

BEYOND THE LAW

REALIZING EVERY WOMAN'S RIGHTS

Laws are crucial for women's economic empowerment. Yet, there is also a massive gap between their existence - *de jure* - and practical application - *de facto* - due to poor implementation and enforcement, which hinders women's economic opportunity.

QUANTIFYING THE IMPLEMENTATION GAP

The Women, Business and the Law 2024 report introduces a new approach to measure the gap between laws on the books and their implementation,



STRUCTURE: LEGAL FRAMEWORKS

Laws and regulations

Does the law mandate equal remuneration for work of equal value?



PROCESS: SUPPORTIVE FRAMEWORKS

Public policy instruments and access to justice

Are pay transparency measures or enforcement mechanisms in place to address the pay gap?



OUTCOME: EXPERT OPINIONS

Opinions collected by surveying experts on women's rights

In practice, do women and men enjoy equal remuneration for work of equal value?

An expanded set of indicators provides a more comprehensive picture of the status of laws and policies critical to women's economic empowerment and their implementation



Safety



Mobility



Workplace



Pay



Marriage



Parenthood



Childcare



Entrepreneurship



Assets



Pension

18 ECONOMIES ENACTED REFORMS

Between 2022 and 2023, 47 reforms to increase gender equality under the law were enacted. Most reforms are in Parenthood, Pay, and Workplace indicators.

Economies that improved the most:

- Malaysia
- Oman
- Sierra Leone
- Togo
- Uzbekistan

OECD high income

- Slovak Republic

Middle East and North Africa

- Jordan
- Oman
- Qatar

Latin America and the Caribbean

- Suriname
- Belize

Sub-Saharan Africa

- Equatorial Guinea
- Lesotho
- Rwanda
- Sierra Leone
- Togo
- Uganda

Europe and Central Asia

- Armenia
- Azerbaijan
- Cyprus
- Moldova
- Uzbekistan

East Asia and Pacific

- Malaysia

South Asia

- No Reforms Recorded

COMPREHENSIVE SET OF ACTIONS NEEDED TO CLOSE GENDER GAPS



Legal reform



Mechanisms to support implementation of laws e.g. policies, institutions, services, budgets, and data



Awareness campaigns to reshape behaviors

- ▶ **DESPITE PROGRESS GLOBALLY, WOMEN HAVE LESS THAN TWO-THIRDS OF THE RIGHTS OF MEN**
- ▶ **DISCRIMINATORY LAWS AND PRACTICES STILL HINDER WOMEN'S EQUAL WORK AND BUSINESS OPPORTUNITIES**

By expanding the indicator set, updating the scope of existing indicators, and adding a real-world perspective to legal assessments, the report sets a new frontier in measuring women's rights.

Let's build a world where women's rights are realized—not just written

