

WOMEN, BUSINESS AND THE LAW 2020



WOMEN, BUSINESS AND THE LAW 2020



© 2020 International Bank for Reconstruction and Development / The World Bank
1818 H Street NW, Washington, DC 20433
Telephone: 202-473-1000; Internet: www.worldbank.org

Some rights reserved

1 2 3 4 23 22 21 20

This work is a product of the staff of The World Bank with external contributions. The findings, interpretations, and conclusions expressed in this work do not necessarily reflect the views of The World Bank, its Board of Executive Directors, or the governments they represent. The World Bank does not guarantee the accuracy of the data included in this work. The boundaries, colors, denominations, and other information shown on any map in this work do not imply any judgment on the part of The World Bank concerning the legal status of any territory or the endorsement or acceptance of such boundaries.

Nothing herein shall constitute or be considered to be a limitation upon or waiver of the privileges and immunities of The World Bank, all of which are specifically reserved.

Rights and Permissions



This work is available under the Creative Commons Attribution 3.0 IGO license (CC BY 3.0 IGO) <http://creativecommons.org/licenses/by/3.0/igo>. Under the Creative Commons Attribution license, you are free to copy, distribute, transmit, and adapt this work, including for commercial purposes, under the following conditions:

Attribution—Please cite the work as follows: World Bank. 2020. *Women, Business and the Law 2020*. Women, Business and the Law. Washington, DC: World Bank. doi:10.1596/978-1-4648-1532-4. License: Creative Commons Attribution CC BY 3.0 IGO

Translations—If you create a translation of this work, please add the following disclaimer along with the attribution: *This translation was not created by The World Bank and should not be considered an official World Bank translation. The World Bank shall not be liable for any content or error in this translation.*

Adaptations—If you create an adaptation of this work, please add the following disclaimer along with the attribution: *This is an adaptation of an original work by The World Bank. Views and opinions expressed in the adaptation are the sole responsibility of the author or authors of the adaptation and are not endorsed by The World Bank.*

Third-party content—The World Bank does not necessarily own each component of the content contained within the work. The World Bank therefore does not warrant that the use of any third-party-owned individual component or part contained in the work will not infringe on the rights of those third parties. The risk of claims resulting from such infringement rests solely with you. If you wish to re-use a component of the work, it is your responsibility to determine whether permission is needed for that re-use and to obtain permission from the copyright owner. Examples of components can include, but are not limited to, tables, figures, or images.

All queries on rights and licenses should be addressed to World Bank Publications, The World Bank Group, 1818 H Street NW, Washington, DC 20433, USA; e-mail: pubrights@worldbank.org.

ISBN (paper): 978-1-4648-1532-4

ISBN (electronic): 978-1-4648-1533-1

DOI: 10.1596/978-1-4648-1532-4

Design: Takayo Fredericks and Fathom Creative

Library of Congress Control Number: 2020901241

CONTENTS

ii	Foreword
1	Findings
22	Data Notes
36	Summaries of Reforms
44	Economy Data
49	Acknowledgments

Women, Business and the Law 2020 is the sixth in a series of studies that analyze laws and regulations affecting women's economic opportunity in 190 economies.

Eight indicators—structured around women's interactions with the law as they begin, progress through, and end their careers—align with the economic decisions women make at various stages of their lives. The indicators are Mobility, Workplace, Pay, Marriage, Parenthood, Entrepreneurship, Assets, and Pension.

Data in *Women, Business and the Law 2020* are current as of September 1, 2019. The indicators are used to build evidence of the relationship between legal gender equality and women's entrepreneurship and employment. By examining the economic decisions women make as they go through different stages of their working lives, as well as the pace of reform over the past two years, *Women, Business and the Law* makes a contribution to policy discussions about the state of women's economic opportunities.



FOREWORD

Women, Business and the Law 2020 tracks how the law affects women at various stages in their lives, from the basics of transportation to the challenges of starting a job and getting a pension. This year's study shows that progress is being made, with all regions improving their average scores.

Still, the results are uneven — high-income countries tended to have the best scores, leaving women in many countries with only a fraction of the rights of men. That's not acceptable. Women should be as free as men to travel. They should be paid the same as men for work of equal value. They shouldn't face gender discrimination when applying for a loan or starting a business, and they should have the same rights to property and inheritance as men.

Legal rights for women are both the right thing to do and good from an economic perspective. Research shows clearly that reforms and policies that empower women boost economic growth. When women can move more freely, work outside the home and manage assets, they're more likely to join the workforce and strengthen the economy.

This year's study has been expanded to cover the last 50 years. Over that period, important progress was made in closing the gender gap, as women increasingly entered the workforce and started businesses. The gains were especially dramatic in the ability of women to start a job. Unfortunately, gender barriers persist, and laws and regulations continue to restrict women's economic decision making and employment prospects.

The study recognizes that creating good development outcomes is hard. Governments can use the *Women, Business and the Law* index to identify legal impediments to women's economic opportunities. The latest study tracks legal equality between men and women in 190 economies. It's important to note that *Women, Business and the Law* measures only the formal laws and regulations governing women's ability to work or own businesses — a country's norms and practices aren't captured by the indicators.

There's reason for optimism in this year's study. Social mores are improving, and many countries have improved the regulatory environment for women over the last two years. Among the 10 economies that advanced the most, nine are from the Middle East, North Africa, and Sub-Saharan Africa. Many of their efforts were focused in the areas of starting a job and working after having children. The result has been an improvement in women's ability to enter the workforce and remain in it.

