

WOMEN, BUSINESS AND THE LAW 2018

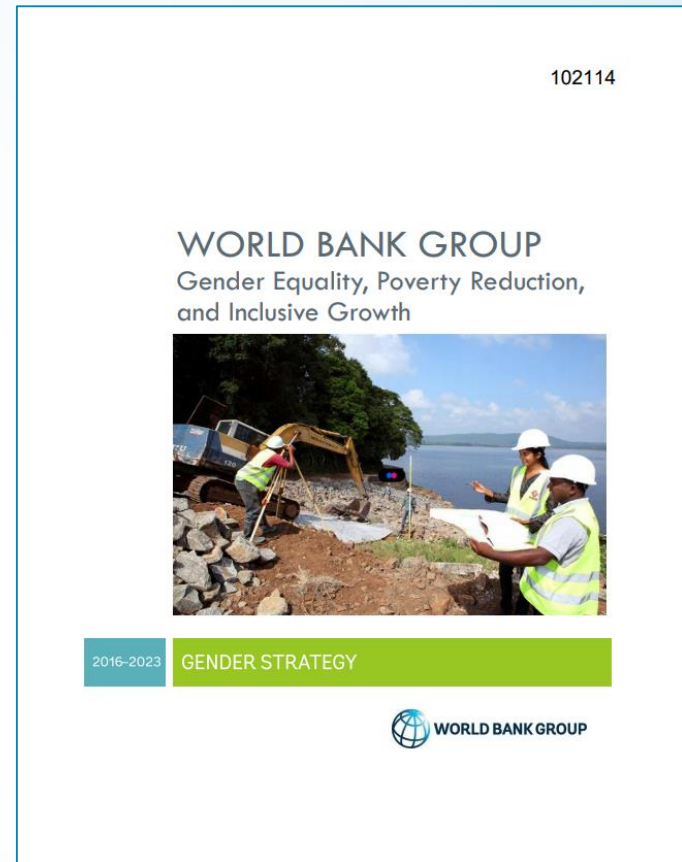
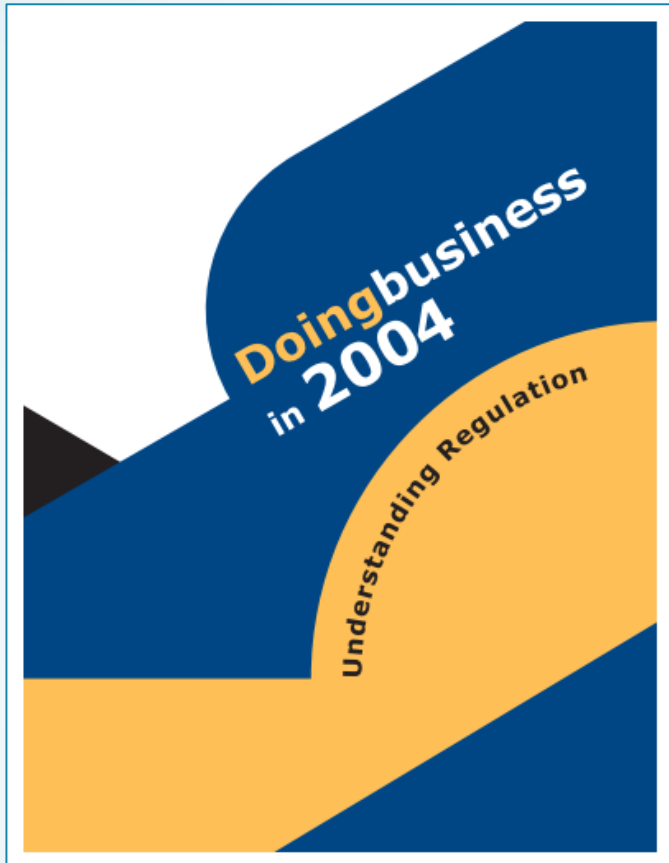
Tanya Primiani & Katrin Schulz

