



BANGLADESH

REGION
South Asia

MAIN BUSINESS CITY
Dhaka

INCOME GROUP
Lower-middle Income

FEMALE LABOR FORCE PARTICIPATION
36 percent

Over the past 50 years, Bangladesh has had an impressive track record of growth and poverty reduction, with significant progress in closing the gap for girls' education and increasing female labor force participation. Yet reforms in the area of gender equality have been slow and women in Bangladesh still face a number of challenges. When women are given the same opportunities as men, they enter and remain in the labor force, thus strengthening the economy. Legal gender equality is also associated with better development outcomes, such as lower rates of vulnerable employment and extreme poverty among female workers.

WBL INDEX SCORE

49.4

**BELOW
REGIONAL AVERAGE
for South Asia**

63.7

**BELOW
GLOBAL AVERAGE**

76.1

**BANGLADESH ENACTED SOME
IMPORTANT REFORMS BETWEEN
1970 AND 2020**

Index score
in 1971

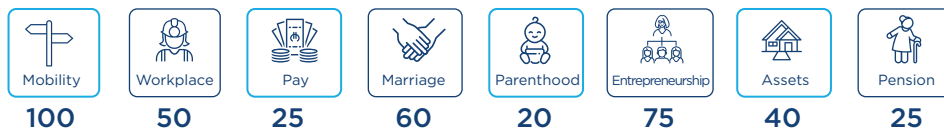
35.0

Index score
in 2021

49.4



WBL 2021 SCORE BY INDICATOR

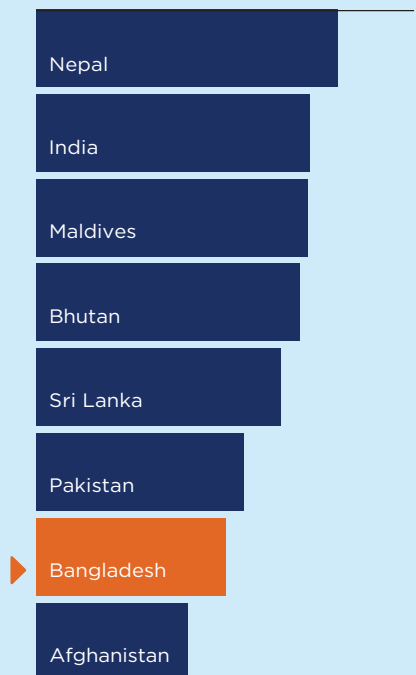


Women, Business and the Law examines progress toward gender equality over time by measuring the laws and regulations that restrict women's economic inclusion in 190 economies. The project presents eight indicators structured around women's interactions with the law as they move through their lives and careers: Mobility, Workplace, Pay, Marriage, Parenthood, Entrepreneurship, Assets, and Pension. Overall scores are 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; in this case, this economy summary refers to laws and regulations applicable in the capital, Dhaka. **Bangladesh scores 49.4 out of 100** on the *Women, Business and the Law* 2021 index, indicating that although progress has been made, there is more work to be done. This score is lower than the regional average observed across South Asia (63.7) and the global average (76.1).

Within the South Asia region, Bangladesh places among the lowest three economies, with Afghanistan receiving the lowest score in the region (38.1). Pakistan, at 55.6, scores slightly above Bangladesh. Nepal, an economy within the same lower-middle income group as Bangladesh, receives the highest score observed in the region, with 80.6.

South Asia WBL 2021 Index Score

0 10 20 30 40 50 60 70 80 90 100



Bangladesh’s performance varies considerably across the eight indicators measured by *Women, Business and the Law*. Bangladesh receives a perfect score on only one indicator – Mobility, which examines constraints on women’s agency and freedom of movement. However, in the remaining seven indicators, there is room for improvement. Gaps persist in the regulatory framework as measured by the Workplace, Pay, Marriage, Parenthood, Entrepreneurship, Assets, and Pension indicators.

