory universal pension system coexist, the answers will correspond with the rules applicable to the mandatory contributory pension system.
- if pension systems are not mandatory or were not in force as of October 1, 2020, they are not measured.

date of enforcement, whereas a few consider the state of implementation. For example, questions that measure the provision of a benefit such as paid leave or old age pension consider only laws that are in force and systems through which benefits are paid that are in place and operational. No changes to the *Women, Business and the Law* methodology were made for this edition.

### Mobility

The Mobility indicator measures constraints on a woman’s agency and freedom of movement, both of which are likely to influence her decision to enter the labor force and engage in entrepreneurial activity. This indicator has four components that measure:

- **Whether a woman can choose where to live in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman choosing where to live. A score of 0 is assigned if there are explicit restrictions on a woman choosing where to live, if the husband chooses the family residence, if a woman’s domicile automatically follows that of her husband, or if the husband has more legal weight than the woman in determining where the family will live.

- **Whether a woman can travel outside her home in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman traveling alone domestically. A score of 0 is assigned if permission, additional documentation, or the presence of her husband or guardian is required for a woman to travel alone domestically. A score of 0 is also assigned if a woman must justify her reasons for leaving the home, or if leaving the home without a valid reason is considered disobedience with legal consequences, such as loss of right to maintenance.

- **Whether a woman can apply for a passport in the same way as a man.** This question considers actual application forms available at the relevant agency or on official government websites, regardless of what the law specifies. A score of 1 is assigned if there are no gender differences in passport application procedures. A score of 0 is assigned if an adult woman needs the permission or signature of her husband, father, or other relative or guardian to apply for a passport. A score of 0 is also assigned if passport application procedures or forms require a woman to provide details about her husband, father, or other relative or guardian, or additional documents such as a marriage certificate, whereas the same is not required for a man.

- **Whether a woman can travel outside the country in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman traveling alone internationally. A score of 0 is assigned if permission, additional documentation, or the presence of her husband or a guardian is required for a woman to leave the country. A score of 0 is also assigned if the law requires a married woman to accompany her husband out of the country if he wishes her to.
Workplace

The Workplace indicator analyzes laws affecting women’s decisions to enter the labor market, including women’s legal capacity and ability to work, as well as protections in the workplace against discrimination and sexual harassment. Antidiscrimination legislation is positively associated with women’s employment and earnings, whereas sexual harassment can negatively influence women’s career trajectories. This indicator has four components that assess:

- **Whether a woman can get a job in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman’s legal capacity and ability to get a job or pursue a trade or profession. A score of 0 is assigned if a husband can prevent his wife from working, or if permission or additional documentation is required for a woman to work but not a man. A score of 0 is also assigned if it is considered a form of disobedience with legal consequences, such as loss of maintenance, for a woman to work contrary to her husband’s wishes or the interests of the family.

- **Whether the law prohibits discrimination in employment based on gender.** A score of 1 is assigned if the law prohibits employers from discriminating based on sex or gender or mandates equal treatment of women and men in employment. A score of 0 is assigned if the law does not prohibit such discrimination or only prohibits it in one aspect of employment, such as pay or dismissal.

- **Whether there is legislation on sexual harassment in employment.** A score of 1 is assigned if legal provisions specifically protect against sexual harassment in employment, including unwelcome verbal or physical conduct of a sexual nature. A score of 0 is assigned if there is no such legislation. A score of 0 is also assigned if the law addresses harassment in general but makes no reference to acts of a sexual nature or contact, or if it states only that the employer has a duty to prevent sexual harassment but no provisions prohibit it or provide sanctions or other forms of redress.

- **Whether there are criminal penalties or civil remedies for sexual harassment in employment.** A score of 1 is assigned if the law establishes criminal sanctions, such as fines or imprisonment, for sexual harassment in employment. A score of 1 is also assigned if the provision in the criminal code provides for reparation or damages for offenses covered by the code, or if the law provides for civil remedies or compensation for victims of sexual harassment in employment or the workplace, even after dismissal of the victims. A score of 0 is assigned if the law establishes neither criminal sanctions for sexual harassment in employment nor civil remedies or compensation for victims of sexual harassment in employment or the workplace. A score of 0 is also assigned if the law only prohibits sexual harassment in employment and sets forth that the employer should apply discretionary sanctions.
The Pay indicator measures laws affecting occupational segregation and the gender wage gap. Restrictions on certain jobs have been found to be negatively correlated with female employment. This indicator has four components that assess:

- **Whether the law mandates equal remuneration for work of equal value.** “Remuneration” refers to the ordinary, basic, or minimum wage or salary and any additional emoluments payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising from the worker’s employment. “Work of equal value” refers not only to the same or similar jobs but also to different jobs of the same value. A score of 1 is assigned if employers are legally obliged to pay equal remuneration to male and female employees who perform work of equal value in accordance with these definitions. A score of 0 is assigned if the law limits the principle of equal remuneration to equal work, the same work, similar work, or work of a similar nature. A score of 0 is also assigned if the law limits the broad concept of “remuneration” to only basic wages or salary, or if the law limits the principle of equal remuneration for work of equal value to the same place of business or same employer.

- **Whether a woman can work at night in the same way as a man.** A score of 1 is assigned if nonpregnant and non-nursing women can work at night in the same way as men. A score of 1 is also assigned when restrictions on women’s ability to work at night do not apply to the food retail sector, women’s consent to work at night is required, or an employer needs to comply with safety measures (such as providing transportation). A score of 0 is assigned if the law broadly prohibits women, including those with children over the age of one, from working at night or limits the hours women can work at night. A score of 0 is also assigned if the law gives the relevant authority the power to restrict or prohibit women’s night work, regardless of the content of any decisions issued by that authority.

- **Whether a woman can work in a job deemed dangerous in the same way as a man.** A score of 1 is assigned if no laws prohibit or restrict nonpregnant and non-nursing women from working in a broad and subjective category of jobs deemed “hazardous,” “arduous,” or “morally inappropriate.” A score of 0 is assigned if the law prohibits or restricts women from working in jobs deemed hazardous, arduous, or morally inappropriate. A score of 0 is also assigned if the relevant authority can determine whether particular jobs are too hazardous, arduous, or morally inappropriate for women but not for men, regardless of the content of any decisions issued by that authority.

- **Whether a woman can work in an industrial job in the same way as a man.** A score of 1 is assigned if nonpregnant and non-nursing women can work in the mining, construction, manufacturing, energy, water, agriculture, and transportation industries
in the same way as men. A score of 0 is assigned if the law prohibits women from working in these industries. A score of 0 is also assigned if women’s employment in the relevant industries is restricted in any way, such as by prohibiting women from working at night in “industrial undertakings,” or by giving the relevant authority the power to prohibit or restrict women from working in certain jobs or industries, regardless of the content of any decisions issued by that authority.

Marriage

The Marriage indicator measures legal constraints related to marriage and divorce. Legal discrimination against women, including limits on their ability to be head of household, has been found to be negatively correlated with labor force participation. Unequal rights in marriage and divorce can also have negative effects on women’s intrahousehold bargaining power and jeopardize their financial security when a divorce is finalized. This indicator has five components that measure:

- **Whether there is no legal provision that requires a married woman to obey her husband.** A score of 1 is assigned if there is no provision requiring a married woman to obey her husband. A score of 0 is assigned if there is an explicit provision stating that a married woman must obey her husband, or if disobedience of a husband has legal ramifications for his wife, such as loss of her right to maintenance.

- **Whether a woman can be head of household in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman being head of household or head of family. A score of 0 is assigned if there is a provision designating the husband as head of household or stipulating that the husband leads the family. A score of 0 is also assigned if a male is designated as the default family member who receives the family book or equivalent document that is needed for access to services. Gender restrictions under tax law are not measured by this question.

- **Whether there is legislation specifically addressing domestic violence.** A score of 1 is assigned if there is legislation addressing domestic violence that includes criminal sanctions or provides for protection orders for domestic violence. A score of 0 is assigned if there is no legislation addressing domestic violence, if the domestic violence legislation does not provide for sanctions or protection orders, or if only a specific category of women or family member is protected. A score of 0 is also assigned if there is only a provision that increases penalties for general crimes covered in the criminal code if committed between spouses or within the family.

- **Whether a woman can obtain a judgment of divorce in the same way as a man.** A score of 1 is assigned if the process to obtain a judgment of divorce is equal for women and men or provides additional protections for women, such as prohibiting a husband from initiating divorce proceedings while his wife is pregnant. A score of 0 is assigned if there are procedural or evidentiary differences for women, if only men can initiate divorce proceedings, or if divorce is legally prohibited.

- **Whether a woman has the same rights to remarry as a man.** A score of 1 is assigned if women and men have equal rights to remarry. A score of 0 is assigned if provisions limit a woman’s right to remarry, such as requiring a waiting period before remarriage to which a man is not subject. A score of 0 is also assigned if divorce is legally prohibited.
Parenthood

The Parenthood indicator examines laws affecting women’s work during and after pregnancy. Women are more likely to return to work if the law mandates maternity leave. This indicator has five components that measure:

- **Whether paid leave of at least 14 weeks is available to mothers.** A score of 1 is assigned if mothers are legally entitled to at least 14 weeks (98 calendar days) of paid leave for the birth of a child through maternity leave, parental leave, or a combination of both. A score of 0 is assigned if the law does not establish paid leave for mothers, or if the length of paid leave is less than 14 weeks.

- **Whether the government administers 100% of maternity leave benefits.** A score of 1 is assigned if leave benefits are fully administered by a government entity, including compulsory social insurance schemes (such as social security), public funds, government-mandated private insurance, or employer reimbursement of any maternity leave benefits paid directly to an employee. A score of 0 is assigned if any of the cost is shared by the employer. A score of 0 is also assigned if contributions or taxes are mandated only for female employees, if the social insurance scheme that provides maternity leave benefits is optional, or if no paid leave is available to expectant and new mothers.

- **Whether paid leave is available to fathers.** A score of 1 is assigned if fathers are legally entitled to at least one day of paid paternity leave for the birth of a child, or if the law reserves a portion of paid parental leave specifically for fathers—that is, through “use-it-or-lose-it” policies or fathers’ quotas. A score of 1 is also assigned if fathers are individually entitled to paid parental leave. A score of 0 is assigned if the law does not guarantee fathers any paid paternity leave or other specific leave for the birth of a child. A score of 0 is also assigned if allowances for the birth of a child must be deducted from annual or sick leave.

- **Whether there is paid parental leave.** A score of 1 is assigned if parents are legally entitled to some form of full-time paid parental leave, either shared between mother and father or as an individual entitlement that each can take regardless of the other. A score of 0 is assigned if the law does not mandate any form of paid parental leave.

- **Whether dismissal of pregnant workers is prohibited.** A score of 1 is assigned if the law explicitly prohibits the dismissal of pregnant women, if pregnancy cannot serve as grounds for termination of a contract, or if dismissal of pregnant workers is considered a form of unlawful termination, unfair dismissal, or wrongful discharge. A score of 0 is assigned if there are no provisions prohibiting the dismissal of pregnant workers, or if the law only prohibits the dismissal of pregnant workers during maternity leave, for a limited period of the pregnancy, or when pregnancy results in illness or disability.

Entrepreneurship

The Entrepreneurship indicator measures constraints on women starting and running a business. Having access to a bank account is strongly correlated with women’s labor supply. This indicator has four components that measure:

- **Whether the law prohibits discrimination in access to credit based on gender.** A score of 1 is assigned if the law prohibits discrimination by creditors based on sex
or gender or prescribes equal access for both men and women when conducting financial transactions or entrepreneurial activities or receiving financial assistance. A score of 1 is also assigned if the law prohibits gender discrimination when accessing goods and services (and services are defined to include financial services). A score of 0 is assigned if the law does not prohibit such discrimination, or if the law does not provide for effective remedies.

- **Whether a woman can sign a contract in the same way as a man.** A score of 1 is assigned if a woman obtains full legal capacity upon reaching the age of majority and there are no restrictions on her signing legally binding contracts. A score of 0 is assigned if a woman has limited legal capacity to sign a contract or needs the signature, consent, or permission of her husband or guardian to do so.

- **Whether a woman can register a business in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman registering a business. A score of 0 is assigned if a woman has limited legal capacity to register a business. This includes situations in which she needs her husband’s or guardian’s permission, signature, or consent to register a business. A score of 0 is also assigned if the registration process at any stage requires a woman to provide additional information or documentation that is not required of a man.

- **Whether a woman can open a bank account in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman opening a bank account. A score of 0 is assigned if a woman has limited legal capacity or is required to provide any additional permission or documentation that is not required of a man. A score of 0 is also assigned if legal provisions limit the ability of a woman to open a bank account, such as stating that only a married woman who is separately employed from her husband may open a bank account in her own name.

### Assets

The Assets indicator examines gender differences in property and inheritance law. Improving property and inheritance rights is positively associated with female earnings and employment as well as women’s access to housing and land. This indicator has five components that measure:

- **Whether men and women have equal ownership rights to immovable property.** A score of 1 is assigned if there are no restrictions on women’s legal capacity and rights to immovable property. A score of 0 is assigned if women’s rights to own or administer property are legally restricted. A score of 0 is also assigned if there are gender differences in the legal treatment of spousal property, such as granting the husband administrative control of marital property. This includes instances in which legal systems are supported by custom and judicial precedent.

- **Whether sons and daughters have equal rights to inherit assets from their parents.** A score of 1 is assigned if sons and daughters have the same rights to inherit assets from their parents. A score of 0 is assigned if there are gender-based differences in the recognition of children as heirs to property.
• **Whether male and female surviving spouses have equal rights to inherit assets.** A score of 1 is assigned if surviving spouses of either gender with no living children have the same inheritance rights. A score of 0 is assigned if there are gender-based differences in the inheritance rights of surviving spouses with no living children.

• **Whether the law grants spouses equal administrative authority over assets during marriage.** A score of 1 is assigned if spouses retain administrative power over the assets each brought to the marriage or acquired during marriage, and their accrued value, without the need for spousal consent. A score of 1 is also assigned if spouses administer their separate property, but for major transactions, such as selling or pledging the property as collateral, spousal consent is required, or if both spouses have equal rights in the administration and transaction of joint property. A score of 0 is assigned if the husband has administrative rights over all property, including any separate property of the wife.

• **Whether the law provides for the valuation of nonmonetary contributions.** Nonmonetary contributions include caring for minor children, taking care of the family home, or any other nonmonetized contribution from a stay-at-home spouse. A score of 1 is assigned if there is an explicit legal recognition of such contributions and the law provides for equal or equitable division of the property or the transfer of a lump sum to the stay-at-home spouse based on nonmonetary contributions. A score of 1 is also assigned if the default marital property regime is full community, partial community, or deferred community of property because these regimes implicitly recognize nonmonetary contributions at the time of property division and benefit both spouses regardless of who purchased the property or holds title to it. A score of 0 is assigned if the default marital property regime is not full or partial community or deferred full or partial community, and there is no explicit legal provision providing for equal or equitable division of property based on nonmonetary contributions.

---

### Pension

The Pension indicator assesses laws affecting the size of a woman’s pension. Early retirement can widen the potential gender gap in pension levels and increase women’s risk of poverty in old age. This indicator has four components that measure:

• **Whether the age at which men and women can retire with full pension benefits is the same.** A score of 1 is assigned if the statutory age at which men and women can retire and receive an irrevocable minimum old-age pension is the same. A score of 0 is assigned if there is a difference in the statutory age or if there is no mandatory pension scheme implemented for private sector workers.

• **Whether the age at which men and women can retire with partial pension benefits is the same.** Partial pension benefits refer to a reduced or proportional minimum old-age pension payable to workers who did not accumulate enough work experience or periods of contribution or have not reached the statutory age to qualify for a minimum old-age pension. A score of 1 is assigned if the age at which men and women can retire and receive partial pension benefits is the same, or if the age at which men and women can retire and receive partial benefits is not mandated. A score of 0 is
assigned if the age at which men and women can retire and receive partial pension benefits is different, or if there is no mandatory pension scheme implemented for private sector workers.

• **Whether the mandatory retirement age for men and women is the same.** A score of 1 is assigned if the legally established age at which men and women must retire is the same, or if there is no mandatory retirement age. A score of 0 is assigned if the age at which men and women must retire is different.

• **Whether periods of absence from work due to childcare are taken into account in pension benefits.** A score of 1 is assigned if pension contributions are paid or credited during maternity or parental leave, or the leave period is considered a qualifying period of employment used for the purpose of calculating pension benefits. A score of 1 is also assigned if there are mechanisms to compensate for any contribution gaps and to ensure that the leave period does not reduce the assessment base or pension amounts, or if there are no mandatory contributory pension schemes, but there is a noncontributory universal social pension conditioned on noncontributory requirements with no means test attached. A score of 0 is assigned if there are no compensating pension arrangements for periods of childcare, or if there is no mandatory contributory pension scheme for private sector workers and no noncontributory universal social pension.

---

**Reforms**

Each year, *Women, Business and the Law* indicators capture changes to domestic laws and regulations that affect women’s economic opportunities. Summaries of such changes are listed in the annex that follows chapter 1, thereby acknowledging the legal reform efforts undertaken by governments during the period reviewed. Any legislative or regulatory change that affects the score assigned to a given economy on any question under the eight indicators is classified as a reform. A final reform count is then calculated from the number of changes per indicator per economy.

For questions that refer to legal rights, the change must be mandatory, meaning that women can enforce their rights in court or sanctions can be leveled by a regulatory body such as a central bank, employment tribunal, national human rights commission, or other enforcement body, including the police. For questions that refer to benefits, such as maternity, parental, or pension benefits, women must be able to obtain the benefit as of the cutoff date. Policies, guidelines, model rules, principles, and recommendations are excluded, as are ratified international conventions when they have not been incorporated into domestic law. Reforms affecting the *Women, Business and the Law* indicators include but are not limited to amendments to or the introduction of a new constitution, labor law, family or personal status law, penal code, or administrative procedure.

---

**Proposed methodological changes**

The following changes in methodology have been proposed for future studies:

• **Date of reform.** Some *Women, Business and the Law* questions measure impediments to women’s economic opportunity, whereas others analyze the provision of benefits. Because of the differences in these types of questions, those on impediments consider
the enactment date of laws and regulations, whereas questions that measure the provision of a benefit such as paid leave or pension consider only laws that are in force and operational. To better measure implementation of the law, *Women, Business and the Law* proposes in future cycles to begin measuring laws based on their date of enforcement rather than their date of enactment for all questions.

**Marriage.** Unequal bargaining power within the household puts married women at a disadvantage compared with married men. The question of whether a woman is or is not legally required to obey her husband currently captures only explicit spousal obedience provisions. This approach does not account for the fact that many legal systems establish unequal power dynamics between husband and wife—for example, a woman who abstains from marital relations with her husband may face legal ramifications. *Women, Business and the Law* therefore proposes including under this question provisions that provide exemptions for marital rape or otherwise negatively affect a woman’s decision-making power within the household.