July 14, 2018

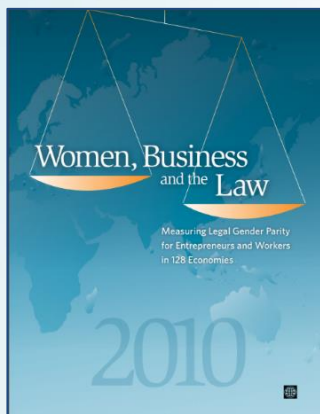


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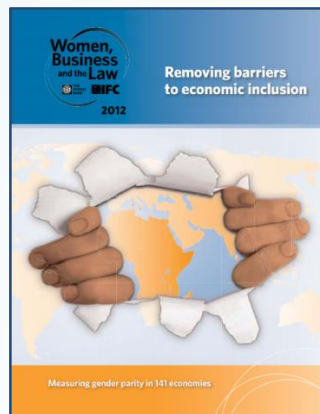
WHY DOES THE WORLD BANK MONITOR LEAVE POLICIES?



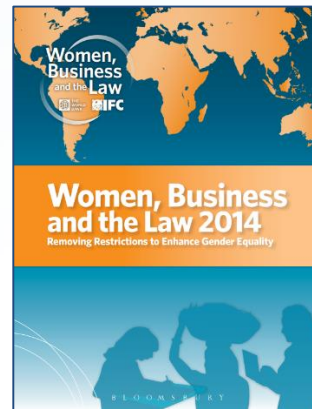
MEASURING GENDER EQUALITY IN THE LAW FOR 10 YEARS



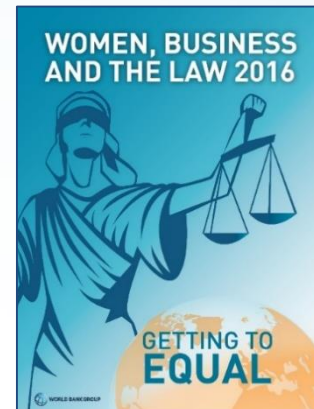
2010



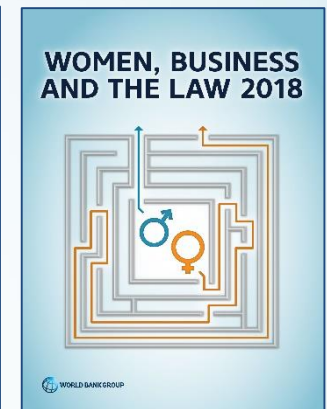
2012



2014



2016



2018

In its fifth edition, *Women, Business and the Law 2018* expands its analysis to 189 economies

THE SEVEN *WOMEN, BUSINESS AND THE LAW* INDICATORS



Accessing
institutions



Getting
a job



Providing
incentives to work



Protecting women
from violence



Using property



Going to court



Building credit

For the first time, each economy is assigned a score at the indicator level, ranging from 0 (worst) to 100 (best)



WOMEN'S ECONOMIC INCLUSION PROMOTES GROWTH & BOOSTS SHARED PROSPERITY

Spending on early education & childcare can increase women's labor force participation and reduce gender gaps

Olivetti, Claudia, and Barbara Petrongolo. 2017. "The Economic Consequences of Family Policies: Lessons from a Century of Legislation in High-Income Countries." Journal of Economic Perspectives 31 (1): 205–30.



\$28 trillion
can be added to
global growth by
advancing
women's equality

McKinsey&Company



Policies such as paid parental leave are associated with increases in women's employment; however, extended durations of parental leave lead to reductions in women's relative wages

Ruhm, Christopher J. 1998. "The Economic Consequences of Parental Leave Mandates: Lessons from Europe." Quarterly Journal of Economics 113 (1): 285–317.

WHAT LEAVE POLICIES ARE EXAMINED?

