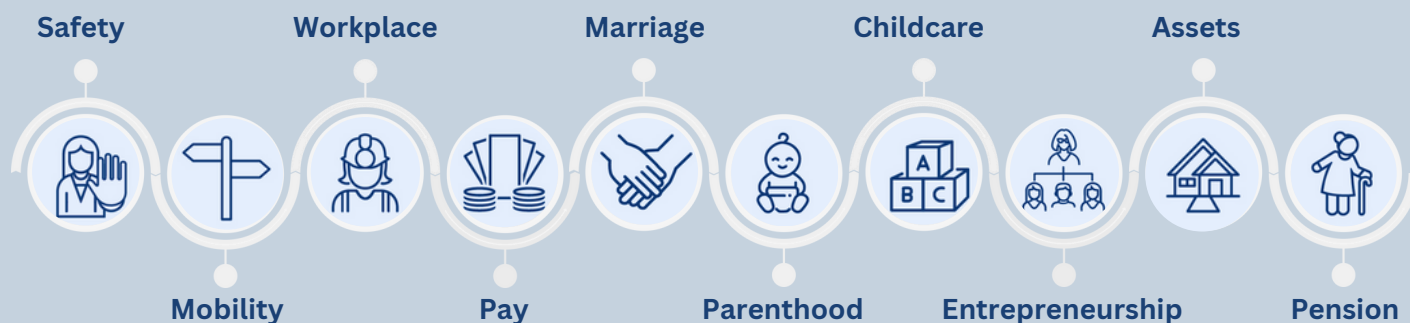


**Women, Business and the Law** (WBL) is a World Bank Group flagship project designed to improve women's labor force participation and entrepreneurship, driving job creation, productivity, and economic growth. By publishing data on laws and policy mechanisms in 190 economies, WBL identifies barriers 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 OECD High Income region have just 85% of the legal rights afforded to men. Only 68% of mechanisms are in place to support the implementation of laws. Experts in the region perceive that 83% of women enjoy equal rights with men, pointing to real-world implementation issues.**

## Reform Highlights

- ✓ In October 2022, **the Slovak Republic** introduced paid paternity leave of 28 weeks.
- ✓ In March 2020, **Korea, Rep.** prohibited discrimination in access to credit based on gender.
- ✓ In August 2020, **New Zealand** mandated equal remuneration for work of equal value.
- ✓ In May 2019, **Slovenia** equalized the ages at which men and women can retire with full pension benefits.

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

## Regional Performance Legal Frameworks

### Top Performers



Italy (95.0)  
New Zealand and  
Portugal (92.5)

### Most Room for Improvement



Japan (72.5)  
Israel, Slovak  
Republic, and  
Switzerland (75.0)



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WBL 2.0 Economy  
Snapshots



## Recent Publications



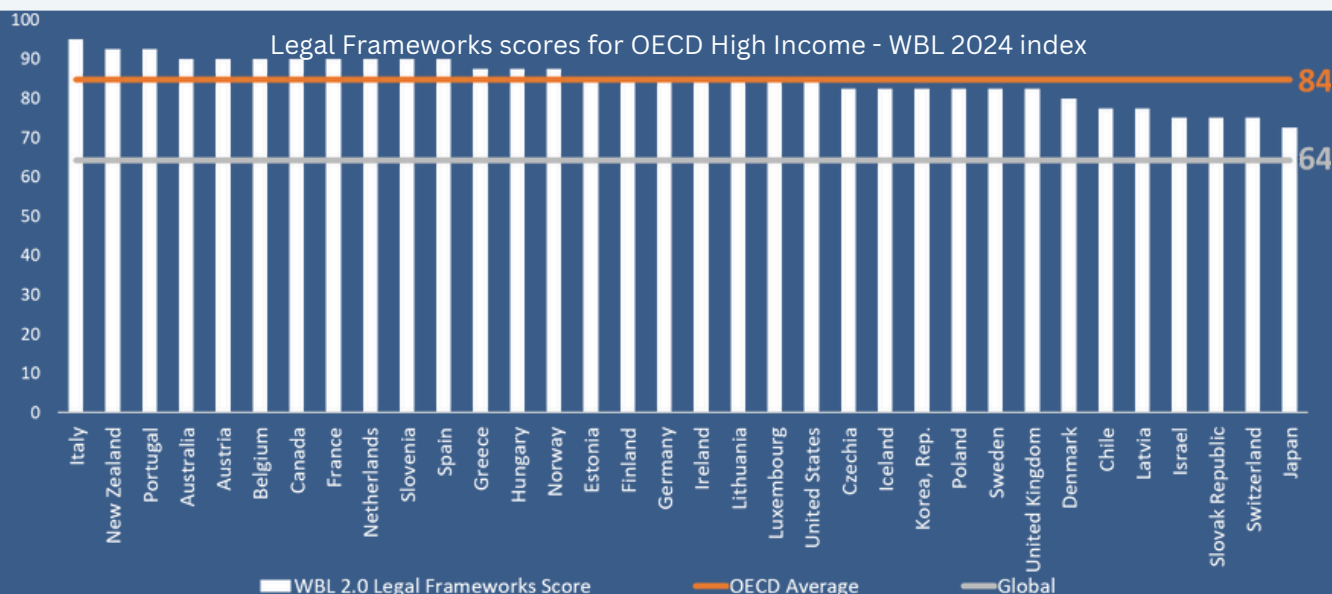
**Pay transparency policies can reduce the gender pay gap: The case of Denmark and the United Kingdom**