**Parenthood.** Gender equality in the workplace is not possible without gender equality in the home. Although paternity and parental leave have the potential to redistribute unpaid care work, emerging research shows that the design of leave policies matters more for gender equality than simply their existence. In all economies that provide paid parental leave, women use it significantly more than men. Moreover, very long parental leave policies may negatively affect a woman’s career progression and earnings because she has spent too much time out of the labor force. The key to designing leave policies that do not exacerbate gender inequality may be promoting fathers’ uptake of leave. *Women, Business and the Law* thus proposes establishing longer thresholds for both the question on whether there is paid leave available for the father and the question on whether there is paid parental leave. In addition, *Women, Business and the Law* proposes refining the question on paid parental leave in order to encourage more equitable use of leave policies.

**Entrepreneurship.** Access to credit is a major barrier to women’s entrepreneurship. *Women, Business and the Law* is seeking to refine the methodology for this indicator and potentially add new questions to better measure women’s financial inclusion.

More detailed data on each economy included in this report appear on the project website at https://wbl.worldbank.org. The team welcomes feedback on the methodology and construction of this set of indicators, and it looks forward to improving their coverage and scope. Comments can be offered by contacting the *Women, Business and the Law* team at wbl@worldbank.org.

**Notes**

References


## APPENDIX B
### Economy Data

Indicators capture legal differences between men and women in the following areas:

<table>
<thead>
<tr>
<th>Economy</th>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2021 Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Afghanistan</td>
<td>50</td>
<td>75</td>
<td>0</td>
<td>20</td>
<td>20</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>38.1</td>
</tr>
<tr>
<td>Albania</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>0</td>
<td>50</td>
<td>91.3</td>
</tr>
<tr>
<td>Algeria</td>
<td>75</td>
<td>75</td>
<td>50</td>
<td>60</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>25</td>
<td>57.5</td>
</tr>
<tr>
<td>Angola</td>
<td>100</td>
<td>50</td>
<td>50</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>73.1</td>
</tr>
<tr>
<td>Antigua and Barbuda</td>
<td>75</td>
<td>50</td>
<td>75</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>66.3</td>
</tr>
<tr>
<td>Argentina</td>
<td>100</td>
<td>75</td>
<td>50</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>76.3</td>
</tr>
<tr>
<td>Armenia</td>
<td>100</td>
<td>50</td>
<td>75</td>
<td>100</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>82.5</td>
</tr>
<tr>
<td>Australia</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>96.9</td>
</tr>
<tr>
<td>Austria</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>96.9</td>
</tr>
<tr>
<td>Azerbaijan</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Bahamas, The</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>20</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>81.3</td>
</tr>
<tr>
<td>Bahrain</td>
<td>50</td>
<td>75</td>
<td>25</td>
<td>40</td>
<td>40</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>55.6</td>
</tr>
<tr>
<td>Bangladesh</td>
<td>100</td>
<td>50</td>
<td>25</td>
<td>60</td>
<td>20</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>49.4</td>
</tr>
<tr>
<td>Barbados</td>
<td>75</td>
<td>75</td>
<td>50</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>76.9</td>
</tr>
<tr>
<td>Belarus</td>
<td>100</td>
<td>50</td>
<td>50</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>50</td>
<td>75.6</td>
</tr>
<tr>
<td>Belgium</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Belize</td>
<td>75</td>
<td>75</td>
<td>50</td>
<td>100</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>79.4</td>
</tr>
<tr>
<td>Benin</td>
<td>75</td>
<td>100</td>
<td>50</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>80</td>
<td>100</td>
<td>77.5</td>
</tr>
<tr>
<td>Bhutan</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>40</td>
<td>50</td>
<td>80</td>
<td>25</td>
<td>71.9</td>
</tr>
<tr>
<td>Bolivia</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>88.8</td>
</tr>
<tr>
<td>Bosnia and Herzegovina</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>85.0</td>
</tr>
<tr>
<td>Botswana</td>
<td>75</td>
<td>25</td>
<td>75</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>60</td>
<td>100</td>
<td>63.8</td>
</tr>
<tr>
<td>Brazil</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>50</td>
<td>85.0</td>
</tr>
<tr>
<td>Brunei Darussalam</td>
<td>50</td>
<td>25</td>
<td>75</td>
<td>40</td>
<td>0</td>
<td>75</td>
<td>60</td>
<td>100</td>
<td>53.1</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>90.6</td>
</tr>
<tr>
<td>Burkina Faso</td>
<td>75</td>
<td>100</td>
<td>25</td>
<td>80</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>79.4</td>
</tr>
<tr>
<td>Burundi</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>60</td>
<td>40</td>
<td>75</td>
<td>60</td>
<td>75</td>
<td>73.1</td>
</tr>
<tr>
<td>Cabo Verde</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>40</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>86.3</td>
</tr>
<tr>
<td>Cambodia</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>20</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>75.0</td>
</tr>
<tr>
<td>Cameroon</td>
<td>50</td>
<td>75</td>
<td>25</td>
<td>40</td>
<td>80</td>
<td>50</td>
<td>60</td>
<td>100</td>
<td>60.0</td>
</tr>
<tr>
<td>Canada</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Central African Republic</td>
<td>75</td>
<td>100</td>
<td>25</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>76.9</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Economy</th>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2021 INDEX</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chad</td>
<td>75</td>
<td>75</td>
<td>50</td>
<td>60</td>
<td>60</td>
<td>50</td>
<td>60</td>
<td>100</td>
<td>66.3</td>
</tr>
<tr>
<td>Chile</td>
<td>100</td>
<td>75</td>
<td>75</td>
<td>80</td>
<td>100</td>
<td>75</td>
<td>60</td>
<td>75</td>
<td>80.0</td>
</tr>
<tr>
<td>China</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>25</td>
<td>75.6</td>
</tr>
<tr>
<td>Colombia</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>50</td>
<td>81.9</td>
</tr>
<tr>
<td>Comoros</td>
<td>75</td>
<td>75</td>
<td>100</td>
<td>40</td>
<td>40</td>
<td>75</td>
<td>40</td>
<td>75</td>
<td>65.0</td>
</tr>
<tr>
<td>Congo, Dem. Rep.</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>40</td>
<td>80</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>78.8</td>
</tr>
<tr>
<td>Congo, Rep.</td>
<td>50</td>
<td>25</td>
<td>25</td>
<td>40</td>
<td>20</td>
<td>75</td>
<td>60</td>
<td>100</td>
<td>49.4</td>
</tr>
<tr>
<td>Costa Rica</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>83.1</td>
</tr>
<tr>
<td>Côte d’Ivoire</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>60</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>83.1</td>
</tr>
<tr>
<td>Croatia</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>93.8</td>
</tr>
<tr>
<td>Cyprus</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>91.3</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>93.8</td>
</tr>
<tr>
<td>Denmark</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Djibouti</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>20</td>
<td>60</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>68.1</td>
</tr>
<tr>
<td>Dominica</td>
<td>75</td>
<td>25</td>
<td>50</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>62.5</td>
</tr>
<tr>
<td>Dominican Republic</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>86.3</td>
</tr>
<tr>
<td>Ecuador</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>89.4</td>
</tr>
<tr>
<td>Egypt, Arab Rep.</td>
<td>50</td>
<td>75</td>
<td>0</td>
<td>0</td>
<td>20</td>
<td>75</td>
<td>40</td>
<td>100</td>
<td>45.0</td>
</tr>
<tr>
<td>El Salvador</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>88.8</td>
</tr>
<tr>
<td>Equatorial Guinea</td>
<td>75</td>
<td>25</td>
<td>100</td>
<td>20</td>
<td>60</td>
<td>0</td>
<td>60</td>
<td>75</td>
<td>51.9</td>
</tr>
<tr>
<td>Eritrea</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>60</td>
<td>20</td>
<td>20</td>
<td>75</td>
<td>100</td>
<td>69.4</td>
</tr>
<tr>
<td>Estonia</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>97.5</td>
</tr>
<tr>
<td>Eswatini</td>
<td>100</td>
<td>25</td>
<td>50</td>
<td>40</td>
<td>20</td>
<td>0</td>
<td>60</td>
<td>75</td>
<td>46.3</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>76.9</td>
</tr>
<tr>
<td>Fiji</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>100</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>82.5</td>
</tr>
<tr>
<td>Finland</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>97.5</td>
</tr>
<tr>
<td>France</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Gabon</td>
<td>50</td>
<td>75</td>
<td>25</td>
<td>20</td>
<td>80</td>
<td>50</td>
<td>60</td>
<td>100</td>
<td>57.5</td>
</tr>
<tr>
<td>Gambia, The</td>
<td>100</td>
<td>50</td>
<td>75</td>
<td>100</td>
<td>60</td>
<td>75</td>
<td>60</td>
<td>75</td>
<td>74.4</td>
</tr>
<tr>
<td>Georgia</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>85.6</td>
</tr>
<tr>
<td>Germany</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>97.5</td>
</tr>
<tr>
<td>Ghana</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>100</td>
<td>20</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>75.0</td>
</tr>
<tr>
<td>Greece</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>97.5</td>
</tr>
<tr>
<td>Grenada</td>
<td>100</td>
<td>50</td>
<td>100</td>
<td>100</td>
<td>20</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>80.6</td>
</tr>
<tr>
<td>Guatemala</td>
<td>100</td>
<td>25</td>
<td>50</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>70.6</td>
</tr>
<tr>
<td>Guinea</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>60</td>
<td>40</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>76.3</td>
</tr>
<tr>
<td>Guinea-Bissau</td>
<td>75</td>
<td>25</td>
<td>0</td>
<td>60</td>
<td>20</td>
<td>25</td>
<td>60</td>
<td>75</td>
<td>42.5</td>
</tr>
<tr>
<td>Guyana</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>40</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>86.9</td>
</tr>
<tr>
<td>Haiti</td>
<td>50</td>
<td>50</td>
<td>100</td>
<td>40</td>
<td>40</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>63.8</td>
</tr>
<tr>
<td>Honduras</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>80</td>
<td>20</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>75.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Economy</th>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2021 Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hong Kong SAR, China</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>40</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>89.4</td>
</tr>
<tr>
<td>Hungary</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>96.9</td>
</tr>
<tr>
<td>Iceland</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>India</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>74.4</td>
</tr>
<tr>
<td>Indonesia</td>
<td>100</td>
<td>50</td>
<td>75</td>
<td>40</td>
<td>40</td>
<td>75</td>
<td>60</td>
<td>75</td>
<td>64.4</td>
</tr>
<tr>
<td>Iran, Islamic Rep.</td>
<td>0</td>
<td>0</td>
<td>50</td>
<td>0</td>
<td>60</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>31.3</td>
</tr>
<tr>
<td>Iraq</td>
<td>25</td>
<td>100</td>
<td>50</td>
<td>0</td>
<td>20</td>
<td>75</td>
<td>40</td>
<td>50</td>
<td>45.0</td>
</tr>
<tr>
<td>Ireland</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Israel</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>60</td>
<td>60</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>80.6</td>
</tr>
<tr>
<td>Italy</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>97.5</td>
</tr>
<tr>
<td>Jamaica</td>
<td>100</td>
<td>25</td>
<td>50</td>
<td>100</td>
<td>20</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>68.1</td>
</tr>
<tr>
<td>Japan</td>
<td>100</td>
<td>50</td>
<td>50</td>
<td>80</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>81.9</td>
</tr>
<tr>
<td>Jordan</td>
<td>25</td>
<td>0</td>
<td>75</td>
<td>20</td>
<td>40</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>46.9</td>
</tr>
<tr>
<td>Kazakhstan</td>
<td>100</td>
<td>50</td>
<td>25</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>25</td>
<td>69.4</td>
</tr>
<tr>
<td>Kenya</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>40</td>
<td>50</td>
<td>80</td>
<td>75</td>
<td>80.6</td>
</tr>
<tr>
<td>Kiribati</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>20</td>
<td>75</td>
<td>60</td>
<td>75</td>
<td>78.8</td>
</tr>
<tr>
<td>Korea, Rep.</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>85.0</td>
</tr>
<tr>
<td>Kosovo</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>91.9</td>
</tr>
<tr>
<td>Kuwait</td>
<td>50</td>
<td>0</td>
<td>0</td>
<td>40</td>
<td>0</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>28.8</td>
</tr>
<tr>
<td>Kyrgyz Republic</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>100</td>
<td>40</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>76.9</td>
</tr>
<tr>
<td>Lao PDR</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>88.1</td>
</tr>
<tr>
<td>Latvia</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Lebanon</td>
<td>100</td>
<td>50</td>
<td>50</td>
<td>60</td>
<td>20</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>52.5</td>
</tr>
<tr>
<td>Lesotho</td>
<td>100</td>
<td>75</td>
<td>75</td>
<td>80</td>
<td>20</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>78.1</td>
</tr>
<tr>
<td>Liberia</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>83.8</td>
</tr>
<tr>
<td>Libya</td>
<td>75</td>
<td>50</td>
<td>75</td>
<td>20</td>
<td>40</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>50.0</td>
</tr>
<tr>
<td>Lithuania</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>93.8</td>
</tr>
<tr>
<td>Luxembourg</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Madagascar</td>
<td>75</td>
<td>100</td>
<td>25</td>
<td>80</td>
<td>40</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>74.4</td>
</tr>
<tr>
<td>Malawi</td>
<td>50</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>20</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>77.5</td>
</tr>
<tr>
<td>Malaysia</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>40</td>
<td>0</td>
<td>75</td>
<td>60</td>
<td>75</td>
<td>50.0</td>
</tr>
<tr>
<td>Maldives</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>60</td>
<td>40</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>73.8</td>
</tr>
<tr>
<td>Mali</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>20</td>
<td>60</td>
<td>75</td>
<td>80</td>
<td>100</td>
<td>60.6</td>
</tr>
<tr>
<td>Malta</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>88.8</td>
</tr>
<tr>
<td>Marshall Islands</td>
<td>100</td>
<td>50</td>
<td>100</td>
<td>100</td>
<td>0</td>
<td>100</td>
<td>20</td>
<td>75</td>
<td>68.1</td>
</tr>
<tr>
<td>Mauritania</td>
<td>100</td>
<td>25</td>
<td>25</td>
<td>0</td>
<td>60</td>
<td>75</td>
<td>0</td>
<td>100</td>
<td>48.1</td>
</tr>
<tr>
<td>Mauritius</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>91.9</td>
</tr>
<tr>
<td>Mexico</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>88.8</td>
</tr>
<tr>
<td>Micronesia, Fed. Sts.</td>
<td>100</td>
<td>25</td>
<td>75</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>60</td>
<td>75</td>
<td>63.8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Economy</th>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2021 Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moldova</td>
<td>100</td>
<td>75</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>84.4</td>
</tr>
<tr>
<td>Mongolia</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>82.5</td>
</tr>
<tr>
<td>Montenegro</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>88.1</td>
</tr>
<tr>
<td>Morocco</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>60</td>
<td>80</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>75.6</td>
</tr>
<tr>
<td>Mozambique</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>82.5</td>
</tr>
<tr>
<td>Myanmar</td>
<td>75</td>
<td>25</td>
<td>50</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>80</td>
<td>25</td>
<td>58.8</td>
</tr>
<tr>
<td>Namibia</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>86.3</td>
</tr>
<tr>
<td>Nepal</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>80.6</td>
</tr>
<tr>
<td>Netherlands</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>97.5</td>
</tr>
<tr>
<td>New Zealand</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>97.5</td>
</tr>
<tr>
<td>Nicaragua</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>40</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>86.3</td>
</tr>
<tr>
<td>Niger</td>
<td>75</td>
<td>75</td>
<td>75</td>
<td>20</td>
<td>60</td>
<td>50</td>
<td>20</td>
<td>100</td>
<td>59.4</td>
</tr>
<tr>
<td>Nigeria</td>
<td>50</td>
<td>75</td>
<td>50</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>63.1</td>
</tr>
<tr>
<td>North Macedonia</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>85.0</td>
</tr>
<tr>
<td>Norway</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>96.9</td>
</tr>
<tr>
<td>Oman</td>
<td>0</td>
<td>75</td>
<td>25</td>
<td>20</td>
<td>0</td>
<td>75</td>
<td>40</td>
<td>50</td>
<td>35.6</td>
</tr>
<tr>
<td>Pakistan</td>
<td>75</td>
<td>100</td>
<td>25</td>
<td>60</td>
<td>20</td>
<td>75</td>
<td>40</td>
<td>50</td>
<td>55.6</td>
</tr>
<tr>
<td>Palau</td>
<td>100</td>
<td>25</td>
<td>75</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>20</td>
<td>75</td>
<td>58.8</td>
</tr>
<tr>
<td>Panama</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>80</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>50</td>
<td>79.4</td>
</tr>
<tr>
<td>Papua New Guinea</td>
<td>75</td>
<td>50</td>
<td>25</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>60.0</td>
</tr>
<tr>
<td>Paraguay</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>94.4</td>
</tr>
<tr>
<td>Peru</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>95.0</td>
</tr>
<tr>
<td>Philippines</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>60</td>
<td>60</td>
<td>100</td>
<td>60</td>
<td>75</td>
<td>78.8</td>
</tr>
<tr>
<td>Poland</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>93.8</td>
</tr>
<tr>
<td>Portugal</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Puerto Rico (US)</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>20</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>83.8</td>
</tr>
<tr>
<td>Qatar</td>
<td>25</td>
<td>0</td>
<td>50</td>
<td>20</td>
<td>0</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>29.4</td>
</tr>
<tr>
<td>Romania</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>90.6</td>
</tr>
<tr>
<td>Russian Federation</td>
<td>100</td>
<td>50</td>
<td>50</td>
<td>80</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>50</td>
<td>73.1</td>
</tr>
<tr>
<td>Rwanda</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>20</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>80.6</td>
</tr>
<tr>
<td>Samoa</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>80.0</td>
</tr>
<tr>
<td>San Marino</td>
<td>100</td>
<td>50</td>
<td>75</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>80.0</td>
</tr>
<tr>
<td>São Tomé and Príncipe</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>86.3</td>
</tr>
<tr>
<td>Saudi Arabia</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>60</td>
<td>40</td>
<td>100</td>
<td>40</td>
<td>100</td>
<td>80.0</td>
</tr>
<tr>
<td>Senegal</td>
<td>75</td>
<td>100</td>
<td>25</td>
<td>60</td>
<td>60</td>
<td>75</td>
<td>40</td>
<td>100</td>
<td>66.9</td>
</tr>
<tr>
<td>Serbia</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>93.8</td>
</tr>
<tr>
<td>Seychelles</td>
<td>75</td>
<td>50</td>
<td>75</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>76.3</td>
</tr>
<tr>
<td>Sierra Leone</td>
<td>100</td>
<td>75</td>
<td>50</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>69.4</td>
</tr>
<tr>
<td>Singapore</td>
<td>100</td>
<td>75</td>
<td>75</td>
<td>100</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>82.5</td>
</tr>
<tr>
<td>Slovak Republic</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>85.0</td>
</tr>
</tbody>
</table>