Maternity leave	Paternity leave	Parental leave	Family leave
<ul style="list-style-type: none">• Does the law mandate paid or unpaid maternity leave?• What is the length of paid maternity leave?• Who pays maternity leave benefits?• What percentage of wages is paid during maternity leave?• What is the length of unpaid maternity leave?	<ul style="list-style-type: none">• Does the law mandate paid or unpaid paternity leave?• What is the length of paid paternity leave?• Who pays paternity leave benefits?• What percentage of wages is paid during paternity leave?• What is the length of unpaid paternity leave?	<ul style="list-style-type: none">• Does the law mandate paid or unpaid parental leave?• What is the length of paid parental leave?• Who pays parental leave benefits?• What percentage of wages is paid during parental leave?• What is the length of unpaid parental leave?• How many days of unpaid parental leave must be taken by the mother?• How many days of unpaid parental leave must be taken by the father?• How many days of paid parental leave must be taken by the mother?• How many days of paid parental leave must be taken by the father?	<ul style="list-style-type: none">• Must employers provide leave to care for sick relatives?

HOW WE KEEP THE DATA COMPARABLE ACROSS 189 ECONOMIES

***Women, Business and the Law* only measures written legislation**

- The implementation of laws is not measured by the report
- However, it recognizes the often-large gaps between the laws on the books and actual practice

Standardized assumptions apply across all countries:

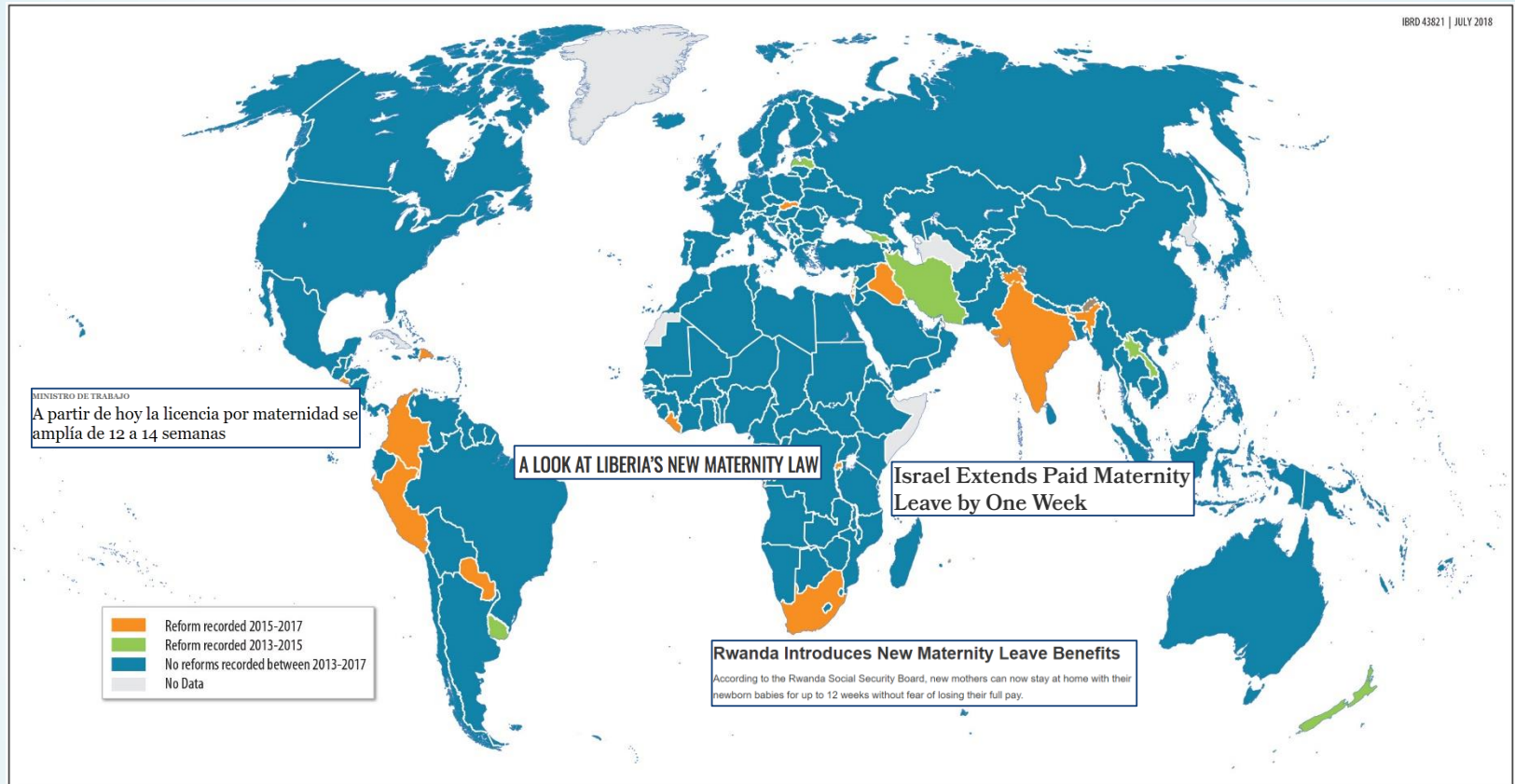
- They live in the main business city
- Parents are in a heterosexual, monogamous marriage registered with the authorities
- The woman is pregnant with her first child and the pregnancy & birth have no complications
- The couple has worked long enough to accrue all parental benefits
- Each person works in a privately-owned grocery store of at least 60 employees earning the minimum wage
- The child was born healthy on June 1, 2017



