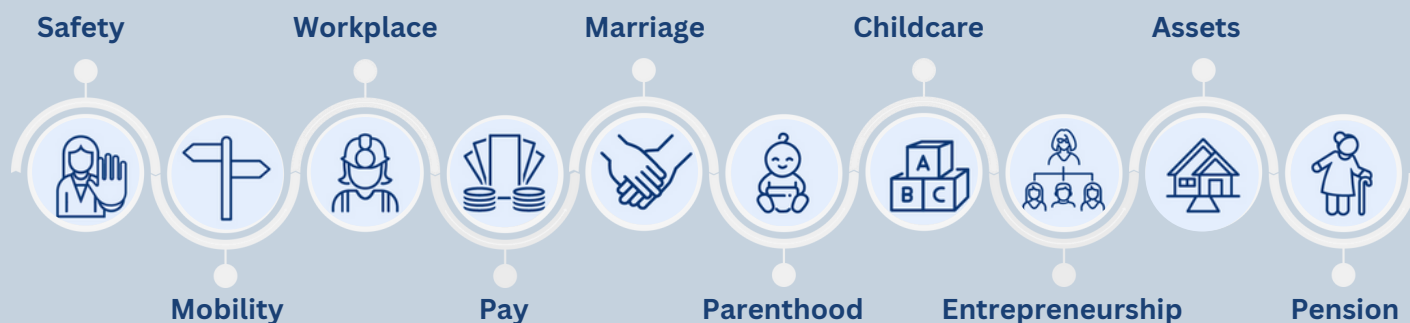


Women, Business and the Law (WBL) is a World Bank Group flagship project designed to improve women's labor force participation and entrepreneurship, driving job creation, productivity, and economic growth. By publishing data on laws and policy mechanisms in 190 economies, WBL identifies barriers and 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 Middle East and North Africa region have just 39% of the legal rights afforded to men. Only 25% of mechanisms are in place to support the implementation of laws. Experts in the region perceive that 66% of women enjoy equal rights with men, pointing to real-world implementation issues.

Reform Highlights from October 2022 to October 2023

- ✓ **Jordan** prohibited sexual harassment in employment, eliminated restrictions on women's employment in industrial jobs, and prohibited gender discrimination in employment.
- ✓ **Oman** removed restrictions on women's employment in jobs deemed dangerous, increased paid maternity leave from 50 to 90 days, introduced 7 days paid paternity leave, and prohibited dismissal of pregnant workers.
- ✓ **Qatar** introduced an old-age pension system that sets equal ages at which women and men can retire with full pension benefits.

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

Regional Performance Legal Frameworks

Top Performers



Malta (77.5)
United Arab Emirates (62.5)
Morocco (60.0)

Most Room for Improvement



Yemen, Rep. and West Bank & Gaza (15.0)
Kuwait (20.0)



Download
WBL 2.0 Economy Snapshots



Leveraging WBL Data for World Bank Operations



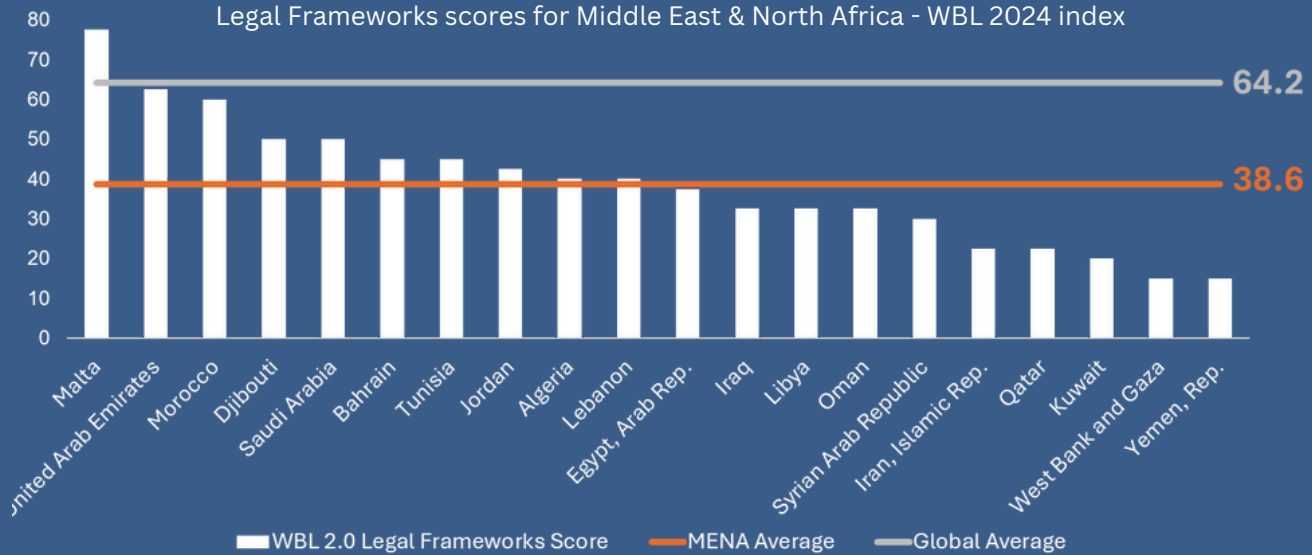
The World Bank Group Middle East and North Africa Regional Gender Plan 2025-2030



