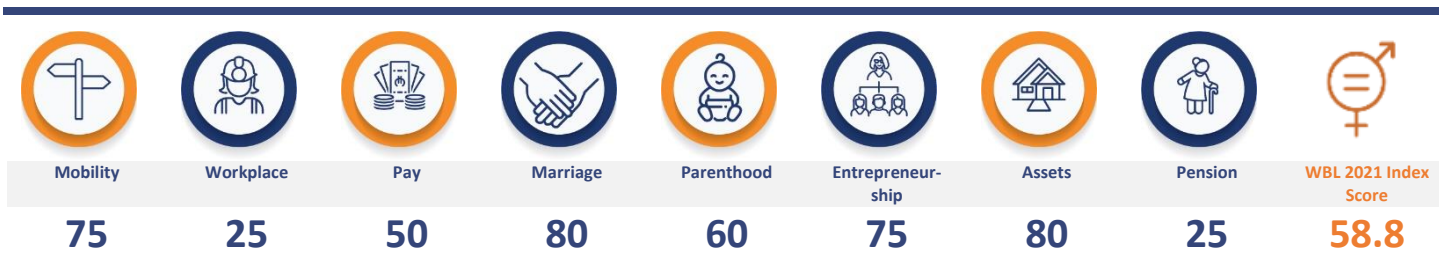


Myanmar

Women, Business and the Law 2021 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 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. Data refer to the laws and regulations that are applicable to the main business city (Yangon). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Myanmar scores 58.8 out of 100**. The overall score for Myanmar is lower than the regional average observed across East Asia & Pacific (71.9). Within the East Asia & Pacific region, the maximum score observed is 91.3 (Taiwan, China).

Myanmar - Scores for Women, Business and the Law 2021



Relative Strengths

Myanmar does not attain a perfect score on any of the WBL2021 indicators. There is room for improvement across all eight indicators.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Myanmar could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Myanmar is on the indicator related to laws affecting women's decisions to work (the WBL2021 Workplace Indicator). To improve on the Workplace Indicator, Myanmar may wish to consider prohibiting discrimination in employment based on gender, enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

Recent Reforms

No reforms were observed during the past year.



Further data details for Myanmar are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/myanmar/2021>

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	No	Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	No	Ministry of Mines Notification No. 125 of 1996, Art. 89; Factories Act 1951, Secs. 24 and 29
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Social Security Law 2012, Sec. 25; Leave and Holidays Act 1951, Sec 7
	Does the government pay 100% of maternity leave benefits?	Yes	Social Security Law 2012, Secs. 4, 15, 21 and 65
	Is paid leave available to fathers?	Yes	Social Security Law 2012, Sec. 28
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
Entrepreneur.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Customary Law
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Customary Law
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Customary Law
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Customary Law
	Does the law provide for the valuation of nonmonetary contributions?	No	Customary Law
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Is the age at which men and women can retire with partial pension benefits the same?	No	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located