Much work remains. We shouldn't be satisfied until every young girl can move through her life without facing legal barriers to her success. At the World Bank Group, we stand ready to help.

David R. Malpass

President

The World Bank Group



FINDINGS

- *Better performance in the areas measured by the Women, Business and the Law index is associated with more women in the labor force and with higher income and improved development outcomes.*
- *Since 2017, 40 economies have enacted 62 reforms enhancing gender equality.*
- *The economies that improved the most are Saudi Arabia, the United Arab Emirates, Nepal, South Sudan, São Tomé and Príncipe, Bahrain, the Democratic Republic of Congo, Djibouti, Jordan, and Tunisia.*
- *On average, women have just three-fourths of the legal rights afforded to men.*
- *With a recent reform to parental leave, Canada joins seven other economies that score 100 on the Women, Business and the Law index: Belgium, Denmark, France, Iceland, Latvia, Luxembourg, and Sweden.*

Binh lives and works in Vietnam. As a little girl, she liked science and studied hard to get good grades. Her parents were supportive and invested money in her education. The result: she became one of the first female forensic pathologists in her country. But after just a few years of work, she was prohibited from continuing at her job. A new decree had labeled it an inappropriate job for women, forcing her employer to terminate her.

All over the world, discriminatory laws continue to threaten women's economic security, career growth, and work-life balance. Such barriers to employment and entrepreneurship at every stage of life limit equality of opportunity, creating a business environment that does not adequately support working women. In the Middle East and North Africa, women have only half the legal rights of men; worldwide, it is just 75 percent. Although many economies have acted to reduce barriers to women's economic participation over the last 50 years, the progress made cannot be equated with success.

Women, Business and the Law emphasizes the work still to be done by making a contribution to research and policy discussions about the state of women's economic opportunities. Since its inception in 2009, it has measured laws and regulations that restrict women's economic inclusion.

This year, the project explores the relationship between women's empowerment and economic outcomes. *Women, Business and the Law 2020* finds that over time, reforms increasing women's equality of opportunity contribute to more successful economies, higher female labor force participation, and better development outcomes. Over the last two years, 40 economies from all regions and income groups have made women's economic empowerment a priority by executing 62 reforms facilitating women's entry into

the workforce. Such reforms allow governments to cultivate a business environment that benefits women entrepreneurs and employees, enhancing economic productivity and accelerating development.

Measuring laws and regulations

To demonstrate where laws facilitate or hinder women’s economic participation, *Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. To ensure comparability, the woman in question is assumed to reside in the main business city of her economy and to be employed in the formal sector.

Eight indicators constructed around women’s interactions with the law as they begin, progress through, and end their careers are used to align different areas of the law with the economic decisions women make at various stages of their lives (figure 1.1). The indicators were chosen based on statistically significant associations with outcomes related to women’s economic empowerment, including women’s labor force participation rates.

The Mobility indicator, for example, assesses laws affecting women’s agency and freedom of movement—two factors likely to influence their decision to enter the labor force. Each subsequent indicator also looks at a specific set of regulations and the ways in which they affect women’s economic participation as entrepreneurs and employees. Policy makers interested in encouraging women to work can look at their economy’s scores for each indicator as a starting point for reform. This methodological approach builds on the experience of the World Bank’s *Doing Business* project, which develops objective indicators of impediments to entrepreneurship and employment, by viewing such constraints through a gender lens.

The *Women, Business and the Law* data set is constructed using laws and regulations that are currently in force. Unless they are codified, religious and customary laws are not considered. Because the indicators serve as a basis for legal equality of opportunity, implementation of laws is also not measured.

In total, 35 questions are scored across the eight indicators (table 1.1). Overall scores are then calculated by taking the average of each indicator, with 100 representing the

FIGURE 1.1 | EIGHT INDICATORS MEASURE LEGAL DIFFERENCES BETWEEN MEN AND WOMEN AS THEY TRANSITION THROUGH DIFFERENT STAGES OF WORKING LIFE