GLOBAL AVERAGE LENGTH OF PAID MATERNITY LEAVE: **98** DAYS

Europe & Central Asia	OECD high income	Sub-Saharan Africa	Latin America & Caribbean	East Asia & Pacific	South Asia	Middle East & North Africa
126	112	98	91	87	84	77

15 ECONOMIES INCREASED OR ENHANCED MATERNITY LEAVE BETWEEN 2015 & 2017



TWO STEPS FORWARD, ONE STEP BACK?

THE BLOG

Why India's New Maternity Law Is Bad News For Women

India's generous maternity leave may be bad for women

Startups and SMEs say maternity bill will impact hiring of women

Of course India's women need long maternity leaves. But what about its dads?

WILL INDIA'S NEW MATERNITY LEAVE LAW ARREST THE DECLINE IN WOMEN'S WORKFORCE PARTICIPATION?

Will new maternity law help keep Indian women in work?

BAD NEWS

Proof that India's new maternity leave law could make it even harder for women to get a job

By [Maria Thomas](#) | March 29, 2017 | [Quartz India](#)

India's Extraordinary New Maternity Leave Could Work Against Women



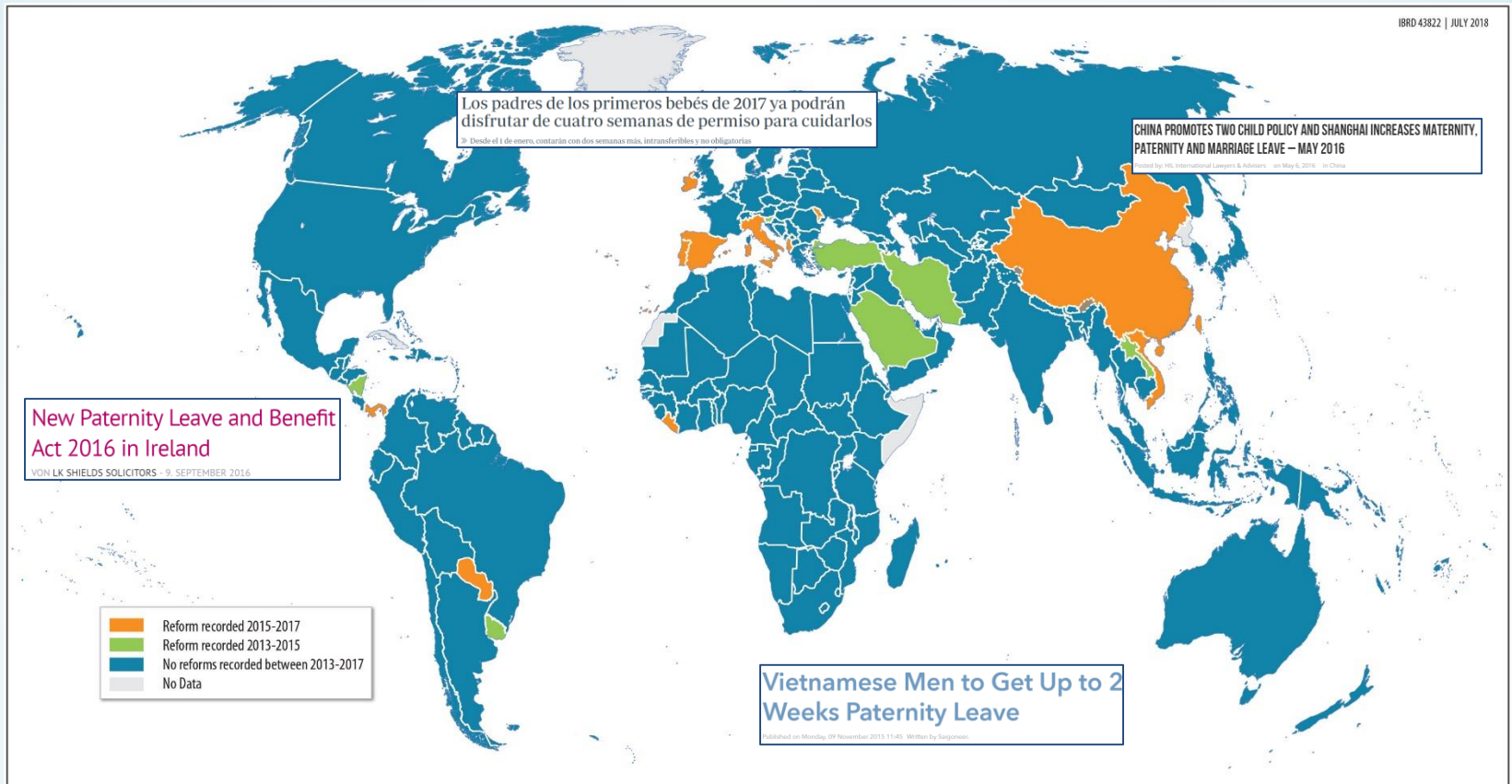
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GLOBAL AVERAGE LENGTH OF PAID PATERNITY LEAVE: **5** days

OECD high income	Europe & Central Asia	Latin America & Caribbean	East Asia & Pacific	South Asia	Sub-Saharan Africa	Middle East & North Africa
10	7	5	5	5	3	3

13 ECONOMIES INTRODUCED OR INCREASED THE LENGTH OF PATERNITY LEAVE



CHALLENGES TO PATERNITY LEAVE



THE IRISH TIMES

Saying men use paternity leave to play golf is sexist

Can you imagine the outrage if it was suggested that women were using maternity leave for coffee with the girls?

Japan

First Japanese MP to take paternity leave resigns over affair

Oman

Health

Do fathers in Oman deserve paternity leave?



GLOBAL AVERAGE LENGTH OF PAID PARENTAL LEAVE: **309** days

Europe & Central Asia	OECD high income	East Asia & Pacific	Sub-Saharan Africa	Latin America & Caribbean	South Asia	Middle East & North Africa
475	224	94	0	0	0	0

