WBL Methodology Workshop
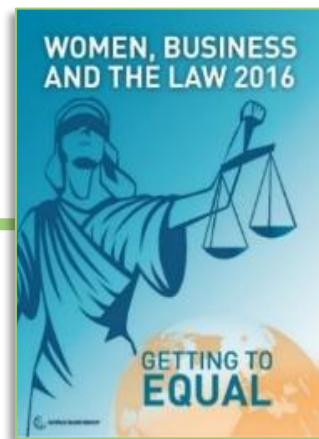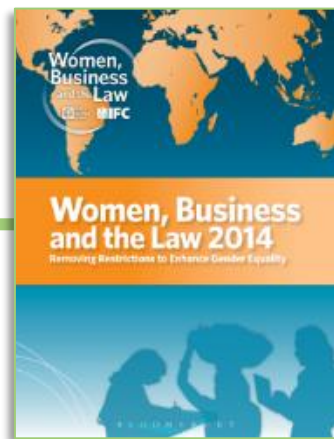
WORLD BANK GROUP

WOMEN, BUSINESS AND THE LAW
DEVELOPMENT ECONOMICS · GLOBAL INDICATORS

15 YEARS OF *WOMEN, BUSINESS AND THE LAW*
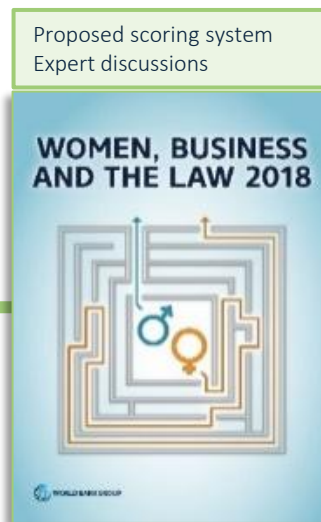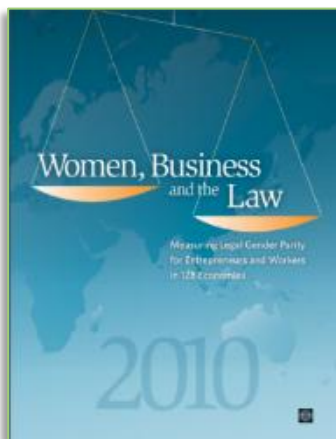
Proposed scoring system
Expert discussions

Introduces two new indicators
Three-pillar approach to measure implementation
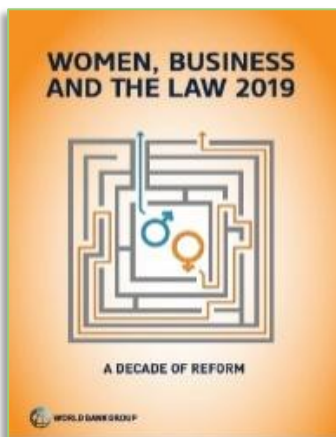
Introduced an index
Engagement with users
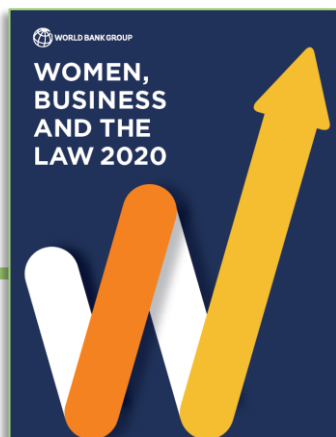
190 economies
50-year panel dataset

First annual update of data
50 years of reform trends

Data updated annually
Introduced two new areas
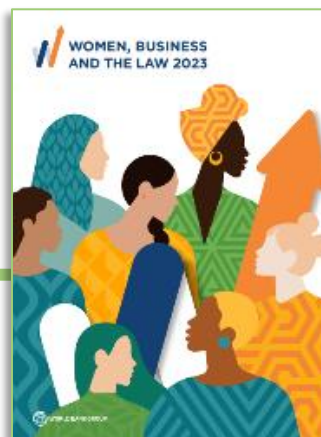
Data updated annually
53 years of reform trends