The blog presents how pay transparency policies, such as pay gap reporting, helped to reduce the gender pay gap in the two countries.



**Representation Matters: Advancing women's leadership in politics**

This report examines the critical link between women's political leadership and global economic growth.

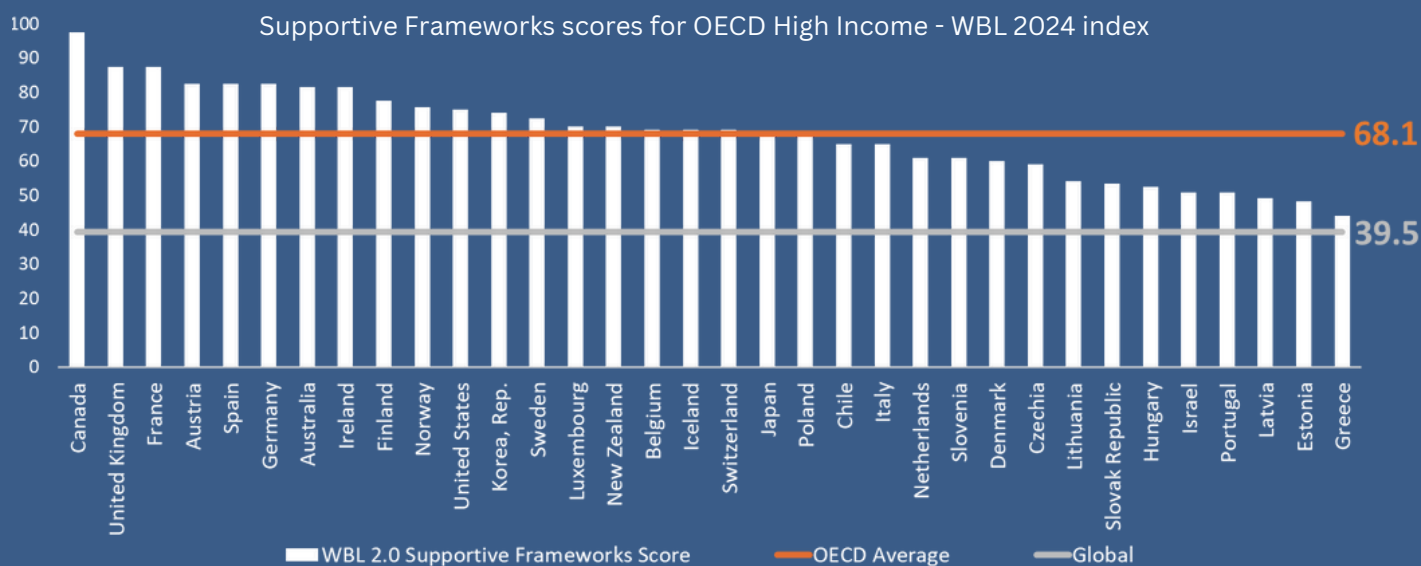


### Legal Frameworks

- No economy achieves a perfect score of 100. Eleven economies score 90 or above.
- The Mobility, Pay, Marriage, Parenthood, and Assets indicators perform relatively well, with average scores above 90.
- The Safety indicator shows most room for improvement, with an average score of only 41.2.

### Supportive Frameworks

- OECD's regional average is higher than the global average.
- The Marriage and Childcare indicators perform relatively well with a regional average score of 85.3 and 83.1.
- Implementation gaps are observed in the Entrepreneurship and Assets indicators.



### Expert Opinions

- Eleven economies score 90 or above.
- Experts perceive women's rights to be advanced in Mobility and Assets.
- Opinions on Safety indicate that women's rights lag in this area.

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