In Jordan, a series of Development Policy Operations used data from *Women, Business and the Law* to support legal reforms that for the first time prohibited gender-based discrimination and sexual harassment in the workplace and removed restrictions on women's employment in industrial jobs.



Legal Frameworks scores for Middle East & North Africa - WBL 2024 index



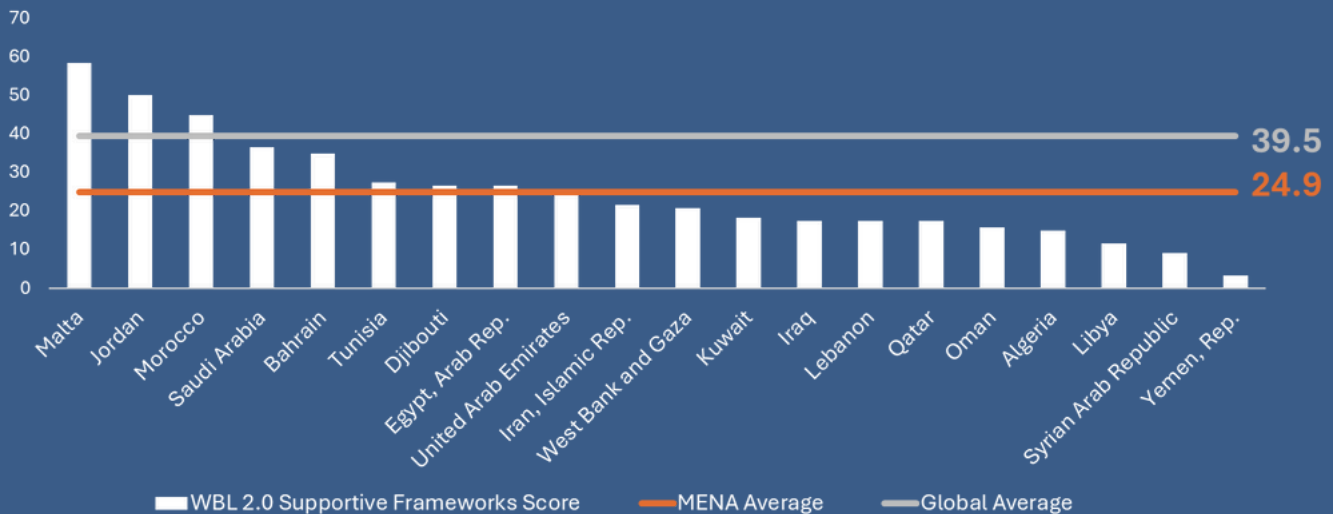
Legal Frameworks

- No economy achieves a perfect score of 100.
- The Pension and Pay indicators perform relatively well.
- The Marriage, Assets, and Safety indicators show room for improvement.

Supportive Frameworks

- MENA's regional average is lower than the global average.
- The Mobility indicator performs relatively well with a regional average score of 63.3.
- Large implementation gaps are observed in the Assets and Workplace indicators.

Supportive Frameworks scores for Middle East & North Africa - WBL 2024 index



Expert Opinions

- Bahrain is the highest scoring economy with a score of 92.5.
- Experts perceive women's rights to be advanced in Pension and Assets.
- Opinions on Safety and Childcare indicate that women's rights lag in these areas.

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