



USAID
FROM THE AMERICAN PEOPLE

USAID WEE COP JULY 2022 LEARNING EVENT

USING DATA TO REFORM GENDER
DISCRIMINATORY LAWS AND REGULATIONS

OPENING REMARKS



Bama Athreya

USAID Deputy Assistant Administrator for
the Bureau for Development, Democracy,
and Innovation

USAID

AGENDA

Welcome and Overview

- **Bama Athreya**, PhD, Deputy Assistant Administrator, USAID Bureau for Development, Democracy, and Innovation
- **Morgan Mickle**, Senior Program Officer, USAID Women's Economic Empowerment Community of Practice (USAID WEE CoP), Banyan Global

Presentation of Findings

- **Tea Trumbic**, Program Manager for *Women, Business and the Law* project, World Bank

Moderated Panel Discussion

- **Michelle Milford Morse**, Vice President for Girls and Women Strategy, UN Foundation
- **Mark Ahern**, Lead Country Economist for Egypt, Yemen and Djibouti, World Bank Group
- **Erin Carr-Jordan**, PhD, Managing Director of the Digital Equity Institute and Head of Social Impact, Arizona State University

Questions from the Audience

- **Malini Patel**, Senior Associate, USAID WEE CoP, Banyan Global

Closing Remarks

- **Bama Athreya**, PhD, Deputy Assistant Administrator, USAID Bureau for Development, Democracy, and Innovation

USAID WOMEN'S ECONOMIC EMPOWERMENT COMMUNITY OF PRACTICE

Currently 700+ Members



Gather and share evidence



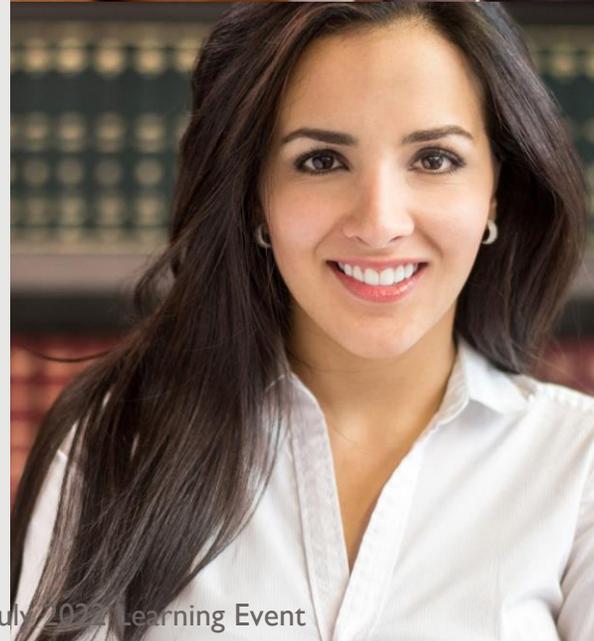
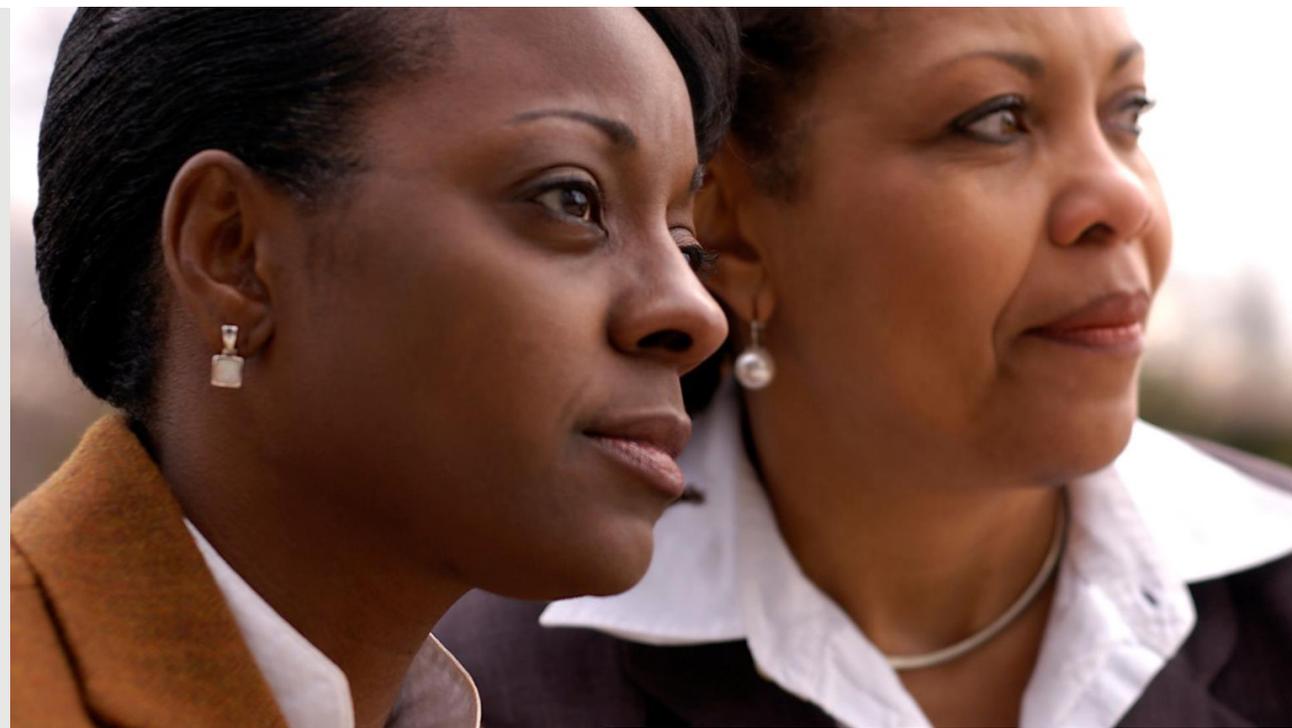
Facilitate learning among
members