THREE FOUNDATIONAL DOCUMENTS TO ENSURE QUALITY, CREDIBILITY, AND RELEVANCE

Methodology Handbook

Concept Note

Manual and Guide

HOW *WOMEN, BUSINESS AND THE LAW* IS USED

Underpinning groundbreaking research

Advancing discourse in popular media

Measuring progress on the SDGs

Strengthening WBG projects

Informing reforms around the world

LEGAL AND ECONOMIC FOUNDATIONS OF WBL INDICATORS

THE *WOMEN, BUSINESS AND THE LAW* 2.0: MEASURING WOMEN'S RIGHTS ON THE BOOKS AND IN PRACTICE

10 TOPICS

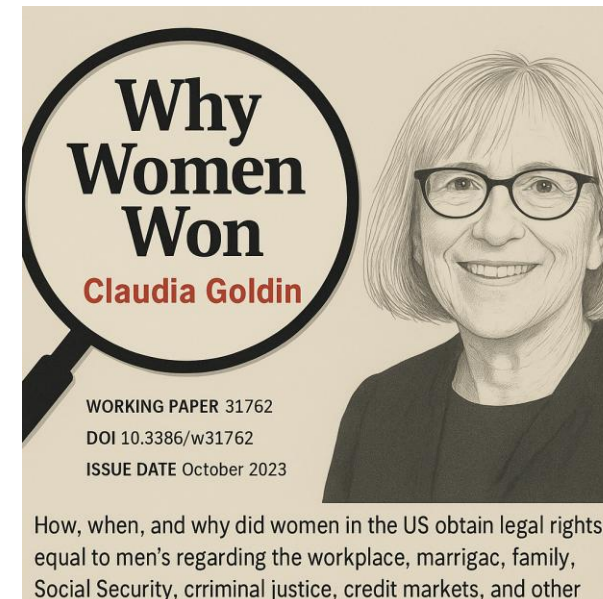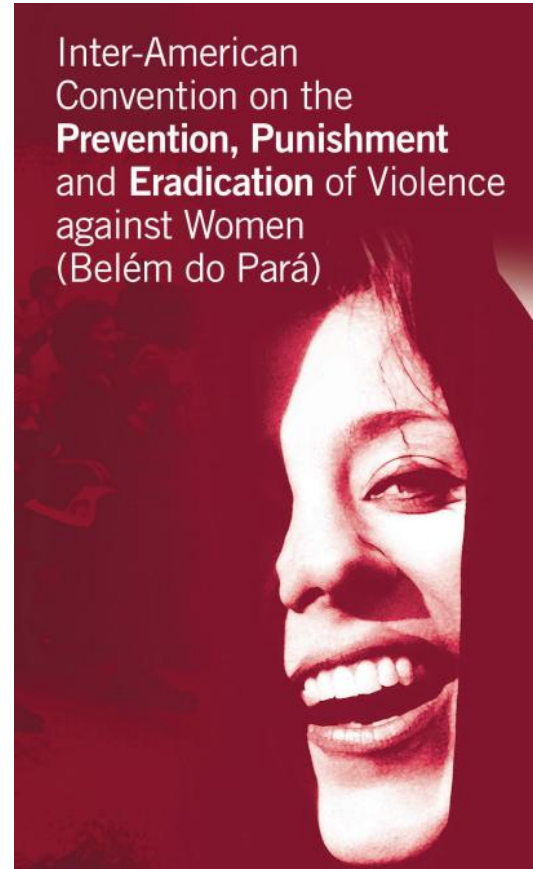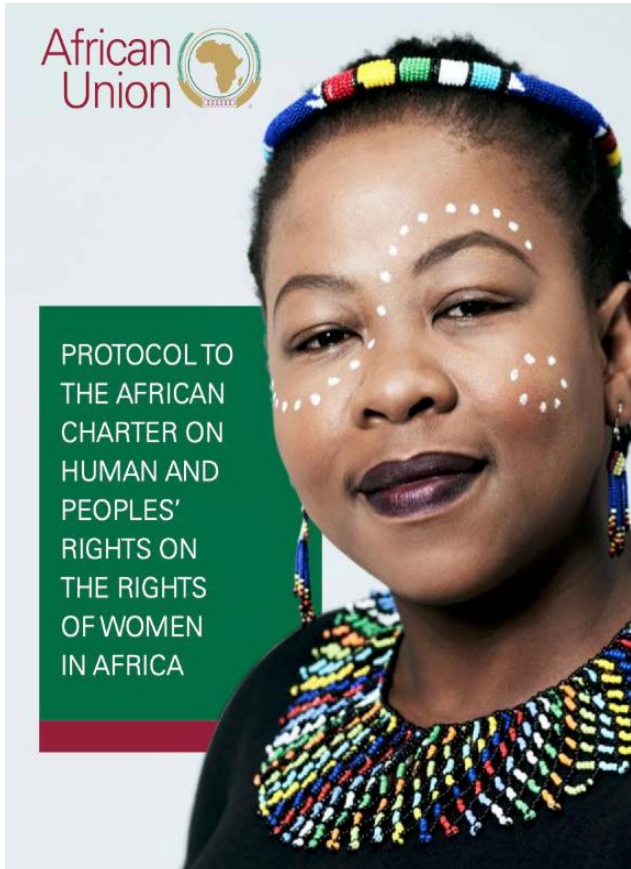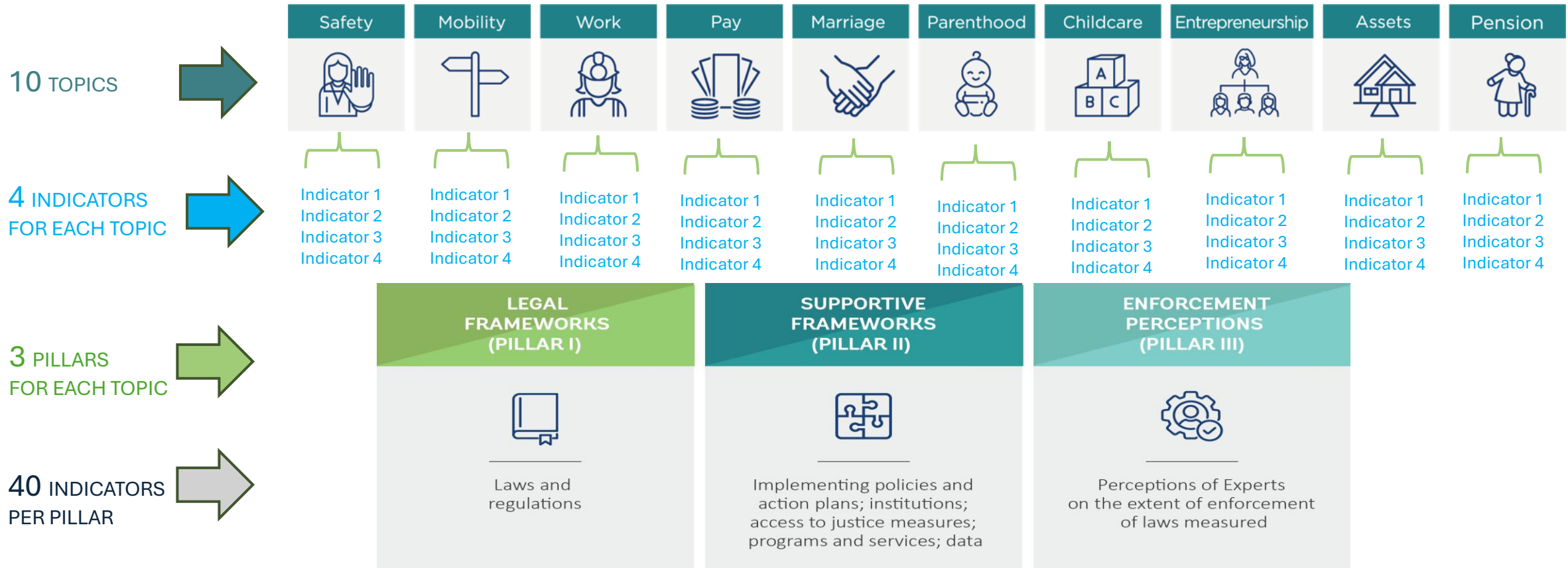| Safety	Mobility	Work	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension