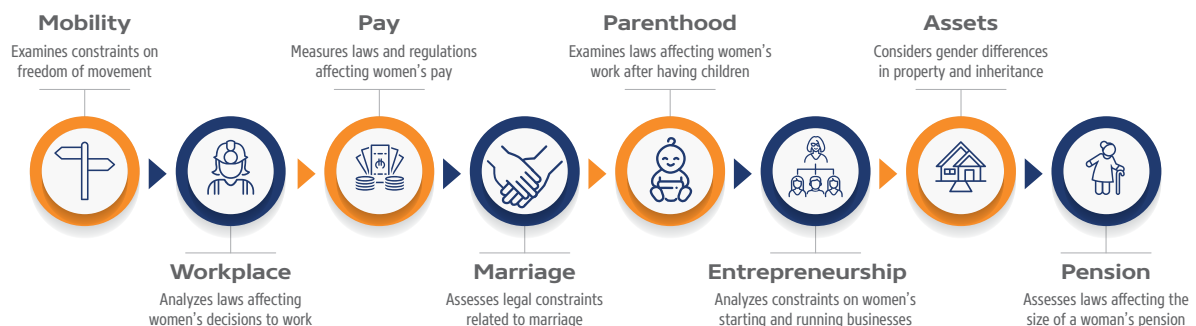


TABLE 1.1 WHAT DOES THE <i>WOMEN, BUSINESS AND THE LAW</i> INDEX MEASURE?	
Mobility	
1.	Can a woman choose where to live in the same way as a man?
2.	Can a woman travel outside her home in the same way as a man?
3.	Can a woman apply for a passport in the same way as a man?
4.	Can a woman travel outside the country in the same way as a man?
Workplace	
1.	Can a woman get a job in the same way as a man?
2.	Does the law prohibit discrimination in employment based on gender?
3.	Is there legislation on sexual harassment in employment?
4.	Are there criminal penalties or civil remedies for sexual harassment in employment?
Pay	
1.	Does the law mandate equal remuneration for work of equal value?
2.	Can women work the same night hours as men?
3.	Can women work in jobs deemed dangerous in the same way as men?
4.	Are women able to work in the same industries as men?
Marriage	
1.	Is there no legal provision that requires a married woman to obey her husband?
2.	Can a woman be head of household in the same way as a man?
3.	Is there legislation specifically addressing domestic violence?
4.	Can a woman obtain a judgment of divorce in the same way as a man?
5.	Does a woman have the same rights to remarry as a man?
Parenthood	
1.	Is paid leave of at least 14 weeks available to mothers?
2.	Does the government administer 100% of maternity leave benefits?
3.	Is paid leave available to fathers?
4.	Is there paid parental leave?
5.	Is dismissal of pregnant workers prohibited?
Entrepreneurship	
1.	Does the law prohibit discrimination in access to credit based on gender?
2.	Can a woman sign a contract in the same way as a man?
3.	Can a woman register a business in the same way as a man?
4.	Can a woman open a bank account in the same way as a man?
Assets	
1.	Do men and women have equal ownership rights to immovable property?
2.	Do sons and daughters have equal rights to inherit assets from their parents?
3.	Do female and male surviving spouses have equal rights to inherit assets?
4.	Does the law grant spouses equal administrative authority over assets during marriage?
5.	Does the law provide for the valuation of nonmonetary contributions?
Pension	
1.	Are the ages at which men and women can retire with full pension benefits equal?
2.	Are the ages at which men and women can retire with partial pension benefits equal?
3.	Are the mandatory retirement ages for men and women equal?
4.	Are periods of absence due to child care accounted for in pension benefits?

Source: *Women, Business and the Law* database.

highest possible score. The resulting data set allows the index to function as an easily replicable way to benchmark the regulatory environment for women as entrepreneurs and employees.

As demonstrated over the last 10 years, the knowledge and analysis provided by *Women, Business and the Law* make a strong economic case for laws that empower women. The project demonstrates that equality before the law and of economic opportunity are not only wise social policy but also smart economic policy. Given the economic significance of women's empowerment, the ultimate goal of *Women, Business and the Law* is to encourage governments to reform laws that hold women back from working and doing business.

Equality of opportunity is good economics

Women, Business and the Law takes as its starting point that the equal participation of women and men will give every economy a chance to achieve its potential. Equality of opportunity allows women to make the choices that are best for them, their families, and their communities. It is also associated with improved economic outcomes.

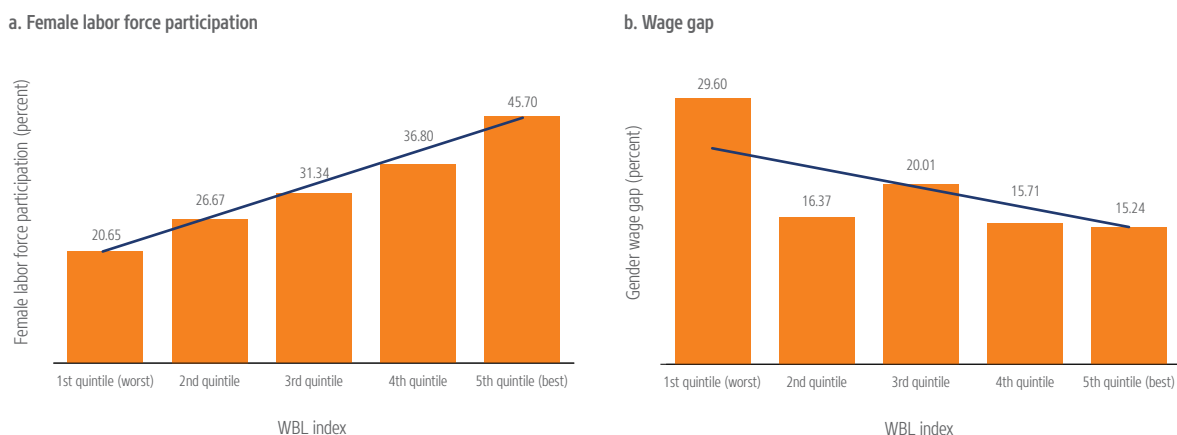
A significant body of research links reforms and policies aimed at achieving gender equality to women's economic outcomes. For example, removing barriers that restrict the ability of women to move freely, sign contracts, work outside the home, or manage assets has been associated with a more abundant female labor supply.¹ In addition, fewer legal barriers are associated with access to better jobs for women, such as those requiring higher skill levels, offering higher wages, or presenting an opportunity to manage others.²

Reforming discriminatory laws captured by the Mobility and Entrepreneurship indicators is also associated with higher levels of entrepreneurship and better access to finance for women.³ Furthermore, raising the retirement age of women to match that of men is correlated with an increased female labor supply, which should facilitate larger pensions and better financial security for women of retirement age.⁴

Earlier evidence on the relationship between legal reforms and women's economic outcomes was generally limited to a certain number of economies, points in time, or aspects of the law. However, new research using *Women, Business and the Law* data—covering 50 years, 190 economies, and 35 aspects of the law—confirms that these positive relationships hold when studied on a global scale.⁵ Analysis shows that where the law ensures greater equality of economic opportunity between women and men, female labor force participation is higher. This result holds after taking into account important factors—including income levels, fertility rates, and female education—and when using different statistical methods. The 50 years of *Women, Business and the Law* data also suggest a correlation between legal reform and a reduction of the wage gap (figure 1.2).