Foster engagement
opportunities

LEARNING OBJECTIVES

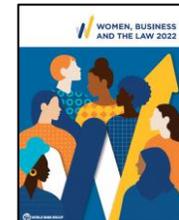
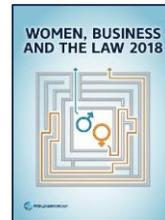
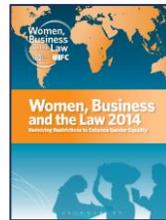
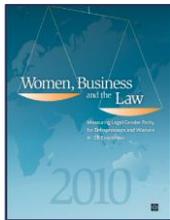
1. Build awareness of Women, Business and the Law (WBL) research, report, and tools.
2. Convey the importance of designing and applying gender equal laws for systemic and sustainable change
3. Drive the use of WBL data to change gender discriminatory laws and regulations, to accelerate gender equality and women's economic empowerment



— THE WOMEN, BUSINESS AND THE LAW 2022 REPORT FINDINGS



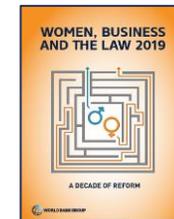
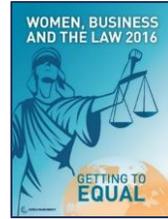
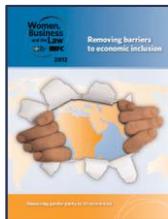
Measuring equality of opportunity for women



- Scoring proposed
- Expert discussions

- Data collected in 190 economies
- 50-year panel dataset introduced

- Annual update of data
- Two new areas introduced



- Index introduced
- Engagement with users

- First annual update of data
- 50 years of reform trends

10,000+ legal experts in 190 economies

8 indicators to measure how laws impact women throughout their working lives



Mobility

Examines constraints on freedom of movement



Workplace

Analyzes laws affecting women's decisions to work

Pay

Measures laws and regulations affecting women's pay



Marriage

Assesses legal constraints related to marriage

Parenthood

Examines laws affecting women's work after having children



Entrepreneurship

Analyzes constraints on women's starting and running businesses

Assets

Considers gender differences in property and inheritance



Pension

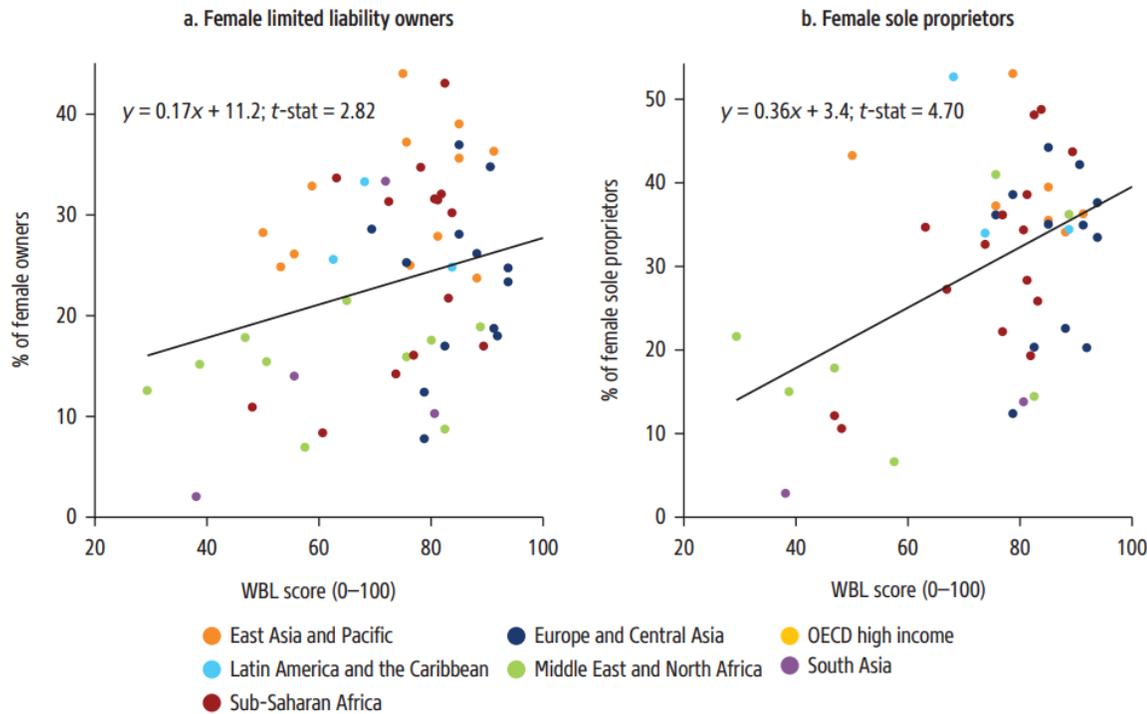
Assesses laws affecting the size of a woman's pension

35 binary questions scored across **eight indicators** representing a different phase of a woman's career.

