

ANNEX 1B

Summaries of Reforms

From October 2, 2021, to October 1, 2022, *Women, Business and the Law* recorded 34 reforms aimed at improving gender equality in employment and entrepreneurial activity in 18 economies. Over the same period, two economies enacted five changes widening the legal gender gap.

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

Afghanistan

✗ Mobility

The interim Taliban administration restricted women's right to travel outside the country in the same way as men.

✗ Workplace

The interim Taliban administration restricted women's right to get a job in the same way as men.

Bahrain

✓ Pension

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

Benin

✓ Entrepreneurship

Benin prohibited gender-based discrimination in financial services.

China

✓ Parenthood

China introduced paid parental leave.

Congo, Rep.

✓ Workplace

The Republic of Congo enacted legislation protecting women from sexual harassment in employment, including criminal penalties for such conduct.

✓ Marriage

The Republic of Congo enacted legislation protecting women from domestic violence.

Costa Rica

✓ Pay

Costa Rica removed restrictions on women's employment in jobs deemed dangerous.

✓ Parenthood

Costa Rica introduced paid paternity leave.

Côte d'Ivoire

✓ Pay

Côte d'Ivoire eliminated all restrictions on women's employment. Women can now work in industrial jobs and in jobs deemed dangerous in the same way as men.

✓ Marriage

Côte d'Ivoire enacted legislation protecting women from domestic violence.

✓ Entrepreneurship

Côte d'Ivoire prohibited gender-based discrimination in financial services.

Gabon

✓ Mobility

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

✓ Pay

Gabon mandated equal remuneration for work of equal value. It also eliminated all restrictions on women's employment. Women can now work in industrial jobs and in jobs deemed dangerous in the same way as men.

Indonesia

✓ Workplace

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

Iraq

✓ Entrepreneurship

Iraq prohibited gender-based discrimination in financial services.

Jamaica

✓ Workplace

Jamaica enacted legislation protecting women from sexual harassment in employment, including civil remedies for such conduct.

Kazakhstan

✓ Pay

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

Malawi

✓ Parenthood

Malawi introduced paid paternity leave.

Malta

✓ Parenthood

Malta introduced paid parental leave.

Mongolia

✓ Pay

Mongolia mandated equal remuneration for work of equal value.

✓ Parenthood

Mongolia introduced paid paternity leave.

Netherlands, The

✓ Parenthood

The Netherlands introduced paid parental leave.

Pakistan

✓ Entrepreneurship

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

Saudi Arabia

✗ Mobility

Saudi Arabia restricted women's right to choose where to live and travel outside the country in the same way as men.

✗ Marriage

Saudi Arabia enacted legislation mandating women to obey their husbands.

Senegal

✓ Pay

Senegal removed restrictions on women's employment in industrial jobs.

✓ Parenthood

Senegal prohibited the dismissal of pregnant workers.

Uganda

✓ Mobility

Uganda granted women the same rights to choose where to live as men.

✓ Assets

Uganda equalized inheritance rights for both sons and daughters and male and female surviving spouses.