

WOMEN, BUSINESS AND THE LAW



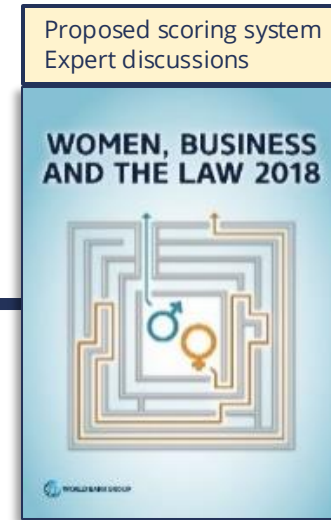
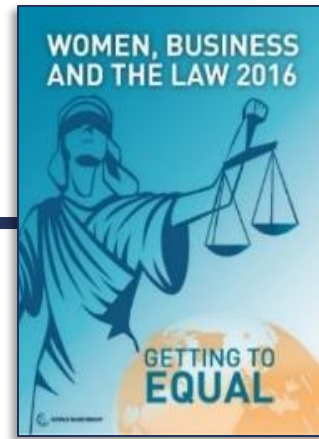
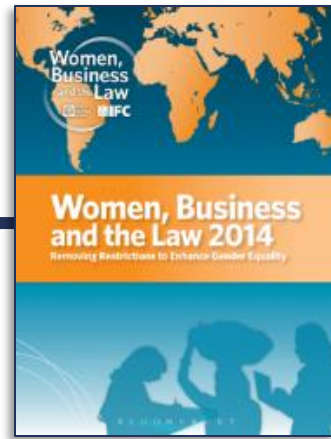
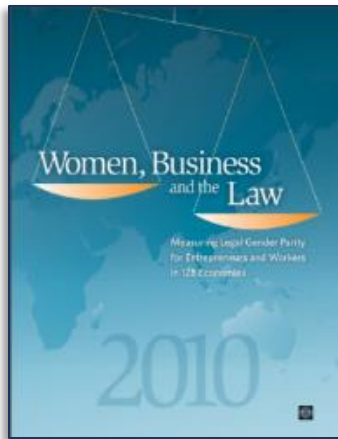
Women, Business and the Law 2024

9º Diálogo Hemisférico de Género
entre Ministerios de Trabajo

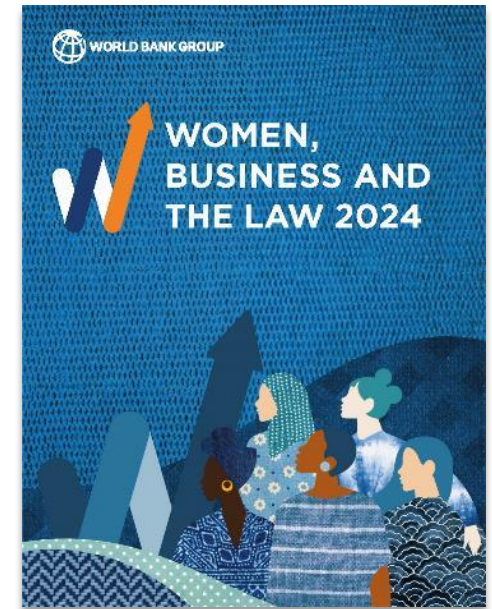
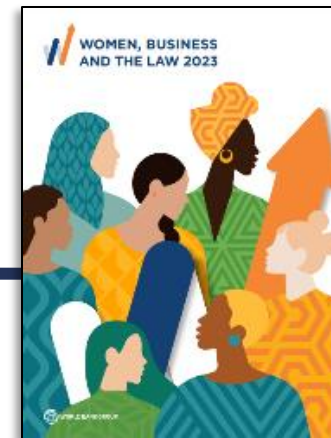
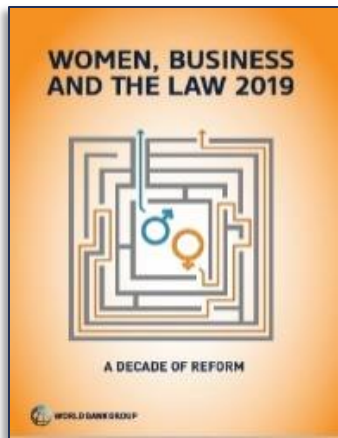
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15 years of *Women, Business and the Law*