## APPENDIX B: ECONOMY DATA

<table>
<thead>
<tr>
<th>Economy</th>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2021 Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Slovenia</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>96.9</td>
</tr>
<tr>
<td>Solomon Islands</td>
<td>75</td>
<td>25</td>
<td>25</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>80</td>
<td>75</td>
<td>56.9</td>
</tr>
<tr>
<td>Somalia</td>
<td>75</td>
<td>50</td>
<td>50</td>
<td>20</td>
<td>40</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>46.9</td>
</tr>
<tr>
<td>South Africa</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>88.1</td>
</tr>
<tr>
<td>South Sudan</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>40</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>70.0</td>
</tr>
<tr>
<td>Spain</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>97.5</td>
</tr>
<tr>
<td>Sri Lanka</td>
<td>100</td>
<td>75</td>
<td>25</td>
<td>100</td>
<td>20</td>
<td>75</td>
<td>80</td>
<td>50</td>
<td>65.6</td>
</tr>
<tr>
<td>St. Kitts and Nevis</td>
<td>100</td>
<td>25</td>
<td>50</td>
<td>100</td>
<td>40</td>
<td>75</td>
<td>80</td>
<td>100</td>
<td>71.3</td>
</tr>
<tr>
<td>St. Lucia</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>40</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>83.8</td>
</tr>
<tr>
<td>St. Vincent and the Grenadines</td>
<td>75</td>
<td>25</td>
<td>50</td>
<td>100</td>
<td>20</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>68.1</td>
</tr>
<tr>
<td>Sudan</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>20</td>
<td>75</td>
<td>40</td>
<td>100</td>
<td>29.4</td>
</tr>
<tr>
<td>Suriname</td>
<td>100</td>
<td>50</td>
<td>75</td>
<td>80</td>
<td>60</td>
<td>50</td>
<td>100</td>
<td>75</td>
<td>73.8</td>
</tr>
<tr>
<td>Sweden</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100.0</td>
</tr>
<tr>
<td>Switzerland</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>50</td>
<td>85.6</td>
</tr>
<tr>
<td>Syrian Arab Republic</td>
<td>25</td>
<td>25</td>
<td>0</td>
<td>40</td>
<td>40</td>
<td>75</td>
<td>40</td>
<td>50</td>
<td>36.9</td>
</tr>
<tr>
<td>Taiwan, China</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>91.3</td>
</tr>
<tr>
<td>Tajikistan</td>
<td>100</td>
<td>50</td>
<td>50</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>78.8</td>
</tr>
<tr>
<td>Tanzania</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>60</td>
<td>75</td>
<td>81.3</td>
</tr>
<tr>
<td>Thailand</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>20</td>
<td>75</td>
<td>100</td>
<td>75</td>
<td>78.1</td>
</tr>
<tr>
<td>Timor-Leste</td>
<td>100</td>
<td>75</td>
<td>75</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>83.1</td>
</tr>
<tr>
<td>Togo</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>60</td>
<td>60</td>
<td>75</td>
<td>80</td>
<td>100</td>
<td>84.4</td>
</tr>
<tr>
<td>Tonga</td>
<td>100</td>
<td>25</td>
<td>75</td>
<td>100</td>
<td>0</td>
<td>75</td>
<td>20</td>
<td>75</td>
<td>58.8</td>
</tr>
<tr>
<td>Trinidad and Tobago</td>
<td>75</td>
<td>50</td>
<td>75</td>
<td>80</td>
<td>20</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>75.0</td>
</tr>
<tr>
<td>Tunisia</td>
<td>100</td>
<td>100</td>
<td>25</td>
<td>60</td>
<td>40</td>
<td>75</td>
<td>40</td>
<td>100</td>
<td>67.5</td>
</tr>
<tr>
<td>Turkey</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>50</td>
<td>82.5</td>
</tr>
<tr>
<td>Uganda</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>40</td>
<td>75</td>
<td>40</td>
<td>75</td>
<td>73.1</td>
</tr>
<tr>
<td>Ukraine</td>
<td>100</td>
<td>100</td>
<td>0</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>79.4</td>
</tr>
<tr>
<td>United Arab Emirates</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>60</td>
<td>60</td>
<td>100</td>
<td>40</td>
<td>100</td>
<td>82.5</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>97.5</td>
</tr>
<tr>
<td>United States</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>91.3</td>
</tr>
<tr>
<td>Uruguay</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>88.8</td>
</tr>
<tr>
<td>Uzbekistan</td>
<td>100</td>
<td>50</td>
<td>25</td>
<td>80</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>50</td>
<td>70.6</td>
</tr>
<tr>
<td>Vanuatu</td>
<td>75</td>
<td>25</td>
<td>50</td>
<td>80</td>
<td>0</td>
<td>100</td>
<td>60</td>
<td>75</td>
<td>58.1</td>
</tr>
<tr>
<td>Venezuela, RB</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>100</td>
<td>50</td>
<td>85.0</td>
</tr>
<tr>
<td>Vietnam</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>0</td>
<td>81.9</td>
</tr>
<tr>
<td>West Bank and Gaza</td>
<td>25</td>
<td>25</td>
<td>0</td>
<td>20</td>
<td>0</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>26.3</td>
</tr>
<tr>
<td>Yemen, Rep.</td>
<td>25</td>
<td>25</td>
<td>25</td>
<td>0</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>26.9</td>
<td></td>
</tr>
<tr>
<td>Zambia</td>
<td>75</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>40</td>
<td>100</td>
<td>80</td>
<td>75</td>
<td>81.3</td>
</tr>
<tr>
<td>Zimbabwe</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>40</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>86.9</td>
</tr>
</tbody>
</table>

APPENDIX C

Acknowledgments

Data collection and analysis for *Women, Business and the Law 2021* were conducted by a World Bank Group team led by Tea Trumbic (Program Manager, *Women, Business and the Law*), under the general direction of Norman V. Loayza (Director, Global Indicators Group, Development Economics) and Rita Ramalho (Senior Manager, Global Indicators Group, Development Economics). Overall guidance for preparation of the report was provided by Aart Kraay (Deputy Chief Economist and Director of Development Policy, Development Economics).

Members of the core research team were Nelsy Affoum, Nayda Almodóvar Reteguis, Nisha Arekapudi, Julia Constanze Braunmiller, Nour Chamseddine, Claudia Lenny Corminales, Sheng Cui, Marie Dry, Marina Elefante, Mahmoud Elsaman, Nadine Elshokeiry, Aida Hammoud Watson, Marie Caitriona Hyland, Viktoria Khaitina, Gloria Daniele Kuoh, Olga Kuzmina, Kook Hee Lee, Natalia Mazoni Silva Martins, Olena Mykhalchenko, Alena Sakhonchik, Isabel Santagogstino Recavarren, Katrin Schulz, Friederike Strub, Siyi Wang, and Yasmin Zand. The team was assisted by Consuelo Jurado Tan, Vadim Absaliamov, Dania Arayssi, Mila Cantar, Catalina Carbonell, Katya El Tayeb, Jessica Maeda Jeri, Liang Shen, Shidi Wendy Wu, and Bize Yang.

Support for *Women, Business and the Law* is provided by the Bill & Melinda Gates Foundation, government of Sweden, United States Agency for International Development (USAID), and the William and Flora Hewlett Foundation.

The *Women, Business and the Law 2021* outreach strategy is managed by Chisako Fukuda, supported by Nina Vucenik, Mikael Reventar, and World Bank Group communications colleagues at headquarters and around the world. Development and management of the *Women, Business and the Law* website and other technical services were supported by Manasi Amalraj, Rajesh Ammassamveettil, Neda Bostani, Arun Chakravarthi Nageswaran, Patrizia Cocca, Varun Doiphode, Fengsheng Huang, Anna Maria Kojzar, Akash Pradhan, Kamalesh Sengonkar, Shrikant Bhaskar Shinde, and Geoffrey Shott.

The team is grateful for valuable comments provided by colleagues, both within and outside the World Bank Group, and for guidance provided by the World Bank Group’s Executive Directors. The team would especially like to acknowledge the guidance of S Anukriti, Frances Beaton-Day, Klaus Decker, Amanda Devercelli, Maria Quesada Gamez, Tazeen Hasan, Talip Kiliç, Young Eun Kim, Leora Klapper, Rudaba Nasir, Izzati Ab Razak, and Lina Shaharuddin.

This report was made possible by the generous contributions of more than 2,300 lawyers, judges, academics, civil society representatives, and public officials from 190 economies. Contact details for local partners are available on the *Women, Business and the Law* website at http://wbl.worldbank.org. The names of local partners wishing to be acknowledged individually are also listed. Global and regional contributors are firms that have completed multiple questionnaires from their various offices around the world.
GLOBAL CONTRIBUTORS
Advocates for International Development (A4ID)
Allen & Overy
Arias
Baker McKenzie
Dechert
Dentons
Freshfields Bruckhaus Deringer
GRATA International
International Association of Women Judges (IAWJ)
Latham & Watkins
Linklaters
Musawah for Equality in the Family
Norton Rose Fulbright
Shearman & Sterling
Tilleke & Gibbins
United Nations Development Programme (UNDP)
UN Women
White & Case

ALBANIA
Mirela Arqimandriti
Gender Alliance for Development Center
Ledja Burnazi Mitllari
University of New York Tirana
Teuta Dedej
Albanian Women Empowerment Network (AWEN)
Ada Güven
Beder University–Department of Law
Dudi Ilias
Adriatik Lapaj
Lawyer
Ines Leskaj
Albanian Women Empowerment Network (AWEN)
Eni Mazniku
Ruhr University Bochum
Megi Reçi
Civil Rights Defenders
Erida Visoçi
Prosecution Office of Vlora

ALGERIA
Radia Abdous
Ghelall & Mekerba
Kada Afa
Université de la Formation Continue
Narimene Benabdallah
Université d’Oran 2 Mohamed Ben Ahmed
Yamina Kebir
Cabinet Kebir
Larbaoui Malika
Bouchaïb Law Firm
Mohamad Moussi

ANGOLA
Inês Albuquerque e Castro
FCB Sociedade de Advogados
Sofia Chaves
Eliaser Corte Real
Fátima Freitas & Associados–Sociedade de Advogados
Catarina de Sottomayor Barbosa
FCB Sociedade de Advogados
Fátima Freitas
Fátima Freitas & Associados–Sociedade de Advogados
Igor Fortes Gabriel
FBL Advogados
Isabel Gavião
MG Advogados
Berta Grilo
FBL Advogados
Vanessa Matos Mendes
PLMJ Legal Network–Mozambique Desk
Edila Maria Melo Ribeiro
Lawyer
Petra Nascimento
Rede Mulher Angola
Alexandra Do Nascimento
Gonçalves
MG Advogados
Catarina Neto Fernandes
Miranda Correia Amendoeira & Associados, Sociedade de Advogados RL
Itweva Nogueira
Dentons
Fernanda Ricardo
Rede Mulher Angola
Leniza Sampaio
MG Advogados
Jacob Sanganjo
Fátima Freitas & Associados–Sociedade de Advogados
Sousa Silva
CIMA–Marcas e Patentes
Henrique Sungeti
Rede Mulher Angola
Elsa Tchicanha
Bruno Xavier de Pina
ANTIGUA AND BARBUDA

Sherrie-Ann Bradshaw
S. Bradshaw & Associates

Alethea Byers
Family and Social Services

Rushaine Cunningham
Dentons

Alexandrina Wong
Women Against Rape Inc.

ARGENTINA

Ana Alicia Ariet Guevara
Poder Judicial Pcia. de Mendoza

Úrsula Basset
Universidad Austral & Pontificia Universidad Católica Argentina

Mabel Bianco
La Fundación para Estudio e Investigación de la Mujer (FEIM)

Mónica Burlón
Estudio Jurídico Mónica Burlón y Asociados

Carina Marcela Castrillón
Bulló Abogados

Claudia Susana Catalín
Gobierno de la Provincia de Santa Fe

Agatha Ciancaglini
Troller

Graciela Beatriz De Otó
Suma Veritas

Cristina Devoto
Asociación Argentina de Ética y Comercio

Milagros Etcheberry
Le Fort

Sebastián Ignacio Fortuna
Universidad de Buenos Aires, Facultad de Derecho

Consuelo García
Consuelo García Law Firm

Rodrigo Fermín García
Marval, O’Farrell & Mairal

Jorge Daniel Grispo
Estudio Grispo & Asociados

Diego Sebastián Kelly
Marval, O’Farrell & Mairal

Esteban Mancuso
Cámara Argentina de Comercio y Servicios

Mariano Raul Maranta
Bulló Abogados

María Cecilia Massone
Marval, O’Farrell & Mairal

Sofía Gabriela Nuñez
Marval, O’Farrell & Mairal

Juan Pablo Olmo
Ministerio Público de la Defensa

Sofía María Parra Sanfet
Támara Quiroga

Tamara Quiroga
Cámara Argentina de Comercio y Servicios

Liliana Ronconi
Consejo Nacional de Investigaciones Científicas y Técnicas (CONICET)

Estefanía A. Santarelli
Marval, O’Farrell & Mairal

Enrique Mariano Stile
Marval, O’Farrell & Mairal

Federico Ariel Vascchetto
Defensoría General de la Nación Argentina

Matías Bolis Wilson
Cámara Argentina de Comercio y Servicios

Silvana Florencia Yazbek
Instituto de la Democracia y Elecciones (IDEMOE)

ARMENIA

Hayk Abrahamyan
Open Society Foundations

Anna Barkhyan
Confederation of Trade Unions of Armenia

Davit Hunanyan
AM Law Firm

Ara Khzmalyan
Adwise Business & Legal Consulting

Vanik Margaryan
AM Law Firm

Maro Matosian
Women’s Support Center

Larisa Minasyan
Open Society Foundations

Hasmik Ohnikyan
Ilex Law Firm

Siranush Sahakyan
Path of Law

Tirayr Vardazaryan
Gayane Virabyan

K & P Law Firm

Arpine Yeghiykan
Marseral LLC

AUSTRALIA

Marco Bianchino
Pearson Emerson

Amelia Ikin
Allen & Overy

Christy Miller
Clayton Utz

Stephen Page
Page Provan Pty. Limited

Susan Pearson
Pearson Emerson

Scarlett Storm
Clayton Utz

Jorja Sumner
Allen & Overy

Tineka Winter
Pearson Emerson

Jane Wright
Work Dynamic Australia

AZEBAIJAN

Fidan Abdurrahimli
Raoul Wallenberg Institute of Human Rights and Humanitarian Law

Sevil Aliyeva
Sonakhanim Gaybaliyeva

Javid Hajiyev
Fina LLP

Gunel Ismayilbeyli
Lawyer

Ummi Jalilova
GRATA International

Lala Karimli
Kamala Khalilova
Fina LLP

Barbara Deitzer
Isabel Firneis
Wolf Theiss

Hans Georg Laimer
Zeiler Floyd Zadkovich

Ingibjorg Haller
Institute of Conflict Research (IKF)

Georg Krakow
Baker McKenzie-Diwok Hermann Petsche Rechtsanwälte LLP & Co. KG

Theresa Nindl
Vavrovsky Heine Marth Rechtsanwälte GmbH

Alexander Petsche
Baker McKenzie-Diwok Hermann Petsche Rechtsanwälte LLP & Co. KG

Gert-Peter Reissner
University of Innsbruck

Eva-Maria Ségur-Cabanac
Baker McKenzie-Diwok Hermann Petsche Rechtsanwälte LLP & Co. KG

Matthias Unterrieder
Wolf Theiss

Verena Vinzenz
University of Innsbruck

Lukas Wieser
Zeiler Floyd Zadkovich

Jasmin Rosita Zareie
Baker McKenzie-Diwok Hermann Petsche Rechtsanwälte LLP & Co. KG

AZERBAIJAN

Fidan Abdurrahimli
Raoul Wallenberg Institute of Human Rights and Humanitarian Law

Sevil Aliyeva
Sonakhanim Gaybaliyeva

Javid Hajiyev
Fina LLP

Gunel Ismayilbeyli
Lawyer

Ummi Jalilova
GRATA International

Lala Karimli
Kamala Khalilova
Fina LLP
APPENDIX C: ACKNOWLEDGMENTS

Albert Djidohokpin
SOS Children’s Villages
Benin

Sarah Lacomme

Evelyne Quenum

Alexandrine
Salonzou-Bedie
Cabinet Salonzou

Guy-Lambert Yékpê
Cabinet G.L. Yékpê

BHUTAN

Sangay Chhedup
Bhutan National Legal Institute

Deki Dema
UNICEF Bhutan

Kinley Gyetshen
Office of the Attorney General

Dema Lham
Jigme Singye Wangchuck School of Law

Dona Mathew
UN Women

Sonam Tobgay
Bank of Bhutan Ltd.

Chimmi Wangmo
Bhutan Law Chamber

BOSNIA AND HERZEGOVINA

Jasmin Cengic
ERC ZIPO d.o.o. Sarajevo

Feda Dupovac
Advokatska Kancelarija Spaho

Arijana Hadžiahmetović-Softić
Manić & Co. Law Firm

Edin Ibrahimefendić
The Human Rights Ombudsman of Bosnia and Herzegovina

Igor Letica
Sagić o.d. Banja Luka

Mirela Mazulović
Sagić o.d. Banja Luka

Mišo Pašić
Advokatska kancelarija Stevanović

Lejla Popara
Attorney

Aleksandar Sajić
Sajić o.d. Banja Luka

Emir Spaho
Advokatska Kancelarija Spaho

Mehmed Spaho
Advokatska Kancelarija Spaho

Selma Spaho
Advokatska Kancelarija Spaho

BRAZIL

Barbara Müssnich
Aragão (BMA)

Mariana Angioletti
Mariana Angioletti Family Law Office

Josycler Arana
Universidade Federal Fluminense

Murilo Caldeira
Germiñiani

Letícia Calderaro Batista
Calderaro Advocacia

Clara Costa
Conversa Com Elas

Lígia Maura COSTA
Lígia Maura Costa Advocacia

Carla Demchuk
Ana Thais Dias Safe

Carneiro
Advocacia Safe

João Pedro Póvoa
Bichara, Meyer, Sendacz e Opice Advogados

Pedro Schor
Machado, Meyer, Sendacz e Opice Advogados

Janaina (Jana) Telles
Meibel Ventura Dos Santos Lacerda
Universidade Federal Fluminense

BRUNEI DARUSSALAM

Hasnah Hassan & Associates

Sabrina Azaharaini
Cheok Advocates & Solicitors

Robin Cheok
Cheok Advocates & Solicitors

Hajah Norajimah Hajji Aji
Ministry of Home Affairs, Department of Labor

Norizzah Hazirah Hj Awg Hussin
Ministry of Home Affairs, Department of Labor

Norkhatijah Zainal
Royal Brunei Police Force
**BULGARIA**

Mila Dikova
Boyanov & Co.

