

# WOMEN, BUSINESS AND THE LAW 2024



Breaking Down Barriers to  
Achieve Gender Equality





# Jordan's BRT improved women's safety and mobility







**Women around the world face critical challenges to their livelihoods**



# Women's economic opportunities are measurable

Examines constraints on freedom of movement



Analyzes laws and policies affecting women's decisions to work

Measures laws and policies that affect women's pay



Assesses constraints to women's marriage and divorce

Examines laws and policies impacting working parents



Analyzes constraints on women's starting and running a business

Considers gender differences in property and inheritance



Assesses laws and mechanisms affecting women's pension

# A new frontier in measuring women's rights



## Legal Frameworks

Measures the state of the law within a given economy in relation to a specific right.

**Example:** a law on equal remuneration for work of equal value.



## Supportive Frameworks

Captures the existence of policy mechanisms to implement a specific right, provide a benefit, or enforce a protection.

**Example:** pay transparency measures and enforcement mechanisms



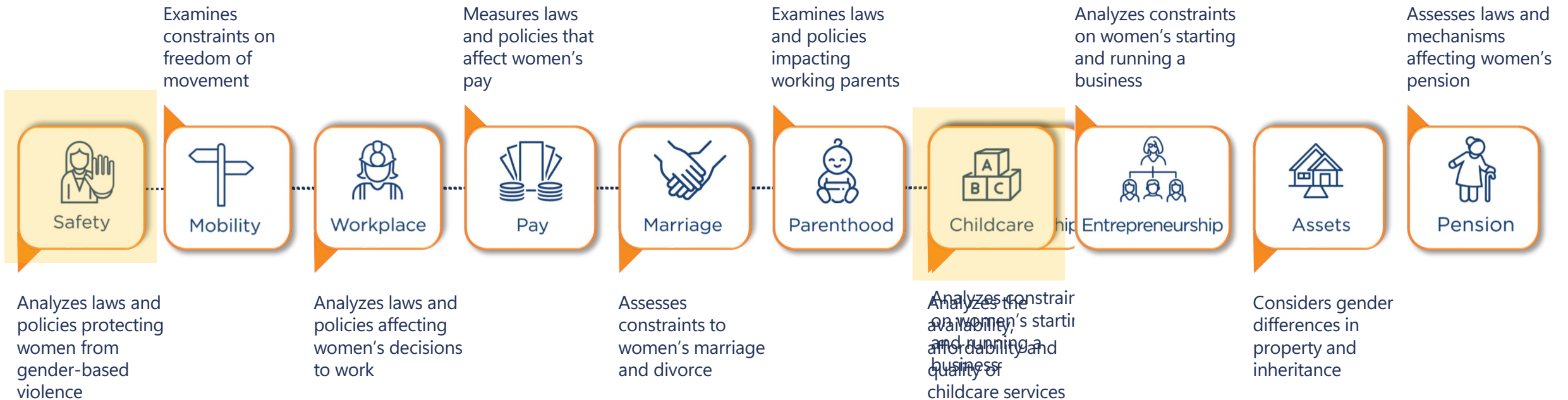
## Expert Opinions

Sheds light on the progress toward realizing a particular right in practice

**Example:** whether women enjoy equal remuneration for work of equal value in practice



# Women's economic opportunities are measurable



# The legal gender gap is wider than previously thought

Women around the world have just **two thirds** of the legal rights afforded to men.



