

# WOMEN, BUSINESS AND THE LAW 2023

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# Meet Almagul



Source: Kabylbekova, Almagul. Redefining 'women's work' in Kazakhstan. Dec 13, 2021, openDemocracy <https://www.opendemocracy.net/en/odr/redefining-womens-work-in-kazakhstan/>

# LEGAL EQUALITY AND WOMEN'S ECONOMIC EMPOWERMENT



## The eight *Women, Business and the Law* indicators

### Mobility

Examines constraints on freedom of movement



### Workplace

Analyzes laws affecting women's decisions to work



### Pay

Measures laws and regulations affecting women's pay



### Marriage

Assesses legal constraints related to marriage



### Parenthood

Examines laws affecting women's work after having children



### Entrepreneurship

Analyzes constraints on women's starting and running businesses



### Assets

Considers gender differences in property and inheritance



### Pension

Assesses laws affecting the size of a woman's pension





# WITH GREATER EQUALITY OF OPPORTUNITY, MORE WOMEN WORK AND START BUSINESSES



**GENDER  
EQUALITY**



More women working



Higher wages



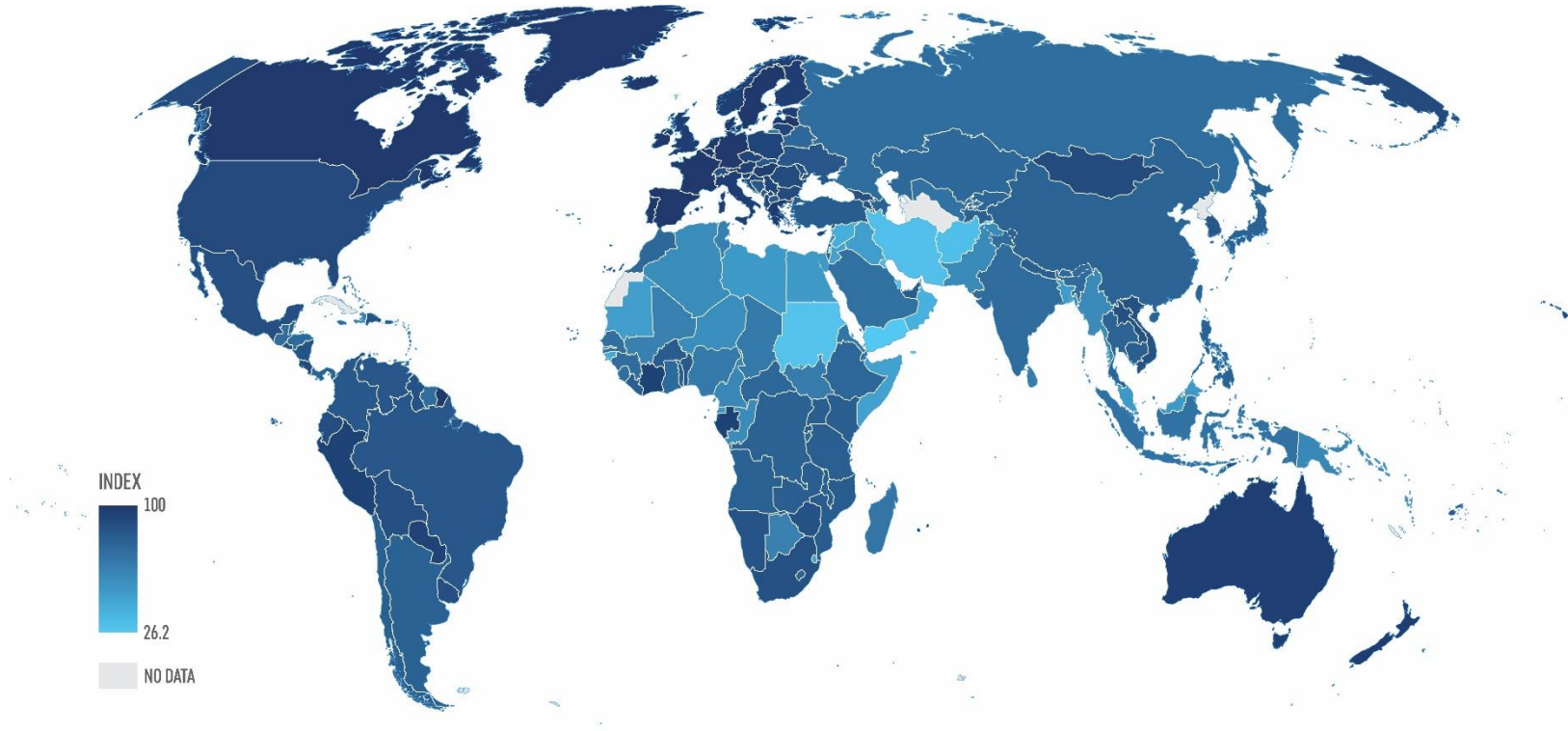
More business



Stronger economy



# Globally, women have just 3/4 of the legal rights afforded to men

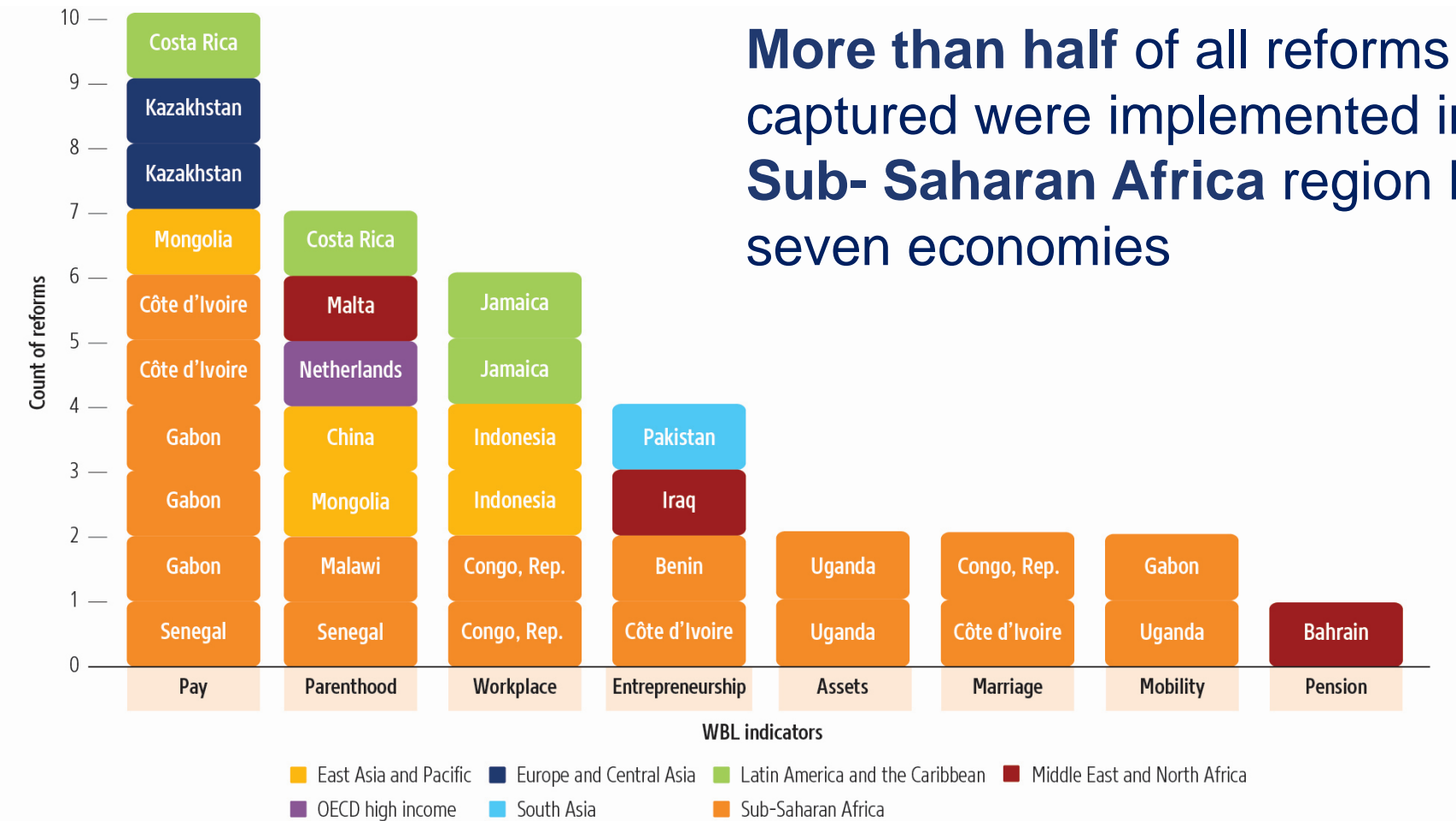