Proposed scoring system
Expert discussions



Introduces two new indicators
Three-pillar approach to measure implementation

Introduced an index
Engagement with users

190 economies
50-year panel dataset

First annual update of data
50 years of reform trends

Data updated annually
Introduced two new areas

Data updated annually
53 years of reform trends

Women's economic opportunities are measurable

Examines constraints on freedom of movement

Measures laws and policies that affect women's pay

Examines laws and policies impacting working parents

Analyzes constraints on women starting and running a business

Assesses laws and mechanisms affecting women's pension



Safety



Mobility



Workplace



Pay



Marriage



Parenthood



Childcare



Entrepreneurship



Assets



Pension

Analyzes laws and policies protecting women from gender-based violence

Analyzes laws and policies affecting women's decisions to work

Assesses constraints for women in marriage and divorce

Analyzes the availability, affordability and quality of childcare services

Considers gender disparities in property ownership and inheritance rights

The legal gender gap is wider than previously thought

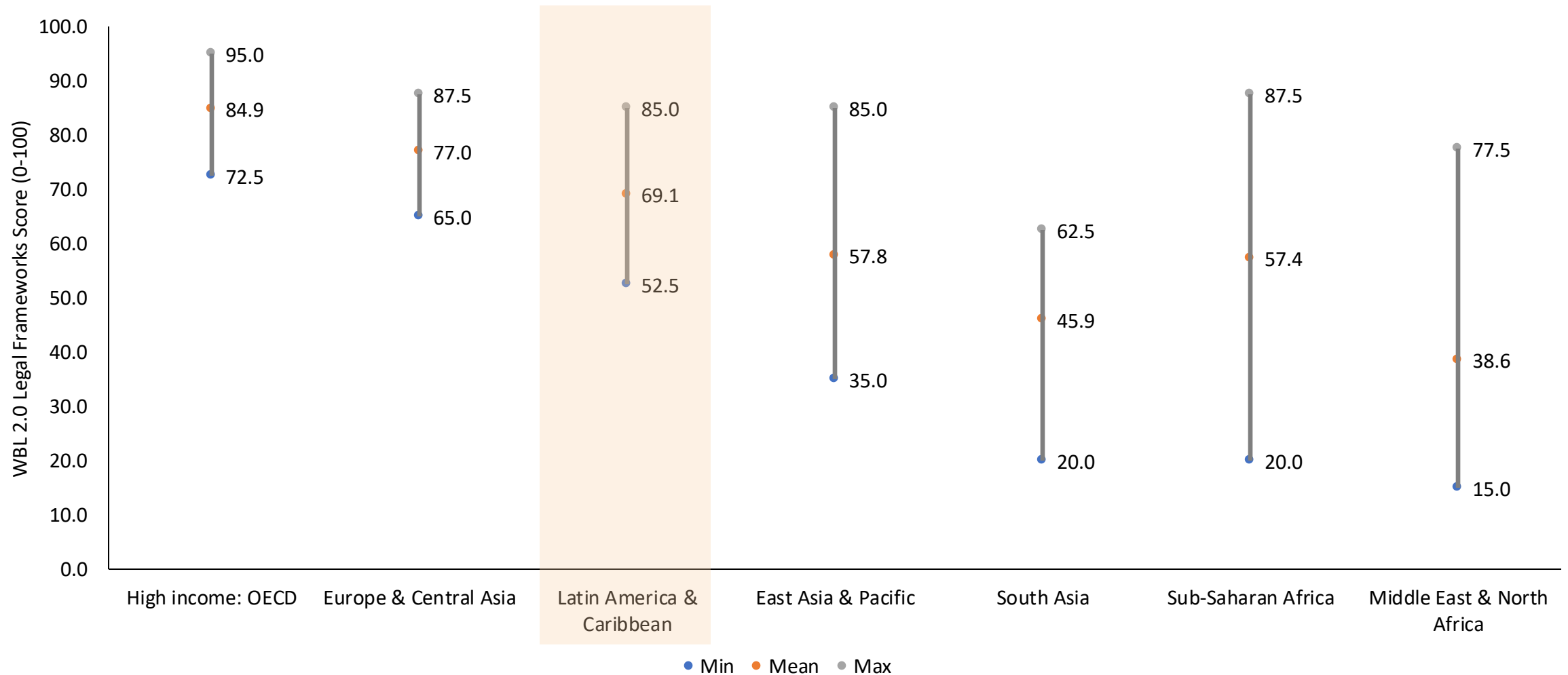
Women around the world have just **two thirds** of the legal rights afforded to men.