Roza Dimova
Center of Women’s Studies and Policies

Kate Dinovska
Weishaupt Horak Georgiev Attorney-at-Law

Boris Georgiev
Weishaupt Horak Georgiev Attorney-at-Law

Tatyana Kmetova
Center of Women’s Studies and Policies

Diliana Markova
Bulgarian Lawyers for Human Rights

Katerina Partenova
Dimov & Tashev Law Firm

Ellitsa Pophlebarova
Boyanov & Co.

**BURKINA FASO**

Ursule Kaboré-Bouda
Ministère de la Femme, de la Solidarité Nationale et de la Famille

Sièlma Salimata Kone
Centre d’Études et de Recherches sur le Droit International et les Droits de l’Homme (CERDIH)

Mariam Lamizana
Voix de Femmes (Vdf)

Julie Rose Ouedraogo
Judge

Moussa Ouedraogo
Ministère de l’Administration Territoriale, de la Décentralisation et de la Sécurité Intérieure (MATDSI)

Victoria Ouedraogo
Judge

Souleymane Sawadogo
Judge

Abdoulaye Soma
Unité de Coordination de la Formulation du Second Compact du Burkina (UCF-Burkina)

**BULGARIA**

Abdoulaye Soma
Centre d’Études et de Recherches sur le Droit International et les Droits de l’Homme (CERDIH)

Clarisse Zoungrana Nadembega

**BURUNDI**

Longin Baranyizigiyi

Djuma Ida
Rubeva & Co. Advocates

Alexis Manirakiza
University of Burundi

Salvator Minani
Alpha Justice Chambers

Paul Muhirwa

Bernard Ntahiraja
Lecturer

Fabien Segatwa
Cabinet Segatwa Fabien & Associés

Jean Berchmans
Siboniyo

Association of Mentors for Business and Entrepreneurship (AMEBE)

**CAMBODIA**

Sophal Chea
Better Factories Cambodia

Channeang Chim
The Cambodian NGO Committee on CEDAW

Mengann Hoeurn
Bun & Associates

Bunthea Keo
Cambodian Human Rights Task Force

Chantevy Khourn
ActionAid Cambodia

Davy Loung
ActionAid Cambodia

**BURUNDI**

Longin Baranyizigiyi

Djuma Ida
Rubeva & Co. Advocates

Alexis Manirakiza
University of Burundi

Salvator Minani
Alpha Justice Chambers

Paul Muhirwa

Bernard Ntahiraja
Lecturer

Fabien Segatwa
Cabinet Segatwa Fabien & Associés

Jean Berchmans
Siboniyo

Association of Mentors for Business and Entrepreneurship (AMEBE)

**CAMBODIA**

Sophal Chea
Better Factories Cambodia

Channeang Chim
The Cambodian NGO Committee on CEDAW

**CANADA**

Jennifer Bernardo
Baker & McKenzie LLP

Meghan Hillstrom
McCarthy Tetrault LLP

Leanna Katz
McCarthy Tetrault LLP

Reshma Kishnani
Mills & Mills LLP

Anne Levesque
University of Ottawa

Justine Lindner
McCarthy Tetrault LLP

Katherine Long
Tammy Law Professional Corporation

Deepa Mattoo
Barbra Schlifer Commemorative Clinic

Petra Molnar
Barbra Schlifer Commemorative Clinic

Caroline Sand
Barbra Schlifer Commemorative Clinic

Meredith Strike
Latham & Watkins LLP

Tanya Walker
Walker Law Professional Corporation

**CABO VERDE**

Ilídio Cruz
Ilídio Cruz & Associados, Sociedade de Advogados RL

Roselma Évora
Amanda Fernandes
Ilídio Cruz & Associados, Sociedade de Advogados RL

Arianna Lopes
EDGE-International Lawyers

Bartolomeu Lopes Varela
Sociedade de Educação Formação e Gestão

João Medina
EDGE-International Lawyers

Clóvis Santos
Ilídio Cruz & Associados, Sociedade de Advogados RL

Hernani Soares
Unitel T+

**CAMEROON**

Roland Abeng
The Abeng Law Firm

Abel Epse Piskopani
Armelle Silvana
Monde Juridique et Fiscal (MOJUFISC)

Queenita Asibong
The Abeng Law Firm

Angelina Atabong
Dimu Nana Metang
Davis

Aleine Djessi Ndine
Tribunal Criminel Spécial

Maximilienne Ebane
Mokiben

Hyacinthe Fansi
Ngassam, Fansi & Mouafour Avocats Associés

Nicaise Ibohn Bata
INB Law Firm

Désiré Makondo
DM & Partners membre de HLB ACP Central Africa

Patrick Menyeng Manga
The Abeng Law Firm

Mirabel Mungu
The Abeng Law Firm

Corine Ngaleu Tienyam
Siewe Law Firm

Boller Pym
Université de Douala

Dieudonné Takam
Cabinet Takam & Associés

Bergerele Reine Tsafack
Dongmo
Monde Juridique et Fiscal (MOJUFISC)

Patrick Menyeng Manga
The Abeng Law Firm

Mirabel Mungu
The Abeng Law Firm

Corine Ngaleu Tienyam
Siewe Law Firm

Boller Pym
Université de Douala

Dieudonné Takam
Cabinet Takam & Associés

Bergerele Reine Tsafack
Dongmo
Monde Juridique et Fiscal (MOJUFISC)

**CAMEROON**

Roland Abeng
The Abeng Law Firm

Abel Epse Piskopani
Armelle Silvana
Monde Juridique et Fiscal (MOJUFISC)

Queenita Asibong
The Abeng Law Firm

Angelina Atabong
Dimu Nana Metang
Davis

Aleine Djessi Ndine
Tribunal Criminel Spécial

Maximilienne Ebane
Mokiben

Hyacinthe Fansi
Ngassam, Fansi & Mouafour Avocats Associés

Nicaise Ibohn Bata
INB Law Firm

Désiré Makondo
DM & Partners membre de HLB ACP Central Africa

Patrick Menyeng Manga
The Abeng Law Firm

Mirabel Mungu
The Abeng Law Firm

Corine Ngaleu Tienyam
Siewe Law Firm

Boller Pym
Université de Douala

Dieudonné Takam
Cabinet Takam & Associés

Bergerele Reine Tsafack
Dongmo
Monde Juridique et Fiscal (MOJUFISC)
CENTRAL AFRICAN REPUBLIC
Ben Kabagambe
Brice Kevin Kakpayen
Cabinet Morouba
Baptiste Lushombo
American Bar Association
Raymond Ndakala
Barreau de Centrafrique

CHAD
Moko Adoumbe
Rachel Beida
Cabinet Morouba
Thomas Dingamgote
Cabinet Thomas Dingamgote
Masra Djimas
Société Civile d’Avocats
Cogito Fokalbo
SCP Padare
Jehu Gabon
Gabkiambé
Development Finance Institute
Lega Ibrahim Garandi
Cabinet d’Avocat Lega Ibrahim
Jules Londogoto
Cabinet Mianlengar Pierre
Pierre Mianlengar
Guy Emmanuel Ngankam
Taxafrica
Bakari Thomas Ronelinyage
JURISCOM
Foba Toukpleye
Orabank

CHINA
Ignacio Orellana García
Lucía Planet Sepúlveda
Defensoría Laboral
Gabriela Puente Montero
Carcelén, Desmadryl, Guzmán & Tapia
Francisca María Rebolledo Lascar
María Paz Riumalí ESE Business School
María José Urzúa ESE Business School
Isabel Villagran M.
Black & Veatch Chile
Elisa Walker
Sarmiento y Walker Abogados

China
Beijing Zhongze
Women’s Legal Aid Center
Freshfields Bruckhaus Deringer
Moge Chen
Linklaters Zhao Sheng
Jing He
Jun He LLP
Lijian Ji
Morrison & Foerster LLP
Jie Jin
Linklaters Zhao Sheng
Emily Ma
Linklaters Zhao Sheng
Xuekai Vincent Qian Dentons
Simonette Santos
Danping Shen Morrison & Foerster LLP
Jinlan Sun
Kim & Chang
Xue Tao
Dentons
Jeffrey Wilson
Jun He LLP
Dylan Wu
Ke Wu
Dechert LLP
Xiaotong Wu
Guangdong Win Long Law Firm
Han Yang
Commerce & Finance Law Offices

COLOMBIA
Xiaowei Yin
Morrison & Foerster LLP
Hui Zhang
Guangdong Win Long Law Firm
Marina Zhong
Dechert LLP
Martin Zhou
Linklaters Zhao Sheng

COLOMBIA
Universidad de Antioquia
White & Case LLP
Julieta Abello
Maria Margarita Bucheli Eraso
Maria Isabel Lopera Vélez
Carlos Alberto López Henao
Carlos López Abogados
Adriana Martínez Piedrahita
DG&A Abogados
Lina Mejía
Maria Rocha
Leonardo Salamanca Anzola
S&G Consultores SAS
Nathaly Tovar

COMOROS
Aboubakar Abdou
Abdourahamane Abidate
Shawiri Scoops
Maimouna Ibrahim National Commission for Solidarity, Social Protection and Gender Promotion
Moufida Mohamed Abdoulhalik EFOICOM (Femmes Entrepreneurs Comoriennes)

CONGO, REP.
Justine Masika Bihamba
Synergie des Femmes pour les Victimes de Violences Sexuelle (SFVS)
Dorcas Buzigire
Mercy Corps
Serge Faray Salumu
Fabien Kadima
Emile Luketa Mukuna
University of Lumbubashi
Ezechiel Lwesso
Collège Georges Misamu
Brigitte Mawazo
FHHD NGABO
Initiative Féminine pour la Défense des Droits Humains et le Développement
Marie Migani
Centre d’Appui à la Promotion de la Santé–CAPSA asbl
Salvador Minani
Alpha Justice Chambers
Roger Mulamba
RMK & Associés
Dunia Prince Zongwe
Walter Sisulu University

CONGO, DEM. REP.
Patrice Bazolo
PwC
Fernand Carle
Cabinet d’Avocats Fernand Carle
Bob Kaben Massouka
Cabinet d’Avocats Maître Bob Kaben Massouka
Laetitia Nadine Loko
Blanchard Nguouala Association Congolaise des Professionnels du Droit
Franck Darnod Nguimbi
Mbenze
Cabinet d’Avocats Claude Coelho
Sylvie Niombo
Issan Giska Ntsila
Cabinet d’Avocats Ntsila
COSTA RICA
Welcom Romell Nza
Nodjirolom
Cabinet d’Avocats
Mabiala & Tsamba

CÔTE D’IVOIRE
Association des
Femmes Juristes de
Côte d’Ivoire (AFJCI)

CROATIA
Sanja Bezbradica Jelavcic
Odjvjetničko društvo
Jelavic i partneri j.t.d.

CZECH REPUBLIC
Barbara Adamcová
Lucie Hrda
AK Hrda s.r.o.

DENMARK
Elsebeth
Aaes-Jørgensen
Norrbom Vindinq

CYPRUS
Venetia Argyroupoulou
European University of
Cyprus

Croatia
Sanja Bezbradica Jelavcic
Odjvjetničko društvo
Jelavac i partneri j.t.d.

Czech Republic
Barbara Adamcová
Lucie Hrda
AK Hrda s.r.o.

Denmark
Elsebeth
Aaes-Jørgensen
Norrbom Vindinq

Cyprus
Venetia Argyroupoulou
European University of
Cyprus

Côte d’Ivoire
Association des
Femmes Juristes de
Côte d’Ivoire (AFJCI)

Croatia
Sanja Bezbradica Jelavcic
Odjvjetničko društvo
Jelavac i partneri j.t.d.

Czech Republic
Barbara Adamcová
Lucie Hrda
AK Hrda s.r.o.

Denmark
Elsebeth
Aaes-Jørgensen
Norrbom Vindinq

Cyprus
Venetia Argyroupoulou
European University of
Cyprus

Côte d’Ivoire
Association des
Femmes Juristes de
Côte d’Ivoire (AFJCI)

Croatia
Sanja Bezbradica Jelavcic
Odjvjetničko društvo
Jelavac i partneri j.t.d.

Czech Republic
Barbara Adamcová
Lucie Hrda
AK Hrda s.r.o.

Denmark
Elsebeth
Aaes-Jørgensen
Norrbom Vindinq

Cyprus
Venetia Argyroupoulou
European University of
Cyprus

Côte d’Ivoire
Association des
Femmes Juristes de
Côte d’Ivoire (AFJCI)

Croatia
Sanja Bezbradica Jelavcic
Odjvjetničko društvo
Jelavac i partneri j.t.d.

Czech Republic
Barbara Adamcová
Lucie Hrda
AK Hrda s.r.o.

Denmark
Elsebeth
Aaes-Jørgensen
Norrbom Vindinq

Cyprus
Venetia Argyroupoulou
European University of
Cyprus

Côte d’Ivoire
Association des
Femmes Juristes de
Côte d’Ivoire (AFJCI)

Croatia
Sanja Bezbradica Jelavcic
Odjvjetničko društvo
Jelavac i partneri j.t.d.

Czech Republic
Barbara Adamcová
Lucie Hrda
AK Hrda s.r.o.

Denmark
Elsebeth
Aaes-Jørgensen
Norrbom Vindinq
APPENDIX C: ACKNOWLEDGMENTS

DJIBOUTI
Hassan Mouhoumed Abdoulkader
Cabinet d’Avocat Abdoulkader Hassan
Mahdi Boulboul Ali
Beryl Claire Asiago
Sophia Curradi
Cabinet Avocats Associés Djibouti Abayazid & Abdourahman
Fatima Karroum
Zahra Youssouf Kayad

DOMINICA
Jo-Anne Cuffy
Danielle Edwards
Emette Kangal
CC Law Practitioners LLP
Tara Leevy
Nawana Shillingford
University of the West Indies

DOMINICAN REPUBLIC
José Manuel Alburquerque Prieto
Ontier Albuquerque
Merielin Almonte
Merielin Almonte Estudio Legal
Joan Carolina Arbaje Bergés
Distrito Legal
Lidia Aybar
Distrito Legal
Pamela Benízén Arbaje Guzmán Ariza & Asociados
Jonathan A. Boyero Galán
Coamño–De Herrera & Boyero. Abogados (CDHB)
Yuleidi Galice
Merielin Almonte Estudio Legal
Prinkin Jiménez
Ontier Albuquerque
Dilia Leticia Jorge Mera
DLJM Firma de Abogados
Carol Matos De La Cruz
María Jesús Pola Lawyer
Katherine Vallejo
Ontier Albuquerque

ECUADOR
Daniela Estefania Aguirre Salamea
María Fernanda Aguirre Salamea
María Laura Barrera Barrera, Andrade-Cevallos & Abogados
Patrick Barrera Barrera, Andrade-Cevallos & Abogados
María Angélica Campoverde Lawyer
María Camila Carrillo Gámez
Gálvez & Asociados
Maríuxi Paola Cedeño Floril
Universidad Metropolitana
Piedad Gámez Cortes de Varea
Gálvez & Asociados
Ana Carolina González Cevallos
Fabian Jaramillo Jaramillo Dávila Abogados
Diego Jaramillo Terán Jaramillo Dávila Abogados
Libertad Machado López
Universidad Metropolitana
Gabriela Paredes Goottman
Junáín Pástor
Sempértegui Ontaneda Abogados
Gabriela Salazar Sempértegui Ontaneda Abogados
Farith Simon
Cristina Valencia Araujo

EGYPT, ARAB REP.
Dalia Abdel Ghany
Sharkawy & Sarhan
Mohamed Abdelgawad
ADSERO–Ragy Soliman & Partners
Nehad Abu-Alkamssan
The Egyptian Center for Women’s Rights
Inas Farah
Beyd–Joint Venture of Almarai & PepsiCo.
Adham Hashish
Alexandria University Faculty of Law
Tarek Hossam
Youssef Sallam
ADSERO–Ragy Soliman & Partners
Marwa Sharafeldin
Musawah for Equality in the Family
Ali Shohayeb
ADSERO–Ragy Soliman & Partners
Darah Zakaria
ADSERO–Ragy Soliman & Partners

EL SALVADOR
Ruth Beraliz Argueta
Lilian Arias
Arias Law
Christian Bará Cousin
Bára Legal Corporation
Rafael Burgos Arias Law
Silvia Juárez
ORMUSA, Asoc. Organización de Mujeres Salvadoreñas por la Paz
Carolina Lazo Arias Law
Jessenia Consuelo Martínez Coto
Procuraduría General de la República
María Ana Melara Corte Suprema de Justicia
Ernesto Morales Lilian Margarita Ulloa Alvarenga
Corte Suprema de Justicia

EQUATORIAL GUINEA
Javier Iñiguez
Lechêné, Iñiguez & Partners
Damien Lanuza
Estela Mercedes Nse Mansogo
Permanent Mission of Equatorial Guinea to the United Nations
Pablo Obama
Centurion Law Group
Serafina Sialo

ERITREA
UNDP
Suleiman Ahmedin
UNHCR Eritrea
Senai W. Andemarian
Natnael Fitsum Tekeste
Ministry of Justice
Henok Gebregzabher
Ruta Gebremichael
Najat Humed
Sebri Ibrahim
Ministry of Justice
Senay Kefu
Ghebremeskel
SNS Group
Adam Teklehaymanot
Lawyer
Isaías Tekli
Asmara University
Temesgen Tesfu
Ministry of Justice
Awet Tewelde
Ministry of Justice
Wegahta Zere

ESTONIA
White & Case LLP
Merle Erikson
University of Tartu
Trinu Hiob
Njord Law Firm
Vladislav Leiri
Law Firm Sorainen
Karin Madisson
Law Firm Sorainen
Lauri Paulus
Meelis Pirn  
The Barrister Law Firm

Simona Vissak  
Prit Palmiste  
Attorneys-at-Law

ESSATINI

Dumsani Christopher Dlamini  
Women and Law in Southern Africa (WLSA)–Eswatini

Nkosingivile Dlamini  
Women and Law in Southern Africa (WLSA)–Eswatini

ESWATINI

Dumsani Christopher Dlamini  
Women and Law in Southern Africa (WLSA)–Eswatini

Nkosingivile Dlamini  
Women and Law in Southern Africa (WLSA)–Eswatini

Colani Hlatjwako  
Women and Law in Southern Africa (WLSA)–Eswatini

Nondumiso (Noni) Hlope  
Global Shapers Community: Mbabane Hub

FIJI

Shamina Ali  
Fiji Women’s Crisis Center

Stephanie Dunn  
Fiji Women’s Crisis Center

Elena Leweni  
Seruvaia Nayacalevu 
Shekinah Law

Armish Pal  
AP Legal

Mele Rakai  
Sherani & Co.

Samuel Ram  
Samuel K. Ram

Ravi Singh  
Parshotam Lawyers

Susana Tuisawau

FINLAND

Petri Eskola  
Backstrom & Co. Attorneys Ltd.

Duin Ghazi  
Leenamaija Heinonen

Mika Kärkkäinen  
Dittmar and Indrenius Attorneys Ltd.

Tea Kemppinen  
Bird & Bird Attorneys Ltd.

Hanna-Mari Manninen  
Dittmar and Indrenius Attorneys Ltd.

