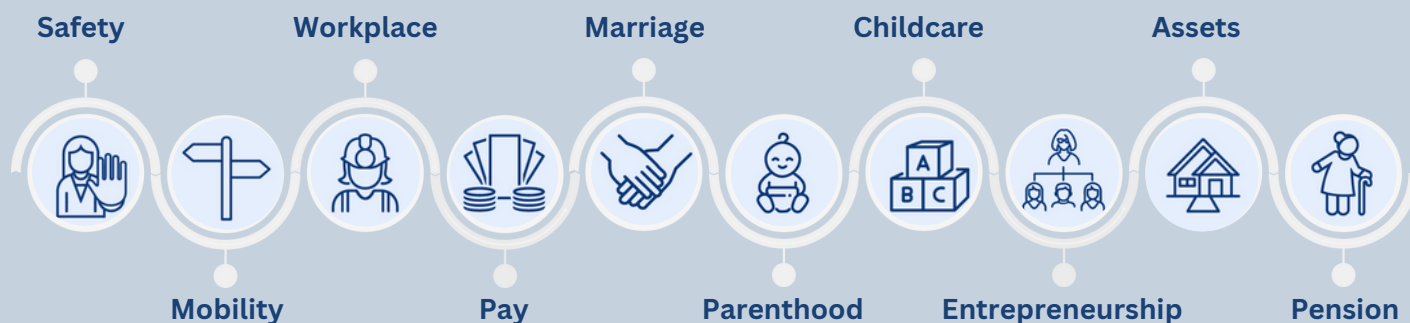




Women, Business and the Law (WBL) is a World Bank Group flagship project designed to improve women's labor force participation and entrepreneurship, driving job creation, productivity, and economic growth. By publishing data on laws and policy mechanisms in 190 economies, WBL identifies barriers and enablers to women's economic opportunities, guiding reforms for more dynamic and resilient economies around the world. Structured around the life cycle of a working woman, the dataset presents ten indicators:



To present a fuller picture of the enabling environment for women, **Women, Business and the Law 2024** analyzes de jure laws “on the books”, examines the existence of policy and institutional frameworks supporting the de facto implementation of the law, and gauges experts’ opinions on the outcome of the law for women.

Women in the Eastern and Southern Africa region have just 58% of the legal rights afforded to men. Only 26% of mechanisms are in place to support the implementation of laws. Experts in the region perceive that 55% of women enjoy equal rights with men, pointing to real-world implementation issues.

Reform Highlights from October 2022 to October 2023

- ✓ **Lesotho** enacted legislation protecting a woman from domestic violence.
- ✓ **Rwanda** prohibited gender-based discrimination in financial services, increased paid maternity leave from 84 days to 98 days and prohibited the dismissal of pregnant workers.
- ✓ **Uganda** granted a woman the same rights to obtain a divorce as a man.

[Click here](#) for a full list of reforms

Regional Performance Legal Frameworks

Top Performers



Mauritius (87.5)
South Africa (77.5)
Rwanda and
Zambia (72.5)

Most Room for Improvement



Sudan (20.0)
Somalia (32.5)
Eswatini (35.0)



Download
WBL 2.0 Economy
Snapshots



Recent Publications

Policy brief:



Women's Land Rights in Sub-Saharan Africa: Where do we Stand in Practice?

Blogs:



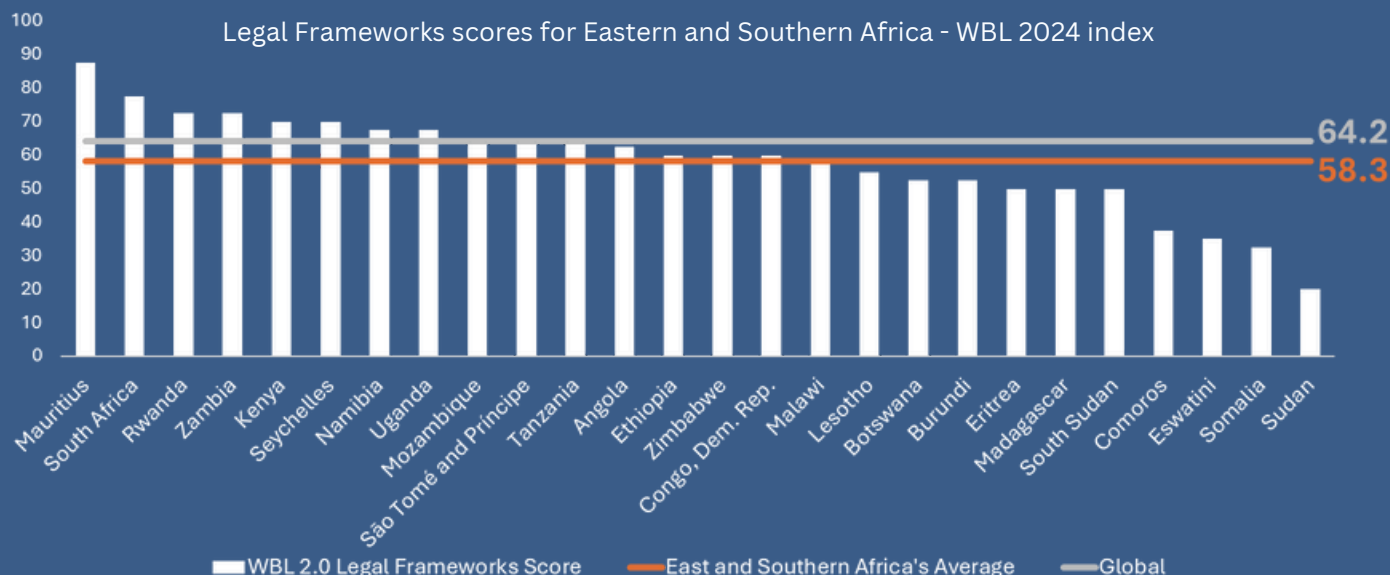
How can Tanzania build capacity to accelerate women's economic empowerment?