Legal equality and gender equality and women's economic empowerment

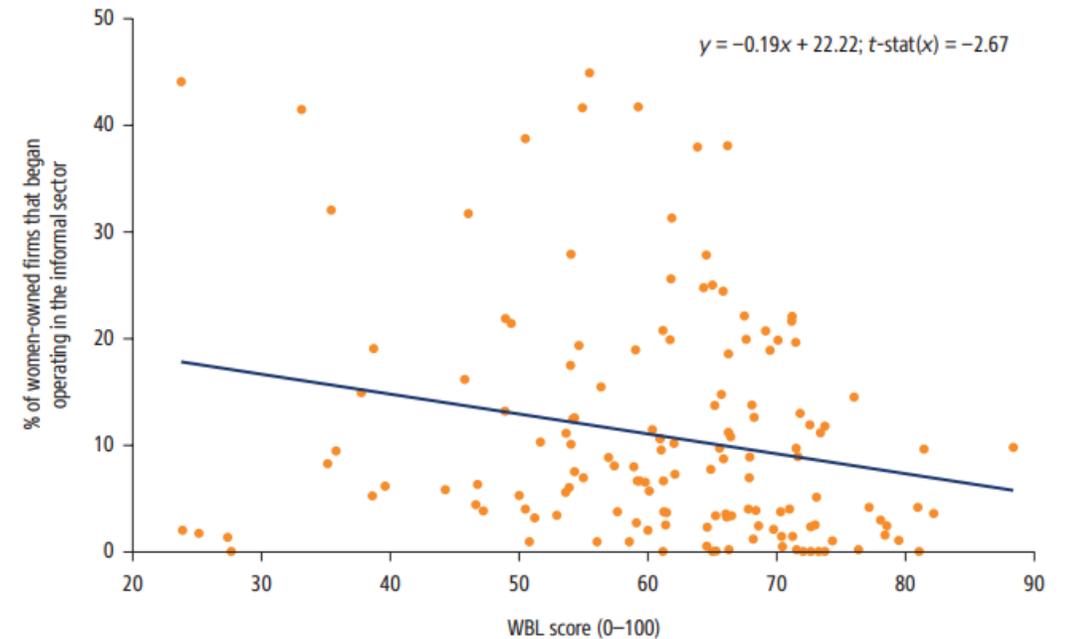


Strong legal frameworks are associated with higher share of women entrepreneurs



Sources: *Women, Business and the Law* (WBL) database and the World Bank Entrepreneurship Database (We-Data), <https://www.worldbank.org/en/programs/entrepreneurship/gender>.

Legal gender inequality is correlated with more women-owned firms starting in the informal sector

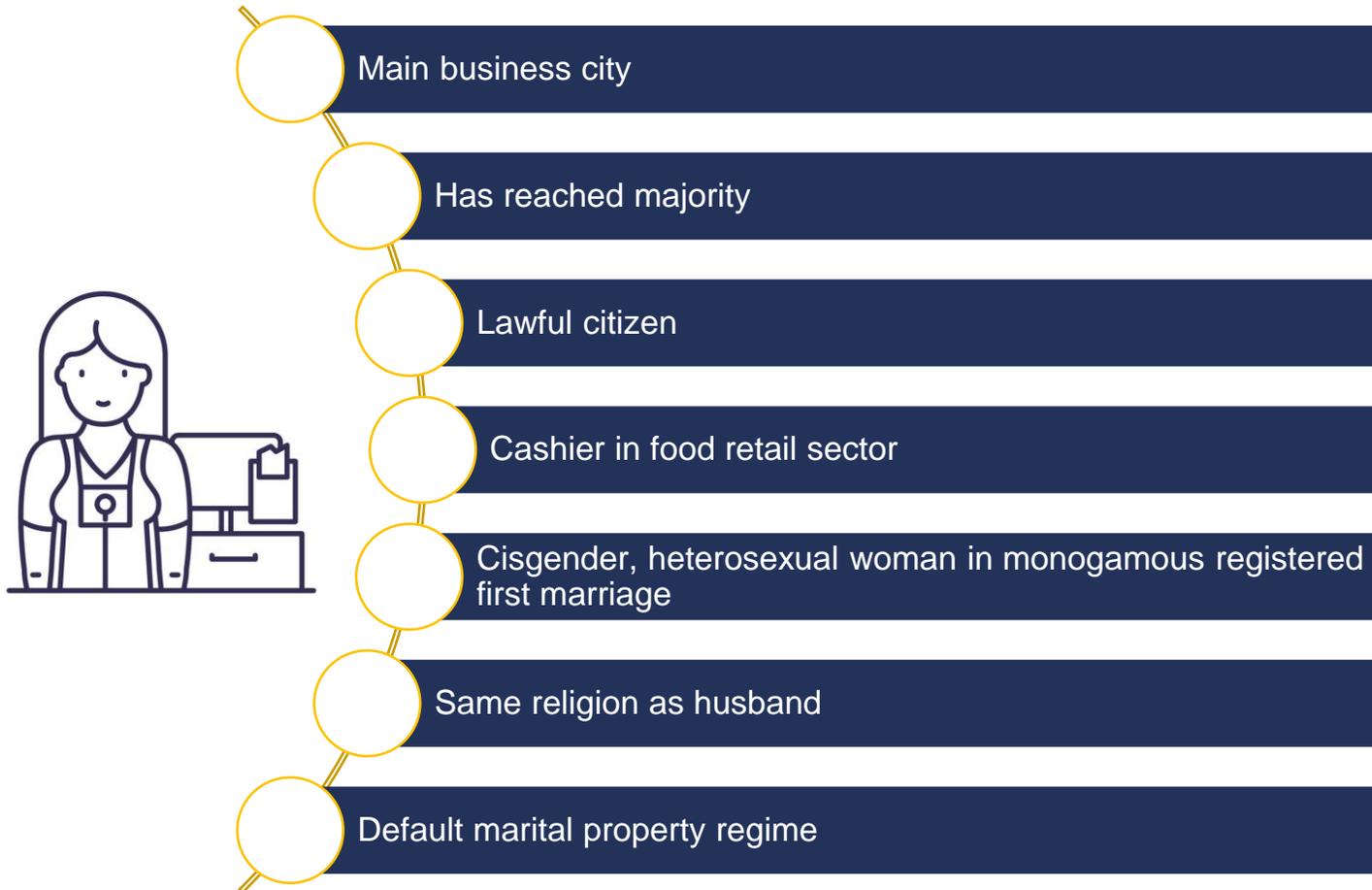


Sources: *Women, Business and the Law* (WBL) database; World Bank Enterprise Surveys.