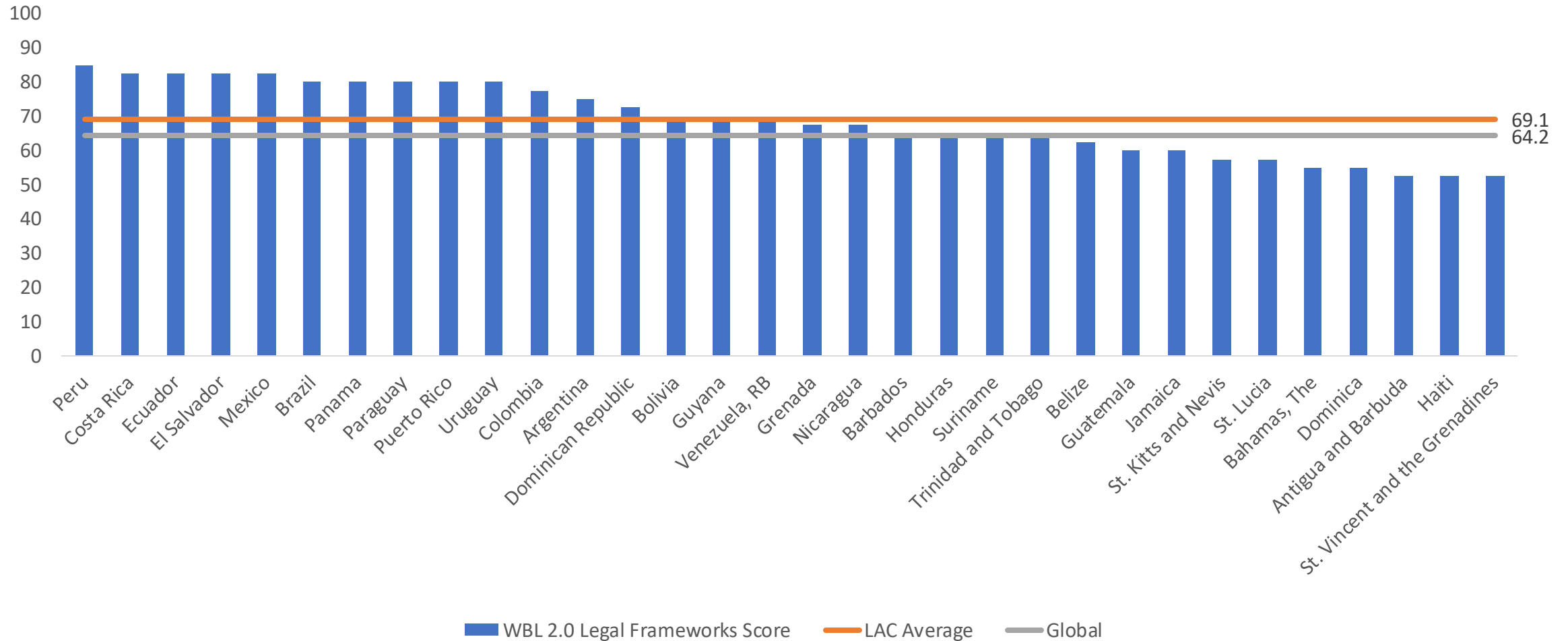
* As measured by *Women, Business and the Law 2024*



Regional performance in the Women, Business and the Law index



Regional performance: Latin America and the Caribbean



Resource: Global and regional data at *wbl.worldbank.org*



Scan to visit the data page

<https://wbl.worldbank.org/en/wbl-data>

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Explore Our Data

Select an Indicator

Select an Economy

Economy Snapshots

Download economy snapshots containing data by indicator, areas of improvement, and scores.

Women, Business and the Law 1.0 **Women, Business and the Law 2.0**

Women, Business and the Law 1.0 Data for 1971-2024

Explore WBL 1.0 data over time with annual data for 190 economies during the period from 1971 to 2024 (calendar years 1970 to 2023).

