Summaries of Reforms

From October 2, 2022, to October 1, 2023, Women, Business and the Law recorded 47 reforms aimed at improving gender equality in employment and entrepreneurial activity in 18 economies. Over the same period, no economy enacted changes widening the legal gender gap.

✔ Reform increasing gender parity

**Armenia**
- ✔ Workplace
  Armenia enacted legislation protecting a woman from sexual harassment in employment.

**Azerbaijan**
- ✔ Pay
  Azerbaijan removed restrictions on a woman’s employment in industrial jobs and jobs deemed dangerous.

**Belize**
- ✔ Mobility
  Belize enacted legislation allowing a woman to apply for a passport in the same way as a man.

**Cyprus**
- ✔ Parenthood
  Cyprus introduced six weeks of parental leave as an individual and nontransferable right for each parent.

**Equatorial Guinea**
- ✔ Workplace
  Equatorial Guinea enacted legislation protecting a woman from sexual harassment in employment, including criminal penalties for such conduct.

**Jordan**
- ✔ Workplace
  Jordan prohibited gender-based discrimination in employment and enacted legislation protecting a woman from sexual harassment in employment, including criminal penalties for such conduct.
- ✔ Pay
  Jordan removed restrictions on a woman’s employment in industrial jobs.
Lesotho
✔ Marriage
Lesotho enacted legislation protecting a woman from domestic violence.

Malaysia
✔ Pay
Malaysia removed restrictions on a woman’s employment in industrial jobs.
✔ Parenthood
Malaysia increased paid maternity leave from 60 days to 98 days, introduced seven days of paid paternity leave, and prohibited the dismissal of pregnant workers.

Moldova
✔ Workplace
Moldova established criminal penalties for sexual harassment in employment.

Oman
✔ Pay
Oman removed restrictions on a woman’s employment in jobs deemed dangerous.
✔ Parenthood
Oman increased paid maternity leave from 50 days to 98 days, introduced seven days of paid paternity leave, and prohibited the dismissal of pregnant workers.

Qatar
✔ Pension
Qatar equalized the ages at which a woman and a man can retire with full and partial pension benefits.

Rwanda
✔ Parenthood
Rwanda increased paid maternity leave from 84 days to 98 days and prohibited the dismissal of pregnant workers.
✔ Entrepreneurship
Rwanda prohibited gender-based discrimination in financial services.
Sierra Leone

✔ Workplace

Sierra Leone prohibited gender-based discrimination in employment.

✔ Pay

Sierra Leone mandated equal remuneration for work of equal value and removed restrictions on a woman’s employment in industrial jobs.

✔ Parenthood

Sierra Leone increased paid maternity leave from 84 days to 98 days, introduced 14 calendar days of paid paternity leave, and prohibited the dismissal of pregnant workers.

✔ Pension

Sierra Leone enacted legislation accounting for periods of absence due to childcare in the calculation of a woman’s pension benefits.

Slovak Republic

✔ Parenthood

The Slovak Republic introduced 28 weeks of paid paternity leave.

Suriname

✔ Workplace

Suriname enacted legislation protecting a woman from sexual harassment in employment, including criminal penalties for such conduct.

Togo

✔ Marriage

Togo enacted legislation protecting a woman from domestic violence and granted a woman the same rights to remarry as a man.

✔ Parenthood

Togo mandated the government to administer 100 percent of maternity leave benefits and prohibited the dismissal of pregnant workers.

✔ Entrepreneurship

Togo prohibited gender-based discrimination in financial services.

✔ Assets

Togo enacted legislation mandating the valuation of nonmonetary contributions in marriage.
Uganda

✓ Marriage

Uganda granted a woman the same rights to obtain a divorce as a man.

Uzbekistan

✓ Pay

Uzbekistan mandated equal remuneration for work of equal value and removed restrictions on a woman’s employment in industrial jobs and jobs deemed dangerous.

✓ Marriage

Uzbekistan enacted legislation protecting a woman from domestic violence.