Women, Business and the Law methodology



Case study assumptions



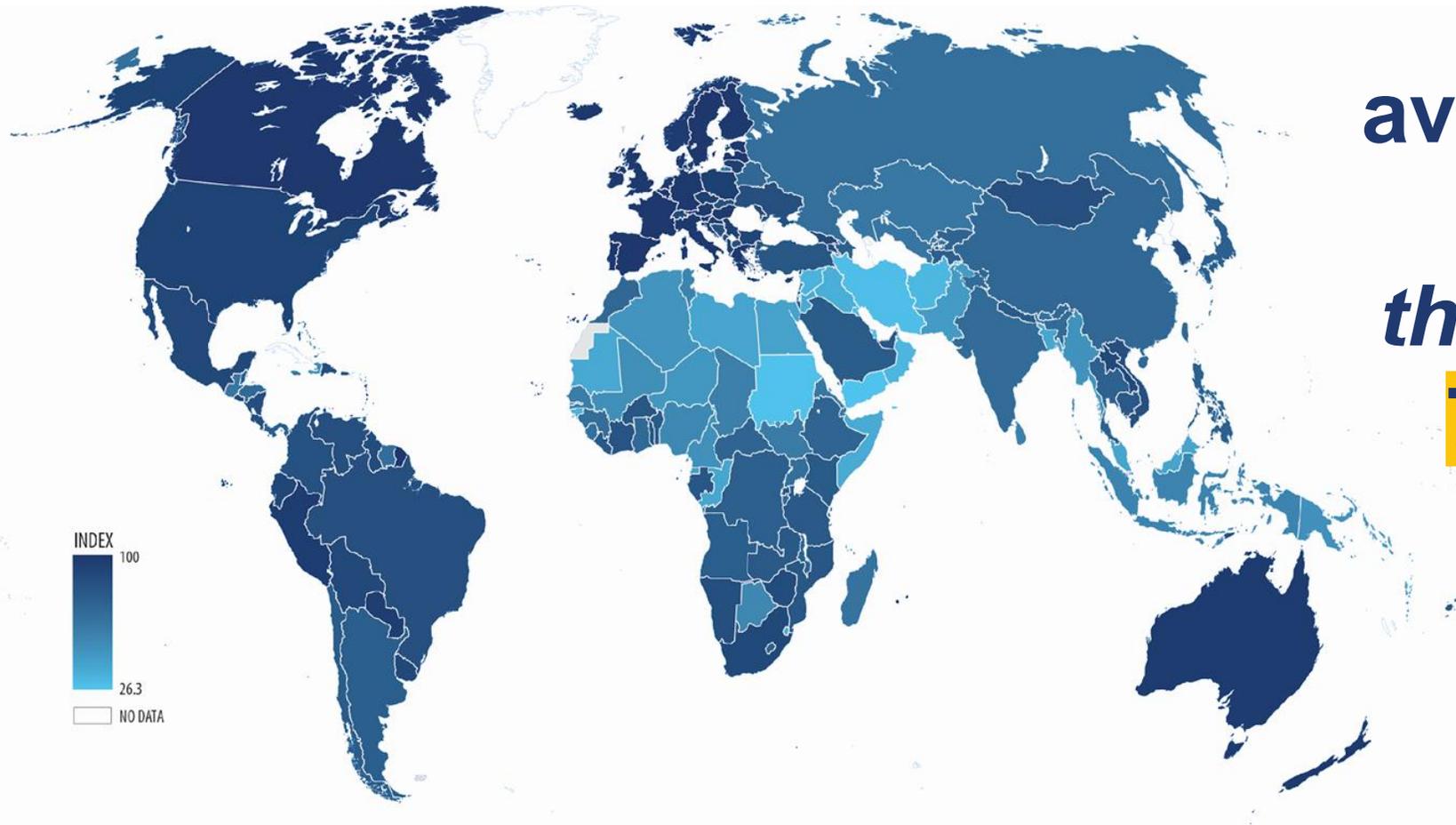
International legal frameworks

- Convention on the Elimination of All Forms of Discrimination against Women (**CEDAW**)
- Committee on the Elimination of Discrimination against Women General Recommendations (**CEDAW GR**)
- United Nations (UN) Declaration on the Elimination of Violence against Women (**DEVAW**)
- **International Labour Organization (ILO)** Conventions n. 100 (equal pay), n. 111 (nondiscrimination), n. 183 (maternity protection), and n. 190 (violence and harassment)