ENGAGING FATHERS IN HIGH-INCOME ECONOMIES: INCENTIVES TO TAKE PAID PARENTAL LEAVE

<i>Economy</i>	<i>Examples</i>
Austria	Parents each receive an additional bonus cash payment if they share their leave equally or at least 60:40.
France	Parents receive higher payments if they both take some leave.
Italy	Parents receive an additional month of leave if the father takes at least 3 of the initial 10 months.
Germany	Parents receive pay for an additional 2 months of leave if they each take at least 2 of the initial 12 months.
Japan	Parents receive an additional 2 months of paid leave if they share the initial 12 months.
Korea, Rep.	The second parent to take parental leave (typically the father) receives 100% of his wages up to a ceiling for 3 months. The first parent receives 40%.
Norway	Seventy days of the total postnatal parental leave period are reserved for each parent.
Portugal	Parents who share the initial 120 days of parental leave receive an additional 30 days.
Romania	The parent who did not initially request parental leave (typically the father) is obliged to take 1 of the 24 months of leave.
Sweden	Ninety of the 480 days of paid parental leave are reserved for each parent.

71

**ECONOMIES
MANDATE
EMPLOYERS TO
PROVIDE LEAVE TO
CARE FOR SICK
RELATIVES**



SCORING LEAVE POLICIES

Original questions

1. Does the law mandate paid or unpaid maternity leave?
2. Does the law mandate paid or unpaid paternity leave?
3. Does the law mandate paid or unpaid parental leave?
4. What is the length of paid maternity leave?
5. What is the length of paid paternity leave?
6. What is the length of paid parental leave?
7. Who pays maternity leave benefits?
8. Who pays paternity leave benefits?
9. Who pays parental leave benefits?
10. What percentage of wages is paid during maternity leave?
11. What percentage of wages is paid during paternity leave?
12. What percentage of wages is paid during parental leave?
13. What is the length of unpaid maternity leave?
14. What is the length of unpaid paternity leave?
15. What is the length of unpaid parental leave?
16. How many days of unpaid parental leave must be taken by the mother?
17. How many days of unpaid parental leave must be taken by the father?
18. How many days of paid parental leave must be taken by the mother?
19. How many days of paid parental leave must be taken by the father?

Scored questions

Is there paid leave available to women of at least 14 weeks?

Do women receive at least 2/3 of their wages for the first 14 weeks or the duration of the leave if it is shorter?

What is the percentage of maternity leave benefits paid by the government?

What is the difference between leave reserved for women and men relative to leave reserved for women, as a function of who pays?

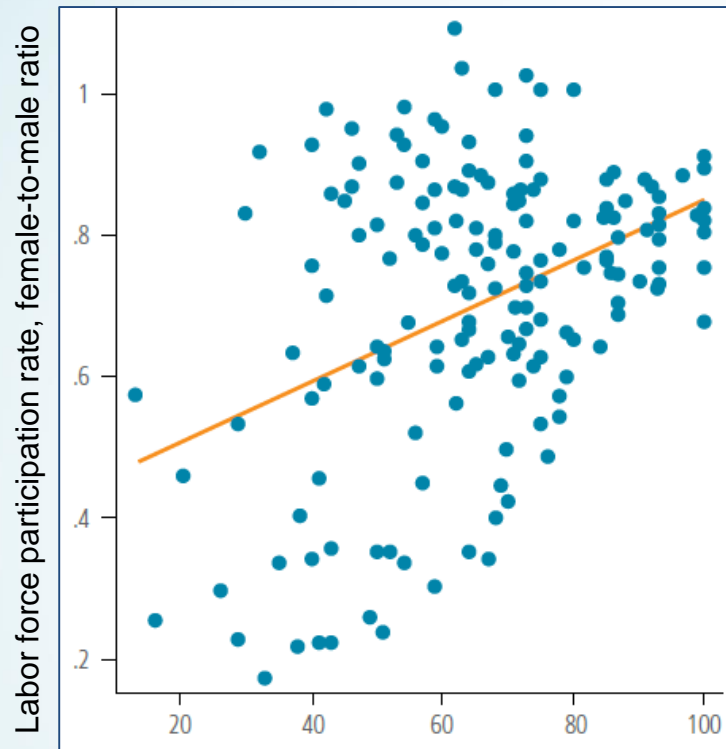
Is there paid parental leave?