Mari Mohsen  
Roscher

Maija Nikkola  
Bird & Bird Attorneys Ltd.

Jukka Paloheimo  
Roscher

Sampsa Peukkinen  
Roscher

Milla Pykkönen  
The Feminist Association

Nita Rautakoski  
Dittmar & Indrenius Attorneys Ltd.

Chloé Spyratos  
Latham & Watkins

Connie Taylor-Cox  
Latham & Watkins

Tiina Virtanen  
Bird & Bird Attorneys Ltd.

FRANCE

Esperanza Barron  
Baratche

Jérémy Blond  
Cabinet Jérémy Blond

Béatrice Collette  

Valentine Darmois  
Leick & Darmois

Charles Dubot  
Cabinet Jérémy Blond

Chloé Froment  
Austen Kelsen

Paul Gallix  
Gallix Avocats

Allison Kramer  
Latham & Watkins

Jeremy Lagelee  
International Energy Agency

Noémie Lopes-Lemière  
Latham & Watkins

Charlotte O’Leary  
Austen Kelsen

Gabon

Edgar Régis Obame  
Femme, Environnement, Santé et Education

Marie Josée Ong Mendo  
Business Consulting Gabon

Audrey Josiane Worah  
Femme, Environnement, Santé et Education

Sola Yenou  
La Voix des Oubliés

GAMBIA, THE

Elizabeth J.C. Dunn  
Judiciary of The Gambia

Mohammad Edirissa Faaal  
Lawyer

Ouludayo Fagbemi  
Institute for Human Rights and Development in Africa

Thomas Fuad Touray  
Fabakary Jammeh Centre for Legal Support

Judy Oder  
African Union

Janet Ramatoulie  
Sallah-Njie Torado Chambers

Ya Amie Touray  
University of The Gambia and The Public Utilities Regulatory Authority

GEORGIA

Ekaterine Getsadze  
JMK Legal

Nana Krashvili  
Ana Mgebrishvili

Tinatin Oboladze  
Georgian Young Constitutionalists’ Association

Mia Piya  
Gelfand Partners

Vera Saakadze  
B&B Law Consulting Group

Digital Saakadze  

Agnes Shanin  
Latham & Watkins

Vera Tsvetkova  
Latham & Watkins

Femme, Environnement, Santé et Education

Nita Rautakoski  
Dittmar & Indrenius Attorneys Ltd.

Chloé Spyratos  
Latham & Watkins

INIA

VIMBAYI Kapurura  
Women Unlimited

Sabelo Khumalo  
Ministry of Justice and Constitutional Affairs

Sikhumbuzo M. Simelane  
SM Simelane & Co.

ETHIOPIA

Dagnachew Tesfaye Abetew  
Dagnachew Tesfaye and Mahlet Mesganaw Law Office

Rehim Baharu  
Ethiopian Human Rights Commission

Selam Gebretressen Beyene  

Abhilasha Joshi Kataria  

Luladai Berhanu Mengiste  

Mahlet Mesganaw Getu  
Dagnachew Tesfaye and Mahlet Mesganaw Law Office

Etsehiwot Sereke  
Ethiopian Human Rights Commission

Dunia Tegegn

FIJI

Shamina Ali  
Fiji Women’s Crisis Center

Stephanie Dunn  
Fiji Women’s Crisis Center

Elena Leweni  
Seruvaia Nayacalevu 
Shekinah Law

Armish Pal  
AP Legal

Mele Rakai  
Sherani & Co.

Samuel Ram  
Samuel K. Ram

Ravi Singh  
Parshotam Lawyers

Susana Tuisawau

FINLAND

Petri Eskola  
Backstrom & Co. Attorneys Ltd.

Duin Ghazi  
Leenamaija Heinonen

Mika Kärkkäinen  
Dittmar and Indrenius Attorneys Ltd.

Tea Kemppinen  
Bird & Bird Attorneys Ltd.

Hanna-Mari Manninen  
Dittmar and Indrenius Attorneys Ltd.

Mari Mohsen  
Roscher

Maija Nikkola  
Bird & Bird Attorneys Ltd.

Jukka Paloheimo  
Roscher

Sampsa Peukkinen  
Roscher

Milla Pykkönen  
The Feminist Association

Nita Rautakoski  
Dittmar & Indrenius Attorneys Ltd.

Chloé Spyratos  
Latham & Watkins

Connie Taylor-Cox  
Latham & Watkins

Tiina Virtanen  
Bird & Bird Attorneys Ltd.

FRANCE

Esperanza Barron  
Baratche

Jérémy Blond  
Cabinet Jérémy Blond

Béatrice Collette  

Valentine Darmois  
Leick & Darmois

Charles Dubot  
Cabinet Jérémy Blond

Chloé Froment  
Austen Kelsen

Paul Gallix  
Gallix Avocats

Allison Kramer  
Latham & Watkins

Jeremy Lagelee  
International Energy Agency

Noémie Lopes-Lemière  
Latham & Watkins

Charlotte O’Leary  
Austen Kelsen

Gabon

Edgar Régis Obame  
Femme, Environnement, Santé et Education

Marie Josée Ong Mendo  
Business Consulting Gabon

Audrey Josiane Worah  
Femme, Environnement, Santé et Education

Sola Yenou  
La Voix des Oubliés

GAMBIA, THE

Elizabeth J.C. Dunn  
Judiciary of The Gambia

Mohammad Edirissa Faaal  
Lawyer

Ouludayo Fagbemi  
Institute for Human Rights and Development in Africa

Thomas Fuad Touray  
Fabakary Jammeh Centre for Legal Support

Judy Oder  
African Union

Janet Ramatoulie  
Sallah-Njie Torado Chambers

Ya Amie Touray  
University of The Gambia and The Public Utilities Regulatory Authority

GEORGIA

Ekaterine Getsadze  
JMK Legal

Nana Krashvili  
Ana Mgebrishvili

Tinatin Oboladze  
Georgian Young Constitutionalists’ Association

Mia Piya  
Gelfand Partners

Vera Saakadze  
B&B Law Consulting Group

Digital Saakadze  

Agnes Shanin  
Latham & Watkins

Vera Tsvetkova  
Latham & Watkins
Tamar Ruseishvil
Ketevan Shubashvili
Office of Public Defender of the Republic of Georgia
Chiora Taktakishvili
Ili State University
Rezvaz Tskemaladze
Ministry of Justice of the Republic of Georgia

GERMANY
Kathleen Acott
Barbara Angene
Marco Daub
sfo Schumacher Steuerberatungs-gesellschaft mbH
Nicole Janssen
Sidley Austin LLP
Christina Mann
Latham & Watkins LLP
Xenia Pisarewski
Sidley Austin LLP
Heiko Recktenwald
Bärbel Schmidt
Independent Consultant
Vanessa Sekker
Latham & Watkins LLP
Jürgen Streng
Mayer Brown International LLP
Sabine Vorbrodt

Greece
International Organization for Migration
Niki Alexandriou
Norton Rose Fullbright Greece
Nikos Anastopoulos
Politis & Partners
Barbara Angelopoulou
Avramopoulos & Partners Law Firm
Alexandra Argyropoulou
AP Legal
Ioanna Chanoumi
Kyriakides Georgopoulos Law Firm
Chara Chioni-Chotouran
National and Kapodistrian University of Athens
Konstantinos Dimitropoulos
Dimitropoulos, Karipidou & Associates
Eirini Kikarea
University of Cambridge
Ioanna Kyriazi
Kyriakides Georgopoulos Law Firm
Stavroula Lymousi
Apostolos Papadimitriou
Costas D. Papadimitriou
Costas D. Papadimitriou and Partners Law Company
Dimitra Papayiannopoulou
Norton Rose Fullbright Greece
Evangelos Politis
Politis & Partners
Maria Rigaki
EY Law
Emmanouil Savoidakis
Politis & Partners
Kostas Spaidiotis
KPSY Law Firm
Dimitris Theodoropoulos
Politis & Partners
Matina Tsili
Bitros Holding SA
Viktoria Zloga

Grenada
Henry, Henry & Bristol
Anderson Andall
CityScape
Kaisha Ince
Attorney General’s Office Grenada
Rosana John
Wilkinson, Wilkinson & Wilkinson
Jacqueline Lorice Pascal
Grenada National Organisation of Women (GNOW)
Rae Thomas
Franco Chambers and Company
Herricia L. Willis
H.L. Willis & Associates

Guatemala
White & Case LLP
Pedro Aragón
Aragón & Aragón
Geovani Javier
Avendaño Maldonado
María Elena Barrientos Arias
Ana Rocío Beteltón G.
IDEA Next
Ana Gabriela Contreras García
Lawyer
Liz Gordillo Arias
Rita María Grajeda Díaz
Juan Pablo Martínez Arias
Oscar Alfredo Pineda Chavarría
IDEA Next
Gabriela Rivera
Eleusis Zelada Rosal Arias

Guinea
Amara Bangoura
Cabinet d’Avocats Amaraya
Youssouf Bangoura
Attorney-at-Law
Amadou Babahein Camara
Fanta Camara
Ministry of Investments and Public Private Partnerships
Ibrahima Diallo
P.C.U.D.
Siba Dopavogui
Organisation Catholique pour la Promotion Humaine (OCPH) / Caritas Guinée
Mamadouba Doumbouya
Cabinet d’Avocats Amaraya
Mohamed Lamine Fofana
Sylla & Partners
Djenabou Fofana Ndiaye
Lampy Center
Frederic Loua Foromo
Tossa Montcho
Les Mêmes Droits pour Tous
Germaine Pascaline Tolno
Les Mêmes Droits pour Tous
Sadou Savané
Sylla & Partners

Guinea-Bissau
João Pedro C. Alves de Campos
Camões IP
Emilio Ano Mendes
GB Legal-Miranda Alliance
Juliano Augusto Fernandes
Julafier & Lopesfino Advogados Associados
Monica Indami
Bissau First Instance Court, Commercial Division
Armando Mango
Ismael Mendes de Medina
GB Legal-Miranda Alliance
Helder Pires
Paloma Velasco Velasco
EU Delegation Guinea Bissau

GHANA
Lom Ahlijah
Ghana Grid Company
Valery Atuwo
Kimathi & Partners
Hilary Gbedemah
The Law Institute
Abass Hamza
HACEP-Ghana
Mawunya Kudu
Cynthia Nimo-Ampedu
Human Rights Advocacy Center
Nicole-Marie Poku
Sory @ Law
Judith Naa Ode
Stephens
GUYANA
Liza Hanoman
Guyana Integrity Commission
Sherrie Hewitt
Guyana Sugar Corporation Incorporated
Ayana Jennifer McCalman
McCalman & Co. Legal Services
Charles Ogle
Ministry of Social Protection
Selwyn Pieters
Pieters Law Office
Shawn Shewram
Nirvana Singh
Kayreen Stephenson
Ministry of Legal Affairs, Attorney General’s Chambers
Kean Trotman
Guyana Association of Women Lawyers
Kimbely Yearwood
Lawyer

HONDURAS
Gina María Aronne Laitano
Alessia Bonilla Rietti
Alma Coello
Dulce María Enamorado Ramos
Wendy Carolina Estévez Paredes
Edwin Ramón Flores Salinas
Fanny Gallo
Shadia García
Banco Centroamericano de Integración Económica (BCIE)
Rosa Paz Haslam
Programa Ciudad Mujer
Elena Incisana di Camerana
Sara Nardicchia
Jazna Vanessa Oqueli García & Bodán–Honduras
Aida Romero
IDLO
Gabriela María Williams Cruz
ECUA–Honduras
Roberto Alejandro Williams Cruz
ECUA–Honduras
Svetoslava Hughes
Linklaters
Rita Ku
Withers
Eugénie Levy
Linklaters
Amanda Lo
Linklaters
Zoe Ng
Linklaters
Diana Schawlowski
Linklaters
Anne Scully-Johnson
The Chinese University of Hong Kong
Florence Sit
Linklaters
Nga Kit Christy Tang
Deacons
David Yun
Kirkland & Ellis

HUNGARY
Haya Aftab
Latham & Watkins
Áron Barta
Kinstellar Hungary
Judit Budai
Szecskay Attorneys at Law
Anna James
Latham & Watkins
Lilla Kiss
Szecskay Attorneys at Law
Mátyé Kiss
Szecskay Attorneys at Law

ICELAND
Pierre Brule
Bjarnveig Eiriksdóttir
Vík Law Firm
Hjóðís Guðbrandsdóttir
Díjá Helgadóttir
Erna Leifsdóttir
Logos
Flosi Hrafn Sigurdsson
OPUS Legal Services
David Sveinbjörnsson

INDIA
Priyanka Anand
Indialaw LLP
Meghna Bal
Hammurabi & Solomon Partners
Shweta Bharti
Hammurabi & Solomon Partners
Benarji Chakka
Alliance University
Khshitija Chile
Indialaw LLP
Miheer Dhondye
Indialaw LLP
Sneha Dubey
Indialaw LLP
Aanchal Kapoor
CRK Legal
Manoj Kumar
Hammurabi & Solomon Partners
Radhika Mathur
ANM Global
Soumyashree Meesaraganda
Lawyer
Shiju P.V.
Indialaw LLP
Sweta Patel
Akshit Rajpal
ANM Global
Vrajal Sapovadia
Adrija Thakur
Lawyer
Eklavya Vasudev

INDONESIA
Beauty Erowati Siswojo
LBH-APIK Nusa Tenggara Barat
Margaretha Hanita
Consultant
Blanca P. Putri
Kadarisman
Soewito Suhandiman
Eddy Mruthy Kardono
Nursyahbani
Katjasungkana
Indonesian Legal Aid Association for Women
Andreas Kodrat
Andreas FK & Katjasungkana
Nurul Kodriati
Rijka Anissa Women Crisis Center
Adella Kristi
HHF Law Firm
Rusmaini Lenggogeni
Soewito Suhandiman
Eddy Mruthy Kardono
Yeremia Gorby
Nababan
Prayogo Advocaten (DHP Lawyers)
Sugianto Osman
Ginting & Reksodipuro
Indri Pramitaswari
Gurino
HHF Law Firm
Niken Prawesti
Griya Group
Daniel Dhanu Prayogo
Prayogo Advocaten (DHP Lawyers)
Sam Samid
Ginting & Reksodipuro

IRAN, ISLAMIC REP.
Jean-Charles Albitre
Ferdowsi Legal
Bahrak Barzin
Ferdowsi Legal
Mohsen Ghorbani
Ghorbani Law Firm
Siamak Goudarzi
Afarin Law Firm
Mojgan Honarmandjavan
Anooshiran Karimi
Ezatollah Karimi
Setareh Kermani
Paul-Arthur Luzu
Ferdowsi Legal
Parya Maleknia
Attorney-at-Law
Baki Maneche
Ferdowsi Legal
Manoochehr Sarhang Khanlari

IRAQ
Neyan Abbas
Naive-Dogramaci
Bushra Al-Obaidi
Maha Alsakban
Women's Human Rights Center
Jacquelyn Foster
Lawyer
Zeyad Saeed
Iraqi Law Firm

IRELAND
Ivana Bacik
Trinity College Dublin
Sarah Benson
Women's Aid
Paul Cahill
Mason Hayes & Curran LLP
Roisin Aine Costello
Maynooth University School of Law
Blathnaid Evans
Leman Solicitors
Sarah Faulkner
Arthur Cox
Bethan Heathcote
White & Case LLP
Roisin Liddy-Murphy
Conyers Dill & Pearson
Monica Mazzone
Women’s Aid
Emer Murphy
Lavelle Partners
Irene Nic Chârthaigh
Leiden University Law School
Ben Rodger
Loatham & Watkins LLP
David Stafford
Mason Hayes & Curran LLP

ITALY
Freshfields Bruckhaus Deringer
Enrichetta Sandra Bellini
Formera
Business and Professional Women International (BPWI)
Marco Boldini
Orrick, Herrington & Sutcliffe LLP
Alessandro Bovio
Allure Legal
Marco Calabrese
Studio Legale Calabrese & A.
Massimiliano Castellari
Studio Andino
Maria Vittoria Cazzola
Orrick, Herrington & Sutcliffe LLP
Stefania Citone
Studio Legale Calabrese & A.
Daniele Consolo
Orrick, Herrington & Sutcliffe LLP
Silvia Dal Cin
Accelerate Law
Federica Di Mario
Salonia Associati Studio Legale
Francesca Elefante
Studio Legale Elefante
Andrea Gangemi
Portolano Cavallo
Francesca Garbarino
Italian Centre for the Promotion of Mediation (CIPM)
Alberto Lama
Allure Legal
Giliola Langher
Business and Professional Women International (BPWI)
Danielle Miklos
Antenone
AVRA Legal
Chiara Moraschi
Chiara Moraschi Law Firm
Maria Pagliara
PATTI Avvocati & Rechtsanwälte
Anna Maria Pavone
Orrick, Herrington & Sutcliffe LLP
Sabina Rapella
Italian Centre for the Promotion of Mediation (CIPM)

Federica Re Depaolini
BNP Paribas

Isotta Rossconi
Italian Centre for the Promotion of Mediation (CIPM)

Giacomo Savatoni
Studio Andino

Valentina Turco
Portolano Cavallo

Giorgio Vasi
AVRA Legal

Yuka Nakayama
Linklaters LLP

Hiromasa Ogawa
Kojima Law Offices

Kosuke Oie
Hiroo Park Law Office

Yosuke Shimamura
Shimamura Law Office

Lene Someno
Baker & McKenzie

Yuki Sumiyoshi
Baker & McKenzie

Mitsunari Taketani
Tagawa Law Office

Tomotaka Tokuno
Allen & Overy

Megumi Wada
The Law Office of Takashi Takano

Nozomi Watanabe
Kojima Law Offices

Akiyo Yamakawa
Vanguard Lawyers Tokyo

Keijiro Yodozawa
Vanguard Lawyers Tokyo

Minako Zai
Baker & McKenzie

JORDAN

Omar Aljazy
Aljazy & Co. Advocates & Legal Consultants

Mohamed Arabiyat
Aljazy & Co. Advocates & Legal Consultants

Rana Atwan
Atwan & Partners Attorneys and Legal

Yacoub El-Far
Allen & Overy

Farah El Yacoubi
Allen & Overy

Abdallah Islam
Atwan & Partners Attorneys and Legal

Samah Marmash
Arab Women’s Legal Network

Selina Mouasher
Arab Law Bureau

Rawan Noubani
RN Law

Yazeed Samain

KAZAKHSTAN

Khadicha Abyseheva
Legal Center for Women’s Initiatives

Aizada Arystanbek
Lawyer

Alexandr Chumachenko
Aequitas Law Firm

Yulia Chumachenko
Aequitas Law Firm

Dmitriy Chumakov
Sayat Zholsky & Partners Law Firm

Tatyana Gustap
Aequitas Law Firm

Dana Ibrayeva
Dentons

Aisha Orazymbekova
Dentons

Victoria Simonova
Dentons

Artem Timoshenko
Unicase Law Firm

Aida Tleulina
Dentons

Yerzhan Toktarov
Sayat Zholsky & Partners Law Firm

Bolat Utebaliev
Dechert LLP

Larissa Yemelyanova
Aequitas Law Firm

KIRIBATI

Kenneth Barden
Lawyer

Pauline Beiatau
Office of the Attorney General

Amberoti Nikora
Regional Rights Resource Team, SPC

Eribbewbe Takiru
Police–Domestic Violence, Child Protection and Sexual Offence Unit

Batitea Tekanito
Batitea Tekanito Law Firm

Teretia Tokam
Kiribati Women and Children Support Center

KENYA

Mitchelle Atieno Oyoga

Peter Gachuhi
Kaplan & Stratton Advocates

Catherine Kiama
Akili Dada

Kathambi Kinoti
Dentons

Maureen Kirui
Kaplan & Stratton Advocates

Ji-Yong Hong
Kim & Chang

Helen Heoun Joo Kim
Kim & Chang

Jae Hee Kim
Kookmin University

Jeffrey Ngugi
Mwale & Company Advocates

Prudence Mutiso
Dominic Mwale Mwale & Company Advocates

Viktor Njenga
Kaplan & Stratton Advocates

Valentine Njogu
Ngugi & Ngugi Advocates

Wendy Okolo
IDH–The Sustainable Trade

Elizabeth Onyango
Kaplan & Stratton Advocates

Sonal Sejal
Anjarwalla & Khanna LLP

Edwina Warambo
Anjarwalla & Khanna LLP

KOREA, REP.