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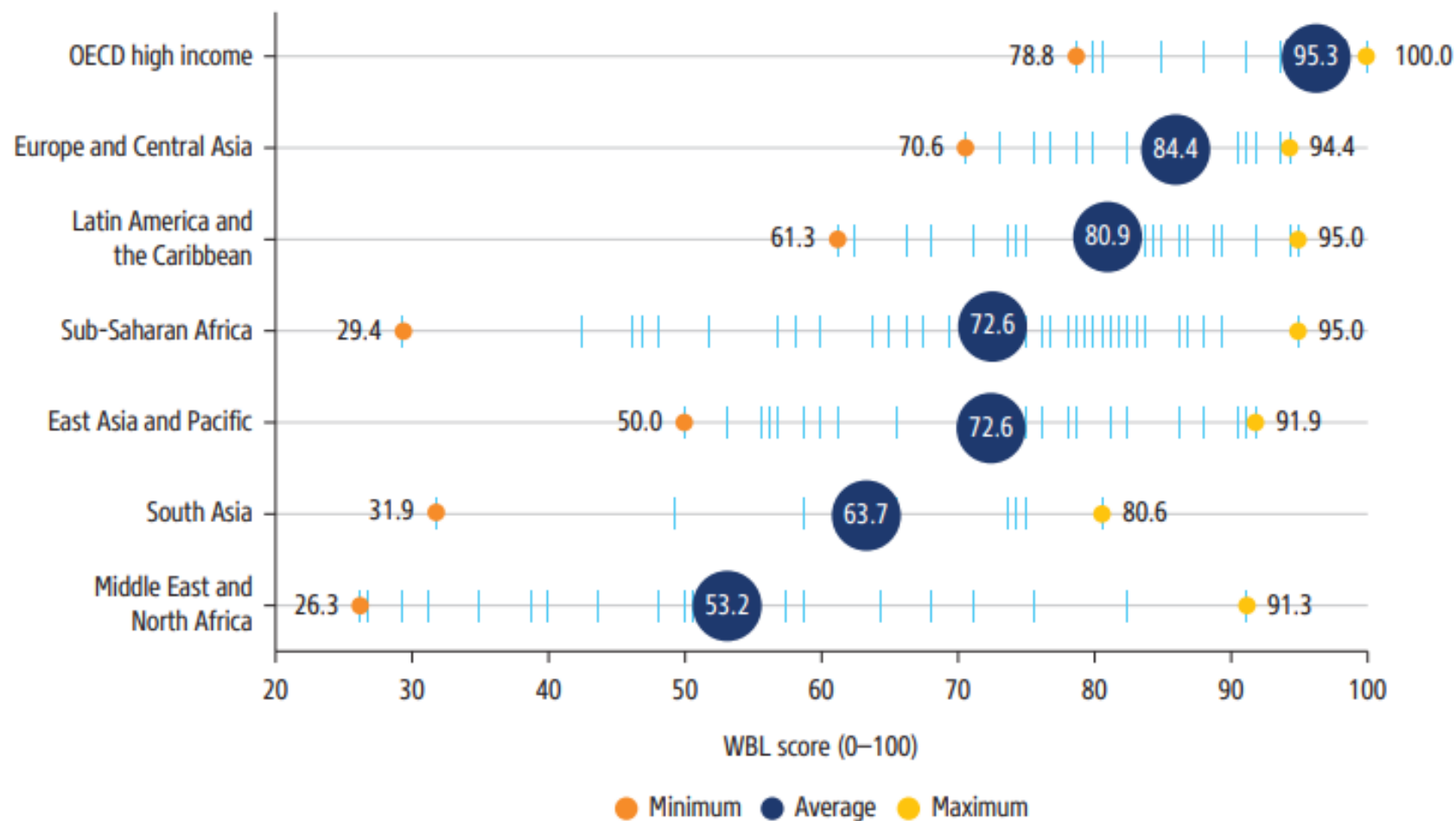
The global average score is **77.1 out of 100**

Nearly **2.4 billion women** out of working age still do not have the same legal rights as men

# 18 COUNTRIES ENACTED 34 REFORMS - THE LOWEST NUMBER OF REFORMS IN 20 YEARS



# THE LARGEST GAPS ARE IN THE MIDDLE EAST AND NORTH AFRICA AND IN SUB-SAHARAN AFRICA



# UNPACKING REFORM EFFORTS: MAIN TAKEAWAYS



The global average of the *Women, Business and the Law* score has improved by about two-thirds as a result of more than 2,000 reforms expanding women's legal rights