4 INDICATORS FOR EACH TOPIC

Safety	Mobility	Work	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Indicator 1	Indicator 1	Indicator 1	Indicator 1	Indicator 1	Indicator 1	Indicator 1	Indicator 1	Indicator 1	Indicator 1
Indicator 2	Indicator 2	Indicator 2	Indicator 2	Indicator 2	Indicator 2	Indicator 2	Indicator 2	Indicator 2	Indicator 2
Indicator 3	Indicator 3	Indicator 3	Indicator 3	Indicator 3	Indicator 3	Indicator 3	Indicator 3	Indicator 3	Indicator 3
Indicator 4	Indicator 4	Indicator 4	Indicator 4	Indicator 4	Indicator 4	Indicator 4	Indicator 4	Indicator 4	Indicator 4

3 PILLARS FOR EACH TOPIC

40 INDICATORS PER PILLAR

LEGAL FRAMEWORKS (PILLAR I)	SUPPORTIVE FRAMEWORKS (PILLAR II)	ENFORCEMENT PERCEPTIONS (PILLAR III)
Laws and regulations	Implementing policies and action plans; institutions; access to justice measures; programs and services; data	Perceptions of Experts on the extent of enforcement of laws measured

120 INDICATORS IN TOTAL PER COUNTRY

Example: *Women, Business and the Law* 2.0 indicator scores

Country X

Legal frameworks score	Supportive frameworks score	Enforcement perceptions score
72.5	**55**	**40**