SCORING RESULTS

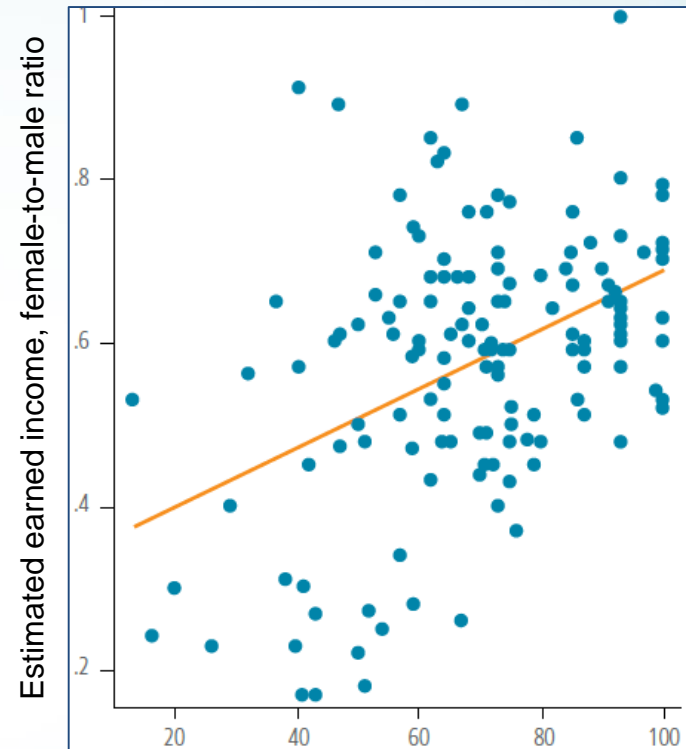
Score	Economies
0	Marshall Islands; Micronesia, Fed. States; Palau; Papua New Guinea; Suriname; Tonga; United States (7)
1	Haiti; Kiribati; Samoa; Solomon Islands; Swaziland; United Arab Emirates (6)
2	Afghanistan; Bahrain; Bangladesh; Bhutan; Botswana; Cambodia; Comoros; Congo, Dem. Rep.; Eritrea; Ethiopia; Fiji; Gambia, The; Ghana; Hong Kong SAR, China; India; Indonesia; Iraq; Jamaica; Kenya; Kosovo; Kuwait; Lebanon; Lesotho; Liberia; Libya; Malawi; Malaysia; Maldives; Malta; Mauritius; Nepal; Nigeria; Oman; Pakistan; Puerto Rico (U.S.); Qatar; Saudi Arabia; Sierra Leone; South Sudan; Sri Lanka; Sudan; Syrian Arab Republic; Uganda; Vanuatu; Yemen, Rep.; Zambia; Zimbabwe (47)
3	Antigua and Barbuda; Bahamas, The; Benin; Brunei Darussalam; Burundi; Cabo Verde; Congo, Rep.; Costa Rica; Djibouti; Dominica; Dominican Republic; Ecuador; Egypt, Arab Rep.; Grenada; Guinea; Honduras; Madagascar; Nicaragua; Niger; Rwanda; Seychelles; St. Vincent and the Grenadines; Taiwan, China; Thailand; Togo; Trinidad and Tobago; Tunisia; Uzbekistan; Venezuela, RB (29)
4	Albania; Algeria; Angola; Argentina; Armenia; Barbados; Belize; Bolivia; Bosnia and Herzegovina; Brazil; Burkina Faso; Cameroon; Central African Republic; Chad; China; Colombia; Côte d'Ivoire; Cyprus; El Salvador; Equatorial Guinea; Gabon; Georgia; Germany; Greece; Guatemala; Guinea-Bissau; Guyana; Iran, Islamic Rep.; Ireland; Israel; Jordan; Korea, Rep.; Kyrgyz Republic; Lao PDR; Macedonia, FYR; Mali; Mauritania; Mexico; Mongolia; Morocco; Mozambique; Myanmar; Namibia; Netherlands; Panama; Paraguay; Peru; Philippines; San Marino; São Tomé and Príncipe; Senegal; Singapore; South Africa; Spain; St. Kitts and Nevis; St. Lucia; Switzerland; Tanzania; Timor-Leste; Turkey; Uruguay; Vietnam; West Bank and Gaza (63)
5	Australia; Austria; Azerbaijan; Belarus; Belgium; Bulgaria; Canada; Chile; Croatia; Czech Republic; Denmark; Estonia; Finland; France; Hungary; Iceland; Italy; Japan; Kazakhstan; Latvia; Lithuania; Luxembourg; Moldova; Montenegro; New Zealand; Norway; Poland; Portugal; Romania; Russian Federation; Serbia; Slovak Republic; Slovenia; Sweden; Tajikistan; Ukraine; United Kingdom (37)

