

WOMEN, BUSINESS AND THE LAW 2023

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Meet Almagul



Source: Kabybekova, Almagul. Redefining 'women's work' in Kazakhstan. Dec 13, 2021, openDemocracy <https://www.opendemocracy.net/en/odr/redefining-womens-work-in-kazakhstan/>

LEGAL EQUALITY AND WOMEN'S ECONOMIC EMPOWERMENT



The eight *Women, Business and the Law* indicators

Mobility

Examines constraints on freedom of movement



Workplace

Analyzes laws affecting women's decisions to work

Pay

Measures laws and regulations affecting women's pay



Marriage

Assesses legal constraints related to marriage

Parenthood

Examines laws affecting women's work after having children



Entrepreneurship

Analyzes constraints on women's starting and running businesses

Assets

Considers gender differences in property and inheritance



Pension

Assesses laws affecting the size of a woman's pension

WITH GREATER EQUALITY OF OPPORTUNITY, MORE WOMEN WORK AND START BUSINESSES



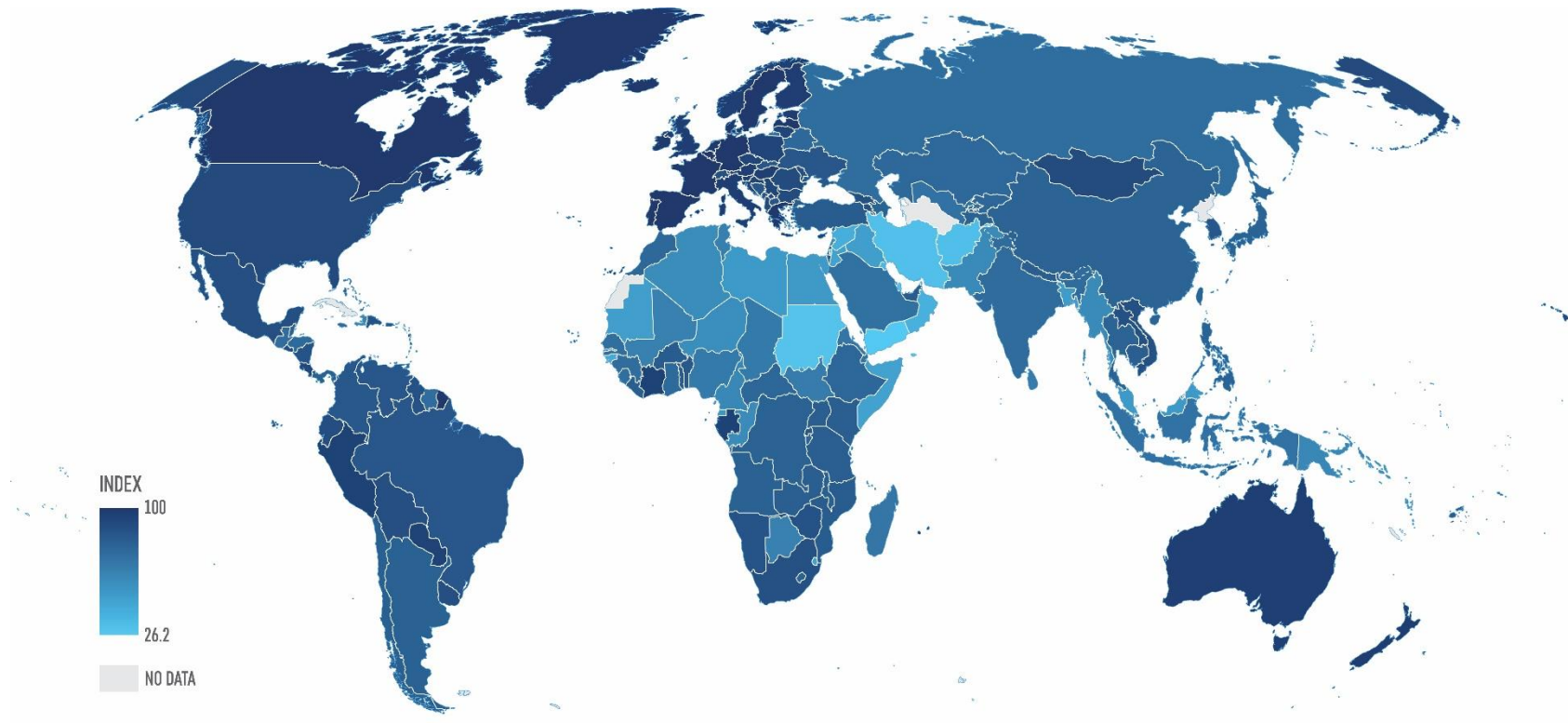
 More women working

 Higher wages

 More business

 Stronger economy

GLOBALLY, WOMEN HAVE JUST 3/4 OF THE LEGAL RIGHTS AFFORDED TO MEN

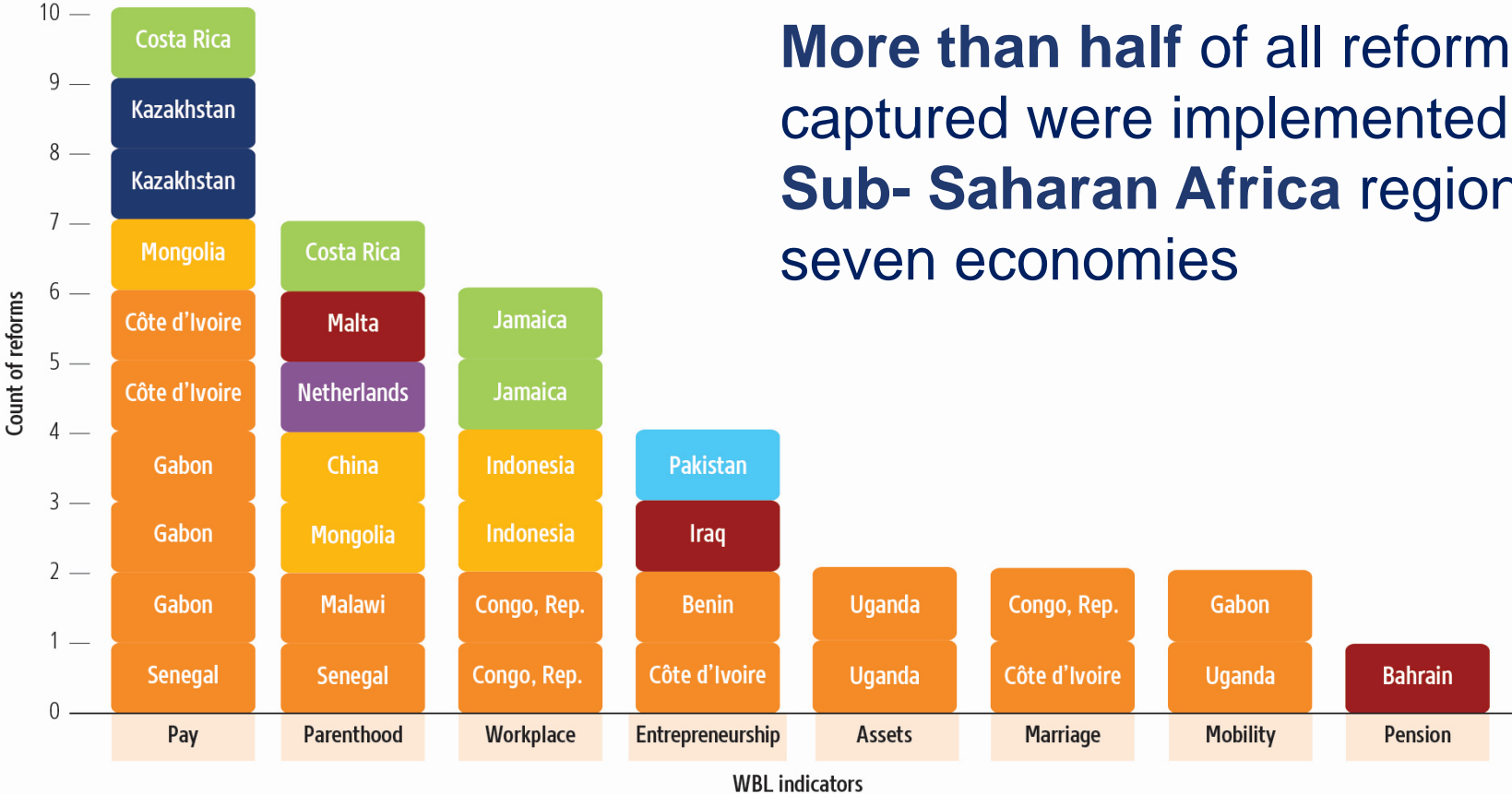


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The global average score is **77.1 out of 100**