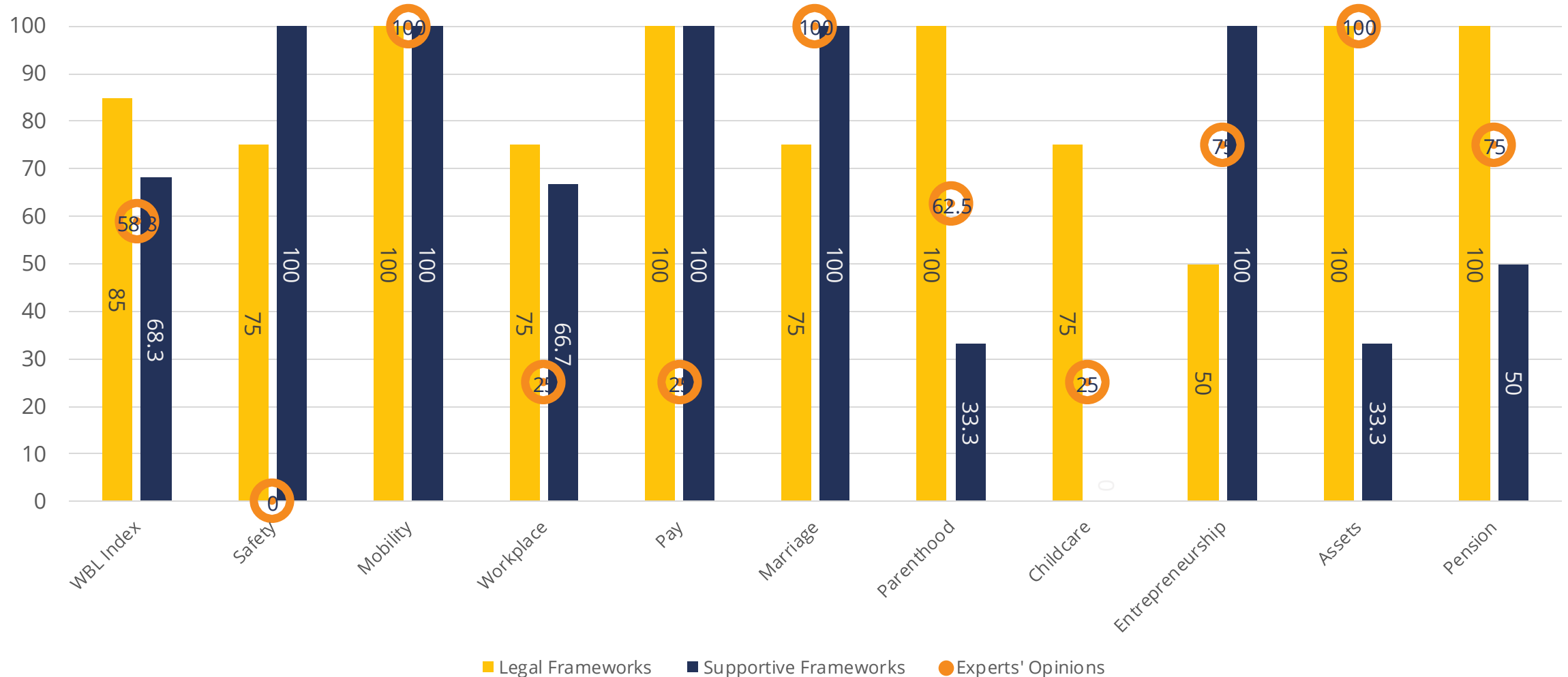
[Excel](#) | [Stata](#) | [Data revision](#) | [Read the report](#) | [Economy snapshots \(WBL 1.0\)](#)

Women, Business and the Law 2.0 Data for 2024

Discover WBL 2.0 through comprehensive data encompassing legal frameworks, supportive frameworks, and expert opinions. Delve into new areas of safety and childcare with detailed information.

