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.