BEYOND THE LAW
REALIZING EVERY WOMAN’S RIGHTS

Laws are crucial for women’s economic empowerment. Yet, there is also a massive gap between their existence - de jure - and practical application - de facto - due to poor implementation and enforcement, which hinders women’s economic opportunity.

QUANTIFYING THE IMPLEMENTATION GAP

The Women, Business and the Law 2024 report introduces a new approach to measure the gap between laws on the books and their implementation.

STRUCTURE: LEGAL FRAMEWORKS

Laws and regulations
Does the law mandate equal remuneration for work of equal value?

PROCESS: SUPPORTIVE FRAMEWORKS

Public policy instruments and access to justice
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?

OUTCOME: EXPERT OPINIONS

Opinions collected by surveying experts on women’s rights
In practice, do women and men enjoy equal remuneration for work of equal value?

AN EXPANDED SET OF INDICATORS PROVIDES A MORE COMPREHENSIVE PICTURE OF THE STATUS OF LAWS AND POLICIES CRITICAL TO WOMEN’S ECONOMIC EMPOWERMENT AND THEIR IMPLEMENTATION

Safety
Mobility
Workplace
Pay
Marriage
Parenthood
Childcare
Entrepreneurship
Assets
Pension
Between 2022 and 2023, 47 reforms to increase gender equality under the law were enacted. Most reforms are in Parenthood, Pay, and Workplace indicators.

Let’s build a world where women’s rights are realized—not just written.