

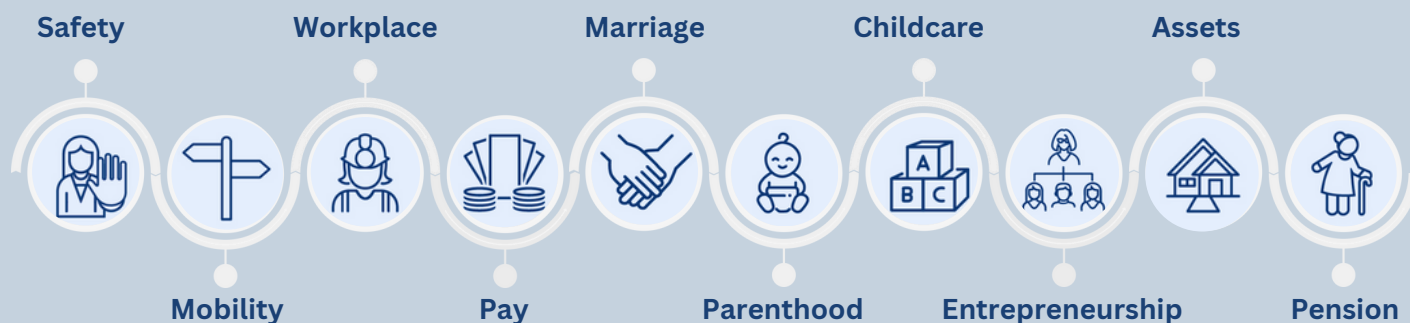
# Europe and Central Asia



**WOMEN, BUSINESS  
AND THE LAW**

DEVELOPMENT ECONOMICS • GLOBAL INDICATORS

**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 Europe and Central Asia region have just 77% of the legal rights afforded to men. Only 51% of mechanisms are in place to support the implementation of laws. Experts in the region perceive that 75% of women enjoy equal rights with men, pointing to real-world implementation issues.**

## Reform Highlights from October 2022 to October 2023

- ✓ **Armenia** enacted legislation protecting women from sexual harassment in employment.
- ✓ **Azerbaijan** removed restrictions on women's employment in industrial jobs and in jobs deemed dangerous.
- ✓ **Cyprus** introduced six weeks of parental leave as an individual and nontransferable right to each parent.
- ✓ **Moldova** introduced criminal penalties for sexual harassment in employment.
- ✓ **Uzbekistan** removed restrictions on women's employment in industrial jobs and in jobs deemed dangerous, mandated equal remuneration for work of equal value, and enacted legislation to protect women from domestic violence.

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

## Regional Performance Legal Frameworks

### Top Performers



Croatia (87.5)  
Kosovo (85)  
Bulgaria, Cyprus,  
Romania, and Serbia  
(82.5)

### Most Room for Improvement



Kyrgyz Republic (65.0)  
Belarus (67.5)  
Tajikistan, Russian  
Federation, and  
Kazakhstan (70.0)



**Download**  
WBL 2.0 Economy  
Snapshots



## Leveraging WBL Data for World Bank Operations



### Kazakhstan Gender Policy Assessment Key Findings

This assessment finds that Kazakhstan has significant gaps in its legal and policy framework to combat gender-based violence.



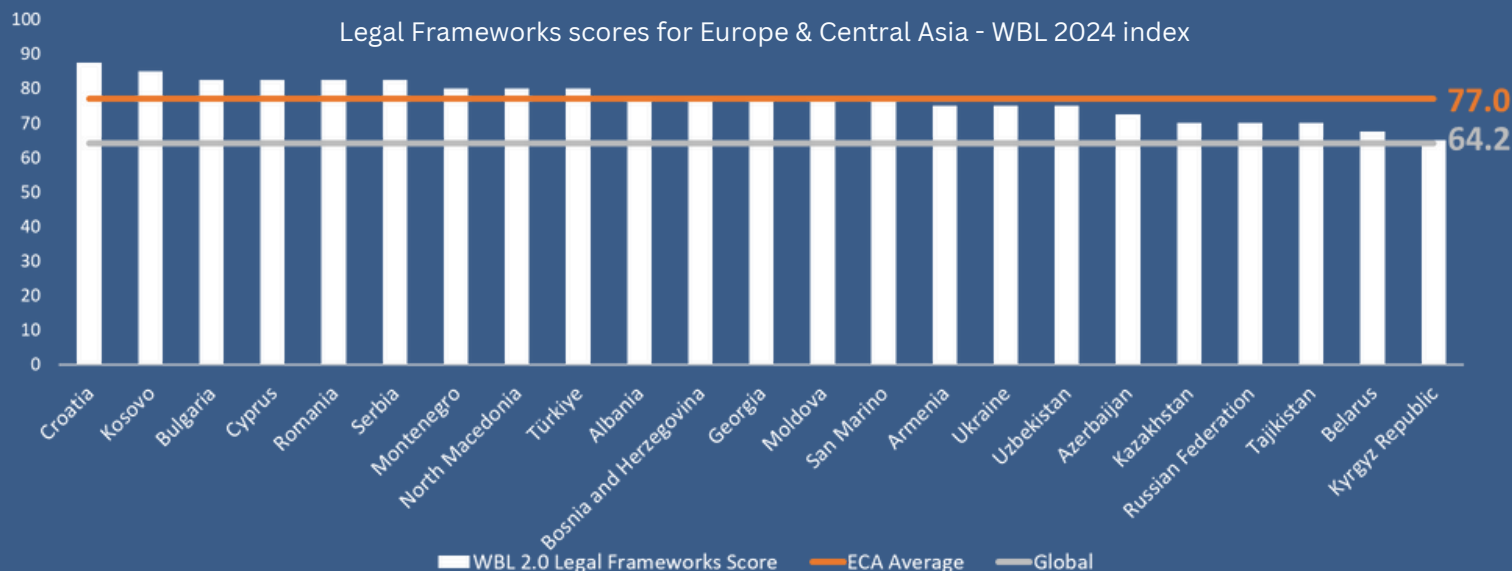
**Azerbaijan reformed its labor law in 2022**, supported by the [World Bank](#) and [WBL data](#), removing restrictions on women's employment in 674 different jobs. This [opened up new opportunities for women](#) to work, for example, as train engineers, bus drivers, and carpenters.