Globally, women have just 3/4 of the legal rights afforded to men

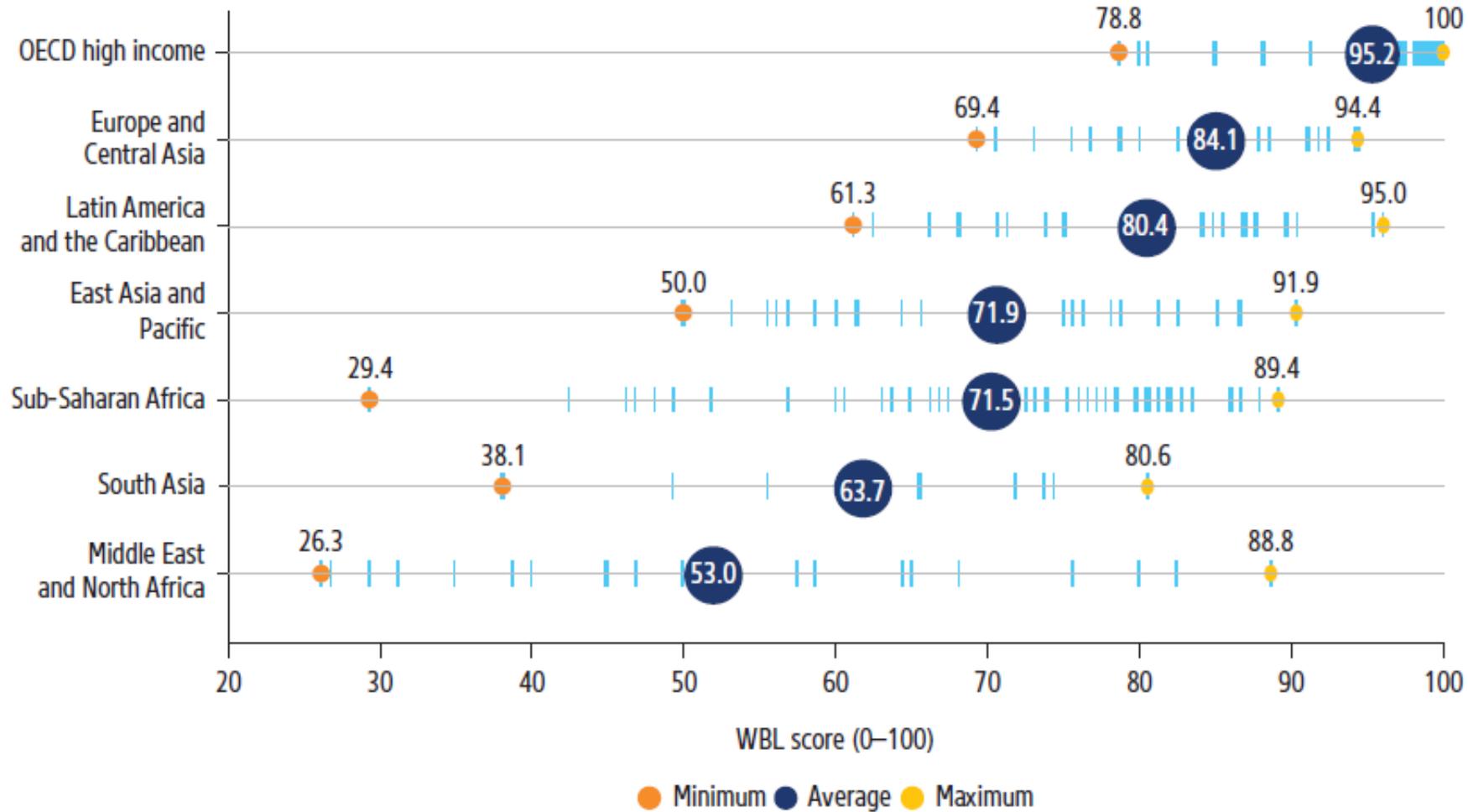


The global average *Women, Business and the Law* score is **76.5 out of 100**

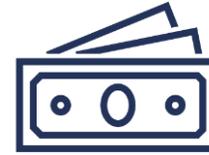
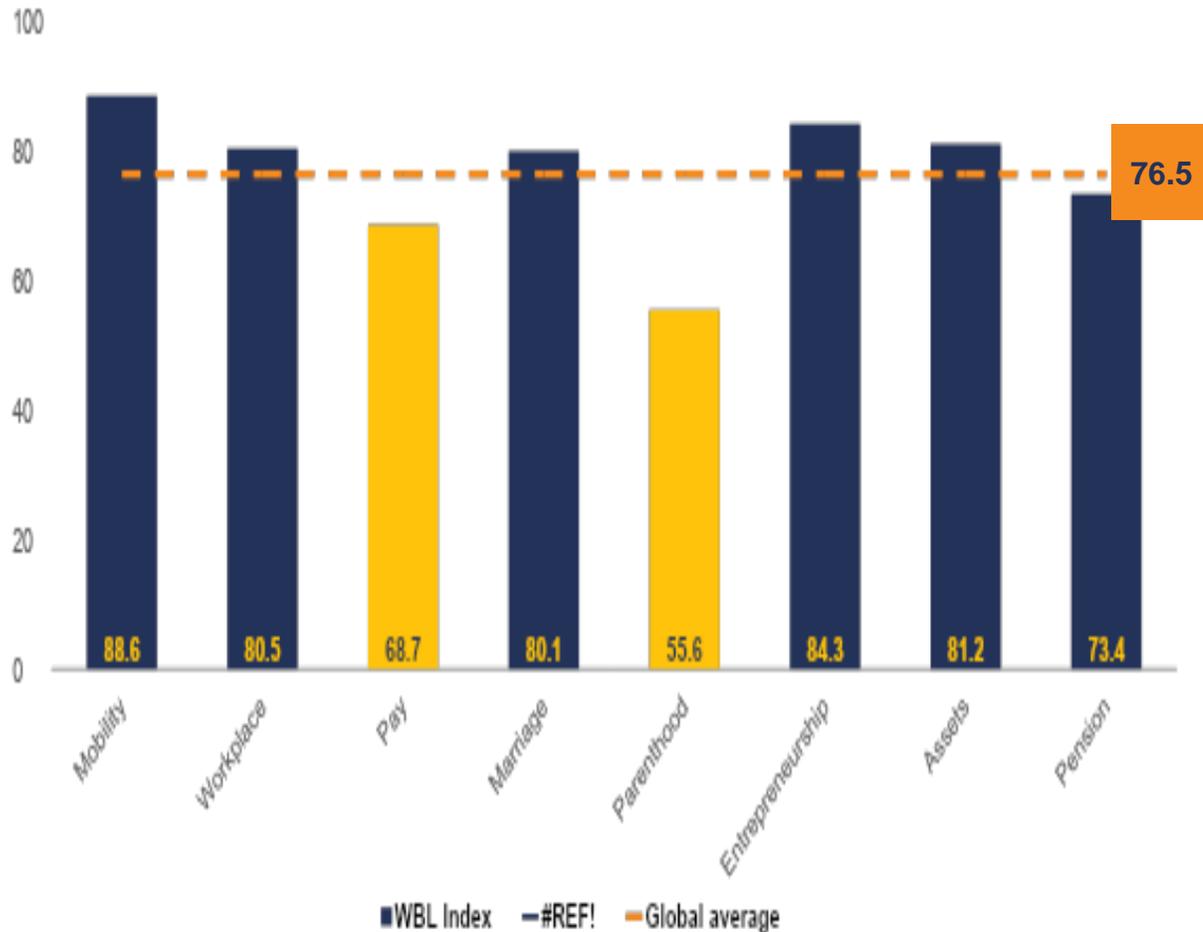