Excel (all 2.0) | Stata by 2.0 pillar: [Legal frameworks](#) | [Supportive frameworks](#) | [Expert opinions by economy](#) | [Expert opinions by respondent](#) | [Economy snapshots \(WBL 2.0\)](#)

Country-level performance in the WBL index (Peru)



Resource: Economy Snapshots at wbl.worldbank.org



Scan to
download
snapshots

<https://wbl.worldbank.org/en/snapshotsv2>

WOMEN, BUSINESS AND THE LAW 2024

Peru

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
85.0	68.3	58.8

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law* 2.0 indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Peru, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Lima). The scores for Peru are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
WBL 2.0 Legal frameworks score	75.0	100.0	75.0	100.0	75.0	100.0	75.0	50.0	100.0	100.0
WBL 2.0 Supportive frameworks score	100.0	100.0	66.7	100.0	100.0	33.3	0.0	100.0	33.3	50.0
WBL 2.0 Expert opinions score	0.0	100.0	25.0	25.0	100.0	62.5	25.0	75.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Peru (85.0 out of 100.0) is higher than the global average (64.2) and higher than the Latin America & Caribbean regional average (69.1). When it comes to constraints on freedom of movement, laws affecting women's pay, laws affecting women's work after having children, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Peru obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Peru is on the indicator measuring constraints on women starting and running a business. To improve on the Entrepreneurship indicator, Peru may wish to consider legally prescribing a gender quota on corporate boards and introducing in the law gender-sensitive procurement provisions for public procurement processes.

The **WBL 2.0 supportive frameworks score** for Peru (68.3 out of 100.0) is higher than the global average (39.5) and higher than the Latin America & Caribbean regional average (38.6). When it comes to supportive frameworks affecting women's safety, supportive frameworks affecting freedom of movement, supportive frameworks affecting women's pay, supportive frameworks related to marriage and supportive frameworks related to women starting and running a business,



WOMEN, BUSINESS AND THE LAW 2024

Peru obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Peru is on the indicator measuring supportive frameworks affecting childcare. To improve on the Childcare indicator, Peru may wish to consider establishing a publicly available registry or database of childcare providers, establishing a clearly outlined application procedure to request financial support from the government for childcare services by parents, establishing a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers and publishing reports on quality of childcare services at least within every 3 years.