0= lowest score; 5=highest score

GENDER EQUALITY IN LABOR LAW IS ASSOCIATED WITH MORE WOMEN WORKING & EARNING MORE RELATIVE TO MEN



Getting a job score



Getting a job score

GOING FORWARD

We want your
feedback!

- What are your general thoughts on the scoring methodology?
- What other questions should be scored?
- What questions should not be scored?
- How can the methodology be improved?
- Are there any emerging international good practices or standards we should be aware of?
- How can the scoring be used?

DOWNLOAD THE FULL REPORT & DATASET AT WBL.WORLDBANK.ORG

Women, Business and the Law

Topic Data

Select

Economy Data

Select

Denmark

Djibouti

Dominica

Dominican Republic

Ecuador

Egypt, Arab Rep.

El Salvador

Equatorial Guinea

Women, Business and the Law
barriers to women's economic participation

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WOMEN, BUSINESS AND THE LAW

Question

Answer

Score

Is there paid leave available to women of at least 14 weeks?

Yes

1

Do women receive at least 2/3 of their wages for the first 14 weeks or the duration of the leave if it is shorter?

Yes

1

What is the percentage of maternity leave benefits paid by the government?

50%

0.5

What is the difference between leave reserved for women and men relative to leave reserved for women, as a function of who pays?

0.51020408163

0.51

Is there paid parental leave?

No

0

Does the law mandate equal remuneration for work of equal value?

No

0

Does the law mandate nondiscrimination based on gender in employment?

Yes

1

Is dismissal of pregnant workers prohibited?

Yes

1

Can parents work flexibly?

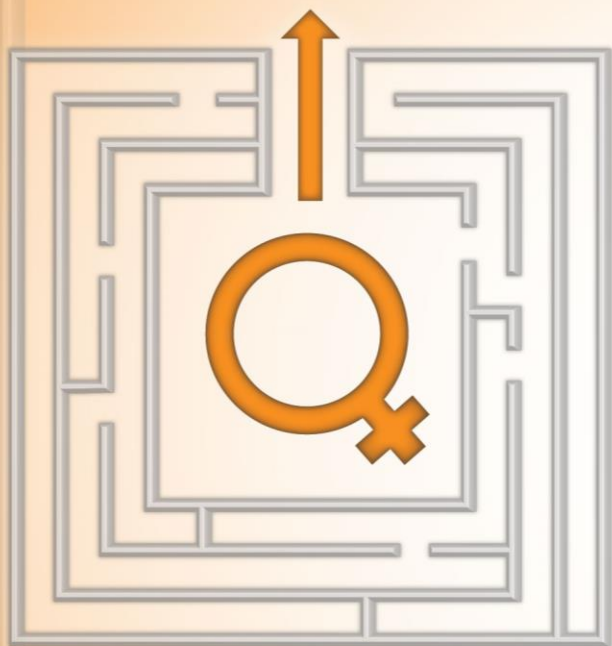
No

0

Can women work the same night hours as men?

Yes

1




#WomenBizLaw

#Get2Equal

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