



ANNEX

Summaries of Reforms

In the period from September 2, 2019, to October 1, 2020, *Women, Business and the Law* recorded reforms resulting in 36 changes to indicator scores that improved gender equality in employment and entrepreneurial activity in 27 economies. Over the same period, one economy implemented a change widening the legal gender gap.

✓ Reform increasing gender parity	✗ Change decreasing gender parity
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Austria

✓ Parenthood

Austria introduced 30 days of paid paternity leave.

Bahrain

✓ Pay

Bahrain made job opportunities more equal for men and women by eliminating discriminatory restrictions on women's employment in arduous jobs.

✓ Entrepreneurship

Bahrain made access to credit easier for women by prohibiting gender-based discrimination in financial services.

✓ Pension

Bahrain explicitly accounted for periods of absence due to childcare in pension benefits.

Benin

✓ Mobility

Benin allowed women to apply for a passport in the same way as men.

Brazil

✓ Pension

Brazil eliminated the possibility of retiring with partial pension benefits. Previously, the ages at which men and women could retire with partial pension benefits were unequal.

Chile

✓ Marriage

Chile gave women the same rights to remarry as men.

Costa Rica

✓ Pay

Costa Rica lifted a ban on women's night work.

Ethiopia

✓ Parenthood

Ethiopia increased paid maternity leave from 90 to 120 days and introduced three days of paid paternity leave.

Fiji

✓ Mobility

Fiji allowed women to apply for a passport in the same way as men.

Ireland

✓ Parenthood

Ireland introduced two weeks of paid parental leave as an individual entitlement for each parent.

Jordan

✓ Mobility

Jordan allowed women to apply for a passport in the same way as men.

✓ Entrepreneurship

Jordan made access to credit easier for women by prohibiting gender-based discrimination in financial services.

Kuwait

✓ Marriage

Kuwait enacted legislation protecting women from domestic violence.

Madagascar

✓ Marriage

Madagascar enacted legislation protecting women from domestic violence.

Marshall Islands

✓ Workplace

The Marshall Islands prohibited gender-based discrimination in employment.

✓ **Pay**

The Marshall Islands mandated equal remuneration for work of equal value.

✓ **Entrepreneurship**

The Marshall Islands made access to credit easier for women by prohibiting gender-based discrimination in financial services.

Montenegro

✓ **Pay**

Montenegro made job opportunities more equal for men and women by eliminating discriminatory restrictions on women's employment in industrial jobs such as those in the mining, construction, manufacturing, and water sectors. It also removed restrictions on women's employment in jobs deemed dangerous.

New Zealand

✓ **Pay**

New Zealand mandated equal remuneration for work of equal value.

Pakistan

✓ **Entrepreneurship**

Pakistan allowed women to register a business in the same way as men.

Portugal

✓ **Marriage**

Portugal gave women the same rights to remarry as men.

Puerto Rico (US)

✓ **Marriage**

Puerto Rico gave women the same rights to remarry as men.

Rwanda

✓ **Marriage**

Rwanda gave women the same rights to remarry as men.

Saudi Arabia

✓ **Pay**

Saudi Arabia eliminated all restrictions on women's employment.

Senegal

✓ Workplace

Senegal prohibited gender-based discrimination in employment.

Sierra Leone

✓ Workplace

Sierra Leone adopted legislation on sexual harassment in employment.

Slovak Republic

✗ Pension

The Slovak Republic established different ages for men and women to retire with full and partial pension benefits. The mandatory retirement age for men and women is now unequal.

Slovenia

✓ Pension

Slovenia equalized the age (65 years) at which men and women can retire with full pension benefits.

Suriname

✓ Parenthood

Suriname introduced 16 weeks of paid maternity leave and eight days of paid paternity leave.

United Arab Emirates

✓ Mobility

The United Arab Emirates allowed women to choose where to live and to travel abroad in the same way as men. The United Arab Emirates also allowed a married woman to leave the home without her husband's permission.

✓ Workplace

The United Arab Emirates allowed a woman to get a job without permission from her husband.

✓ Pay

The United Arab Emirates mandated equal remuneration for work of equal value.

✓ Marriage

The United Arab Emirates no longer requires a married woman to obey her husband.

✓ **Parenthood**

The United Arab Emirates introduced five days of paid parental leave as an individual entitlement for each parent. Fathers now have paid leave to care for their newborn children.

Uzbekistan

✓ **Entrepreneurship**

Uzbekistan made access to credit easier for women by prohibiting gender-based discrimination in financial services.

Vietnam

✓ **Pay**

Vietnam made job opportunities more equal for men and women by eliminating discriminatory restrictions on women's employment in jobs deemed dangerous.

