

## **Getting a Job**

*The indicator on Getting a job assesses restrictions on women's work, such as prohibitions on working at night or in certain industries. This indicator also covers laws on work-related maternity, paternity and parental benefits. All the economies covered by Women, Business and the Law have labor regulations that treat men and women differently. Some of these differences may facilitate women's participation in the workforce, but many prevent it.*

### *Key Findings on this Indicator:*

- In 100 economies women face gender-based job restrictions. Where this is the case, their income is likely to be lower relative to men's income.
- In the Russian Federation women are prohibited from working in 456 specified jobs, including driving a truck carrying agricultural produce, woodworking and being a train driver.
- Women cannot work the same night hours as men in 29 economies.
- Recently Belarus reduced the number of jobs prohibited to women from 252 to 182.
- Jamaica lifted restrictions on women working at night and Taiwan, China removed restrictions on women working in mining, jobs deemed hazardous and jobs requiring heavy-lifting.
- The average length of paid maternity leave worldwide is 106 days, while the average length of paid paternity leave is only 7 days.
- Papua New Guinea, Suriname, Tonga and the United States are the only economies in the world that do not legally establish paid leave that a mother can take upon the birth of a child.
- In 51% of economies that establish paid maternity leave, the government pays for maternity benefits. In a further 19%, the government and employers share the payments.
- More economies are introducing paternity leave. Recently Hong Kong SAR, China; the Islamic Republic of Iran; Israel; the Lao People's Democratic Republic and Nicaragua introduced such leave.
- Parental leave is the least common type of leave. Just under one-third of economies provide for parental leave.
- 147 economies legally protect pregnant women from dismissal in employment and 96 economies guarantee mothers an equivalent position after maternity leave.
- Only 71 economies mandate equal remuneration for work of equal value and just 70 mandate nondiscrimination in hiring based on gender.
- Mauritius and South Africa now mandate equal remuneration for work of equal value.
- 45 economies establish gender differences in the ages at which men and women can retire and receive full benefits. Such differences can negatively impact women by creating disparities in career prospects, lifetime earnings, pension benefits and retirement savings.
- Albania, Kazakhstan, São Tomé and Príncipe and Serbia passed legislation to remove gender differences in retirement ages so that women can retire and receive benefits at the same age as men.

*Women, Business and the Law* measures how laws, regulations and institutions differentiate between women and men in ways that may affect women's incentives or capacity to work or to set up and operate a business. It analyzes legal differences on the basis of gender in 173 economies, covering seven areas: accessing institutions, using property, getting a job, providing incentives to work, building credit, going to court and protecting women from violence. The report is published every two years.

The full report and accompanying datasets are available at [wbl.worldbank.org](http://wbl.worldbank.org)

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