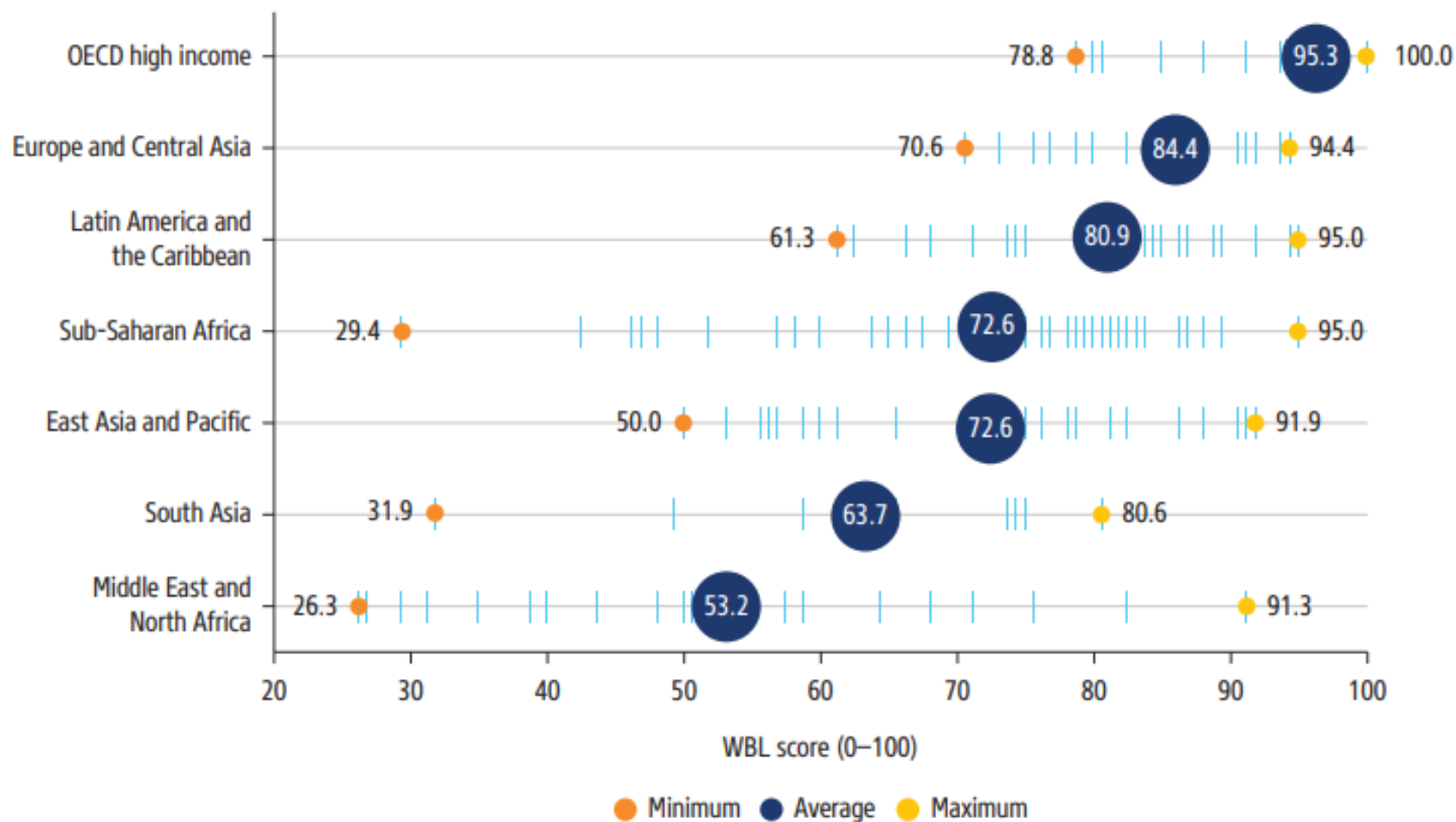
Nearly **2.4 billion women** out of working age still do not have the same legal rights as men

18 COUNTRIES ENACTED 34 REFORMS - THE LOWEST NUMBER OF REFORMS IN 20 YEARS



More than half of all reforms captured were implemented in **Sub-Saharan Africa** region by seven economies

THE LARGEST GAPS ARE IN THE MIDDLE EAST AND NORTH AFRICA AND IN SUB-SAHARAN AFRICA



UNPACKING REFORM EFFORTS: MAIN TAKEAWAYS



The global average of the *Women, Business and the Law* score has improved by about two-thirds as a result of more than 2,000 reforms expanding women's legal rights