Bangladesh enacted some important reforms between 1970 and 2010 (increasing its score from 35.0 to 49.4). For example, in 2006, Bangladesh increased the duration of paid maternity leave to 16 weeks and lifted restrictions on women’s ability to work at night. In 2010, Bangladesh enacted legislation protecting women from domestic violence. Despite this progress, no reforms were observed in Bangladesh between 2010 and 2020. The following sections explore Bangladesh’s scores for each of the *Women, Business and the Law* indicators, highlighting both progress made and remaining opportunities for reform.

1973	2006	2008/2009	2010
MOBILITY President’s Order No. 9, Bangladesh Passport Order of 1973 and passport application form	PAY, PARENTHOOD Labor Act	WORKPLACE Supreme Court of Bangla- desh, BNWLA v. Government of Bangladesh, 14 May 2009; Petition No. 5916 of 2008	MARRIAGE Domestic Violence (Prevention and Protection) Act





MOBILITY 100/100

Of the eight economies in South Asia, five, including Bangladesh, receive a score of 100 on the Mobility indicator. Mobility affects every step in a working woman's life cycle. Limitations in this area reduce opportunities for women to build networks with other entrepreneurs and exchange vital information on market opportunities, ultimately preventing them from developing their full potential as successful entrepreneurs. Increasing women's mobility, including the opportunity to freely commute to and from a workplace outside of the home, can give women access to better employment opportunities. Bangladesh issued gender equal legislation for passport applications shortly after achieving independence. The Bangladesh Passport Order of February 8, 1973 (President's Order No. 9) gives equal rights to women and men when applying for their own passport. The passport application form does not distinguish between genders and therefore allows women to apply for a passport in the same way as men.

CAN A WOMAN CHOOSE WHERE TO LIVE IN THE SAME WAY AS A MAN? ☒ YES

CAN A WOMAN TRAVEL OUTSIDE HER HOME IN THE SAME WAY AS A MAN? ☒ YES

CAN A WOMAN APPLY FOR A PASSPORT IN THE SAME WAY AS A MAN? ☒ YES

CAN A WOMAN TRAVEL OUTSIDE THE COUNTRY IN THE SAME WAY AS A MAN? ☒ YES



WORKPLACE 50/100

Bangladesh receives a score of 50 under the Workplace indicator, which analyzes laws affecting women's decisions to enter and remain in the labor force. Workplace protections can facilitate women's ability to secure and sustain employment. For example, legal protections such as gender-based nondiscrimination in employment can encourage the entry of women into the workforce. Although there are no restrictions on a woman's ability to get a job or pursue a trade or profession in Bangladesh, the law does not mandate non-discrimination in employment based on gender. Bangladesh is one of only 31 economies covered by *Women, Business and the Law* that does not do so.

Bangladesh also has not enacted legislation establishing criminal penalties or civil remedies for sexual harassment in

the workplace. Following a petition by the Bangladesh National Women Lawyers Association (BNWLA), in 2009, the Supreme Court issued a series of 11 rules to serve as guidelines on the prohibition, prevention, and redress of sexual harassment in the workplace and in educational institutions. These rules were meant to be followed until the country adopted legislation in this field. However, criminal penalties or civil remedies for sexual harassment have yet to be enacted. Adopting explicit criminal sanctions or civil remedies for sexual harassment in employment would comply with Recommendation No. 19 of the CEDAW Convention and the UN Declaration on the Elimination of Violence against Women (DEVAV) and the International Labour Organization (ILO) Violence and Harassment Convention, 2019 (No. 190).



BOX 1.1

GOOD PRACTICE EXAMPLE FROM BHUTAN

Labor and Employment Act 2007

Bhutan constitutes a good practice example in this region and income group. According to the Labor and Employment Act 2007, an employer and an employment agent shall not discriminate based on sex against employees or job applicants in connection with recruitment, dismissal, transfer, training, and demotion.