Freshfields Bruckhaus Deringer

Latham & Watkins LLP

Kyung-Hee Cho
Kim & Chang

Ji-Yong Hong
Kim & Chang

Helen Heoun Joo Kim
Kim & Chang

Jae Hee Kim
Kookmin University

Jongsoo Kim
Shin & Kim

Weon-Jung Kim
Kim & Chang

Young Geon Kim
Yulchon LLC
Eun-Jee Kwak
Kim & Chang
Sun-Ha Kweon
Kim & Chang
Jieun Lee
Liberty Law Office
Jung Lae Lee
Kim & Chang
Hyunah Park
Yuclhon LLC
Yeon Ha Park
Labor Corporation Sinsung
Seungyoun Seo
Lee & Ko

Hyesoo Sung
Labor Corporation Sinsung
Jai Eun Yoo
Yuclhon LLC

KOSOVO
Genc Alimehmeti
University of Tirana
Rona Berisha

Zana Govori
European Asylum Support Office
Bardhyl Hasanpapaj
University of Prishtina, Law Faculty
Olga Jovic-Prlainovic
University of Prishtina
Donikë Kastrati
Eneida Lajëj
NLB Banka
Vlora Marmullakaj
Diellza Mujaj
Leiden University Law School
Artan Qerkini
Sejdiu & Qerkini
Valmira Rashiti
Kosovo Women’s Network
Bonita Salihu

Valbona Salihu
Lawyers Association Norma
Nita Shaia
University of Prishtina
Xhevdet Shaia
KLG Law Firm

Furtuna Sheremeti
Dior Zhuri
Sejdiu & Qerkini

KUWAIT
Mosaid AlAjeel
Allen & Overy LLP
Faisal Alfhad
Dr. Faisal Alfhad & Partners
Dalal Al Ghunaim
Athra Alrefaai
Athra Alrefaai Legal Group
Dalal Al Sulaiti
Meshari Aloaini Law Firm
Dema Al Yatama
Dalal S. Sharar

KYRGYZ REPUBLIC
Aicholpon Alieva
Kalikova & Associates Law Firm
Elena Bit-Avragim
Veritas Law Agency
Samara Dumanueva
Lorenz Limited Liability Company
Adina Dzhekeshenova
Kalikova & Associates Law Firm
Vctor Efremov
Veritas Law Agency
Chynara Esgeneldieva
Lorenz Limited Liability Company
Saara Kabaeva
Lorenz Limited Liability Company
Lenara Mambetalieva
Aalangml Ogsonaliev
Lawyer
Jibek Tenizbaeva
Lorenz Limited Liability Company
Lidiya Vasilieva
Veritas Law Agency

LAO PDR
Rosie Cole
Arion Legal

Aristotle David
ZICO Law
Sompheth Douangdy
VDB Loi Co. Ltd.
Daodeuane Duangdara
VDB Loi Co. Ltd.
Steve Goddard
Mekong Legal
Tuchakorn Kitcharoen
ZICO Law
Florence Lo
Mekong Legal
Jean Loi
VDB Loi Co. Ltd.
Vongphachanh
Onepaseuth
Sciarani & Associates
Kaz Patafia
Anon Legal
Kamphaeng Phochnanthath
Sciarani & Associates
Phaviny Phommathansy
Mahaxai Law Company Limited
Anonglack Phongsavanh
VDB Loi Co. Ltd.
Princess Bido Principe
ZICO Law
Saithong Rattana
Tilleke & Gibbins Lao Co., Ltd

LATVIA
Mārtiņš Birģelis
Renārs Gasūns
Klauber Baltics
Valerijis Ickevis
V. Ickevics, Sworn Attorneys-at-Law
Irina Kostina
Ellex Klavins
Anna Krasanova

Lidiya Vasilieva
Veritas Law Agency

Valerijs Ickevics
V. Ickevics, Sworn Attorneys-at-Law
Irina Kostina
Ellex Klavins
Anna Krasanova

Ghassan Moghabghab
Moghabghab & Associates Law Firm
Tarek Moghabghab
Moghabghab & Associates Law Firm
Lara Saade
Maysa Schender
Lebanese Council to Resist Violence Against Women
Ghenwa Schinder
Lebanese Council to Resist Violence Against Women
Laura Schinder
Lebanese Council to Resist Violence Against Women
Manar Zeaiter
Rassemblement Démocratique des Femmes Libanaises

Michel Abi Saab
Allen & Overy
Kamal Abou’Zahr
Kamal Abou Zahr Law Office
Guida Anani
Chafic Georges El
Chab Majdalani
Lawyer
Melkar El Khoury
Central Research House
Samer El Khoury
Etude Badri et Salim El Meouchi
Marie Thérèse El-Mir
Rassemblement Démocratique des Femmes Libanaises
Joya Farah
Rana Khalifeh
Kamal Abou Zahr Law Office
Joelle Khater
Etude Badri et Salim El Meouchi
Jounama Merhi
Rassemblement Démocratique des Femmes Libanaises
Outeiba Merhibi
Rassemblement Démocratique des Femmes Libanaises

Nita Shaia
University of Prishtina
Xhevdet Shaia
KLG Law Firm
APPENDIX C: ACKNOWLEDGMENTS

Mauritius

Narvada Aunhachee
Kairos Consulting Ltd.

Deena Shahila Bhoyroo
Peeroo Chambers

Akeelesh Caussy
Lex Frontier

Rubna Daureeawo
RD Chambers

Kalyanee Dayal Goppee
Lex Frontier

Kessie Dalthummon
Kairos Consulting Ltd.

Ashveen Goppee
Lex Frontier

Pooja Luchmun
Chambers of A.R.M.A.

Karen Teck Yong
De Speville-Desvaux

Rajroop Roshan
Rajroop Chambers

Maria del Rosario Lombera-Gonzalez
Baker McKenzie

Carlos Mainero
White & Case, S.C.

Javierina Medina Reza
Baker McKenzie

Ricardo Mendoza
Comisión Nacional de los Derechos Humanos

Lourdes Rincón Maltos
Lawyer

María José Ríos Hurtado
Secretario Técnico, Comisión de los Derechos Humanos del Estado de Coahuila de Zaragoza

Dimna Mireille Rodríguez García
Círculo Feminista de Andalucía Jurídico

Clara Santana
Goodrich, Riquelme y Asociados

Mónica Schiaffino
Litigator México

Laura Treviño Lozano
Lawyer

Giselle Yáñez Villaseñor
Lawyer

MICRONESIA, FED. STS.

David C. Angyal
Ramp & Mida Law Firm

Marshall Islands

Marshall Islands Police Department

Daisy Ali‘il-Momotaro
Weto in Mour: Violence Against Women and Girls Support Service, Women United Together Marshall Islands (WUTMI)
Kenneth Barden
Lawyer

Erick Divinagracia
Ramp & Mida Law Firm

Genevieve Gruss
International Organization for Migration

 Lukas Padegimas
Chuuk State Supreme Court

MOLDOVA
University of European Economic and Political Studies

Constantin Stere

Octavian Cazac
Turcan Cazac

Svetlana Ciucuova

Eduard Digore
Law Office Digore

Victoria Donu
Ana Furtuna

Civil Rights Defenders

Aurelia Irodoi

Ecaterina Madan
CA Ciocoiu Serghie

Alexandru Mutuiuc

Elena Ratoi
UN Women

Olesea Udova

MONGOLIA
Freshfields Bruckhaus Deringer

Melville Erdenedalai LLP

Tsolmontuya

Altankhundaga

The Asia Foundation

Olgon Altankhuyag
ELB Partners

Attorneys-at-Law

Khongorzul Amarsanaa
Beautiful Hearts Against Sexual Violence

Nyamtsersen Bataa
Snow Hill Consultancy LLP

Uranzaya Batdorj

Olgontenger University

Agiiama Batmunkh

Anand Advocates LLP

Batzyaya Bodikhuu

Anand Advocates LLP

Saranzaya Gereltod

The Asia Foundation

Khulan Monkhanbaatar

Snow Hill Consultancy LLP

Odohnuu Muuzee

Zarchim LLP

Enkhsetseg Nergui

Anand Advocates LLP

Tserennadmid Sambuu

Anand Advocates LLP

Tserendorj Suren

Zarchim LLP

Unurtsensetseg Ulaankhuu

Global Green Growth Institute

Bolormaa Volodya

GRATA International

MONTENEGRO
Bisera Andrijašević
BDK Advokati

Jelena Bogetić
BDK Advokati

Suzana Doncic
Gecic Law

Stefan Đurović
BDK Advokati

Jovana Hajdukovic

Women’s Safe House

Miodrag Jevtić
Gecic Law

Danica Misojic
Gecic Law

Zarko Popovic
Gecic Law

Bojan Vujovic
AOD

Vujović–Vukadinović

MOZAMBIQUE
White & Case LLP

Amina Abdala
TTA Sociedade de Advogados

Ancha Abdala
Maputo International School

Joyce Glaudia Cossa
Sal & Caldeira Advogados Lda

Gimina Mahumana
Sal & Caldeira Advogados Lda

Edneuza Massingue
TTA Sociedade de Advogados

Eunice Sepúlveda Matete

Diana Ramalho
Sal & Caldeira Advogados Lda

César Vamos Ver
Sal & Caldeira Advogados Lda

MYANMAR
William D. Greenlee Jr.
DFDL

Jean Loi
VDB Loi Co. Ltd.

U San Lwin
JLPW Legal Services

Aye Myat Thu
VDB Loi Co. Ltd.

Nwe Oo
Tilleke & Gibbins

Ross Taylor
Tilleke & Gibbins

Nar Wah
DFDL

NAMIBIA
Cronjé & Co.

Maria Adelasia Divona
Dianne Hubbard
Legal Assistance Centre

Geraldine Itana
UNDP Namibia

Gabriel Francios
Kopplinger
Kopplinger Boltman Legal Practitioners

Fritz Nghiissiliwa
University of Namibia

Murray Shikongo
Office of the Judiciary

Annabel Tasweli-Fryer
White & Case LLP

NEPAL
Bishnu Bashyal
Women Lawyers of Nepal

Rishi Bhattarai
Milestone Law Firm

Supragya Devkota
National Examinations Board

Sijan Guragain
Neupane Law Associates

Prabinda Joshee
Mountain Alliance Law Firm

Prakat Khati
Governance Lab Pvt. Ltd.

Hasina Lamichhane
Lawyer

Prakriti Malla
Suprabhat Law Firm

Surendra Pokharel

Khem Sedhai
Lawyer

Amrit Sharma
Prime

Manju Tuladhar
USAID

NETHERLANDS
Freshfields Bruckhaus Deringer

White & Case LLP

Adam Czerniakiewicz
Latham & Watkins LLP

Christine Daniels
Norton Rose Fulbright
Maartje Govaert  
Norton Rose Fulbright

Wendy Guns  
Open Universiteit

Astrid Helstone  
Stibbe

Hosna Korishi  
Stibbe

Alexander Daniel Leufink  
Link Advocaten

Eugenie Nunes  
Dentons Europe LLP

Marije Ozinga  
Dentons Europe LLP

Sigrid Romijn  
Dutch Advocaten

Aniek Schadd  
Morrison & Foerster LLP

Tamara Ubink  
Norton Rose Fulbright

Annette van Beers  
Norton Rose Fulbright

Thessa van Zoeren  
KroeseWevers

Ea Visser  
Stibbe

**NEW ZEALAND**

White & Case LLP

Matthew Austin  
Simpson Grierson

Mai Chen  
Chen Palmer

Penny Ehrhardt  
Ehrhardt Advisors

Saunoamaali’i Karanina Sumeo  
New Zealand Human Rights Commission

Laurie McGregor  
New Zealand Human Rights Commission

Phillipa Muir  
Simpson Grierson

Nicola Pear  
University of Otago

Amelia Retter  
Dentons Kensington Swan

Blair Shepherd  
Simpson Grierson

Hayden Wilson  
Dentons Kensington Swan

David Ibro Adamou  
Udo Udoma & Belo-Osagie

Mouhamed Kebe  
Geni & Kebe

Bachir Talfi  
Abdou Moumouni University

Idriissa Tchernaka  
Société Civile Professionnelle d’Avocats LBTI & Partners

**NICARAGUA**

Bertha Arguello Arias

Minerva Adriana Bellorín Rodríguez Aczalaw

Miriam del Socorro Espinoza Aczalaw

Valeska Massiell Fonseca Torres García & Bodán

Lois González  
Observatorio Contra el Acoso Callejero (OCAC)

Clara Liz Oviedo Maglione  
Alvarado y Asociados

Alfonso Porras Díaz Aczalaw

Soía de Carmen Rivas Arias

María Mercedes Román  
CEJ Consulting

Isbelia Ruiz Perdomo

Carlos Eduardo Téllez Páramo García & Bodán

Diogenes Emilio Velasquez Vela Aczalaw

**NIGER**

Consell Danois pour les Réfugiés

Djibril Abarchi  
Abdou Moumouni University

Zaida Abdoul Aziz Amadou  
Groupe IAT

Ousseynou S. Damien Aw  
Geni & Kébé SCP d’Avocats

Mai Kassoum Daouami Ouanou

Commission Nationale d’Eligibilité au Statut des Réfugiés

Ibrahim Haby  
CONGAFEN

**NIGERIA**

Oyinkan Adebimpe  
Udo Udoma & Belo-Osagie

Adeola Ajayi  
Udo Udoma & Belo-Osagie

Akinwunmi Ajiboye  
Punuka Attorneys & Solicitors

Ifeamaka Anekwe  
NYU School of Law

Brenda Anugwom

Charles Asughah  
C.C. Asughah and Associate

Jovita Duruzor Daniels  
Federal University of Technology

Peter Edokpayi  
Punuka Attorneys & Solicitors

Joseph Eimunjeze  
Udo Udoma & Belo-Osagie

Mary Ekemezie  
Udo Udoma & Belo-Osagie

Folake Elias Adebowale  
Udo Udoma & Belo-Osagie

Sylvia Njoku  
Imo State Universal Basic Education Board (IMSUBEB)

Adaeze Nwoba

Duru Obinial

Ozofu Ogiemudia  
Udo Udoma & Belo-Osagie

Marcus Ojaruega  
Udo Udoma & Belo-Osagie

Emem Okoko  
Udo Udoma & Belo-Osagie

Antonia Okolie  
A.N. Duruzor Okolie & Associates

Chisom Okolie  
Udo Udoma & Belo-Osagie

Titilola Olatunde-Fasogbon  
Udo Udoma & Belo-Osagie

Tolulope L. Olugbon  
Okorie & Okorie

Damilola Opayinka  
Udo Udoma & Belo-Osagie

Uju Ude  
Udo Udoma & Belo-Osagie

**NORTH MACEDONIA**

Martina Angelkovic  
Debarliev, Dameski & Kelesoska Attorneys-at-Law

Daniela Antonovska  
Olivera Docevska Lawyer

Jasmina Frishchikj  
Association for Emancipation, Solidarity and Equality of Women
Marija Gelevska
Association for Emancipation, Solidarity and Equality of Women

Ana Kashiriska
Karanovic & Partners

Emilija Kelesoska
Sholjakovska Debarliev, Dameski & Kelesoska Attorneys-at-Law

Sanja Lambershek
Karanovic & Partners

Stojan Mishev
Association for Emancipation, Solidarity and Equality of Women

Martin Monevski
Monevski Law Firm

Valerjan Monevski
Monevski Law Firm

Bojana Paneva
Karanovic & Partners

Veton Qoku
Karanovic & Partners

Ann Kathrin Nordbø
Dalan Advokatfirma DA

Jenny Marie Solgaard Bing Hodneland

Jan-Erik Sverre
Kvale Advokatfirma DA

Thomas Talen Deloitte Advokatfirma AS

PAKISTAN

Ifthikhar Ahmad
Centre for Labour Research

Ahmed Bashir
Ahmed Bashir & Associates

Muhammad Siddique Ghani
Ghani Law Associates

Zafar Gilani
Gillani & Gillani

Rohma Habib

PAKISTAN

Sarah Al Hinai
CMS Cameron McKenna Nabarro Olswang LLP (Registered to practice in the Sultanate of Oman through Al Rashdi, Al Juma and Ewing Advocates and Legal Consultants as licensed by the Ministry of Justice)

Mohammad Saeed Alsheyab
Alsheyab & Associates

Hassan Aslam Shad
CMS Cameron McKenna Nabarro Olswang LLP (Registered to practice in the Sultanate of Oman through Al Rashdi, Al Juma and Ewing Advocates and Legal Consultants as licensed by the Ministry of Justice)

Anthony Coleby
Jamal Al Amri Advocates and Legal Consultants

Helen Dean
CMS Cameron McKenna Nabarro Olswang LLP (Registered to practice in the Sultanate of Oman through Al Rashdi, Al Juma and Ewing Advocates and Legal Consultants as licensed by the Ministry of Justice)

Amel Kamel Abdallah
Sultan Qaboos University College of Law

Tariq Abdulaziz Mohamed Sadiq
Hassan Botok Legal Office

Aladdin Sidhamed
Jamal Al Amri Advocates and Legal Consultants

PAKISTAN

Sarah Tarar
University College Lahore

naz Toosy
Vellani & Vellani

SOHAIL AKBAR WARRAICH
National Commission on Status of Women, Pakistan

MEHAK ZARAQ
Pakistan College of Law

PALAU

Kenneth Barden
Lawyer

Chuck Greenfield
Micronesian Legal Services Corporation

Ronald Ledgerwood
Micronesian Legal Services Corporation

PANAMA

Virginia Barreiro
Ministerio de Desarrollo Social

Jeanette Bravo
LOVILL

Milagros Caballero
Morgan & Morgan

Sophia Castillero Suarez, Castillo, Holmes y Richa

Ximena de Obaldia Galindo, Arias & Lopez

Camila de Vengochea
Morgan & Morgan

Waleska Hormechea Fiscalía de Cuentas

Javier Jose Vallarino Icaza, Gonzalez-Ruiz & Aleman

Claudia Patricia Juarez Galindo, Arias & Lopez
Mireya Peart  
Red de Mujeres  
Afrolatinoamericanas,  
Afrocaribeñas y de la  
Diáspora