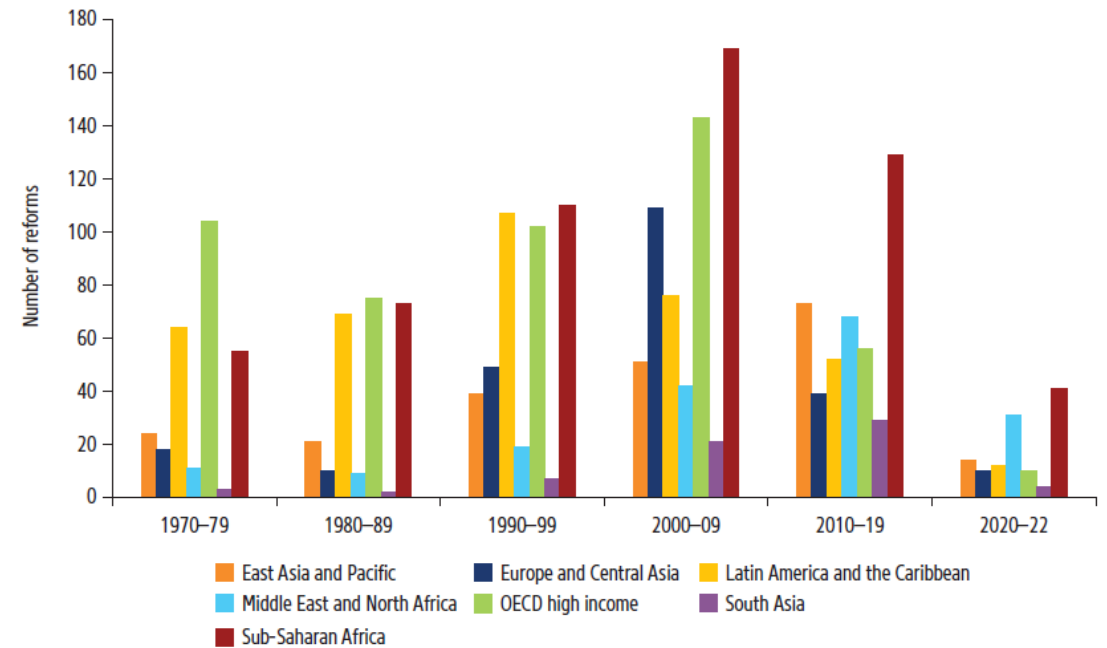


Only 14 economies have reached legal gender parity in 2022, progress has been uneven across regions and over time



Progress across the areas measured has been uneven, with most reforms in Workplace and Parenthood

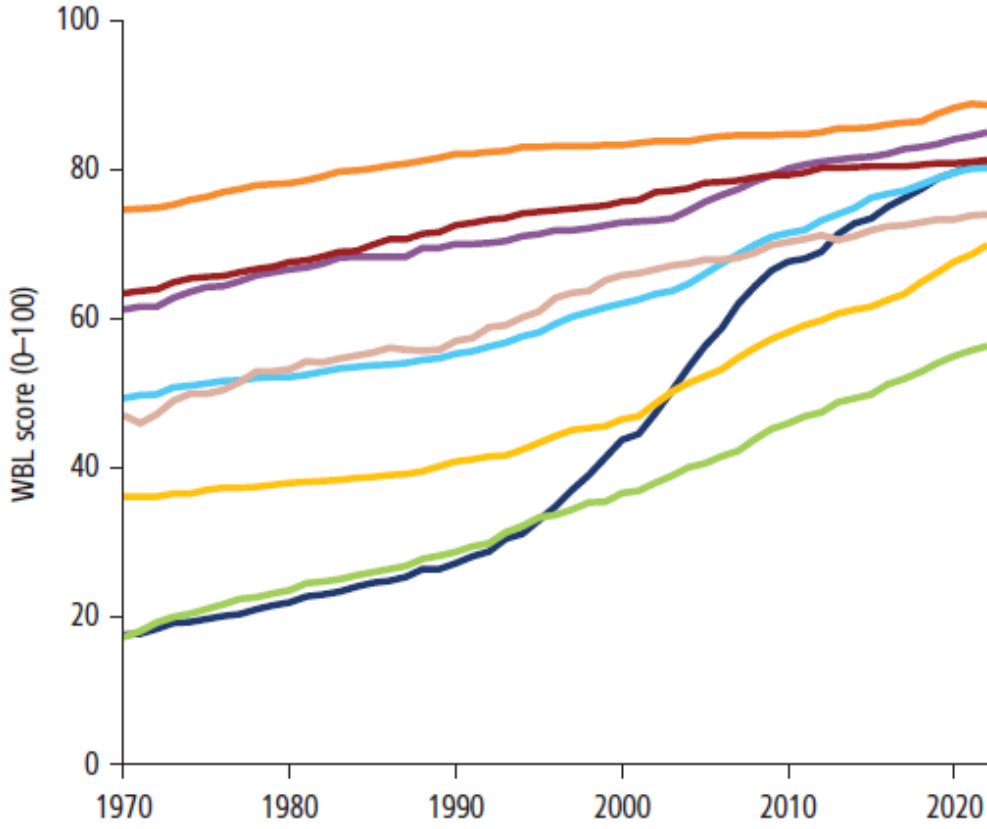
Number of women's rights reforms implemented, by decade and region