	Safety	**Mobility**	**Work**	**Pay**	**Marriage**	**Parenthood**	**Childcare**	**Entrepreneurship**	**Assets**	**Pension**
Legal frameworks	75	100	100	50	100	75	25	50	100	50
Supportive frameworks	50	75	75	50	75	50	25	75	25	50
Enforcement perceptions	50	50	75	25	50	50	0	25	25	50

Strong legal frameworks but room to improve on the supportive frameworks in order to improve enforcement

Identifying areas for legal reform…

Topic-level scores for the legal frameworks are obtained by calculating the unweighted average of scores of the indicators within that topic and scaling the result to 100.

PAY LEGAL FRAMEWORKS	ANSWER	POINTS	SCORE (rescaled)
Does the Law Mandate Equal Remuneration for Work of Equal Value?	Yes	1	25
Can a Woman Work at Night in the Same Way as a Man?	No	0	0
Can a Woman Work in a Job Deemed Dangerous in the Same Way as a Man?	Women not allowed to work in jobs deemed hazardous or arduous.	0.5	12.5
Can a Woman Work in Different Economic Sectors in the Same Way as a Man?	Women not allowed to work in mining, water, and energy sector.	0.5	12.5
Pay Topic LF Pillar Score (sum of indicator scores)		2	50

Identifying areas for policy reform…

Topic-level scores for the supportive frameworks are obtained by calculating the unweighted average of scores of the indicators within that topic and scaling the result to 100.

PAY SUPPORTIVE FRAMEWORKS	ANSWER	POINTS	SCORE
Does the Government Publish Anonymized Sex-Disaggregated Data on Employment and Salaries in Different Economic Sectors?	No	0	0
Are There Pay Transparency Measures to Address the Pay Gap or Mechanisms to Enforce Equal Pay Legislation?	No	0	0
Are There Gender-Sensitive Occupational Safety and Health (OSH) Public Policies Applicable to the Private Sector?	Yes	1	25
Are There Government-led Initiatives Aimed at Incentivizing Women to Work in Science, Technology, Engineering, and Mathematics (STEM) Fields?	Yes	1	25
Pay Topic SF Pillar Score (sum of indicator scores)		2	50

Identifying reforms to achieve better outcomes for women through legal enforcement

The enforcement perceptions topic-level scores are obtained by taking the unweighted average of the indicator scores in each topic.

PAY ENFORCEMENT PERCEPTIONS	ANSWER	POINTS		SCORE
To What Extent Do Public Authorities Enforce Existing Legislation on Equal Remuneration for Work of Equal Value?	Rarely enforced	1		25
To What Extent Do Public Authorities Enforce Existing Legislation Restricting a Woman's Right to Work at Night in Practice?	Fully enforced	0		0
To What Extent Do Public Authorities Enforce Existing Legislation Restricting a Woman's Right to Work in a Job Deemed Dangerous in Practice?	Fully enforced	0	0	37.5
To What Extent Do Public Authorities Uphold Equal Rights between Women and Men to Work in a Job Deemed Dangerous in Practice?	Mostly upheld	3	75*0.5	
To What Extent Do Public Authorities Enforce Existing Legislation Restricting Women's Right to Work in an Economic Sector in Practice?	Fully enforced	0	0	37.5
To What Extent Do Public Authorities Uphold Equal Rights between Women and Men to Work in an Economic Sector in Practice?	Mostly upheld	3	75*0.5	
Topic Pillar Score (average of indicator scores)				25

Women, Business and the Law general parameters

Woman lives in the main business city (in case of federal economies and economies with mixed systems)

Has reached the legal age of majority and is in good health

Lawful citizen with no criminal record

WBL methodology strengths and limitations

FEATURE	STRENGTH	LIMITATION
Use of general parameters	Data are comparable across economies, and the methodology is transparent.	The scope of data is smaller; only regulatory reforms in the areas measured can be tracked systematically and data may be less representatives in federal economies or mixed legal systems where laws differ across locations or population groups.
Focus on codified laws	The data is precise, standardized, and globally comparable, as it relies exclusively on codified laws, i. e. laws that are enacted by the competent legislative or executive authorities in the form of a binding written and published formal law and legally enforceable.	The data may not fully capture the lived experiences of women, as it excludes uncodified customary and personal laws that can significantly influence legal outcomes in practice.
Emphasis on the formal sector for some topics	For some topics, attention is centered on the formal economy, where some regulations are applicable.	The reality faced by women in the informal sector, which may be a significant population in some economies, is not fully reflected.
Women's working life cycle approach	Clear and easily accessible view of women's economic decision-making at different stages of their lives, with a focus on barriers and enablers for women employees and entrepreneurs.	Additional underlying aspects such as health and education are currently not measured.
Equal-weight scoring	Simple and straightforward scoring approach allowing for easy comparison across topics and regions, where all topics and indicators are treated with equal importance.	Uniform, equal-weight scoring may not always consider the different relative importance of certain components across different contexts.
Reliance on expert respondents	The data reflect the knowledge of those with most experience in the areas measured.	Data are less able to capture variations in experiences among individuals.