CAN A WOMAN GET A JOB IN THE SAME WAY AS A MAN? ☒ YES

DOES THE LAW PROHIBIT DISCRIMINATION IN EMPLOYMENT BASED ON GENDER? ☒ NO

IS THERE LEGISLATION ON SEXUAL HARASSMENT IN EMPLOYMENT? ☒ YES

ARE THERE CRIMINAL PENALTIES OR CIVIL REMEDIES FOR SEXUAL HARASSMENT IN EMPLOYMENT? ☒ NO



PAY 25/100

The Pay indicator measures laws affecting occupational segregation and the gender wage gap. Worldwide, Pay has the second lowest performance of all indicators, with an average global score of just 67.5. Should a woman successfully enter and remain in the labor force, it is imperative that she not face job restrictions or receive lower pay than a man holding the same position. Yet 88 economies still restrict the jobs women can hold. Additionally, fewer than half of economies worldwide (90) have mandated equal remuneration for work of equal value.

Just two economies in South Asia, and less than one-third globally, receive a score of 100 on the Pay indicator. Bangladesh scores 25 in this area. The Labour Act adopted in 2006 lifted restrictions on women's ability to work at night. However, while women are able to work the same night hours as men, the law requires them to give their written consent, which is an additional step not expected to be performed by men. The law also does not mandate equal remuneration for work of equal value. Furthermore, women cannot work in the same industries or in jobs deemed hazardous in the same way as men can. For example, women are restricted from working with "dangerous machines" or "underground or under water," effectively facing the same restrictions as adolescents (Article 87, Bangladesh Labor Act, 2006). The ILO has expressly recommended that any job restrictions be limited to maternity protection and not be based on assumptions regarding women's capacity or role in society.

Several other economies in the region provide good practice examples. In 2017, the state of Maharashtra in India eliminated restrictions on women's ability to work in jobs deemed dangerous under the new Maharashtra Shops and Establishments Act, which overhauled obsolete legislation from 1948. Another example is Nepal, which enacted the Labour Act in 2017, improving women's employment opportunities and pay by allowing them to work at night (while also mandating that the employer provide transportation to and from work) and by mandating equal remuneration for work of equal value.

DOES THE LAW MANDATE EQUAL REMUNERATION FOR WORK OF EQUAL VALUE?

✗ NO

CAN A WOMAN WORK AT NIGHT IN THE SAME WAY AS A MAN?

✓ YES

CAN A WOMAN WORK IN A JOB DEEMED DANGEROUS IN THE SAME WAY AS A MAN?

✗ NO

JOBS DEEMED HAZARDOUS

✗ NO

JOBS DEEMED ARDUOUS

✓ YES

JOBS DEEMED MORALLY INAPPROPRIATE

✓ YES

CAN A WOMAN WORK IN AN INDUSTRIAL JOB IN THE SAME WAY AS A MAN?

✗ NO

MINING

✗ NO

CONSTRUCTION

✓ YES

FACTORIES

✗ NO

AGRICULTURE

✓ YES

ENERGY

✓ YES

WATER

✗ NO

TRANSPORTATION

✓ YES

OTHER

✓ YES





MARRIAGE 60/100

The Marriage indicator assesses legal constraints related to marriage. Unequal rights in marriage and divorce can have negative effects on women's intrahousehold bargaining power and jeopardize their financial security. Measures that can promote gender equality in this sphere include protection from domestic violence as well as the ability to divorce and remarry in the same way as men.

Bangladesh receives a score of 60 out of 100. In 2010, Bangladesh enacted the Domestic Violence (Prevention and Protection) Act, which aligns with established good practices by defining domestic violence as physical, psychological, sexual, and economic abuse, and establishing criminal penalties and protection orders. However, married women lack legal equality in the area of divorce. Married women cannot obtain divorce in the same way as men. While a married man can initiate divorce by proclaiming Talaq (release of a marriage bond under Islamic Shari'a) and notifying the court about it, a married woman can only apply

for divorce if this right is explicitly given to her. The legislation also fails to provide clarity on whether or not Muslim women are required to complete Iddat (a waiting period before remarriage following divorce or the death of a spouse). A provision establishing that women can remarry in the same way as men would offer legal certainty in this area.

A good practice example from the South Asia region in the area of divorce and remarriage is Nepal, where the Civil Code of 2017 grants husbands and wives the same rights to initiate divorce. The wife has additional grounds for divorce in the case of marital rape or if the husband has concluded another marriage.