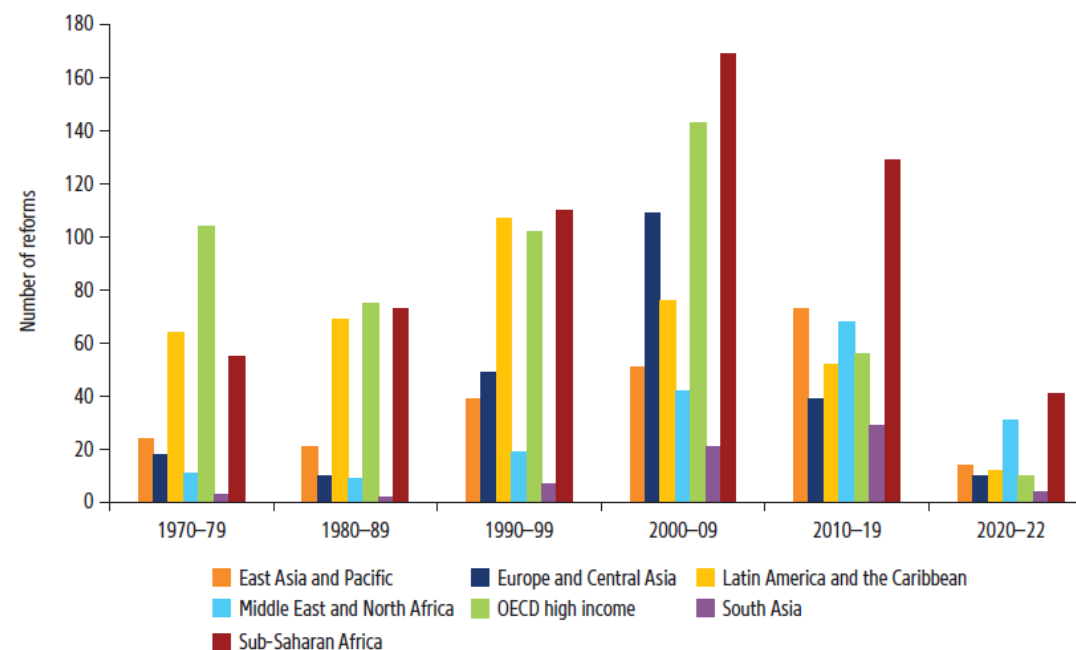


Only 14 economies have reached legal gender parity in 2022, progress has been uneven across regions and over time



Progress across the areas measured has been uneven, with most reforms in Workplace and Parenthood

