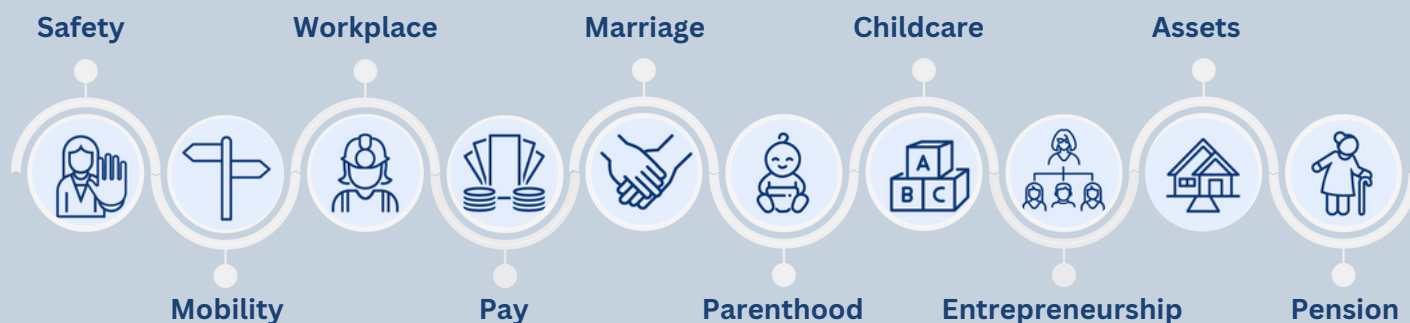


Women, Business and the Law (WBL) is a World Bank Group flagship project designed to improve women's labor force participation and entrepreneurship, driving job creation, productivity, and economic growth. By publishing data on laws and policy mechanisms in 190 economies, WBL identifies barriers and 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 Western and Central Africa region have just 56% of the legal rights afforded to men. Only 22% of mechanisms are in place to support the implementation of laws. Experts in the region perceive that 54% of women enjoy equal rights with men, pointing to real-world implementation issues.

Reform Highlights from October 2022 to October 2023

- ✓ **Equatorial Guinea** prohibited sexual harassment in employment.
- ✓ **Sierra Leone** prohibited the dismissal of pregnant workers and gender discrimination in employment, mandated equal remuneration for work of equal value, eliminated restrictions on women's employment in industrial jobs, and increased paid maternity leave and introduced paternity leave.
- ✓ **Togo** enacted legislation protecting a woman from domestic violence, gave women the right to remarry in the same way as men, and prohibited discrimination in access to credit based on gender and the dismissal of pregnant workers.

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

Regional Performance Legal Frameworks

Top Performers



Côte d'Ivoire (88.0)
Gabon (78.0)
Togo (78.0)

Most Room for Improvement



Mauritania (35.0)
Niger (37.5)
Cameroon and
Guinea-Bissau (45.0)



Download
WBL 2.0 Economy
Snapshots



Recent Publications



Blog: The WBL Index: fueling Sub-Saharan Africa's gender equality through the power of data.



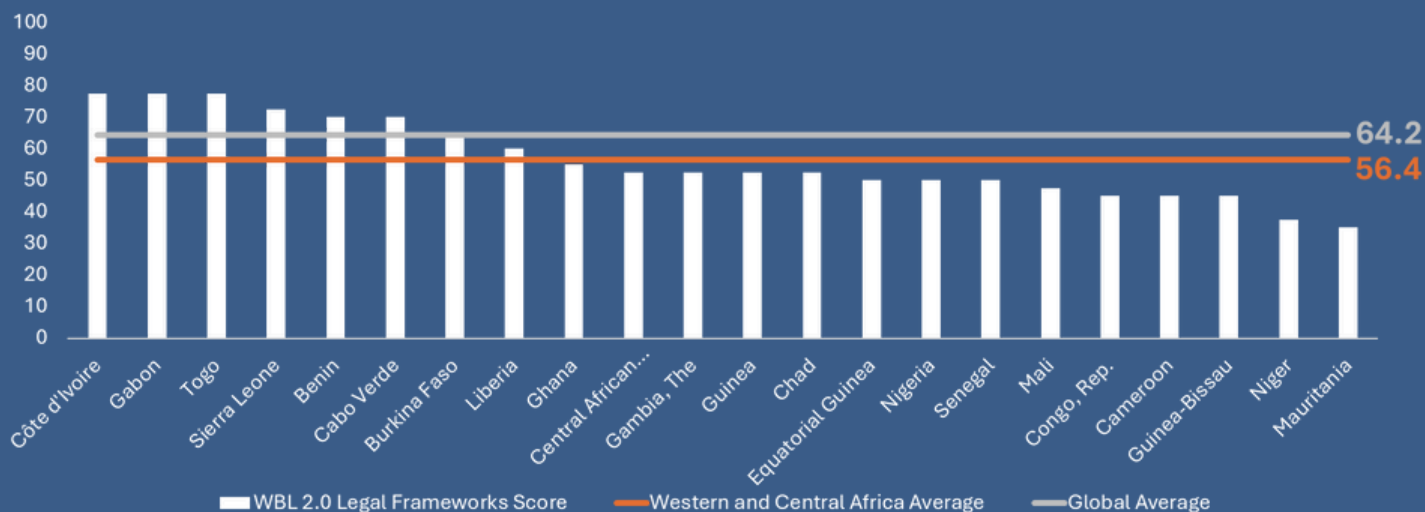
Policy Brief: Sierra Leone's Reform Journey to Advancing Female Entrepreneurship and Financial Inclusion.