It is not only women's economic outcomes that improve with higher *Women, Business and the Law* index scores. Several studies also demonstrate that where women and men are given equality of opportunity, positive development outcomes ensue. Research shows that having fewer discriminatory laws and policies in place results in larger investments in health and education (both for women themselves and for the next generation) and lower rates of sexually transmitted diseases.⁶ Such results

FIGURE 1.2 | WHERE THE *WOMEN, BUSINESS AND THE LAW* INDEX SHOWS GREATER EQUALITY, FEMALE LABOR FORCE PARTICIPATION RATES ARE HIGHER AND THE WAGE GAP BETWEEN WOMEN AND MEN IS LOWER



Sources: Panel a: *Women, Business and the Law* (WBL) database; World Development Indicators (WDI) database. Panel b: *Women, Business and the Law* (WBL) database; World Development Indicators (WDI) database; ILOSTAT; OECD.Stat.

Note: Panel a: The relationship between the WBL index and female labor force participation is statistically significant after controlling for income (measured as GDP per capita provided in the WDI database), fertility rates, industrial composition, female education, the male working-age population, and economy-level and time fixed effects. Regression of female labor force participation on the WBL index includes 176 economies for the period 1991–2018, as determined by data availability. This statistical relationship should not be interpreted as causal. For full results of the empirical analysis of the relationship between WBL scores and women’s economic outcomes, see Hyland, Djankov, and Goldberg (2019). Panel b: The relationship between the WBL index and the gender wage gap is statistically significant after controlling for income (measured as GDP per capita provided in the WDI database), fertility rates, industrial composition, female education, the male working-age population, and economy-level and time fixed effects. Regression of the gender wage gap on the WBL index includes 68 economies for the period 1973–2017, as determined by data availability. The gender wage gap represents the ratio of male to female earnings. This statistical relationship should not be interpreted as causal.

suggest that giving women more economic rights strengthens their bargaining power within the household, resulting in better outcomes not only for themselves but also for their children and families.⁷

Correlating *Women, Business and the Law* data with development outcomes also reveals that in economies where women have greater economic opportunity, there are lower rates of maternal mortality and higher levels of female education.⁸ These positive development outcomes may stem, at least in part, from improved economic outcomes benefiting women when the legal playing field is more level.⁹

Findings such as these extend to entire economies as well. Several studies show that inequality between women and men can harm economic growth. For example, one study found that without the increase in female labor force participation between 1890 and 1980 in the United States, income per capita could have been as much as 14 percent below its actual level.¹⁰ More recent research confirmed this link between female labor supply and growth in other contexts.¹¹ Inequality in education, in human capital more broadly, and in wage rates has also been tied to negative consequences for the wider economy.¹² Indeed, suggestive evidence of the positive relationship between gender equality and development is illustrated by a simple correlation between *Women, Business and the Law* index scores and income per capita.

By developing a time series and further researching the interaction between inequality of opportunity for women and labor market dynamics, *Women, Business and the Law* strengthens insights into how women’s employment and entrepreneurship are affected by legal gender discrimination, and in turn how this affects economic outcomes. Analysis based on the time series finds that at the global level, discrimination matters.¹³ Identifying where gaps remain furthers this exploration of progress toward gender equality and economic development.

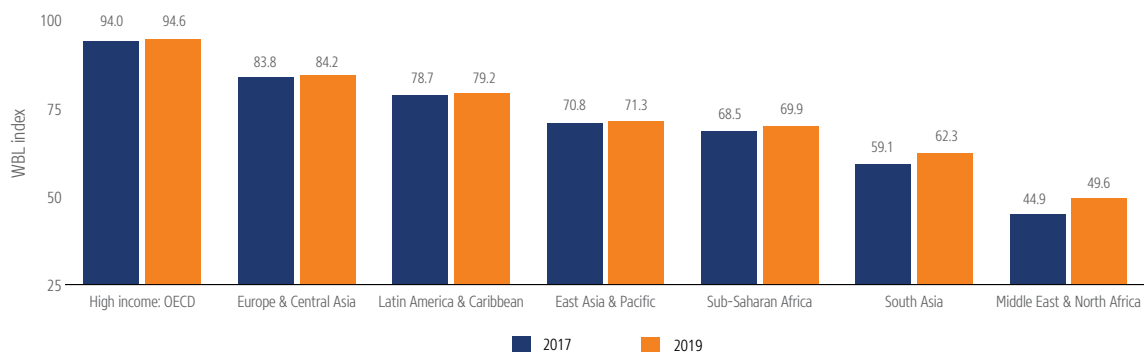
Insights from new data

Based on a review of reforms since 2017, *Women, Business and the Law 2020* updates the index presented in its 2019 study, *A Decade of Reform*. In 2019, the average global score is 75.2, up from 73.9 as measured in 2017. Eight economies—Belgium, Canada, Denmark, France, Iceland, Latvia, Luxembourg, and Sweden—score 100, meaning that women are on an equal legal standing with men across all eight indicators (table 1.2).

Of the 40 economies with scores higher than 90, 27 are Organisation for Economic Co-operation and Development (OECD) high-income economies and nine are in Europe and Central Asia. The remaining four are in Latin America and the Caribbean, East Asia and the Pacific, and Sub-Saharan Africa. No economy in the Middle East and North Africa or South Asia scores higher than 90.