Visualize
the 52-year
dataset

Progress toward equality is uneven within regions



Challenges remain in the *Pay* and *Parenthood* indicators



95 economies do not mandate equal pay for work of equal value



86 economies still restrict women's access to high-paying jobs



76 economies do not mandate paid leave for fathers



140 economies do not mandate paid parental leave for parents

Despite the pandemic, 23 countries improved their laws in 2021

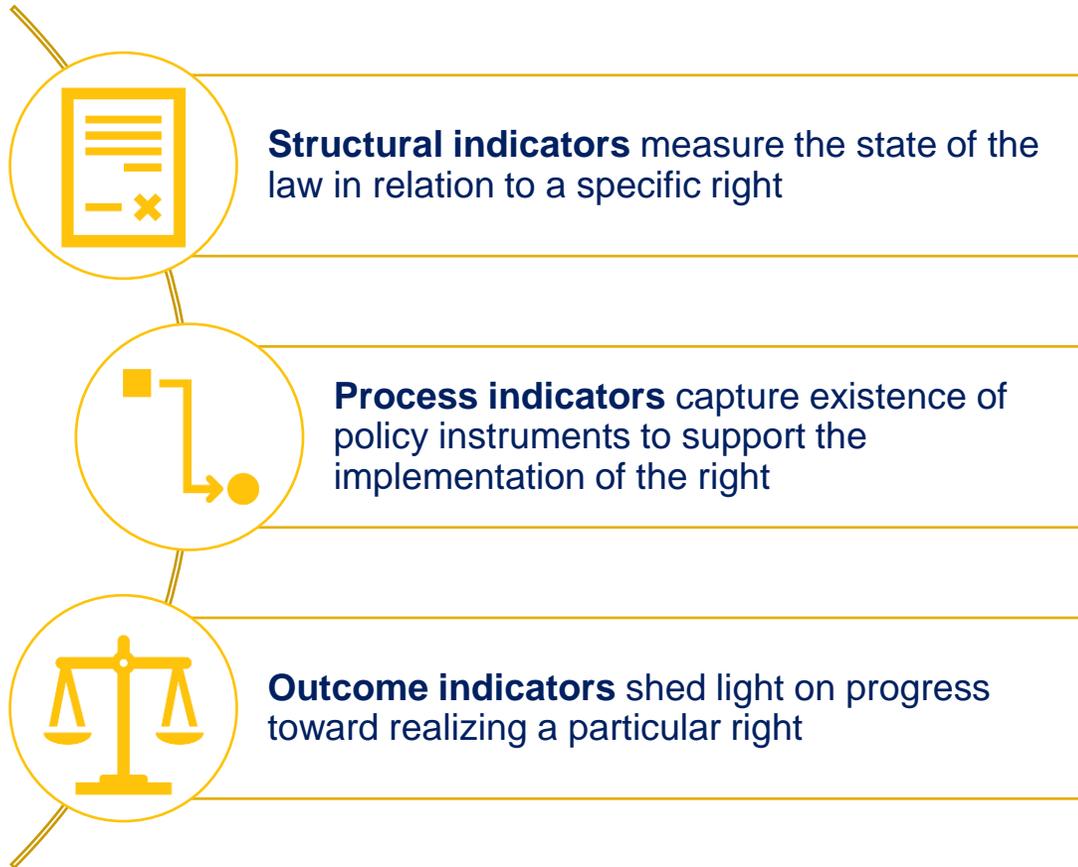


Indicator	Examples of reforms adopted
Mobility	In <i>Cyprus</i> and <i>Oman</i> , passport application procedures are now equal for men and women.
Workplace	<i>Angola</i> and <i>Lebanon</i> both enacted laws protecting women from sexual harassment in employment, including criminal penalties for such conduct.
Pay	<i>Bahrain</i> and <i>Burundi</i> mandated equal remuneration for work of equal value. In <i>Benin</i> and <i>Vietnam</i> , women can now work in industrial jobs in the same way as men. <i>Pakistan</i> lifted restrictions on women's ability to work at night.
Marriage	<i>Egypt, Arab Rep.</i> , enacted legislation protecting women from domestic violence.
Parenthood	<i>Armenia, Switzerland, and Ukraine</i> introduced paid paternity leave. <i>Colombia, Georgia, Greece, and Spain</i> introduced paid parental leave.
Entrepreneurship	<i>Egypt, Arab. Rep., Gabon, and Sierra Leone</i> prohibited gender-based discrimination in financial services, making it easier for women to access credit.
Assets	<i>Gabon</i> granted spouses equal rights to immovable property and equal administrative authority over assets during marriage.
Pension	<i>Cambodia</i> and <i>Ukraine</i> equalized the ages at which men and women can retire with full pension benefits.