Coming soon

WBL Subnational in Nigeria: shedding light on the enabling environment for women's economic participation across eight states in Nigeria.

Legal Frameworks scores for Western and Central Africa - WBL 2024 index



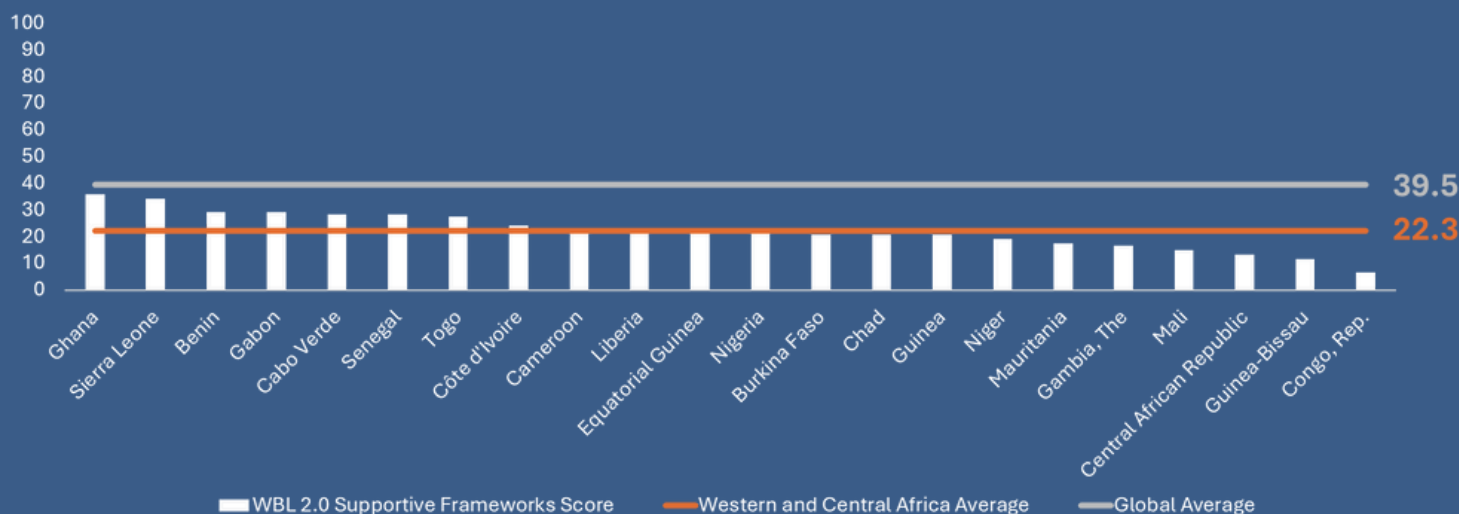
Legal Frameworks

- 7 economies in the region score higher than the global average.
- The Mobility and Pension indicators perform well. More than half of the economies score 100 on Pension and only 3 economies score below 75 on Mobility.
- The Safety and Childcare indicators show room for improvement. For example, 11 economies (more than half) score 0 on Childcare.

Supportive Frameworks

- The regional average score is lower than the global average across all indicators.
- The Mobility indicator performs relatively well with a score of 60.6. All other indicators score below 50.
- The Childcare indicator has the lowest average score of 0, followed by Workplace and Assets.
- Ghana performs above the global average in the Safety, Mobility, Pay, Marriage, Entrepreneurship, and Pension indicators.

Supportive Frameworks scores for Western and Central Africa - WBL 2024 index



Expert Opinions

- Highest scorers: Equatorial Guinea (73.8) and Togo (71.3).
- Experts perceive women's rights to be advanced in Pension and Mobility.
- Opinions on Safety and Childcare indicate that women's rights lag in these areas.

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