Regional distribution patterns have remained unchanged since 2017. OECD high-income economies score the highest, followed by the Europe and Central Asia, Latin America and the Caribbean, and East Asia and the Pacific regions. Economies in Sub-Saharan Africa have an average regional score of 69.9, while economies in South Asia score 62.3 on average. Economies in the Middle East and North Africa have the lowest average score, 49.6. While all regions improved their scores on average, it was the lowest-scoring regions that made the most progress toward gender equality over the last two years (figure 1.3).

FIGURE 1.3 | REGIONS WITH THE LOWEST *WOMEN, BUSINESS AND THE LAW* SCORES MADE THE MOST PROGRESS TOWARD EQUALITY



Source: *Women, Business and the Law* database.

TABLE 1.2		WOMEN, BUSINESS AND THE LAW 2020 INDEX							
Economy	Score	Economy	Score	Economy	Score	Economy	Score	Economy	Score
Belgium	100.0	Bulgaria	90.6	Montenegro	81.9	Benin	74.4	Papua New Guinea	60.0
Canada	100.0	Romania	90.6	Bahamas, The	81.3	Gambia, The	74.4	Niger	59.4
Denmark	100.0	Ecuador	89.4	Puerto Rico	81.3	India	74.4	Comoros	58.8
France	100.0	Hong Kong SAR, China	89.4	Zambia	81.3	Maldives	73.8	Marshall Islands	58.8
Iceland	100.0	El Salvador	88.8	Philippines	81.3	Nepal	73.8	Myanmar	58.8
Latvia	100.0	Malta	88.8	Grenada	80.6	Angola	73.1	Palau	58.8
Luxembourg	100.0	Uruguay	88.8	Kenya	80.6	Burundi	73.1	Tonga	58.8
Sweden	100.0	Lao PDR	88.1	Malawi	80.6	Russian Federation	73.1	Vanuatu	58.1
Estonia	97.5	South Africa	88.1	Costa Rica	80.0	Uganda	73.1	Algeria	57.5
Finland	97.5	Guyana	86.9	Samoa	80.0	Kazakhstan	72.5	Gabon	57.5
Germany	97.5	Zimbabwe	86.9	San Marino	80.0	Bhutan	71.9	Cameroon	56.9
Greece	97.5	Cabo Verde	86.3	Belize	79.4	Ethiopia	71.9	Solomon Islands	56.9
Ireland	97.5	Dominican Republic	86.3	Burkina Faso	79.4	Madagascar	71.9	United Arab Emirates	56.3
Italy	97.5	Namibia	86.3	Fiji	79.4	Central African Republic	71.3	Brunei Darussalam	53.1
Netherlands	97.5	Nicaragua	86.3	Panama	79.4	St. Kitts and Nevis	71.3	Lebanon	52.5
Portugal	97.5	São Tomé and Príncipe	86.3	Azerbaijan	78.8	Guatemala	70.6	Equatorial Guinea	51.9
Spain	97.5	Georgia	85.6	Congo, Dem. Rep.	78.8	Saudi Arabia	70.6	Libya	50.0
United Kingdom	97.5	Switzerland	85.6	Kiribati	78.8	South Sudan	70.0	Malaysia	50.0
Australia	96.9	Bosnia and Herzegovina	85.0	Tajikistan	78.8	Tunisia	70.0	Bangladesh	49.4
Hungary	96.9	Korea, Rep.	85.0	Ukraine	78.8	Eritrea	69.4	Pakistan	49.4
Norway	96.9	North Macedonia	85.0	Vietnam	78.8	Djibouti	68.1	Somalia	46.9
Peru	95.0	Venezuela, RB	85.0	Rwanda	78.1	Jamaica	68.1	Bahrain	46.3
Austria	94.4	Moldova	84.4	Thailand	78.1	Sri Lanka	68.1	Congo, Rep.	46.3
New Zealand	94.4	Tanzania	84.4	Chile	77.5	St. Vincent and the Grenadines	68.1	Eswatini	46.3
Paraguay	94.4	Togo	84.4	Israel	77.5	Uzbekistan	67.5	Mauritania	45.6
Slovak Republic	94.4	Liberia	83.8	Barbados	76.9	Antigua and Barbuda	66.3	Egypt, Arab Rep.	45.0
Croatia	93.8	Mexico	83.8	Kyrgyz Republic	76.9	Chad	66.3	Iraq	45.0
Czech Republic	93.8	St. Lucia	83.8	Mozambique	76.9	Suriname	66.3	Guinea-Bissau	42.5
Lithuania	93.8	Côte d'Ivoire	83.1	Argentina	76.3	Guinea	65.0	Jordan	40.6
Poland	93.8	Timor-Leste	83.1	Seychelles	76.3	Indonesia	64.4	Oman	38.8
Serbia	93.8	Armenia	82.5	Belarus	75.6	Botswana	63.8	Afghanistan	38.1
Slovenia	93.8	Bolivia	82.5	China	75.6	Senegal	63.8	Syrian Arab Republic	36.9
Kosovo	91.9	Mongolia	82.5	Lesotho	75.6	Nigeria	63.1	Kuwait	32.5
Mauritius	91.9	Singapore	82.5	Morocco	75.6	Sierra Leone	63.1	Qatar	32.5
Albania	91.3	Turkey	82.5	Cambodia	75.0	Dominica	62.5	Iran, Islamic Rep.	31.3
Cyprus	91.3	Brazil	81.9	Ghana	75.0	Haiti	61.3	Sudan	29.4
Taiwan, China	91.3	Colombia	81.9	Honduras	75.0	Micronesia, Fed. Sts.	61.3	Yemen, Rep.	26.9
United States	91.3	Japan	81.9	Trinidad and Tobago	75.0	Mali	60.6	West Bank and Gaza	26.3

Source: Women, Business and the Law database.