INTRODUCTION OF DOMESTIC VIOLENCE LEGISLATION IN SOUTH ASIA, 1997-2021

- ▼ 1997 India
- ▼ 2005 Sri Lanka
- ▼ 2009 Nepal
- ▼ 2010 Bangladesh
- ▼ 2012 Maldives
- ▼ 2013 Bhutan, Pakistan

IS THERE NO LEGAL PROVISION THAT REQUIRES A MARRIED WOMAN TO OBEY HER HUSBAND? ✓ YES

CAN A WOMAN BE HEAD OF HOUSEHOLD IN THE SAME WAY AS A MAN? ✓ YES

IS THERE LEGISLATION SPECIFICALLY ADDRESSING DOMESTIC VIOLENCE? ✓ YES

CAN A WOMAN OBTAIN A JUDGMENT OF DIVORCE IN THE SAME WAY AS A MAN? ✗ NO

DOES A WOMAN HAVE THE SAME RIGHTS TO REMARRY AS A MAN? ✗ NO



PARENTHOOD 20/100

Bangladesh receives a score of 20 out of 100 on the Parenthood indicator, which examines laws affecting women's work after pregnancy. Maternity, paternity, and parental leave schemes can help recognize and redistribute unpaid care work, which can disproportionately fall on women.

While Bangladesh does provide women with 16 weeks of paid leave after giving birth, in line with the ILO standard of at least 14 weeks, the government does not administer these benefits. When employers are solely responsible for the cost and administration of the maternity benefits, they may perceive the hiring of women of childbearing age as a burden or risk and this may impact women's compensation. Of the four economies in South Asia that provide women with at least 14 weeks of paid maternity leave, none has established a compulsory social insurance scheme or finances the benefits through public funds.

Bangladesh is one of four economies in South Asia lacking legislation providing paid paternity leave. Across South Asia, paid paternity leave entitlements, where they exist, range from a maximum of 21 calendar days (Nepal) to a minimum of three calendar days (Maldives).

In addition, the law does not establish protection from dismissal for pregnant women, stipulating only that they are entitled to full maternity benefits in the case of dismissal. Full legal protection would bring Bangladesh into alignment with international standards, with a basis in both the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the ILO Maternity Protection Convention.



IS PAID LEAVE OF AT LEAST 14 WEEKS AVAILABLE TO MOTHERS? ☒ YES

DOES THE GOVERNMENT ADMINISTER 100% OF MATERNITY LEAVE BENEFITS? ☒ NO

IS PAID LEAVE AVAILABLE TO FATHERS? ☒ NO

IS THERE PAID PARENTAL LEAVE? ☒ NO

IS DISMISSAL OF PREGNANT WORKERS PROHIBITED? ☒ NO

LENGTH OF PAID LEAVE (CALENDAR DAYS)

	Maternity	Paternity	
India	182	0	<div></div>
Bangladesh	112	0	<div></div>
Pakistan	112	0	<div></div>
Nepal	98	21	<div></div>
Afghanistan	90	14	<div></div>
Sri Lanka	84	0	<div></div>
Maldives	60	3	<div></div>
Bhutan	56	7	<div></div>



BOX 1.2

GOOD PRACTICE FROM SRI LANKA

Article 18E of the Shop and Office Employees Act provides

“(1) The employment of any female employee to whom this Part applies shall not be terminated by reason only of her pregnancy or confinement or of any illness consequent on her pregnancy or confinement.

(2) Where an employer is prosecuted for the offence of acting in contravention of the provisions of subsection (1), the burden of proving that the employment of the female employee was terminated by reason of some fact other than her pregnancy or confinement or any illness consequent on her pregnancy or confinement shall be upon the employer.”



ENTREPRENEURSHIP 75/100

The Entrepreneurship indicator analyzes constraints on women starting and running businesses. Laws that prescribe equal access or nondiscrimination when conducting financial transactions or entrepreneurial activity are key to expanding access to finance for women-owned businesses. Bangladesh scores 75 out of 100 on this indicator. Although women in Bangladesh can sign legally binding contracts, register businesses, and open bank accounts in the same way as men, the law does not prohibit discrimination based on sex or gender in access to credit. *Women, Business and the Law* has found that laws prohibiting gender-based discrimination by creditors are positively associated with female bank account ownership.