The road to reforming Ethiopia's policies on maternity and paternity leave.



In Mozambique, civil society calls for an end to gender-based violence (GBV) and discrimination.

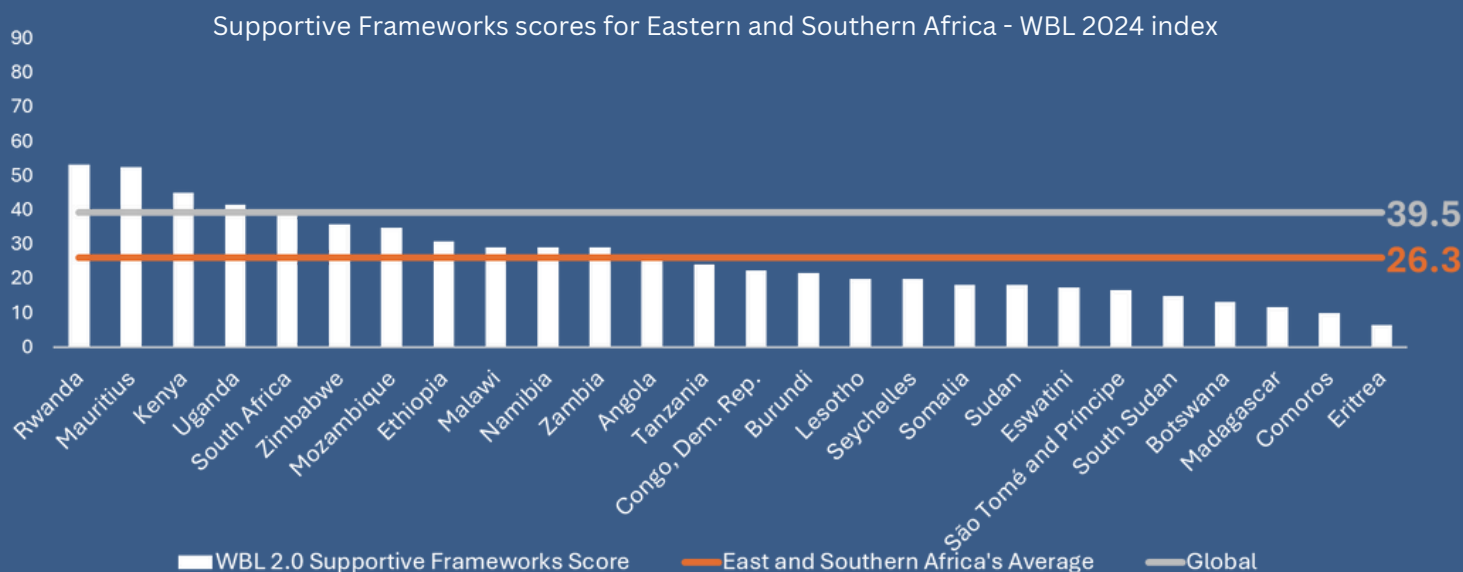


Legal Frameworks

- No economy achieved a perfect score of 100 on the Legal Frameworks Index.
- East and Southern Africa's regional average (58.3) is lower than the global average (64.2).
- The Mobility (85.6) and Marriage (76.9) indicators perform relatively well.
- The Childcare (23.1) and Safety (31.7) indicators show room for improvement.

Supportive Frameworks

- East and Southern Africa's regional average (36.3) is lower than the global average (39.5).
- The Mobility indicator performs relatively well with a regional average score of 61.5. Ethiopia and Rwanda score 100 on this indicator.
- Large implementation gaps are observed in the Childcare (6.7) and Parenthood indicators (12.8).



Expert Opinions

- Only two economies in the region score 70 or above in the experts' opinions index: Zambia (78.8) and Namibia (74.4).
- Experts perceive women's rights as more advanced in the areas of retirement rights (Pension) and women's freedom of movement (Mobility).
- Opinions on Safety and Childcare topics reveal that women's rights lag in these areas.

WBL Regional Focal Points

- **Paula Tavares**
ptavares@worldbank.org
 - **Daniela Behr**
dbehr@worldbank.org
 - **Shantel (Marekera) Chakara**
smarekera@worldbank.org
- wbl.worldbank.org

Stay Connected