When classified by income level, high-income economies score the highest, with an average score of 84.9. Upper-middle-income economies are not far behind, scoring 74.9 on average. Lower-middle- and low-income economies have similar average scores of 68.8 and 67.2, respectively. However, one noteworthy finding is that low-income economies outperform both middle-income groups on the Workplace and Pension indicators. One reason for this could be the introduction of new labor codes in these economies after conflict or independence.

The data also indicate that retirement ages are more equal between women and men in lower-income economies. Unequal retirement ages can leave women with smaller pensions in old age. A push for greater fiscal sustainability has driven many economies to change laws in this area because women tend to live longer, but often retire earlier, than men.

Of the indicators, the one with the most room to improve is Parenthood, where the average score is just 53.9. In other words, about half of the economies measured by *Women, Business and the Law* do not have the good practices identified by this indicator. For example, 115 economies guarantee paid maternity leave of 14 weeks or more. However, in almost 50 percent of economies that provide any form of paid maternity leave, the burden falls fully or partially on the employer, making hiring women more costly than hiring men. However, the provision of paid maternity leave can improve the retention of female employees, reducing turnover cost and improving productivity, which can generate returns for employers that outweigh any short-term costs.¹⁴

While more than half of the economies covered mandate paid leave specifically reserved for fathers, the median duration of that leave is just five days (figure 1.4). Only 43 economies have paid parental leave that can be shared by mothers and fathers. In 2019, the European Union (EU) passed a new directive aimed at increasing the amount of leave available to both parents and redistributing child care responsibilities between women and men. EU states now have three years to adopt legislation complying with

FIGURE 1.4 | MEDIAN LENGTH OF PAID LEAVE BY REGION



Source: *Women, Business and the Law* database.

Note: *Maternity leave* refers to the sum of paid maternity leave and paid parental leave, excluding any paid parental leave specifically reserved for fathers. *Paternity leave* refers to the sum of paid paternity leave and any paid parental leave specifically reserved for fathers. Of the economies covered, 184 guarantee at least one day of maternity leave, and 105 guarantee at least one day of paternity leave.

the directive. Because of this advance, *Women, Business and the Law* expects more reforms in this area among the top-scoring economies.

Another indicator area in which there is room to improve is Pay. Ninety economies still have at least one restriction on the jobs women can hold (table 1.3). However, in Europe and Central Asia, whose economies have the longest lists of jobs prohibited for women, progress is being made. Many economies have been driven to lift restrictions on women's employment because of labor shortages in male-dominated industries and the recognized economic benefits of higher female labor force participation.

For example, Uzbekistan abolished its list of over 450 professions that were off-limits to women. Similarly, Kazakhstan reduced the types of jobs prohibited to women from 287 to 219. Moldova also lifted legal restrictions on women's employment by limiting them to pregnant, nursing, and postpartum women. In the Russian Federation, where women are currently banned from working in 456 types of jobs, the Ministry of Labor issued an order to reduce the types of jobs to 100. However, the new list will not be effective until 2021.

Also covered by this indicator are workplace protections, which can facilitate a woman's ability to secure and sustain employment. Less than half of the economies covered have legislation mandating equal remuneration for work of equal value. With the recent debate around equal pay, this is an important area of reform for governments hoping to reduce the gender wage gap.

Which economies improved the most?

In the last two years alone, 40 economies implemented 62 reforms toward equality of opportunity across the eight indicators measured. At the same time, three economies implemented changes that reduced equality: Bosnia and Herzegovina, Moldova, and West Bank and Gaza.

Top-performing economies continue to reform. Canada introduced a new parental leave sharing benefit that reserves 35 days for the father. With this, Canada joins the group of economies that score 100. Cyprus, the Czech Republic, and the United States¹⁵

TABLE 1.3 NINETY ECONOMIES FORBID WOMEN FROM PERFORMING CERTAIN TASKS		
Industry	Economies with at least one restriction	Examples
Agriculture	21	Skinning animals (<i>Lebanon</i>)
Construction	35	Working in industrial paint jobs (<i>Colombia</i>)
Energy	26	Exploratory drilling of oil and gas wells (<i>Russian Federation</i>)
Manufacturing	48	Cleaning, lubricating, or adjusting any part of machinery (<i>Bangladesh</i>)
Mining	60	Working in any underground mine (<i>Sierra Leone</i>)
Transportation	16	Driving a railway, metro, or locomotive train; driving a bus with more than 14 seats (<i>Azerbaijan</i>)
Water	23	Working in jobs that require soaking body in dirty water (<i>Vietnam</i>)

Source: *Women, Business and the Law* database.

also reformed laws related to paternity and parental leave, giving parents more opportunity to share child care responsibilities.

Two other top-scoring economies enacted reforms as well. In Italy, the age at which men and women can retire with full pension benefits is now the same. In Slovenia, the same is true of the age for partial pension benefits.

The 10 economies that improved the most were Saudi Arabia, the United Arab Emirates, Nepal, South Sudan, São Tomé and Príncipe, Bahrain, the Democratic Republic of Congo, Djibouti, Jordan, and Tunisia. These economies represent three regions and comprehensive reforms implemented across a range of indicators (table 1.4). In particular, economies in the Middle East and North Africa and Sub-Saharan Africa make up nine of the top-10 reforming economies. By contrast, no economy in East Asia and the Pacific, Europe and Central Asia, or Latin America and the Caribbean is a top reformer. Although most economies in Europe and Central Asia perform well in the *Women, Business and the Law* index, constraints remain, especially in the form of restrictions on women's work. In East Asia and the Pacific and Latin America and the Caribbean, performance is more uneven. There are opportunities to improve across many of the areas measured.