\* As measured by *Women, Business and the Law 2024*



**3.9**

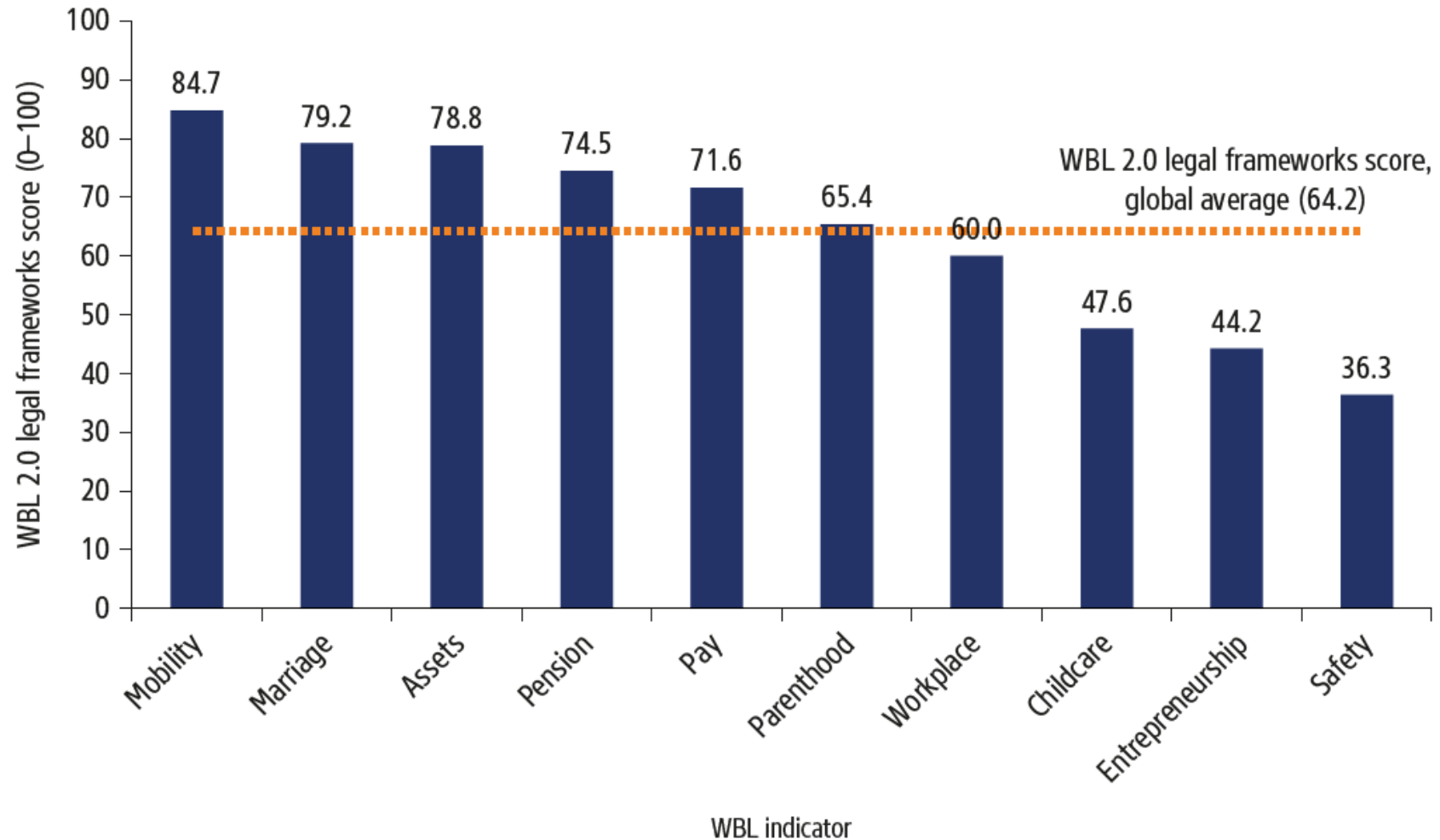
**billion**

**women worldwide  
face legal barriers  
to their economic  
participation**

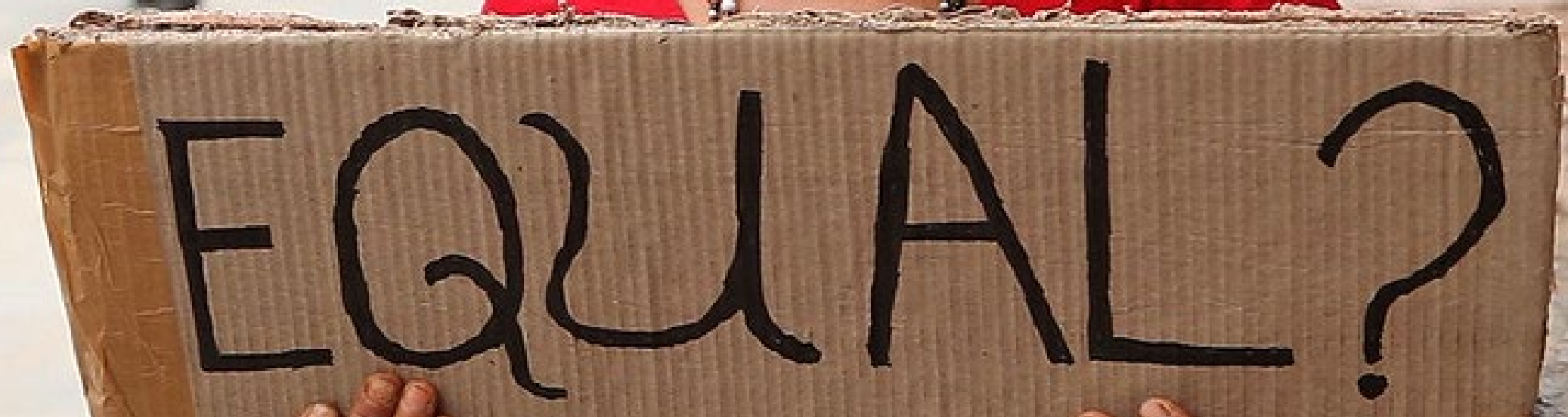




# Critical gaps in laws on safety, entrepreneurship and childcare

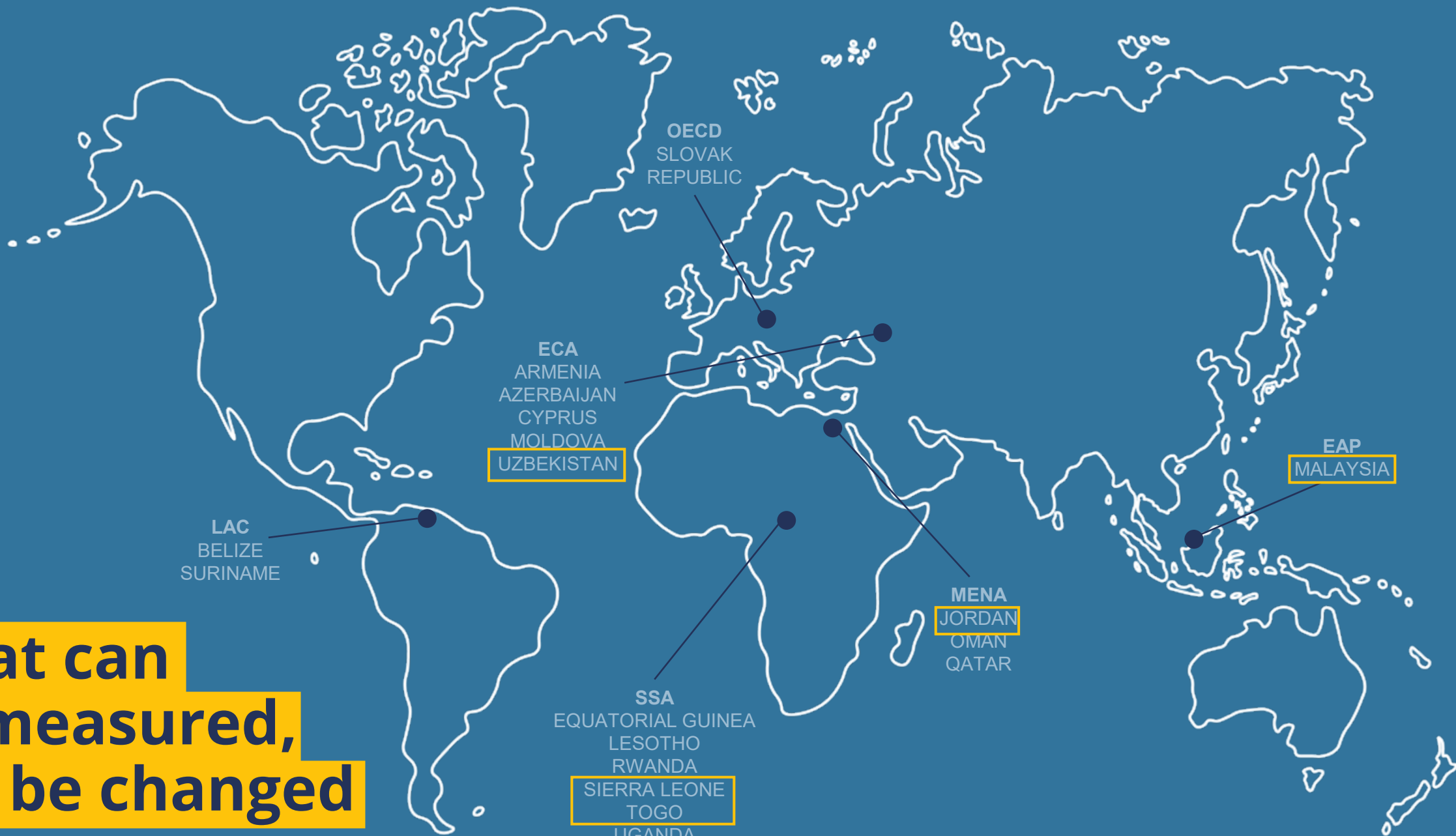


**None of the  
190 economies  
examined has  
achieved legal  
gender parity**





**What can  
be measured,  
can be changed**

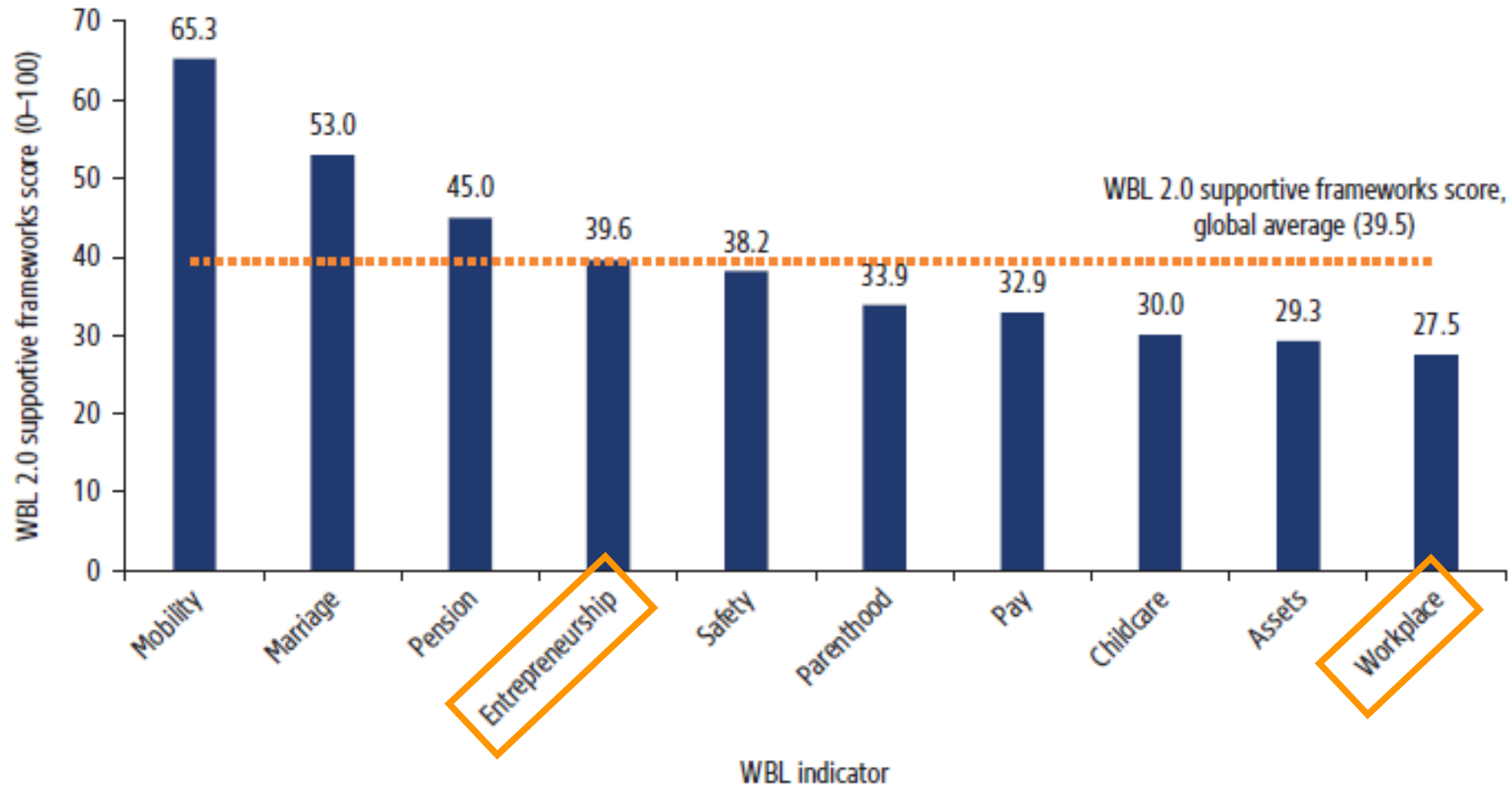


**Almost  
all economies  
face a substantive  
implementation  
gap**





# Only 40% of supportive frameworks are in place globally



**Experts in 164 economies perceive that most women do not enjoy the same rights as