The only economy in the South Asia region that prohibits discrimination based on sex or gender in access to credit is Maldives. The Gender Equality Act of 2016 establishes in Article 9b that direct or indirect discrimination based on sex

is prohibited. Article 23(a)(b) notes that it is the responsibility of institutions in financial services to provide opportunities for financial resources and services to men and women equally without discrimination.

DOES THE LAW PROHIBIT DISCRIMINATION IN ACCESS TO CREDIT BASED ON GENDER? ☒ NO

CAN A WOMAN SIGN A CONTRACT IN THE SAME WAY AS A MAN? ☒ YES

CAN A WOMAN REGISTER A BUSINESS IN THE SAME WAY AS A MAN? ☒ YES

CAN A WOMAN OPEN A BANK ACCOUNT IN THE SAME WAY AS A MAN? ☒ YES



ASSETS 40/100

The Assets indicator examines gender differences in property and inheritance law. Strong property rights can allow women to leverage assets for economic gain. Bangladesh receives a score of 40 out of 100 on this indicator. There have been no reforms on this indicator over the last 50 years.

Although men and women have equal ownership rights to immovable property and equal administrative authority over assets during marriage, they lack equal inheritance rights. Where widows or daughters lack equal inheritance rights, their economic prospects may be limited. Conversely, giving women greater access to assets through inheritance can change outcomes for children, particularly girls. Notably, Bhutan, India, and Sri Lanka all provide daughters and widows equal rights to inherit assets.

Although gender neutral in theory, separation of property regimes like the one in place in Bangladesh can disproportionately affect women, who are more likely to perform unpaid activities such as child or elder care, and who typically have fewer monetized assets during marriage. This effect can be mitigated during divorce by the legal recognition of nonmonetized contributions to a household. No economy in South Asia, including Bangladesh, provides for the valuation of such contributions.



BOX 1.3 GOOD PRACTICE

Hindu Succession Act

DO MEN AND WOMEN HAVE EQUAL OWNERSHIP RIGHTS TO IMMOVABLE PROPERTY? ☒ YES

DO SONS AND DAUGHTERS HAVE EQUAL RIGHTS TO INHERIT ASSETS FROM THEIR PARENTS? ☒ NO

DO MALE AND FEMALE SURVIVING SPOUSES HAVE EQUAL RIGHTS TO INHERIT ASSETS? ☒ NO

DOES THE LAW GRANT SPOUSES EQUAL ADMINISTRATIVE AUTHORITY OVER ASSETS DURING MARRIAGE? ☒ YES

DOES THE LAW PROVIDE FOR THE VALUATION OF NONMONETARY CONTRIBUTIONS? ☒ NO

In 1994, two states in India, Karnataka and Maharashtra, reformed the Hindu Succession Act to allow women and men the same rights to inherit joint family property. This altered control over assets within families and increased parental investments in daughters. The second-generation effects were even larger in such areas as daughters' education. For example, mothers who benefited from the reform spent twice as much on their daughters' education. Moreover, where the reforms occurred, women were more likely to have bank accounts and their households were more likely to have sanitary latrines, suggesting that legal empowerment gives women more bargaining power within the household and leads to better educational and financial outcomes for families.



PENSION 25/100

The Pension indicator assesses laws affecting women's economic prospects in retirement. Bangladesh receives a score of 25 out of 100 on this indicator because there is no mandatory old age pension system in the private sector. As women enter, participate in, and leave the labor market, the differences they face in their working lives relative to men can result in unequal economic outcomes in retirement. This gender gap in access to pensions and benefit levels can expose women to greater poverty in old age. A mandatory contributory pension scheme that covers private sector workers equally and establishes explicit pension credits for periods of childcare could prevent such gaps. Good practice examples in the South Asia region include India, Maldives, and Nepal, where men and women can retire with full pension benefits at the same age.