Marina Perez  
Fundamorgan

Ana Gabriela Santiago  
Paredes & Asociados

Marcela Tejeira  
Fundamorgan

Odalys Toudart  
Arias

Mireya Peart  
Red de Mujeres  
Afrolatinoamericanas,  
Afrocaribeñas y de la  
Diáspora

Marina Perez  
Fundamorgan

Ana Gabriela Santiago  
Paredes & Asociados

Marcela Tejeira  
Fundamorgan

Odalys Toudart  
Arias

PAPUA NEW  
GUINEA

Igua Guba  
Allens Linklaters

Lydia Karre  
Magisterial Services of  
Papua New Guinea

Wavie Kendino  
Dentons

Desmond Kipa  
Wang Dee Lawyers

Sarah Kuman  
Allens Linklaters

Nicka Pitoi  
Allens Linklaters

Gideon Pogla  
Allens Linklaters

Anthony William  
Rodent-Paru  
O’Briens Lawyers

Lucy Sabo-Kelis  
Kumul Consolidated  
Holdings

Kari Taviri  
Mek Tumul  
Allens Linklaters

PARAGUAY

Maria José Achón  
Paredes  
Vouga & Olmedo  
Abogados

Andrea María Arriola  
Ortega  
Secretaría de Género  
del Poder Judicial

María José Ayala  
Centro de Estudios  
Ambientales y Sociales  
(CEAMSO)

Matias Chaves  
Ferrere Abogados

Patricia Doldán  
Ministerio de la Mujer  
Ferrere Abogados

Marysol Estigarribia  
Departamento  
Jurídico, Instituto de  
Derecho y Economía  
Ambiental

Ysaarel Reinerio Gaona  
Viliaba  
Aprevin Paraguay

Alejandra Guanes  
Vélazquez  
Ferrere Abogados

Maria del Rocio Penayo  
Zarza  
Moreno Ruffinelli &  
Asociados

Giannine María G. Pistilli  
Bernal  
Secretaría de Género  
del Poder Judicial

Rodolfo G. Vouga  
Vouga & Olmedo  
Abogados

PERU

Superintendencia  
Nacional de  
Administración  
Tributaria (SUNAT)

Diego Abeo  
Estudio Olaechea

José Balta  
Rodrigo, Elías &  
Medrano Abogados

Claudia Cermeño  
Rodrigo, Elías &  
Medrano Abogados

Lilibeth Cienfuegos  
Quiñones & Cia.

Katherine Durand  
Ministerio de Trabajo y  
Promoción del Empleo

Víctor Ferro  
Estudio Rubio Leguía  
Normand

Clea Guerra Romero  
Centro de la Mujer  
Peruana Flora Tristan

Francisco Ibáñez  
Estudio Morey & Morey  
Rotalde Abogados SAC

Pía Olea Ubillús  
Genderlab

Valeria Osorio  
Estudio Miranda &  
Amado

Luciana Polar  
Estudio Olaechea

Javier Fernando  
Quiñones  
Quiñones & Cia.

Angel Ramirez Chavez  
Estudio Rubio Leguía  
Normand

Liliana Pilar Tsuboyama  
Shiohama  
KPMG

Cristina Velez  
Marcela Valencia  
Mostajo  
Estudio Rubio Leguía  
Normand

Lidia Vilchez Garcés  
Estudio Ferrero  
Abogados

PHILIPPINES

Freshfields Bruckhaus  
Deringer

Maya Abdullah  
Salgan

Irene Caballes  
Legal Alternatives for  
Women Inc.

Kathrine Celine Castro  
MOSVELDTT Law  
Offices

Maria Patricia  
Cervantes-Poco  
Ateneo de Manila  
University School of Law

Johanna Celine Mari A.  
Chan  
Angara Abello  
Concepcion Regala &  
Cruz Law Offices

Keisha Trina Guangko  
MOSVELDTT Law  
Offices

Marie Hazel Lavitoria  
Salgan

Joy Anne C.  
Leong-Pambid

Angara Abello  
Concepcion Regala &  
Cruz Law Offices

Gilien Ezra Marie L. Li  
Angara Abello  
Concepcion Regala &  
Cruz Law Offices

Alfredo B. Molo III  
MOSVELDTT Law  
Offices

Amparita Sta.  
Maria  
Ateneo de Manila  
University School of Law

Justin D.J. Sucgang  
De La Salle University–  
College of Law

POLAND

Michal Balcerzak  
Dominika Dörre-Kolasa  
Raczkowski sp.k.

Anna  
Glogowska-Balcerzak

Monika Kamińska  
Elizaveta Kapitonova

Anna Masiota  
Masiota–Adwokaci i  
Radcowie Prawni

Marcin Menkes  
Queritius

Grzegorz Piliszek  
Lawyer

Agnieszka Paulina  
Regiec

Adrian Sztukiewicz  
Raczkowski sp.k.

PORTUGAL

Telma Carvalho  
Cuatrecasas, Gonçalves  
Pereira

Conceição Cunha  
Universidade Católica  
Portuguesa, Faculdade  
de Direito, Porto

Maria da Glória Leitão  
Cuatrecasas, Gonçalves  
Pereira

Catarina de Oliveira  
Carvalho  
Universidade Católica  
Portuguesa, Faculdade  
de Direito, Porto
Claúdia dos Santos Silva  
Cuatrecasas, Gonçalves Pereira  
Elisabete Ferreira  
Universidade Católica Portuguesa, Faculdade de Direito, Porto  
Rita Lobo Xavier  
Universidade Católica Portuguesa, Porto  
Stéfanie Luz  
Colado Guerreiro–Sociedade de Advogados, SP, RL  
Paula Santos Silva  
Associação de Mulheres Contra a Violência (AMCV)  
Maria Shearman de Macedo  
Associação de Mulheres Contra a Violência (AMCV)  
PUERTO RICO (US)  
White & Case LLP  
Zulmarie Alverio Ramos  
Departamento de Justiça de Puerto Rico  
Odemaris Chacon  
Estrella LLC  
Rafael Díaz-Gonzáles  
Carolene Fontanet Smith  
Mariana Muñiz-Lara  
DLA Piper  
Janice del Rosario  
Rodriguez-Zayas  
Oficina de Ética Gubernamental  
QATAR  
The Law Clinic at Qatar University College of Law  
Mekki Abbas Mekki  
Ahmed Mohamednoor  
Al Mushiri Law Office  
Hamzeh M. Abdelhady  
Al-Khalifa Law Firm  
Michel Abi Saab  
Allen & Overy  
Ahmed Al-Mushiri  
Ahmed Mohamednoor  
Al Mushiri Law Office  
Muhammad Ameen Hashim  
Ali Sultani Law Firm  
Kirk Durrant  
DWF Law  
Rana Elbashir  
Sultan Al-Abdulla & Partners  
Buthaina Elgahani  
Sultan Al-Abdulla & Partners  
Sarra Eljaili  
Sultan Al-Abdulla & Partners  
Mohamed Fouad  
Sultan Al-Abdulla & Partners  
Maha Lawson  
Simmons & Simmons Middle East LLP  
Moonira Mamoon  
Sultan Al-Abdulla & Partners  
Mohammad Manuaur  
Al-Khalifa Law Firm  
Carmen Marquez Luzzardo  
DWF Law  
Elias Matni  
Simmons & Simmons Middle East LLP  
Mohamed Y. Mattar  
Fahad Mohd Al-Ansari  
Fahad Al-Ansari Law Firm  
Michael Palmer  
Squire Patton Boggs LLP  
Omar Qouteshat  
Sultan Al-Abdulla & Partners  
Andrew Wingfield  
Simmons & Simmons Middle East LLP  
ROMANIA  
Diana Andrei  
CERHA HEMPEL SPRL  
Andra Badulescu  
CERHA HEMPEL SPRL  
Alexandra Columban  
Equality and Human Rights Action Centre (ACTEDO)  
Ileana Gloadeanu  
Wolf Thess  
Adelina Iftime-Blagean  
Wolf Thess  
Mircea Milos  
Covasna County Police Inspectorate  
Mirela Nathanson  
CERHA HEMPEL SPRL  
Vlad Neacsu  
Popovici Nițu Stoica & Asociații  
Diana Ștețiu  
Wolf Thess  
RUSSIAN FEDERATION  
Freshfields Bruckhaus Deringer  
Maryana Batalova  
Dechert LLP  
Pavel Dunaev  
Dechert LLP  
Valery Getmanenko  
Baker & McKenzie  
Evgenia Korotkova  
Dechert LLP  
Elena Kushkhina  
Baker & McKenzie  
Alexander Nurik  
The Centre for Social and Labour Rights (CISLR)  
Olga Renova  
Forward Legal  
Tatiana Shenchakova  
Dechert LLP  
Yulianna Vertinskaya  
GE Renewable Sector  
SAMOA  
Lina Chang  
Samoa Victim Support Group (SVSG)  
Tima Leavai  
Leavai Law  
Suisala Mele Maualaivao  
UN Women  
Tomasi Peni  
International Labour Organization  
Adi Tafunai  
Women in Business Development  
SAN MARINO  
Confederazione Sammarinese del Lavoro  
Luciano Angelini  
University of Urbino  
Irene Avaldi  
Studio Legale Taurini e Hazan  
Alessandro Bugli  
Studio Legale Taurini e Hazan  
Michele Chiaruzzi  
Research Centre for International Relations at the University of San Marino  
Désiré Kamanzi  
ENSoRicFo Rwanda  
Andrews Kananga  
The Legal Aid Forum  
Doreen Karehe  
ENSoRicFo Rwanda  
Susan Kayisanabab  
ENSoRicFo Rwanda  
Penelope Kwarikunda  
Lawyer  
Janviere Mukantwali  
UN Women  
Nadine Mumporez  
Norbert N. Munana  
M-Advocates & Partners  
Mary Musoni  
The Legal Aid Forum  
Marie Françopse Umutoni  
Consultant  
Emma Carine Uwantege  
UN Women  
SAMOA  
Lina Chang  
Samoa Victim Support Group (SVSG)  
Tima Leavai  
Leavai Law  
Suisala Mele Maualaivao  
UN Women  
Tomasi Peni  
International Labour Organization  
Adi Tafunai  
Women in Business Development  
SAN MARINO  
Confederazione Sammarinese del Lavoro  
Luciano Angelini  
University of Urbino  
Irene Avaldi  
Studio Legale Taurini e Hazan  
Alessandro Bugli  
Studio Legale Taurini e Hazan  
Michele Chiaruzzi  
Research Centre for International Relations at the University of San Marino  
Désiré Kamanzi  
ENSoRicFo Rwanda  
Andrews Kananga  
The Legal Aid Forum  
Doreen Karehe  
ENSoRicFo Rwanda  
Susan Kayisanabab  
ENSoRicFo Rwanda  
Penelope Kwarikunda  
Lawyer  
Janviere Mukantwali  
UN Women  
Nadine Mumporez  
Norbert N. Munana  
M-Advocates & Partners  
Mary Musoni  
The Legal Aid Forum  
Marie Françopse Umutoni  
Consultant  
Emma Carine Uwantege  
UN Women
APPENDIX C: ACKNOWLEDGMENTS

SAUDI ARABIA

Amena Ali
The Law Firm of Wael A. Alissa in association with Dentons & Co.

Basem AlMaghthawi
AlMaghthawi & Partners

Yara Alsaeidi
AlMaghthawi & Partners

Tarek A. Alsobabani
Sohaibani Law Firm

Alia Al Sudairy
Allen & Overy LLP

Alia Alsudairy
Allen & Overy LLP

Julian Johansen
Allen & Overy LLP

Azam Khouj
Law Office of Azam Faisal Khouj

Deniz Kozakci
Sohaibani Law Firm

Fadi Obiadat
Law Office of Azam Faisal Khouj

Faris Qadi
Law Office of Azam Faisal Khouj

SENEGAL

Mohamed Abdallah Dieng
Géni & Kébé SCP d’Avocats

Oussenyoun S. Damien Aw
Géni & Kébé SCP d’Avocats

Sény Samya Colo
Cabinet Maître Cheikh Fall

Aby Diallo
Association des Juristes Sénégalais

Soukeyna Ndao Diallo
Banque Mondiale Senegal

Mactar Diassi
Etude Maître Mactar Dassi

Ibrahim Dieng
ALPHADEV

Alioune Dione
AFreeMAction

Ndyeou Coumba Gueye Ka
Association des Juristes Sénégalais

Diakhité Mor
ALPHADEV

Mame Coumba Ngom
COPINA Sénégal

Ababacar Sadik Niang
Tribunal Regional de Tambacounda

Aby Sane
Ministère de la Femme de l’Enfance et de l’Entrepreneuriat Féminin

Djiby Seidy
Géni & Kébé SCP d’Avocats

SERBIA

Mirjana Antic
Lawyer

Olga Cvejić Jančić
University Educons–Sremska Kamenica, Faculty of European Legal and Political Studies–Novi Sad

Marija Jovanovic
Law office of Marija N. Jovanovic

Jelena Kuveljic Dmitric
Law Offices JKD

Ana Popović
Zivković Samarbić Law Office

Aleksandra Ristić
Law Office Milošević

Balsa Stevanovic
Nataša Stojnov

Namčić & Stojnov

Jovana Tomić
Caković/Tomić–CT

SEYCHELLES

Natasha Burian
Judiciary of Seychelles

Vanessa Gill
Georges & Co. Attorneys

Jyotika Kaushik
Larah Michaud
Lawyer

Malcolm Molier
Appleby

Vanessa Nicette
Pardivala Twomey Lablache

Manuela Parmantier
Parmantier Law Chamber

SIERRA LEONE

Abu Bakarr Tarawalie
Amy A. Betts-Priddy
GPK Legal

Aisha-Maria Gringel
Francis Kaifala
University of Sierra Leone

Saramba Kande
Marrah and Associates Law Firm

Abdul Karim Koroma
Yada Williams & Associates, Barristers and Solicitors

Marian Koroma
Marrah and Associates Law Firm

Victor Moinina
Forum for the Development of Young People

Fatmata Sorie
Legal Access through Women Yearning for Equality Rights and Social Justice

SINGAPORE

Kokila Annamalai
Georgia Dawson
Freshfields Bruckhaus Deringer

Nithya Devi
Wilson Foo Yu Kang
Trident Law Corporation

Tracy Gani
Rajah & Tann Asia LLP

Li Sian Goh
Association of Women for Action & Research (AWARE)
APPENDIX C: ACKNOWLEDGMENTS

Mariam Musa  
Steward Women

Vincent Museke  
United Nations Development Programme

Romano Taban  
Lawyer

Tarkuo Weah  
United Nations Development Programme

Monalisa Zatjirua  
UN Women

SPAIN

Blanca Ballester Casanella  
Universitat Oberta de Catalunya (UOC)

Mario Barros García  
Uría Menéndez

Enrichetta Sandra Bellini Fornera  
Business and Professional Women International (BPWI)

Ignasi Beltran de Heredia Ruiz  
Universitat Oberta de Catalunya (UOC)

Maria Susana Fernández Iglesias  
Susana Fdez Abogados

Antonio Fernández García  
Universitat Oberta de Catalunya (UOC)

Marta García Mandleron  
Universidad Carlos III de Madrid

María Josefa García Tamargo  
Norte Abogados

María López Garayalde  
Ashurst LLP

Raquel Mendieta Grande  
Ashurst LLP

Eugenio Revilla Esteve  
Universitat Oberta de Catalunya (UOC)

Isabel Rodríguez Léon  
Uría Menéndez

Carlos Rogel Vide  
Universidad Complutense de Madrid

Janaína (Jana) Telles  
University of València

Daniel Toscani  
Università di Siena

Aura Esther Vilalta Nicuesa  
Universitat Oberta de Catalunya (UOC)

SRI LANKA

Hans Abayaratne  
D.L. & F. De Saram

Rochelle Ariyawansa  
Chamber 32B

Kithmini Aviruppolo  
Chamber 32B

Savitha De Saram  
D.L. & F. De Saram

Ruwan Dias  
Chamber 32B

Sandali Fernando  
Chamber 32B

Ramani Jayasundere  
The Asia Foundation

Ruvini Katugaha  
Ramani Muttekuttewegama

ST. LUCIA

Michelle Anthony-Desir Du Boulay, Anthony & Co.

Mary Juliana Charles  
Samantha Charles

Maureen John-Xavier chambers of John & John Inc.

Renee St. Rose  
Terentia

Leandra Gabrielle Verneuil  
Leandra Verneuil Chambers

ST. VINCENT AND THE GRENADINES  

Heidi Badenock  
Rene M. Baptiste

Baptiste & Co. Law Firm Inc.

Mourenee Franklyn Baptiste & Co. Law Firm Inc.