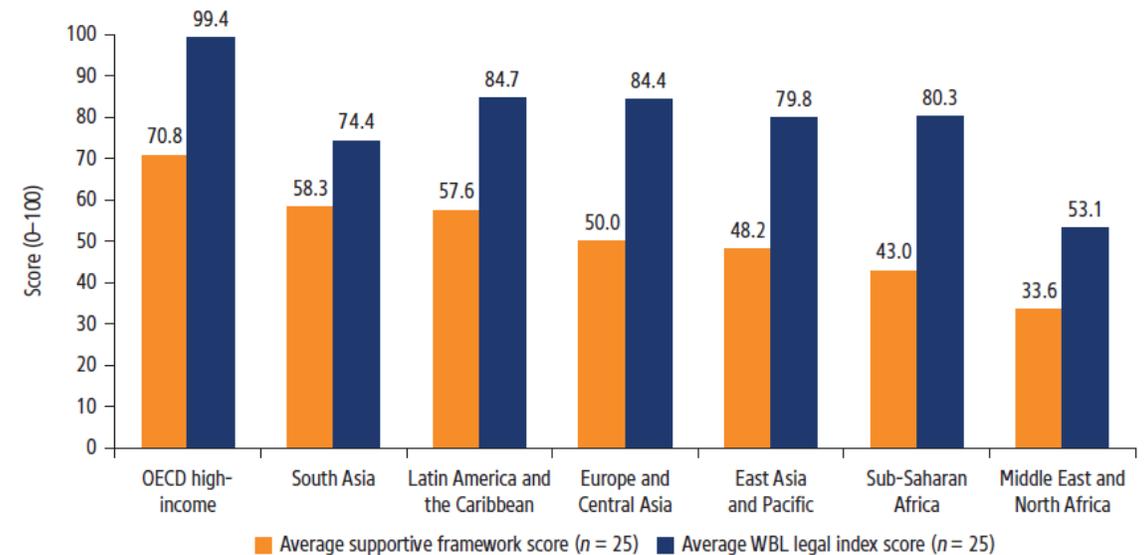


Explore the **Reforms Database**

Measuring the law in practice

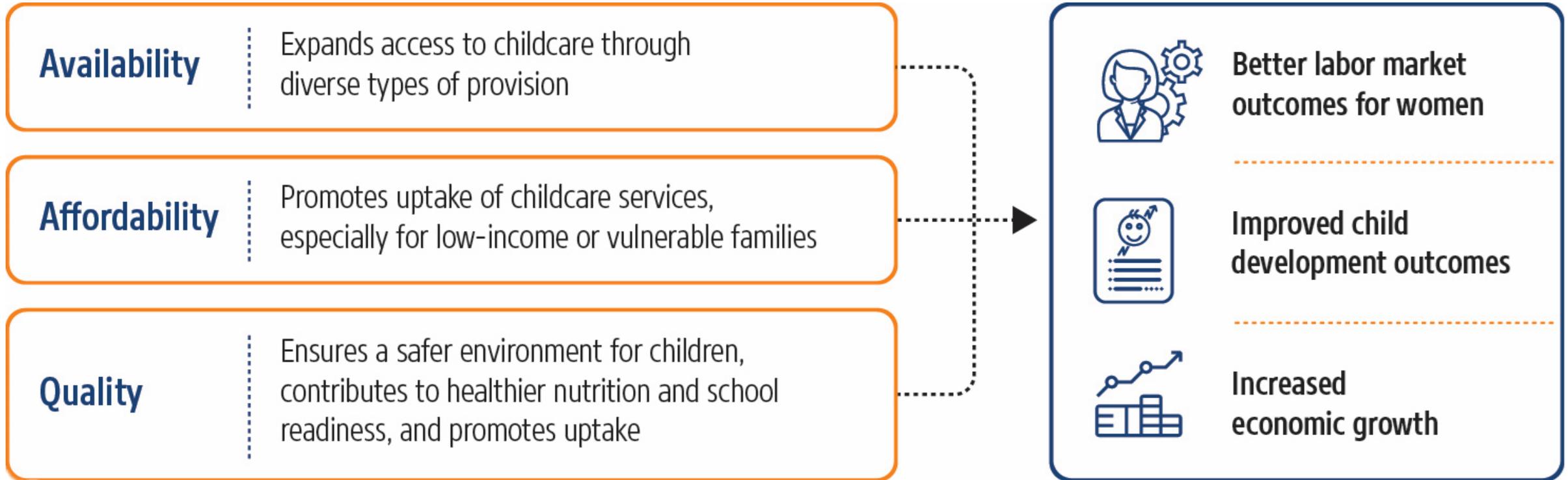


Substantial gaps exist between the passage of laws and their implementation



Read the chapter on **Implementation**

Legal barriers to childcare services provision



Read the chapter on **Childcare**

How does WBL impact reforms?



Gabon presents bills for gender equality



World Bank

PHOTO STEVE JORDAN/AFP
Gabon's Prime Minister Rose Christiane Ossouka Raponda



Key Ingredients to Women's Legal Rights in Kenya

How is WBL data being used by the World Bank?



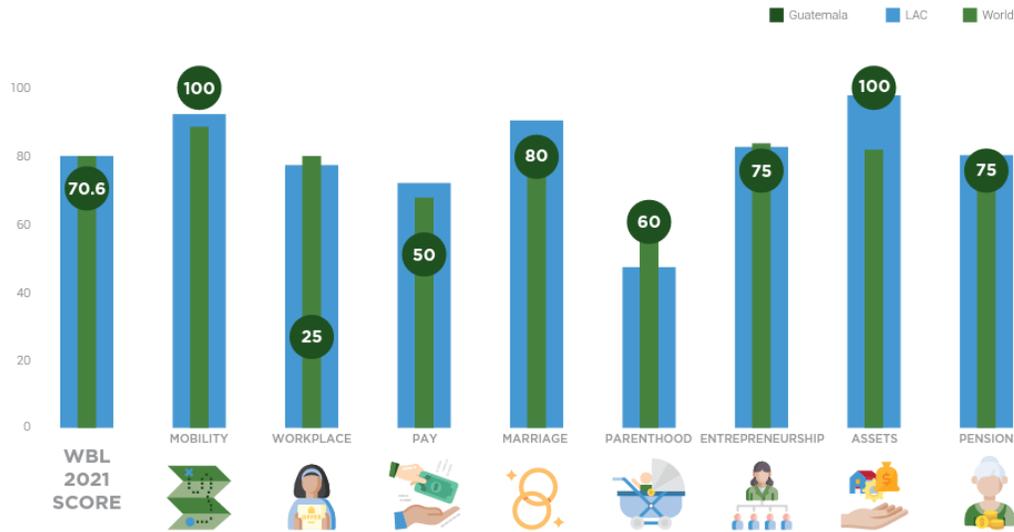
LAC Country Gender Scorecards (WBL2021)

Country Gender Scorecard | 3

Gender Equality in the Law

The Women Business and the Law index³ score presents the share of good laws in the economy and it is structured around a woman's working life

Guatemala- Latin America & Caribbean - World Comparison (2021)



³ Thirty-five data points are scored across eight indicators composed of four or five binary questions, with each indicator representing a different phase of a woman's life. Indicator-level scores are obtained by calculating the unweighted average of responses to the questions within that indicator and scaling the result to 100. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score, meaning that the country gives women and men equal legal rights in the measured areas. Source: [WBL 2021](#).

South Asia Regional Profile to inform SAR GAP



Lending operations (DPOs, TAs)



World Bank

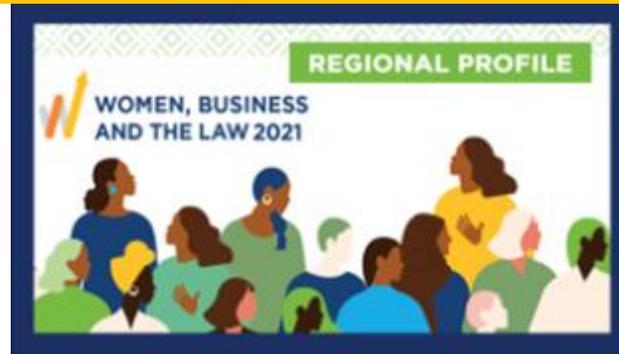
WBL deep-dives and economy summaries



Women, Business and the Law Economy Summary Series

The economy summary series delves into legal reforms that advance women's economic empowerment. It also identifies gaps that persist before men and women achieve equality before the law. Each summary draws on Women, Business and the Law data from 1970 to 2020 and input from civil society organizations.

[Bangladesh](#) | [Ethiopia](#) | [India](#) | [Kenya](#)
[Nigeria](#) | [Rwanda](#) | [Sri Lanka](#)



Regional Profiles

The regional profile series presents data on laws, regulations, and reform trends that advance women's economic empowerment. It highlights persistent gaps and identifies best practices to help achieve equality before the law. Each profile draws on Women, Business and the Law data from 1970 to 2020. Regional profiles in the series include Western and Central Africa, Eastern and Southern Africa, and South Asia.