Pakistan constitutes a good practice example when it comes to the recognition of periods of absence due to childcare in pension benefits. It is the only economy in the region to do so. The Sindh Employees' Old-Age Benefits Act, 2014, establishes that the period during which maternity benefits are paid is deemed to be a contributory period for the calculation of pension entitlements.

IS THE AGE AT WHICH MEN AND WOMEN CAN RETIRE WITH FULL PENSION BENEFITS THE SAME?

☒ NO

IS THE AGE AT WHICH MEN AND WOMEN CAN RETIRE WITH PARTIAL PENSION BENEFITS THE SAME?

☒ NO

IS THE MANDATORY RETIREMENT AGE FOR MEN AND WOMEN THE SAME?

☒ YES

AGE (WOMEN)

60

AGE (MEN)

60

ARE PERIODS OF ABSENCE DUE TO CHILDCARE ACCOUNTED FOR IN PENSION BENEFITS?

☒ NO



THE WAY FORWARD

Although women in Bangladesh have experienced increases in socio-economic opportunities during the past 50 years, more than half (18 out of 35) of the indicators measured by *Women, Business and the Law* have room for improvement. Prioritizing reforms in the areas of **Pay, Parenthood, and Assets** is crucial to help women achieve full equality before the law in Bangladesh.

In the area of **Pay**, Bangladesh should consider introducing provisions that mandate equal remuneration for work of equal value, allow women to work in jobs deemed dangerous in the same way as men, and enable women to work in industrial jobs in the same way as men. While acknowledging that a concern for women's security is one of the reasons for these restrictions, a more effective solution would be to address the risks themselves and undertake measures to ensure the safety and security of all workers, rather than limiting women's access to economic opportunities.

In the area of **Parenthood**, women's situation would improve if the government administered 100 percent of maternity leave benefits, provided paid leave to fathers, and prohibited the dismissal of pregnant workers. In the area of **Assets**, the law should provide sons and daughters equal rights to inherit assets from their parents, provide male and female surviving spouses equal rights to inherit assets, and provide for the valuation of nonmonetary contributions. Bangladeshi civil society organizations, such as BRAC, have identified the need to reform laws to address gender gaps in asset ownership as a priority.

Even in areas in which the country has pursued reforms, it can take time before the law is fully implemented. One example is legislation that addresses gender-based harassment in the workplace. Although the High Court Division of the Supreme Court of Bangladesh issued a landmark judgement in 2009 that acknowledged the need for a legal framework to address sexual harassment and offered detailed guidelines for all workplaces and educational institutions, in practice, most institutions have not complied with the guidelines. Lack of compliance stems from a dearth of enforcement mechanisms, limited awareness about the guidelines, and unclear definitions of "sexual harassment," "workplace," and "educational institution."

Based on the challenges with the implementation of the guidelines, Bangladeshi organizations including the Bangladesh National Women Lawyers' Association submitted

a joint draft law to the Ministry of Law, Justice and Parliamentary Affairs entitled the Sexual Harassment at the Workplace Prevention Act, 2018, which formalizes the 2009 guidelines and imposes a statutory obligation on all organizations to have Sexual Harassment Complaint Committees. However, Parliament has not enacted the law. It would be beneficial for Bangladesh's Labor Act to include the prohibition of sexual harassment in the workplace. Similarly, despite the enactment of the Domestic Violence (Prevention and Protection) Act, barriers to its implementation remain, due, in part, to lack of awareness of the law and insufficient remedies. In order to bridge the implementation gap, trainings on gender-based violence should be provided to the judiciary and additional resources should be given to enforcement officers to thoroughly and promptly investigate cases.