LaKeisha K. John-Farrell  
Dentons

Nelcia Marshall-Robinson  
Committee for the Development of Women (CEW)

Colleen McDonald  
Family Court

Jeanie Olivierre  
Marion House

Samantha Robertson  
St. Vincent & the Grenadines Human Rights Association

Beverly Thomas Richards  
Solicitor & Crown Counsel

Silma Wilson McLean  
National Workers’ Movement

SUDAN

Arwa Abdaldaim  
AIH Law Firm

Zeinab Abdalla  
Said Al Shahry Law Office (SASLO)

Mohamed Abdeen  
Abdeen & Co. Law Firm

Abdelrahman Al Gasim  
Darfur Bar Association

Yassir Ali  
AIH Law Firm

Ayat Barsi  
Abdeen & Co. Law Firm

Shukri Dawi Mohamed  
Daoud

Shukri Dawi Law Firm

Amel Taha  
Lawyer

SURINAME

Yvonne Baal  
Anton de Kom

University of Suriname

Serena Essed  
Schurman Advocaten

Merlin Gout  
M.A. Gout

Charline Hoever

Truujah Kensmil  
Essed & Sohansingh Law Firm

Iris Nazir  
Essed & Sohansingh Law Firm

SWEDEN

White & Case LLP

Amanda Alwall  
Linklaters LLP

Malin Arendt  
Advokatfirman Vinge KB

Fanny Berggren  
Setterwalls

Geraldine R. Bjallerstedt  
Independent Gender Specialist

Pia Björstrand  
Advokatbyrån Omnia AB
TIMOR-LESTE
Freshfields Bruckhaus Deringer
Rui Andrade
VdA–Vieira de Almeida & Associados
Mariana Baptista Borges
Tiago Cochofel de Azevedo
VdA–Vieira de Almeida & Associados
Marina Costa Cabral
VdA–Vieira de Almeida & Associados
Neolanda Flores
Abreu Advogados and C&C Advogados
Gonçalo Neves Lestro
Elisa Pereira
Abreu Advogados and C&C Advogados
Catarina Pinto Correia
VdA–Vieira de Almeida & Associados

TUNISIA
Aïda Beji Kallel
Chambre Nationale des Femmes Chefs d’Entreprise
Abdessatar Ben Moussa
Ligue Tunisienne des Droits de l’Homme
Hela Ben Salem

TONGA
Clive Edwards
Edwards Law
Fitilagi Fa’anunu
Tonga Legal Aid Center
Linda Folau莫toou’i
Attorney General’s Office of Tonga

TRINIDAD AND TOBAGO
Chanelle Aching
Beckhan Chambers
Karinn Cавita Alexander
Organization for Abused and Battered Individuals (OABI)
Asa Archie
Sherna Alexander
Benjamin
Organization for Abused and Battered Individuals (OABI)
Akhal Khan
Ariana Krishingee Pollonais, Blanc, de la Bastide and Jacelon
Leonora Le Saldo
Organization for Abused and Battered Individuals (OABI)
Umesh Nandalal
Deloitte & Touche
Ranjana Rambachan Pollonais, Blanc, de la Bastide and Jacelon
Maria Santiago-Valentin Center for Building Resilient Communities (CDRC)
Sparkle Selman
Rachel Esther Alexander Shade
Organization for Abused and Battered Individuals (OABI)

TURKEY
Duygu Alkan
Mavioglu & Alkan Law Office (ADMD)
Selin Beceni
BTS & Partners
Burcu Çınar
BTS & Partners
Elif Demiroz-Tan
Cakmak Attorneys-at-Law
Ilaiyda Dogan
Mavioglu & Alkan Law Office (ADMD)
Emine Dundar
Lawyer
Egemen Egemenoglu
Egemenoglu Law Firm
Elvin Egemenoglu
Egemenoglu Law Firm
Irmak Ergin
Norton Rose Fulbright LLP
Selçuk Esenyel
Esenyel & Partners Lawyers and Consultants
Ayse Nur Gedik
Kamer Foundation
Nilsun Gürsoy
Lawyer
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization/Company</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ekin Inal</td>
<td>Inal Unver Attorney Partnership</td>
</tr>
<tr>
<td>Yavuz Iskit</td>
<td>Inal Unver Attorney Partnership</td>
</tr>
<tr>
<td>Selcan Koçak</td>
<td>Esenyle &amp; Partners Lawyers and Consultants</td>
</tr>
<tr>
<td>Fikret Taha Kursun</td>
<td>Kurşun &amp; Kourou Law Firm</td>
</tr>
<tr>
<td>Kardelen Lule</td>
<td>Mavioglu &amp; Alkan Law Office (ADMD)</td>
</tr>
<tr>
<td>Mert Mustecaplioglu</td>
<td>Inal Unver Attorney Partnership</td>
</tr>
<tr>
<td>Yeşeren Sözüer</td>
<td>BTS &amp; Partners</td>
</tr>
<tr>
<td>Dilara Tamtürk</td>
<td>Mavioglu &amp; Alkan Law Office (ADMD)</td>
</tr>
<tr>
<td>Musa Toprak</td>
<td>Tero Law Firm</td>
</tr>
<tr>
<td>Zeynep Unlü</td>
<td>BLS &amp; Partners</td>
</tr>
<tr>
<td>Turker Yıldırım</td>
<td>Esenyle &amp; Partners Lawyers and Consultants</td>
</tr>
<tr>
<td>Serap Züvin</td>
<td>Cakmak</td>
</tr>
<tr>
<td></td>
<td>Attorneys-at-Law</td>
</tr>
<tr>
<td>BG Women, Business and the Law</td>
<td></td>
</tr>
<tr>
<td>Brenda Peace Amito</td>
<td>Tulane International (TILLC)</td>
</tr>
<tr>
<td>Lillian Andama</td>
<td>Justice and Constitutional Affairs Ministry</td>
</tr>
<tr>
<td>David Akky Batema</td>
<td>Ndkabona</td>
</tr>
<tr>
<td></td>
<td>High Court of Uganda</td>
</tr>
<tr>
<td>Kulia Angela Lucy Izama</td>
<td></td>
</tr>
<tr>
<td>Charles Kalumiya</td>
<td>Kampala Associated Advocates</td>
</tr>
<tr>
<td>Elizabeth Kemigisha</td>
<td>FIDA Uganda</td>
</tr>
<tr>
<td>Sarah Khainza</td>
<td>Capital Markets Authority</td>
</tr>
<tr>
<td>Brigitte Kusliema Sendi</td>
<td>Shanubi, Musoke &amp; Co. Advocates</td>
</tr>
<tr>
<td>Bernard Mukasa</td>
<td>Ortus Advocates</td>
</tr>
<tr>
<td>Edineva Murungi</td>
<td></td>
</tr>
<tr>
<td>Agnes Nabagagala</td>
<td>Akena, Shanubi, Musoke &amp; Co. Advocates</td>
</tr>
<tr>
<td>Sheilia Christine Nabbaile</td>
<td>Shanubi, Musoke &amp; Co. Advocates</td>
</tr>
<tr>
<td>Brenda Nakibira</td>
<td></td>
</tr>
<tr>
<td>Doreen Nawaali</td>
<td>Masembe, Makubuya, Adirko, Karugabo &amp; Seketawo Advocates</td>
</tr>
<tr>
<td>Katerina Borozdina</td>
<td>International Women’s Rights Center La Strada-Ukraine</td>
</tr>
<tr>
<td>Maria Dmytryieva</td>
<td>Feminism UA</td>
</tr>
<tr>
<td>Yulia Esimont</td>
<td>Kinstellar Ukraine</td>
</tr>
<tr>
<td>Katerina Ilkhiieva</td>
<td>Kyiv National Economics University</td>
</tr>
<tr>
<td>Olena Koptieva</td>
<td>International Development Organization (IDLO)</td>
</tr>
<tr>
<td>Olena Kushynska</td>
<td>Kinstellar Ukraine</td>
</tr>
<tr>
<td>Roman Mohyla</td>
<td>Law Offices of Roman Mohyla</td>
</tr>
<tr>
<td>Volodymyr</td>
<td>Monastyrskyyy Dentons</td>
</tr>
<tr>
<td>Oleksandra Piskun</td>
<td>Dentons</td>
</tr>
<tr>
<td>Olga Prosyanuk</td>
<td>AVER LEX</td>
</tr>
<tr>
<td>Andriy Tsvyetkov</td>
<td>Attorneys’ Association Gestors</td>
</tr>
<tr>
<td>United Arab Emirates</td>
<td></td>
</tr>
<tr>
<td>Amal Affi</td>
<td>Afifi Law Office</td>
</tr>
<tr>
<td>Maitha Al Hashimi</td>
<td>Al Tamimi &amp; Company</td>
</tr>
<tr>
<td>Taiba Al Saffar</td>
<td>Al Tamimi &amp; Company</td>
</tr>
<tr>
<td>Farah El Yacoubi</td>
<td>Allen &amp; Overy</td>
</tr>
<tr>
<td>Stefania Franchini</td>
<td></td>
</tr>
<tr>
<td>Diana Hamade</td>
<td>Diana Hamade Attorneys-at-Law</td>
</tr>
<tr>
<td>Aqsa Khan Sadiq</td>
<td>Taylor Wessing</td>
</tr>
<tr>
<td>Sara Khoja</td>
<td>Clyde &amp; Co.</td>
</tr>
<tr>
<td>Ahmed Nofal</td>
<td>Ahmed Ibrahim Law Office</td>
</tr>
<tr>
<td>Moustafa Seddik</td>
<td>STA Law Firm</td>
</tr>
<tr>
<td>Sheena Shibu</td>
<td>Bayat Legal Services</td>
</tr>
<tr>
<td>Sarit Thomas</td>
<td>Clyde &amp; Co.</td>
</tr>
<tr>
<td>UKRAINE</td>
<td></td>
</tr>
<tr>
<td>Helen Almond</td>
<td>Addleshaw Goddard LLP</td>
</tr>
<tr>
<td>Bilyana Belcheva</td>
<td>Shearman &amp; Sterling LLP</td>
</tr>
<tr>
<td>Chloe-Jane Belton</td>
<td>Dechert LLP</td>
</tr>
<tr>
<td>Emily Bodger</td>
<td>Ashurst LLP</td>
</tr>
<tr>
<td>Ruth Buchanan</td>
<td>Ashurst LLP</td>
</tr>
<tr>
<td>Honza Cervenka</td>
<td>Mccallister Olivarius</td>
</tr>
<tr>
<td>Jennifer Ellis</td>
<td>Milbank LLP</td>
</tr>
<tr>
<td>Sandeep Kaur</td>
<td>The AIRE Centre</td>
</tr>
<tr>
<td>United Kingdom</td>
<td></td>
</tr>
<tr>
<td>Michael Leftley</td>
<td>Addleshaw Goddard LLP</td>
</tr>
<tr>
<td>Jade Levin</td>
<td>Dechert LLP</td>
</tr>
<tr>
<td>Claudia Mach</td>
<td>Milbank LLP</td>
</tr>
<tr>
<td>Collette O’Connor</td>
<td></td>
</tr>
<tr>
<td>Markella Papadouli</td>
<td></td>
</tr>
<tr>
<td>Saloni Patel</td>
<td>Shearman &amp; Sterling LLP</td>
</tr>
<tr>
<td>Jeremy Townend</td>
<td>JLTW Consultancy</td>
</tr>
<tr>
<td>United States</td>
<td></td>
</tr>
<tr>
<td>Freshfields Bruckhaus Deringer</td>
<td>Sanctuary for Families</td>
</tr>
<tr>
<td>Artemis Anninos</td>
<td>Cahill Gordon &amp; Reindel LLP</td>
</tr>
<tr>
<td>Jessica Childress</td>
<td>The Childress Firm PLLC</td>
</tr>
<tr>
<td>John Chtchekine</td>
<td>Cahill Gordon &amp; Reindel LLP</td>
</tr>
<tr>
<td>Adam Czernikiewicz</td>
<td></td>
</tr>
<tr>
<td>Jacqueline Foster</td>
<td>Latham &amp; Watkins LLP</td>
</tr>
<tr>
<td>Robin Graine</td>
<td>EPT Legal</td>
</tr>
<tr>
<td>Allison Ianni</td>
<td>EPT Legal</td>
</tr>
<tr>
<td>Soumyashree Meesraganda</td>
<td>Lawyer</td>
</tr>
<tr>
<td>Elena</td>
<td>Paraskevas-Thadani</td>
</tr>
<tr>
<td>Anna Stockamore</td>
<td>Shearman &amp; Sterling LLP</td>
</tr>
<tr>
<td>Michael Leftley</td>
<td>Addleshaw Goddard LLP</td>
</tr>
<tr>
<td>Jade Levin</td>
<td>Dechert LLP</td>
</tr>
<tr>
<td>Collette O’Connor</td>
<td></td>
</tr>
<tr>
<td>Markella Papadouli</td>
<td></td>
</tr>
<tr>
<td>Saloni Patel</td>
<td>Shearman &amp; Sterling LLP</td>
</tr>
<tr>
<td>Jeremy Townend</td>
<td>JLTW Consultancy</td>
</tr>
<tr>
<td>United States</td>
<td></td>
</tr>
<tr>
<td>Freshfields Bruckhaus Deringer</td>
<td>Sanctuary for Families</td>
</tr>
<tr>
<td>Artemis Anninos</td>
<td>Cahill Gordon &amp; Reindel LLP</td>
</tr>
<tr>
<td>Jessica Childress</td>
<td>The Childress Firm PLLC</td>
</tr>
<tr>
<td>John Chtchekine</td>
<td>Cahill Gordon &amp; Reindel LLP</td>
</tr>
<tr>
<td>Adam Czernikiewicz</td>
<td></td>
</tr>
<tr>
<td>Jacqueline Foster</td>
<td>Latham &amp; Watkins LLP</td>
</tr>
<tr>
<td>Robin Graine</td>
<td>EPT Legal</td>
</tr>
<tr>
<td>Allison Ianni</td>
<td>EPT Legal</td>
</tr>
<tr>
<td>Soumyashree Meesraganda</td>
<td>Lawyer</td>
</tr>
<tr>
<td>Elena</td>
<td>Paraskevas-Thadani</td>
</tr>
<tr>
<td>Anna Stockamore</td>
<td>Shearman &amp; Sterling LLP</td>
</tr>
<tr>
<td>United States</td>
<td></td>
</tr>
<tr>
<td>Freshfields Bruckhaus Deringer</td>
<td>Sanctuary for Families</td>
</tr>
<tr>
<td>Artemis Anninos</td>
<td>Cahill Gordon &amp; Reindel LLP</td>
</tr>
<tr>
<td>Jessica Childress</td>
<td>The Childress Firm PLLC</td>
</tr>
<tr>
<td>John Chtchekine</td>
<td>Cahill Gordon &amp; Reindel LLP</td>
</tr>
<tr>
<td>Adam Czernikiewicz</td>
<td></td>
</tr>
<tr>
<td>Jacqueline Foster</td>
<td>Latham &amp; Watkins LLP</td>
</tr>
<tr>
<td>Robin Graine</td>
<td>EPT Legal</td>
</tr>
<tr>
<td>Allison Ianni</td>
<td>EPT Legal</td>
</tr>
<tr>
<td>Soumyashree Meesraganda</td>
<td>Lawyer</td>
</tr>
<tr>
<td>Elena</td>
<td>Paraskevas-Thadani</td>
</tr>
<tr>
<td>Anna Stockamore</td>
<td>Shearman &amp; Sterling LLP</td>
</tr>
</tbody>
</table>
APPENDIX C: ACKNOWLEDGMENTS

URUGUAY
Leticia Barrios
Bergstein Abogados
Noemi Caballero
Estudio Bado, Kuster, Zerba & Rachetti
Alvaro Carrau
Estudio Bado, Kuster, Zerba & Rachetti
Edgardo Centurión
Mallarino
Ateneo Abogados
Guillermo Duarte
Bergstein Abogados
Mariana Fernandez
Posadas Posados y
Vecino
Cecilia Halty
Ferrere Abogados
Igacio Lopez
Ateneo Abogados
Mariana Pisé
Bergstein Abogados
Verónica Raffo
Ferrere Abogados
Bruna Royol
Bergstein Abogados
Agustín Texo
Estudio Bado, Kuster, Zerba & Rachetti
Pablo Varela
Pérez-Llorca

VIETNAM
Huong Bui
RHTLaw Vietnam
Thi Huong Giang Dam
Honor Partnership Law Company Limited
Vi Dang
RHTLaw Vietnam
Nhi Le
Rajah & Tann
Nguyen Le Khanh
Kelvin Chia Partnership
Ha Nguyen
Lexcomm Vietnam
Hai Thao Nguyen
Mayer Brown JSM
Tien Lap Nguyen
NH Quang & Associates
Tięk My Nguyen
Honor Partnership Law Company Limited
Van Anh Nguyen
Center for Studies and Applied Sciences in Gender, Family, Women and Adolescents (CSAGA)
Viet Thuy Trang Nguyen
Honor Partnership Law Company Limited
Anh Phuong Pham
Honor Partnership Law Company Limited
Kim Cuong Phung
Honor Partnership Law Company Limited
Chau Huy Quang
Rajah & Tann LCT Lawyers
Vy Tran
RHTLaw Vietnam
Thu Hang Vu
Honor Partnership Law Company Limited
Benjamin Yap
RHTLaw Vietnam

WEST BANK AND GAZA
Mohammed
AbuHashem
Ashraf Abu Hayyeh
Al-Haq
Saad Al Kayed
Equity Legal Group

YEMEN, REP.
Aromaimh Mostafa
Abdulgalil
Office of Agents Law Firm, Consulting and Legal
Ameen Abdulraeexb
Office of Agents Law Firm, Consulting and Legal
Alshrihy Mohammad
Abdulrazaq
Office of Agents Law Firm, Consulting and Legal
Khaled Al-Buraihi
Khaled Al-Buraihi for Advocacy & Legal Services
Emad Algarash
Yemen Organization for Defending Rights and Democratic Freedoms
Maher Al-Sablan
Maher
Nabil Alshami
The Counselor for Legal Services

ZAMBIA
Jay Mutale Chisanga
Corpus Legal Practitioners
Chanda Chungu
Mulenga Mundashi
Kasande Legal Practitioners
Nancy Kawandami  
Zambia Federation of Associations of Women in Business

Diane Kayumba  
Mwape Machaya  
Equitas Legal Practitioners

Mandy Manda  
National Legal Aid Clinic for Women

Charles Mkokweza  
Corpus Legal Practitioners

Sankananjii T. Mubanga  
Equitas Legal Practitioners

Chiluba Mumba  
Equitas Legal Practitioners

Gilbert Mwanza  
Transparency International Zambia

Yvonne Kanenga Nawila  
Ministry of Labor and Social Security

Patricia Mphanza Ndlovu  
YWCA

Emma Phiri  
Ministry of National Planning

Chipili Salati  
Mulenga Mundashi Kasande Legal Practitioners

Eugene Walusiku  
Ministry of Labor and Social Security

ZIMBABWE

Chipo Bhebe  
Coghlan, Welsh & Guest

Precious Chakasikwa  
Kantor and Immerman

Aulline Chapisa  
Friedrich Ebert Stiftung

Sylvia Chirawu-Mugomba  
Nqobile Munzara

Phillipa Phillips  
Phillips Law Zimbabwe

Thabiso Rumbidzai Phiri  
Kantor and Immerman

Precious Taru  
Musasa Project
The World Bank Group is committed to reducing its environmental footprint. In support of this commitment, we leverage electronic publishing options and print-on-demand technology, which is located in regional hubs worldwide. Together, these initiatives enable print runs to be lowered and shipping distances decreased, resulting in reduced paper consumption, chemical use, greenhouse gas emissions, and waste.

We follow the recommended standards for paper use set by the Green Press Initiative. The majority of our books are printed on Forest Stewardship Council (FSC)–certified paper, with nearly all containing 50–100 percent recycled content. The recycled fiber in our book paper is either unbleached or bleached using totally chlorine-free (TCF), processed chlorine-free (PCF), or enhanced elemental chlorine-free (EECF) processes.

More information about the Bank’s environmental philosophy can be found at http://www.worldbank.org/corporateresponsibility.
Women, Business and the Law 2021 is the seventh in a series of annual studies measuring the laws and regulations that affect women’s economic opportunity in 190 economies. The project presents 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.

This year’s report updates all indicators as of October 1, 2020 and builds evidence of the links between legal gender equality and women’s economic inclusion. By examining the economic decisions women make throughout their working lives, as well as the pace of reform over the past 50 years, Women, Business and the Law 2021 makes an important contribution to research and policy discussions about the state of women’s economic empowerment. Prepared during a global pandemic that threatens progress toward gender equality, this edition also includes important findings on government responses to COVID-19 and pilot research related to childcare and women’s access to justice.