[Western and Central Africa](#)
[Eastern and Southern Africa](#)
[South Asia](#)



- [Key Ingredients to Women's Legal Rights in Kenya](#)
- [Reforms to Enhance Gender Equality in the Democratic Republic of Congo: From Advocacy to Implementation](#)
- [Challenging Entrenched Marital Power in South Africa](#)

World Bank Business Regulation Team



1. Driving Evidence-Based Reform
2. Fostering Business Competitiveness
3. Expanding Investment Opportunities

WHAT'S NEXT?



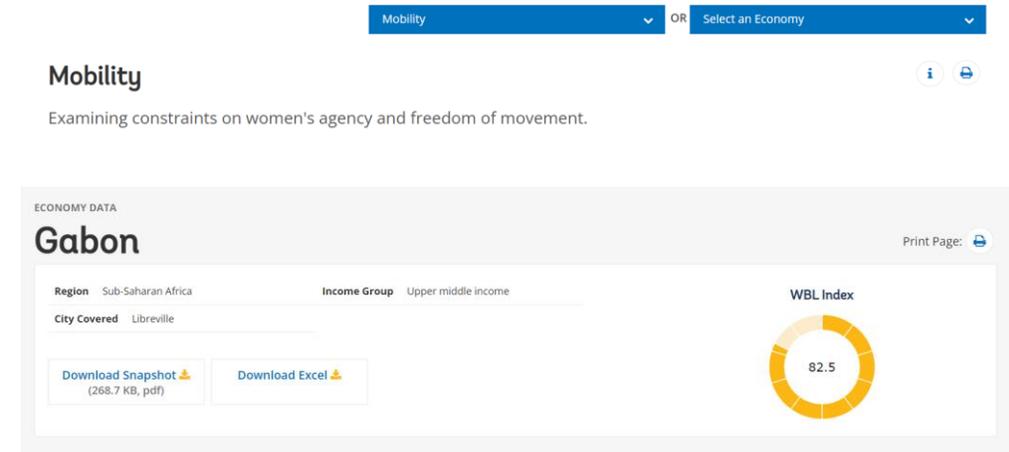
USE OUR DATA

View country-specific data and access primary legal sources



SCAN ME

- ∅ Select an indicator to access the **data** and respective **legal basis**.
- ∅ Download economy-specific **summaries** and **regional profiles**.
- ∅ Visualize WBL **historical data** from 1971-2022.
- ∅ Download the **complete data** under "Data".



Women, Business and the Law Data for 1971-2022

Explore trends over time with annual data for 190 economies during the period from 1971 to 2022 (calendar years 1970 to 2021).

[Download file \(Excel\)](#) | [Download file \(STATA\)](#) | [Read the report](#) | [Data revision](#)



Sign up to receive the **WBL Dissemination Toolkit**

<https://forms.office.com/r/FMvi25pVZp>

PANEL DISCUSSION

MODERATOR



Tea Trumbic

Program Manager for the *Women, Business and the Law* project

World Bank Group

PANELISTS



Michelle Milford Morse

Vice President for Girls and Women Strategy

UN Foundation



Mark Ahern

Lead Country Economist for Egypt, Yemen and Djibouti

World Bank Group



Erin Carr-Jordan, PhD

Managing Director of the Digital Equity Institute and Head of Social Impact

Arizona State University

SUSTAINABLE DEVELOPMENT GOALS GLOBAL NOTIFICATION SYSTEM



Sustainable Development Goals Global Notification System

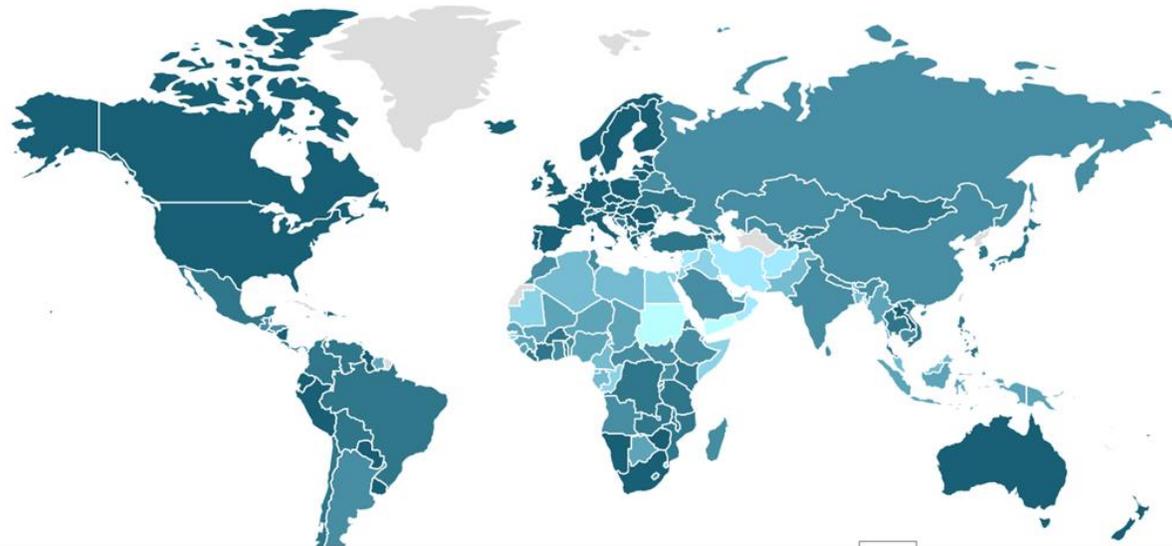
[Learn More](#)

Goal 5: Achieve gender equality and empower all women and girls



Legend

- > 90
- 80-90
- 70-80
- 60-70
- 50-60
- 40-50
- < 30



[LINK](#)

— QUESTIONS & ANSWERS



WRAP UP AND ANNOUNCEMENTS



Participant Poll

Call for Member Spotlights

Want to feature your activity in a future USAID WEE CoP monthly communication?

Email Banyan Global at fundcop@banyanglobalgita.com



Join the **USAID WEE CoP LinkedIn Group:**

<https://www.linkedin.com/groups/12501152/>

Email the USAID WEE CoP with questions at:
fundcop@banyanglobalgita.com



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