men**





# Women can turbocharge the global economy

## HIGHER FEMALE LABOR FORCE PARTICIPATION

Increases the numbers of women entering in the labor force and rising to managerial positions.

## MORE WOMEN-OWNED BUSINESSES

Facilitates more women opening and running their own businesses.

## HIGHER WAGES FOR WOMEN

Generates higher wages for women in all sectors of the economy.

## STRONGER AND MORE RESILIENT ECONOMIES

When all citizens, regardless of gender, have an equal opportunity to contribute to the economy, the economy is more dynamic, resilient, and stronger.



# We must act together to empower women worldwide



## READ AND SHARE THE REPORT

Visit [wbl.worldbank.org](https://wbl.worldbank.org) to read – and share – the *Women, Business and the Law 2024* report, data and insights.

## USE THE DATA

Researchers, think tanks, and development partners can use the data to identify key gaps and areas of opportunity for reforms and to advance the gender equality research agenda.

## LEAD BY EXAMPLE

Governments can lead by example by reforming discriminatory laws, establishing specialized departments and ministries, collecting sex-disaggregated data to inform policy design, investing in gender mainstreaming at all levels, and promoting gender diversity in leadership.

## BE THE VOICE OF CHANGE

Everyone can advocate for gender equality and reforms of laws, policies and practices by using data and evidence.







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