Women, Business and the Law expert contributors

- Responses drawn from a database of over **14,000** experts in **190 economies.**

- Over **2,300** experts worldwide contributed to WBL 2024

- In 2024/2025, over a **six-month** period, more than **25 team members** worked on enhancing the contributor base through extensive recruitment and expertise assessments, resulting in the addition of **9,981** potential new contributors—an increase of approximately **85%.**
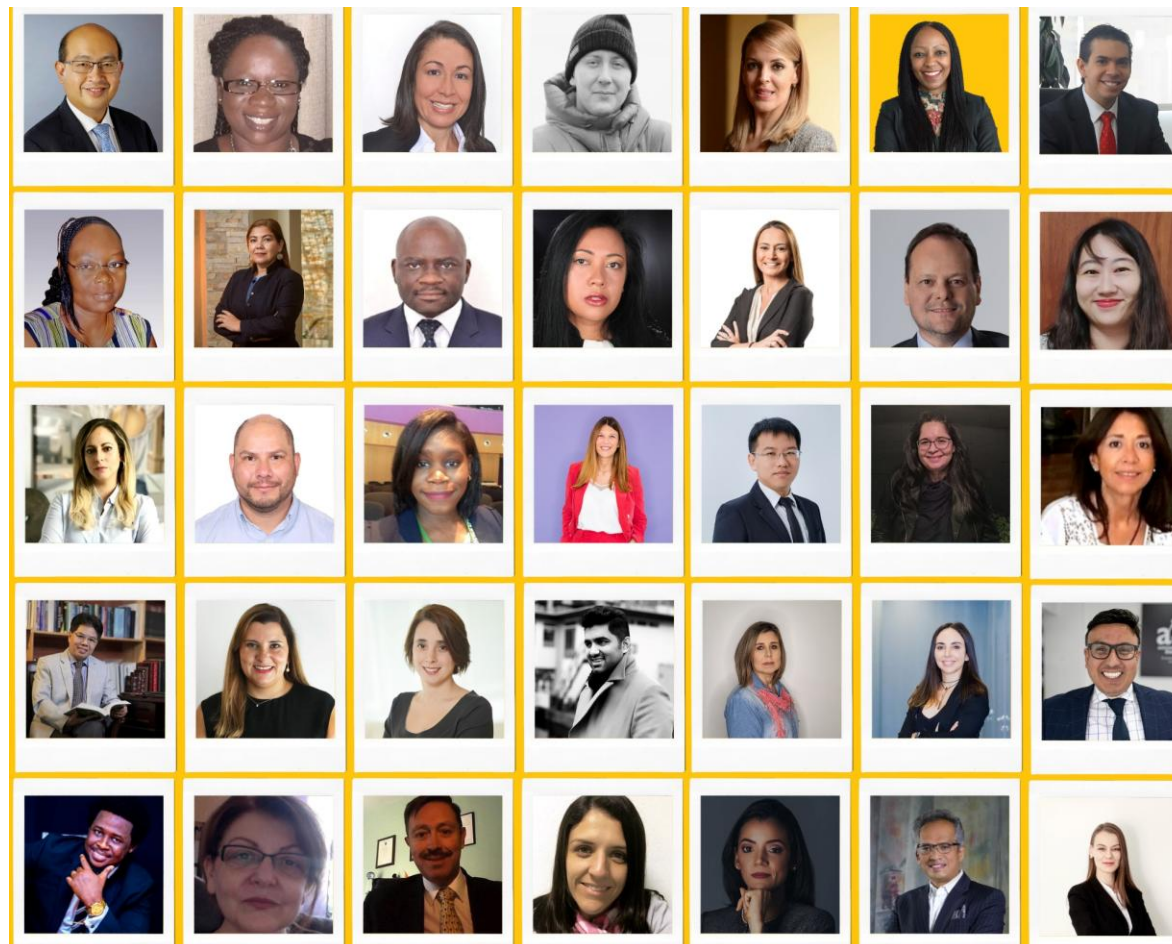
WOMEN, BUSINESS AND THE LAW ANNUAL CYCLE