

ANNEX 1A

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.