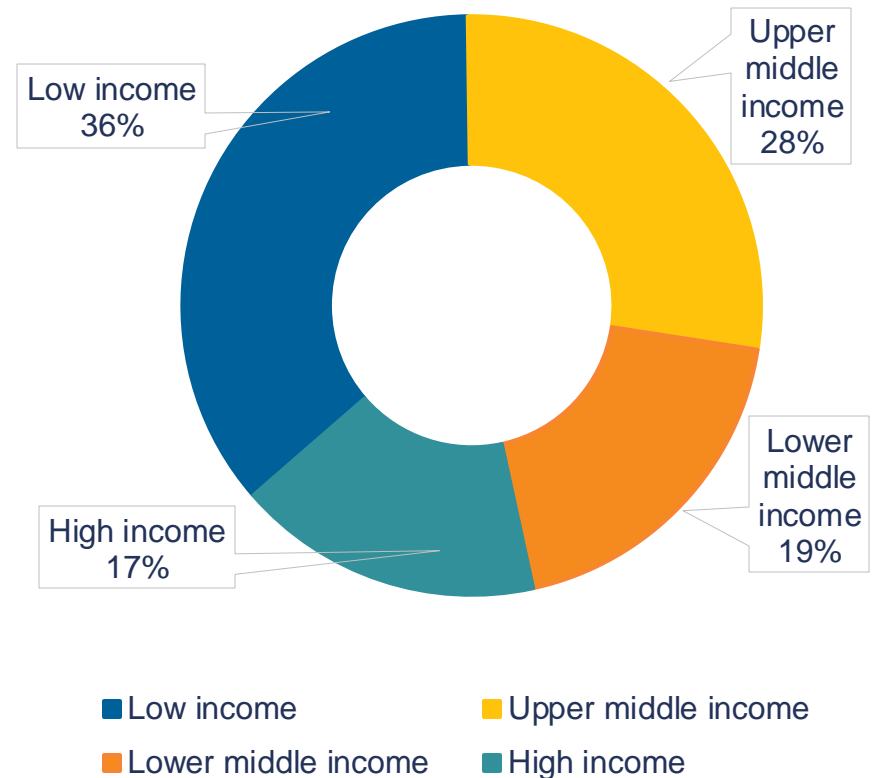
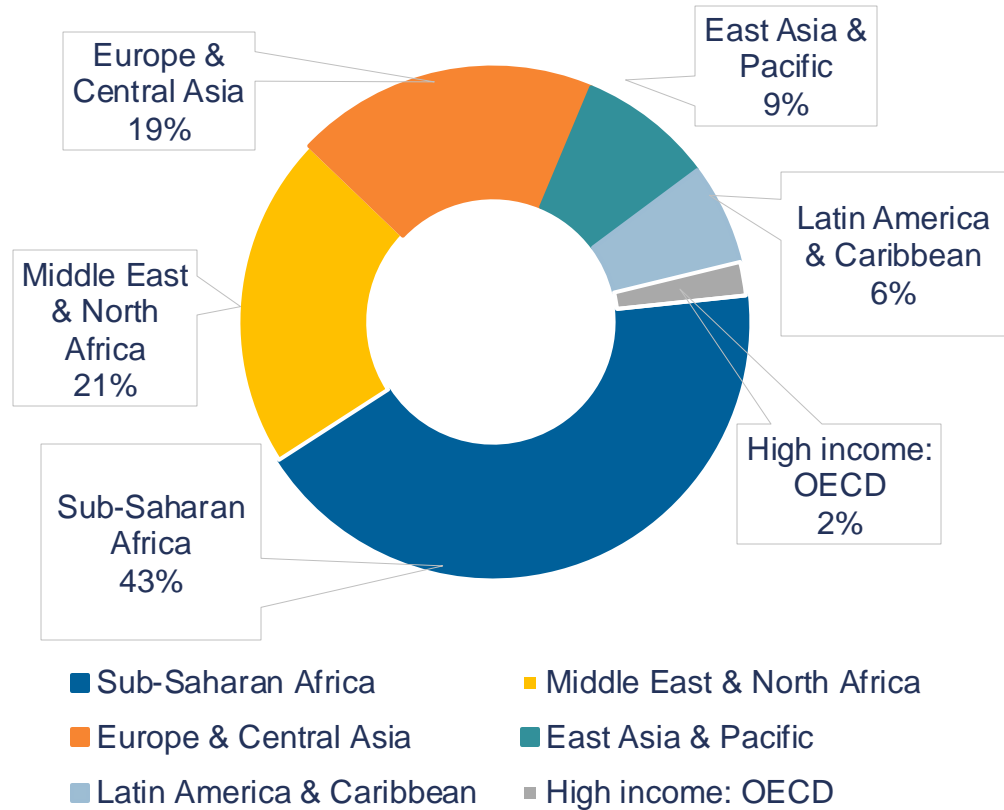
The **WBL 2.0 expert opinions score** for Peru (58.8 out of 100.0) is lower than the global average (65.7) and lower than the Latin America & Caribbean regional average (61.8). When it comes to expert opinions on freedom of movement, expert opinions on marriage and expert opinions on women's property and inheritance, Peru obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Peru is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Código Penal, Arts. 92, 151-A, 176-B y 176-C; Ley Núm. 27942, Arts. 1-5, 8, 12 y 20; Ley Núm. 30364, Art. 5(b); Ley No. 30314; RM N° 428-2018-MINEDU Aprobada la Norma Técnica denominada Disposiciones para la prevención, atención y sanción del hostigamiento sexual en Centros de Educación
Does the law address domestic violence?	Yes	Ley Núm. 30364, Art. 8(a)-(d) y Título II, Cap. II; Código Penal, Arts. 107, 121-B, 122-B y 170(3); Decreto Supremo No. 009-2016, Art. 37
Does the law address femicide?	Yes	Código Penal, Art. 108(B)
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Art. 290
Can a woman travel internationally in the same way as a man?	Yes	Decreto Legislativo Núm. 1350 de migraciones, Art. 19
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Constitución Política del Perú, Art. 52(1); Ley de Nacionalidad, Art. 2(1.3y 4(2))
Workplace		
Can a woman get a job in the same way as a man?	Yes	Código Civil, Art. 293
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Ley Núm. 26772, Arts. 1 y 2
Does the law allow employees to request flexible work?	Yes	Ley Núm. 31572, Art. 9.3; Reglamento de la Ley Núm. 31572 Ley de Teletrabajo
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Ley Núm. 29893/2007, Art. 6; Ley Núm. 30709/2017, Arts. 1-5
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Arts. 287 y 288
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Código Civil, Art. 290