LIST OF SOURCES

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ANALYSIS: BANGLADESH IN THE WOMEN, BUSINESS AND THE LAW INDEX

INDICATOR	QUESTION	BANGLADESH LEGAL BASIS	BANGLADESH Y/N	REGIONAL TREND (Y/N)
 Mobility	Can a woman choose where to live in the same way as a man?	No restrictions could be located	Yes	75% 25%
	Can a woman travel outside her home in the same way as a man?	No restrictions could be located	Yes	88% 12%
	Can a woman apply for a passport in the same way as a man?	President's Order No. 9, Bangladesh Passport Order of 1973, Arts. 5 and 6; Passport application form	Yes	88% 12%
	Can a woman travel outside the country in the same way as a man?	No restrictions could be located	Yes	100% 0%
 Workplace	Can a woman get a job in the same way as a man?	No restrictions could be located	Yes	100% 0%
	Does the law prohibit discrimination in employment based on gender?	No applicable provisions could be located	No	62% 38%
	Is there legislation on sexual harassment in employment?	Supreme Court of Bangladesh, BNWLA v. Government of Bangladesh, 14 May 2009, Petition No. 5916 of 2008	Yes	100% 0%
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Criminal: No applicable provisions could be located Civil: No applicable provisions could be located	No	88% 12%
 Pay	Does the law mandate equal remuneration for work of equal value?	No applicable provisions could be located	No	25% 75%
	Can women work the same night hours as men?	No restrictions could be located	Yes	50% 50%
	Can women work in jobs deemed dangerous in the same way as men?	Labor Act, Sec. 79	No	75% 25%
	Are women able to work in the same industries as men?	Labor Act, Secs. 39, 40, 42 and 87	No	38% 62%
 Marriage	Is there no legal provision that requires a married woman to obey her husband?	No applicable provisions could be located	Yes	88% 12%
	Can a woman be head of household in the same way as a man?	No restrictions could be located	Yes	100% 0%
	Is there legislation specifically addressing domestic violence?	Domestic Violence (Prevention and Protection) Act, 2010	Yes	88% 13%
	Can a woman obtain a judgment of divorce in the same way as a man?	Muslim Family Law Ordinance, Arts. 7 and 8	No	38% 62%
	Does a woman have the same rights to remarry as a man?	Muslim Family Law Ordinance, Arts. 6 and 7(5); Family Courts Ordinance Act, Art. 23	No	50% 50%
 Parenthood	Is paid leave of at least 14 weeks available to mothers?	Labor Act, Sec. 46	Yes	50% 50%
	Does the government pay 100% of maternity leave benefits?	Labor Act, Sec. 47	No	0% 100%
	Is there paid paternity leave?	No applicable provisions could be located	No	50% 50%
	Is there paid parental leave?	No applicable provisions could be located	No	0% 100%
	Is dismissal of pregnant workers prohibited?	No applicable provisions could be located	No	50% 50%
 Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	No applicable provisions could be located	No	12% 88%
	Can a woman sign a contract in the same way as a man?	No restrictions could be located	Yes	100% 0%
	Can a woman register a business in the same way as a man?	No restrictions could be located	Yes	88% 12%
	Can a woman open a bank account in the same way as a man?	No restrictions could be located	Yes	100% 0%
 Assets	Do men and women have equal ownership rights to immovable property?	Muslim Personal Law (Shariat) Application Act, Art. 2	Yes	100% 0%
	Do sons and daughters have equal rights to inherit assets from their parents?	Muslim Personal Law (Shariat) Application Act, Art. 2	No	50% 50%
	Do female and male surviving spouses have equal rights to inherit assets?	Muslim Personal Law (Shariat) Application Act, Art. 2	No	50% 50%
	Does the law grant spouses equal administrative authority over assets during marriage?	Muslim Personal Law (Shariat) Application Act, Art. 2	Yes	100% 0%
	Does the law provide for the valuation of nonmonetary contributions?	Muslim Personal Law (Shariat) Application Act, Art. 2	No	0% 100%
 Pension	Are the ages at which men and women can retire with full pension benefits equal?	Women: No applicable provisions could be located Men: No applicable provisions could be located	No	38% 63%
	Are the ages at which men and women can retire with partial pension benefits equal?	Women: No applicable provisions could be located Men: No applicable provisions could be located	No	50% 50%
	Are the mandatory retirement ages for men and women equal?	Women: Labor Act, Sec. 28 Men: Labor Act, Sec. 28	Yes	100% 0%
	Are periods of absence due to child care accounted for in pension benefits?	No applicable provisions could be located	No	12% 88%