Number of women's rights reforms implemented, by decade and region

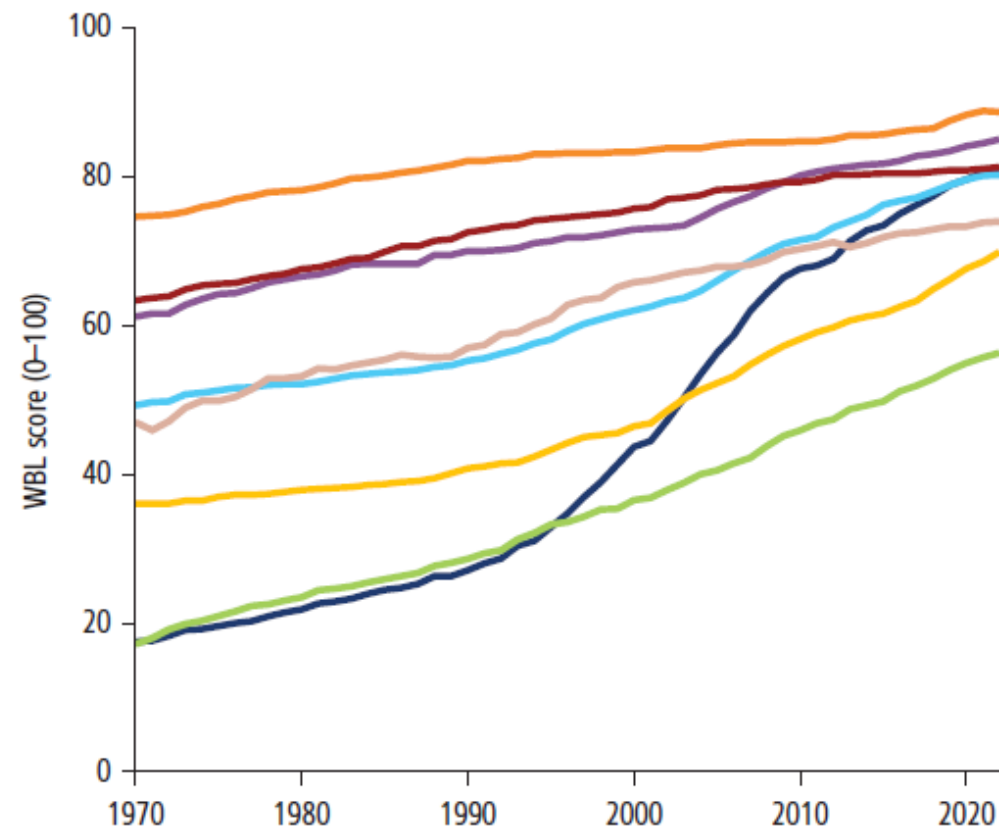




# UNPACKING REFORM EFFORTS: MAIN TAKEAWAYS




a. Average WBL indicator scores, 1970–2022



- Mobility
- Workplace
- Pay
- Marriage
- Parenthood
- Entrepreneurship
- Assets
- Pension



Economies historically larger legal gender gaps are catching up, especially since 2000.



The catch-up effect has been happening across indicators, but the pace of progress has been uneven.

# Drivers of Legal Reforms: Lessons from Case Studies



**International legal mandates**



**Technical assistance**



**Civil society activism**



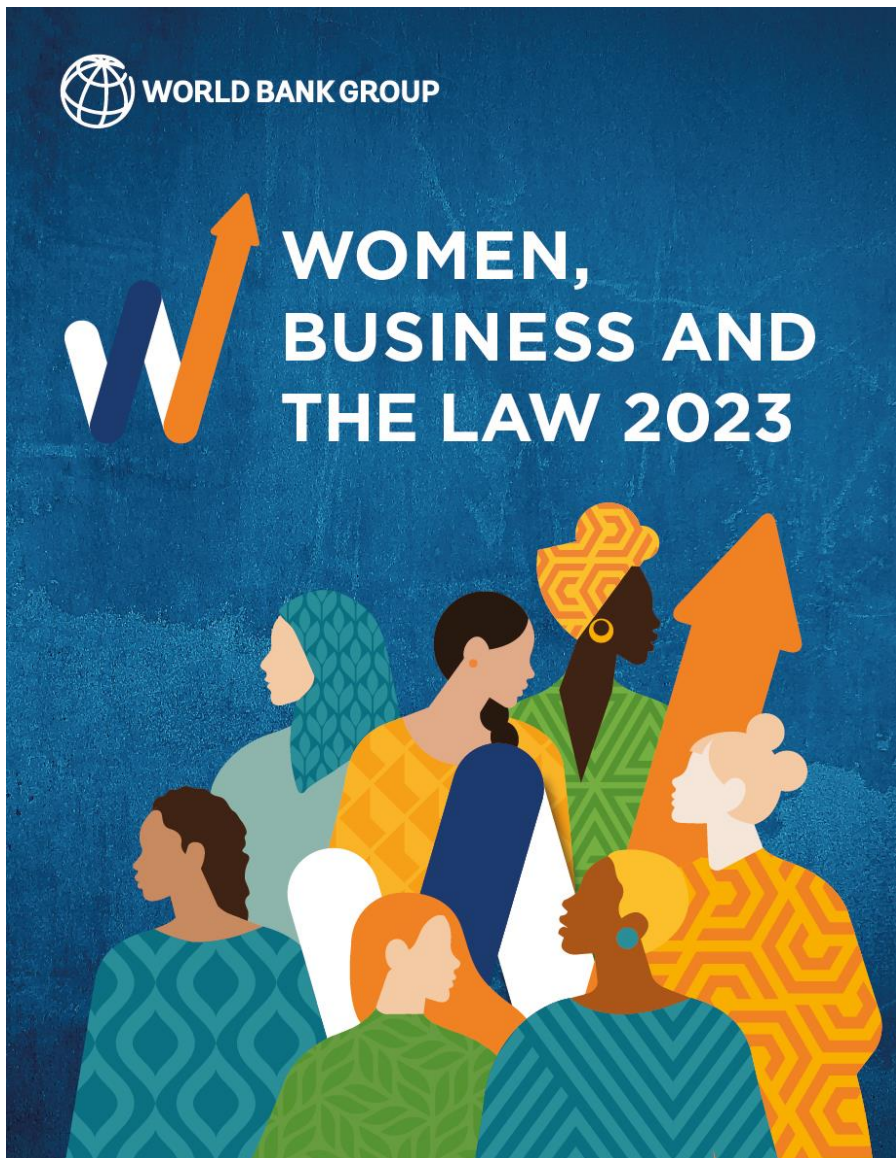
**Multi-stakeholder coalitions**



**Research and data**



**São Tomé and Príncipe:  
2008 Law on Domestic and Family Violence**



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