Reforms by Region and Income Group



Resource: Reforms database at wbl.worldbank.org

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Reforms

Women, Business and the Law 1.0 (WBL 1.0 Index) tracks legal and regulatory changes for each of its eight indicators. A reform is considered any change in laws or regulations that results in an improvement of score from 0 to 1 in any of an indicator's sub-questions. A negative change is considered any change in laws or regulations that results in a deterioration of score from 1 to 0 in any of an indicator's sub-questions.

Reforms published in the *Women, Business and the Law* 2024 report (specifically affecting the WBL 1.0 Index) took place over the period from October 2, 2022 to October 1, 2023. Eighteen economies made the economic empowerment of women a priority by implementing reforms facilitating women's entrepreneurship and entry into the workforce. Economies have implemented **over 2,000 reforms across all Women, Business and the Law indicators** since 1971. Explore the reforms in the table below, or [download the reform database here](#).

With regards to the new Women, Business and the Law 2.0 (WBL 2.0 Index), the legal frameworks data set will be aligned to reflect evolution of all 10 indicators since 1970, pending availability of resources. Only once this work is completed, will the panel data set be made available to the public.

Type in the search bar to filter by economy, region, indicator, year or reform description.

Latin America

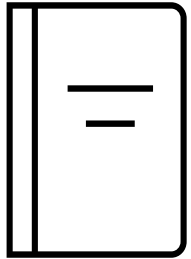
Economy	Region	Indicator	Report Year	Name of the Law	Date of Enact...	Date of Entry into Force	Type of Reform	Data Point	Reform Description
Belize	Latin America & Caribbean	Mobility	2024	Passports (Amendment) Regulations 2023	04/01/2...	04/01/2023	Positive	Can a woman apply for a passport in the same way as a man?	Belize amended its Passport Regulations and updated the application form so that women are no longer required to submit additional documents and can apply passports in the same way as men.



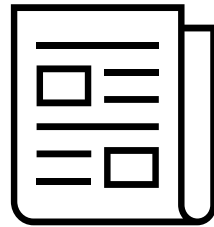
Scan to access the reforms database

<https://wbl.worldbank.org/en/reforms>

How *Women, Business and the Law* data are used



Research



Media citations



Co-custodian of
SDG 5.1.1



WBG projects



Informing legal &
policy reforms



**Scan to read case studies
and other research**

<https://wbl.worldbank.org/en/resources>

Advancing women's economic empowerment in Sierra Leone

The screenshot shows the World Bank project page for the 'SL First Inclusive and Sustainable Growth DPO'. The header includes the World Bank logo and navigation links: WHO WE ARE, WHAT WE DO, WHERE WE WORK, UNDERSTANDING POVERTY, and WORK WITH US. Below the header, there is a blue banner with the project title 'SL First Inclusive and Sustainable Growth DPO'. A navigation menu includes SUMMARY, PROCUREMENT, DOCUMENTS, NEWS AND MEDIA, and PHOTO GALLERY. Below this, there is a row of tabs: ABSTRACT, KEY DETAILS, FINANCES, RATINGS, and RESULTS. The 'ABSTRACT' tab is selected, showing the following text: 'Abstract* The development objectives of the First Inclusive and Sustainable Growth Development Policy Operation in Sierra Leone are to: (i) improve natural resources governance; (ii) enhance inclusiveness; and (iii) improve the sustainability of development financing. In the short term, this operation will help the Government close the financing gap created by the pandemic. In the medium term, it will support post-COVID recovery and buttress potential growth by leveraging the government's reform

The screenshot shows the title page of the 'Sierra Leone Employment Act, 2023'. The text is centered and reads: 'Sierra Leone Employment Act, 2023 Act 15 of 2023 Published in Sierra Leone Gazette 29 on 11 May 2023 Assented to on 2 May 2023 Commenced on 11 May 2023 [This is the version of this document from 11 May 2023.] Being an Act to consolidate and improve the law relating to labour and employment, to provide for the promotion of equal opportunity and elimination of discrimination in employment and occupation and to provide for other related matters.. ENACTED by the President and Members of Parliament in this present Parliament assembled. Part I – Preliminary 1. Interpretation

We must act together to empower women worldwide



READ AND SHARE THE REPORT

Visit wbl.worldbank.org to read – and share – the *Women, Business and the Law 2024* report, data and insights.