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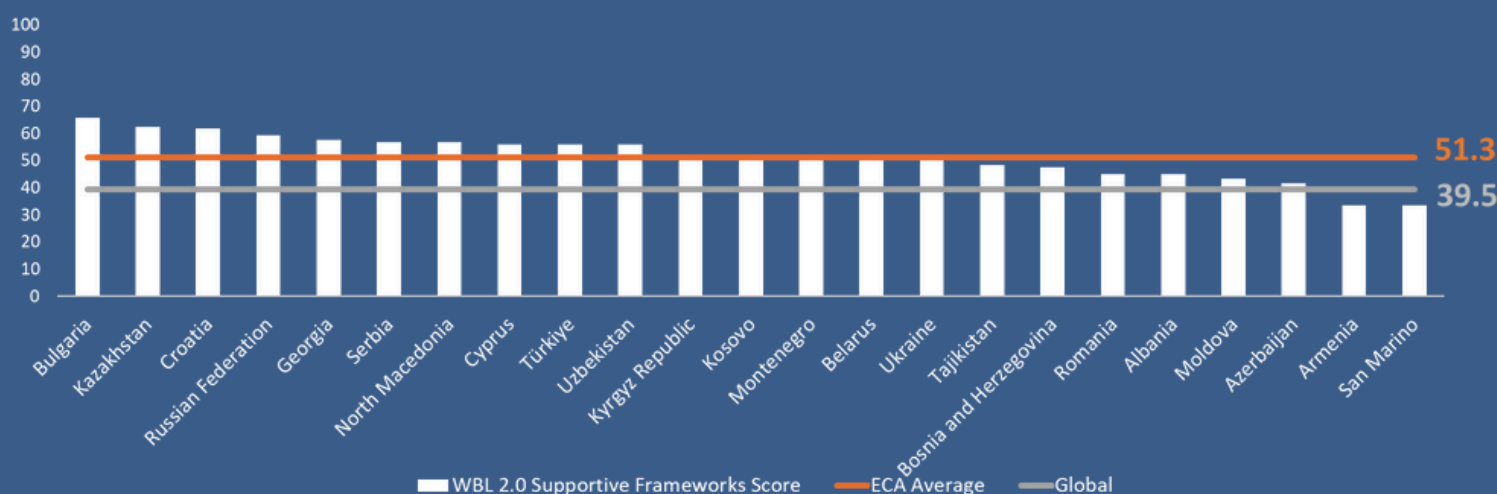
## Legal Frameworks

- Economies in the region perform well in the areas of Mobility (100) and Assets (100).
- Room for improvement exists in the areas of Entrepreneurship (44.6) and Safety (47.8). Kosovo is the only economy with a gender quota for corporate boards. No economy has gender-sensitive provisions for public procurement processes.
- 13 economies do not have laws that comprehensively address sexual harassment.

## Supportive Frameworks

- Economies in the region perform relatively well in the Mobility (69.5) and Marriage (65.2) indicators.
- In the Marriage indicator, 19 economies have legal aid available for family law disputes, 17 have a fast-track process or procedure for family law disputes, while only 9 economies have a specialized family court.
- The Assets and Workplace indicators have the largest gaps between legal and supportive frameworks highlighting significant implementation challenges.

## Supportive Frameworks scores for Europe & Central Asia - WBL 2024 index



## Expert Opinions

- Experts do not perceive women to be entirely free from gender-based violence across the region.
- San Marino is the only economy where experts perceive that women fully enjoy equal remuneration for work of equal value.
- Expert opinions indicate that women and men enjoy equal rights to immovable property in 13 economies in the region.

## WBL Regional Focal Points

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