Each of the top improvers saw a score increase in at least two *Women, Business and the Law* indicators. Reforms in Workplace and Parenthood were the most popular, with seven of the 10 top improvers implementing at least one reform in each area. However, only one top improver reformed in the area of Entrepreneurship, and none introduced changes affecting the Assets indicator.

Economy	WBL 2020 score	Change in score	Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension
Saudi Arabia	70.6	38.8	✓	✓		✓	✓	✓		✓
United Arab Emirates	56.3	29.4	✓	✓	✓	✓	✓			
Nepal	73.8	18.1		✓	✓		✓			✓
South Sudan	70.0	18.1		✓	✓		✓			
São Tomé and Príncipe	86.3	11.9			✓		✓			
Bahrain	46.3	8.8		✓		✓				
Congo, Dem. Rep.	78.8	8.8					✓			✓
Djibouti	68.1	8.8		✓		✓				
Jordan	40.6	8.8			✓		✓			
Tunisia	70.0	8.8		✓		✓				

Source: *Women, Business and the Law* database.

Reforms in the Middle East and North Africa region represent nearly a third of the economies with a significant positive shift in progress observed over the last two years. Economies in Sub-Saharan Africa follow closely, with 26% of reforms captured. Together, these two regions account for more than half of all reforms since 2017.

Many of the reforms in the Middle East and North Africa were supported by the work of specialized councils committed to improving gender balance in the workforce. Their success was anchored in governments' strong commitments to improving the business environment, and they were often led by finance ministries that executed reform agendas in this area. More work remains, however, because the Middle East and North Africa continues to be the region with the most room to improve.

Saudi Arabia has made the biggest improvement in the index since 2017, increasing by 38.8 points. Reforms were enacted in six out of the eight indicators over the two-year period covered by the index. Under the Mobility indicator, Saudi Arabia made changes affecting a woman's freedom of movement. For example, Saudi Arabian women no longer need permission from a male guardian to travel abroad or to obtain a passport. Saudi Arabia also amended the Civil Status Law to allow a woman to choose where to live in the same way as a man by removing a provision that made the husband's home the default residence. In addition, a husband can no longer sue his wife for leaving the marital home. This has implications for the Marriage indicator because the law that required a woman to obey her husband was repealed.

In 2018, Saudi Arabia further criminalized sexual harassment in public and private sector employment. Groundbreaking reforms to allow women greater economic opportunity were also enacted in 2019. Legal amendments now protect women from discrimination in employment, including job advertisements and hiring, and prohibit employers from dismissing a woman during her entire pregnancy and maternity leave. Saudi Arabia also equalized the retirement age for women and men at 60 years, extending women's working lives, earnings, and contributions. Finally, Saudi Arabia also encouraged women's entrepreneurship by prohibiting gender-based discrimination in accessing financial services. These reforms build on other historic changes in Saudi Arabia, which in 2015 for the first time allowed women to vote and run as candidates in municipal elections and in 2017 gave women the right to drive.

These reforms are spurred by an understanding that women play an important role in moving Saudi Arabia closer to its "Vision 2030." This ambitious plan to modernize the Saudi Arabian economy by diversifying it beyond oil and gas, promoting private sector growth, and supporting entrepreneurship also includes the goal of increasing women's labor force participation from 22 percent to 30 percent. The *Women, Business and the Law* index provides a list of the remaining legal constraints on women's participation in the economy, which, if addressed, could increase their economic contribution in Saudi Arabia.

The United Arab Emirates also reformed in five indicators, resulting in the second-largest improvement. Over the last several years, Emirati authorities have shown a commitment to removing legal barriers to women's work. In 2005, authorities established the Gender Balance Council, a federal agency responsible for implementing initiatives

to enhance women's representation in the country's private and public sectors. Recognizing that women's equal participation in the economy is central to achieving sustainable growth, the council developed the *Gender Balance Guide*, which offers organizations instructions on how to create a better working environment for women. The council works closely with international organizations to implement recommended gender policies, including protection from discrimination, gender-responsive budgeting, and parental leave.

Five other economies in the Middle East and North Africa implemented nine additional reforms. Bahrain, for example, adopted provisions on sexual harassment in employment, including criminal penalties for perpetrators. It also began allowing women to be recognized as heads of their households.

In Bahrain, the advisory Bahraini Supreme Council for Women was formed in 2001. The council recently adopted a second National Plan for the Advancement of Bahraini Women for 2013–2022, which focuses not only on supporting women's entrepreneurship, career opportunities, and financial independence, but also on enhancing their physical and psychological well-being and protection from domestic violence. The council earlier commissioned a study on violence against women in Bahraini society that included data on workplace sexual harassment. Bahrain's labor minister has explained that the amendments to the labor law banning sexual harassment and discrimination in the workplace aim to bring national legislation in line with international standards.

Also in the region, Jordan eliminated legal restrictions on women's ability to work at night and introduced the principle of equal remuneration for work of equal value. Djibouti, Morocco, and Tunisia enacted legislation specifically addressing domestic violence, reflecting a movement toward protecting women from violence. Djibouti also introduced legislation and criminal penalties for sexual harassment in employment.