UNPACKING REFORM EFFORTS: MAIN TAKEAWAYS



a. Average WBL indicator scores, 1970–2022



- Mobility
- Workplace
- Pay
- Marriage
- Parenthood
- Entrepreneurship
- Assets
- Pension

Economies historically larger legal gender gaps are catching up, especially since 2000.

The catch-up effect has been happening across indicators, but the pace of progress has been uneven.

Drivers of Legal Reforms: Lessons from Case Studies



International legal mandates



Technical assistance



Civil society activism



Multi-stakeholder coalitions



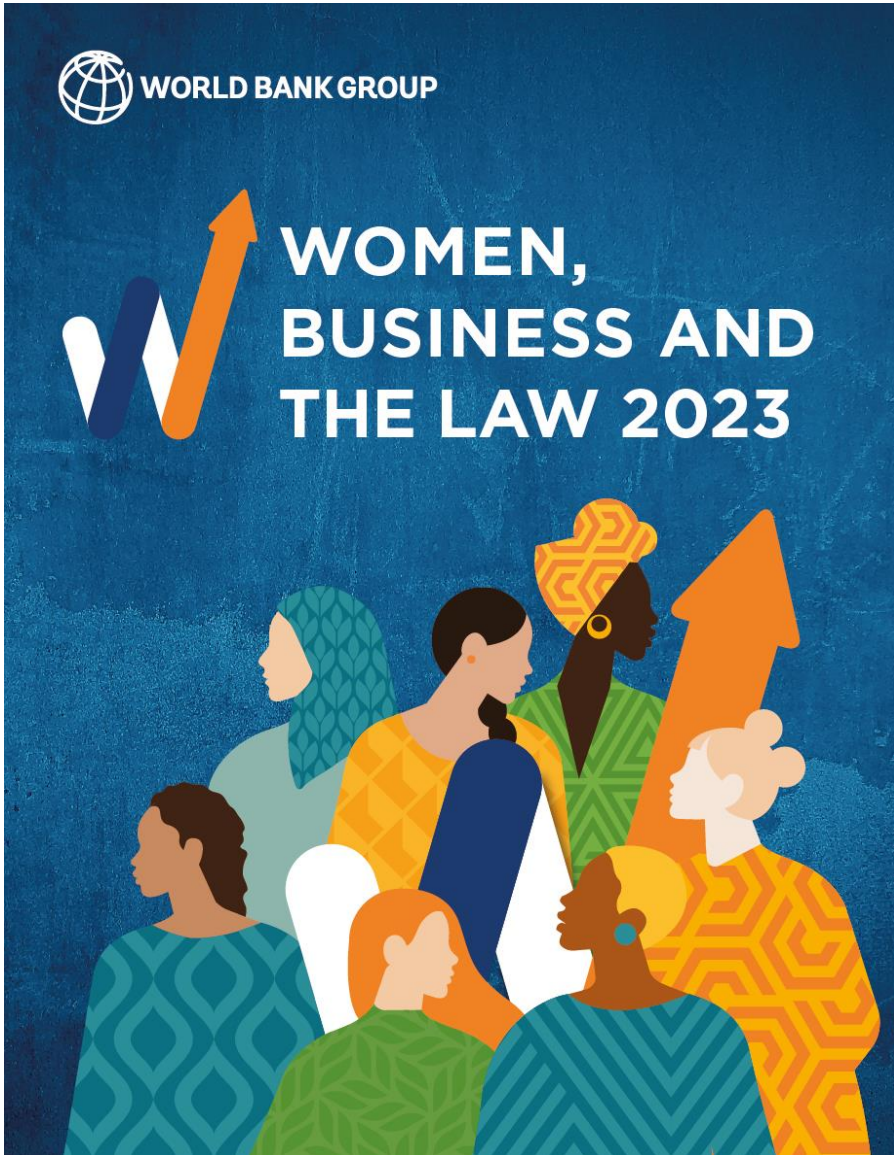
Research and data



**São Tomé and Príncipe:
2008 Law on Domestic and Family Violence**



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