USE THE DATA

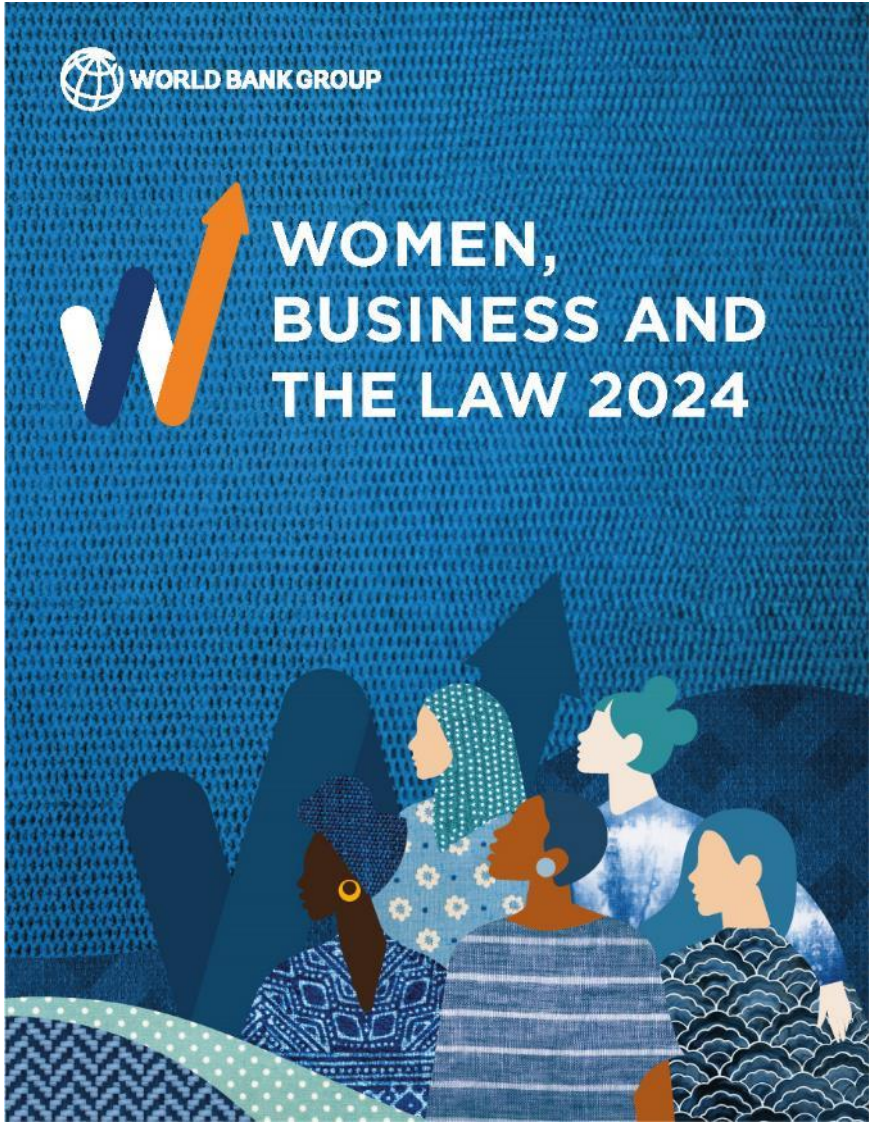
Researchers, think tanks, and development partners can use the data to identify key gaps and areas of opportunity for reforms and to advance the gender equality research agenda.

LEAD BY EXAMPLE

Governments can lead by example by reforming discriminatory laws, establishing specialized departments and ministries, collecting sex-disaggregated data to inform policy design, investing in gender mainstreaming at all levels, and promoting gender diversity in leadership.

BE THE VOICE OF CHANGE

Everyone can advocate for gender equality and reforms of laws, policies and practices by using data and evidence.



Learn more and take action at wbl.worldbank.org



Scan this QR code using your phone camera

