

## ANNEX 1B

# Summaries of Reforms

In the period from October 2, 2020, to October 1, 2021, *Women, Business and the Law* recorded 39 changes to indicator scores that improved gender quality in employment and entrepreneurial activity in 23 economies. Over the same period, two economies implemented changes widening the legal gender gap.

|                                   |                                   |
|-----------------------------------|-----------------------------------|
| ✓ Reform increasing gender parity | ✗ Change decreasing gender parity |
|-----------------------------------|-----------------------------------|

## Angola

### ✓ Workplace

Angola enacted legislation protecting women from sexual harassment in employment, including criminal penalties for such conduct.

## Argentina

### ✓ Pension

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

## Armenia

### ✓ Parenthood

Armenia introduced paid paternity leave.

## Bahrain

### ✓ Pay

Bahrain mandated equal remuneration for work of equal value. Bahrain also lifted restrictions on women's ability to work at night and repealed provisions giving the relevant authority the power to prohibit or restrict women from working in certain jobs or industries.

## Benin

### ✓ Pay

Benin removed restrictions on women's employment in construction. Women can now work in industrial jobs in the same way as men.

## Burundi

### ✓ Pay

Burundi mandated equal remuneration for work of equal value.

## Cambodia

### ✓ Pension

Cambodia introduced an old-age pension system that sets equal ages at which women and men can retire with full pension benefits. The law does not establish an age at which women and men can retire with partial pension benefits.

## Colombia

### ✓ Parenthood

Colombia introduced paid parental leave.

## Cyprus

### ✓ Mobility

Cyprus enacted legislation allowing women to apply for a passport in the same way as men.

## Egypt, Arab Rep.

### ✓ Marriage

Egypt enacted legislation protecting women from domestic violence.

### ✓ Entrepreneurship

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

## Gabon

### ✓ Mobility

Gabon gave women the same rights to choose where to live as men.

### ✓ Workplace

Gabon enacted legislation allowing women to get jobs without permission from their husbands.

### ✓ Marriage

Gabon enacted legislation removing the requirement for married women to obey their husbands and allowing women to be head of household in the same way as men. Gabon also enacted legislation protecting women from domestic violence.

### ✓ Entrepreneurship

Gabon gave women the same rights to open a bank account as men and prohibited gender-based discrimination in financial services.

### ✓ Assets

Gabon granted spouses equal rights to immovable property and equal administrative authority over assets during marriage.

## Georgia

### ✓ Parenthood

Georgia introduced paid parental leave.

## Greece

### ✓ Parenthood

Greece introduced two months of paid parental leave as an individual entitlement for each parent.

## Hong Kong SAR, China

### ✓ Parenthood

Hong Kong SAR, China, increased the duration of paid maternity leave to at least 14 weeks.

## Kuwait

### ✓ Workplace

Kuwait prohibited gender discrimination in employment and adopted legislation on sexual harassment in employment.

## Lebanon

### ✓ Workplace

Lebanon enacted legislation protecting women from sexual harassment in employment, including both criminal penalties and civil remedies for such conduct.

## Oman

### ✓ Mobility

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

## Pakistan

### ✓ Pay

Pakistan lifted restrictions on women's ability to work at night.

**✗ Entrepreneurship**

Pakistan did not convert into law a decree that would permanently equalize men's and women's ability to register a business.

**Sierra Leone****✓ Entrepreneurship**

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

**Spain****✓ Parenthood**

Spain introduced paid parental leave for mothers and fathers.

**Switzerland****✓ Parenthood**

Switzerland introduced two weeks of paid paternity leave.

**Togo****✗ Parenthood**

Togo enacted legislation allowing employers to dismiss pregnant workers.

**Ukraine****✓ Parenthood**

Ukraine introduced paid paternity leave.

**✓ Pension**

Ukraine equalized the ages at which women and men can retire with full pension benefits.

**Vietnam****✓ Pay**

Vietnam eliminated all restrictions on women's employment. Women can now work in industrial jobs in the same way as men.