The reforms recorded in Tunisia were driven by a desire to align the country's laws with its progressive 2014 Constitution, which enshrines the principle of equality between women and men. In August 2017, the Individual Freedoms and Equality Committee was created by the president of Tunisia to support the legal reform agenda. The committee recommended several measures to achieve complete and effective equality between women and men, including in the areas of inheritance and violence against women. Such political will, coupled with an active civil society advocating for women's rights, has facilitated the enactment of one of the region's most comprehensive laws on violence against women.

Nepal, the economy with the third-largest improvement in the index, introduced a new labor law that makes women's entry into the labor market easier by prohibiting discrimination in employment. It also improved women's employment opportunities and pay by allowing women to work at night and prohibiting discrimination in remuneration for work of equal value. In addition, Nepal introduced 15 days of paid paternity leave, making it easier for women to share child care responsibilities with their partners. New regulations introducing a mandatory old-age pension scheme for private sector workers also established the same retirement age for women and men and therefore directly protect women's financial security in old age.

Three other South Asian economies—India, Pakistan, and Sri Lanka—have enacted reforms as well. The Indian state of Maharashtra eliminated restrictions on women's

ability to work in jobs deemed dangerous. Pakistan and Sri Lanka both increased the period of paid maternity leave to exceed 14 weeks.

South Sudan also improved significantly in the index. In 2017, the country adopted its first labor law since independence. The new law protects women in the workplace from gender discrimination and sexual harassment. It also substantially improves women's opportunities to enter the labor force by opening up new sectors for female employment. Women are no longer categorically barred from working at night, underground or underwater, or in jobs deemed hazardous, arduous, or harmful. The law also prohibits pay discrimination and requires employers to "take steps to guarantee equal remuneration for every employee for work of equal value." Finally, the introduction of two weeks of paid paternity leave recognizes and supports the redistribution of unpaid care work.

Ten other economies in Sub-Saharan Africa implemented 13 reforms enhancing gender equality, with many placing among the top reformers in the *Women, Business and the Law 2020* index. For example, in 2019 São Tomé and Príncipe adopted a new labor code to meet job market demands and bring laws into compliance with international standards. The legislation lifted restrictions on women's ability to work at night, in mining, and in jobs deemed hazardous. It now restricts only work that is likely to "pose a risk to the genetic heritage of the worker," without specifying gender. The new labor code further prohibits the dismissal of pregnant workers.

Other economies in the region have also passed a variety of reforms. In Côte d'Ivoire, spouses now have equal rights to own and manage property. Mali mandated both non-discrimination in employment based on gender and equal remuneration for work of equal value. Niger removed restrictions on women's employment in mining, construction and manufacturing. In Uganda, passport application procedures are now the same for women and men. Overall, reforms in the Sub-Saharan Africa region have affected nearly every indicator.

Three economies implemented changes to their laws that reduce women's opportunities. Bosnia and Herzegovina and Moldova amended legislation related to pension systems and retirement to increase and gradually equalize the ages at which men and women can claim benefits. This gradual increase, however, introduces temporary inequality because in the interim period the age at which men and women can retire is different. West Bank and Gaza suspended its social security system. There is no longer a pension system that covers the private sector, and maternity benefits have to be paid by the employer.

In what indicators are economies reforming the most?

The Parenthood indicator has been the most popular area of reform, with 16 economies enacting positive changes (table 1.5). With the exception of Latin America and the Caribbean, every region enacted reforms in this area. Reforms included expansion of the amount of paid maternity leave available to mothers, introduction of paid paternity leave, and prohibition of dismissal of pregnant employees.

TABLE 1.5 MOST ECONOMIES REFORMED IN THE PARENTHOOD INDICATOR			
Indicator	Number of economies	Which economies?	Example of reforms
Mobility	4	Grenada, Saudi Arabia, Uganda, United Arab Emirates	Grenada, Saudi Arabia, Uganda, and the United Arab Emirates made passport application procedures the same for men and women.
Workplace	10	Bahrain, Barbados, Djibouti, Georgia, Mali, Nepal, Saudi Arabia, South Sudan, Tunisia, United Arab Emirates	Mali prohibited discrimination in employment based on gender, making it easier for women to start a job.
Pay	12	Germany, India, Jordan, Mali, Moldova, Nepal, Niger, São Tomé and Príncipe, South Sudan, Thailand, United Arab Emirates, Uruguay	The United Arab Emirates removed all job restrictions on women, allowing them to work the same hours and in the same jobs and industries as men.
Marriage	10	Armenia, Bahrain, Burkina Faso, Djibouti, Eswatini, Liberia, Morocco, Saudi Arabia, Tunisia, United Arab Emirates	Armenia enacted legislation protecting women from domestic violence.
Parenthood	16	Canada, Cyprus, Czech Republic, Democratic Republic of Congo, Fiji, Jordan, Nepal, Pakistan, Philippines, São Tomé and Príncipe, Saudi Arabia, South Sudan, Sri Lanka, United Arab Emirates, United States, Zambia	The United States introduced paid parental leave with the introduction of New York State's paid family leave policy. ^a Parents can now receive up to 10 weeks of paid leave after the birth of a child.
Entrepreneurship	2	Georgia, Saudi Arabia	Georgia made access to credit easier for women by prohibiting gender-based discrimination in access to financial services.
Assets	1	Côte d'Ivoire	Côte d'Ivoire granted spouses an equal right to own and manage property during marriage.
Pension	7	Argentina, Democratic Republic of Congo, Italy, Nepal, Saudi Arabia, Slovenia, Timor-Leste	Saudi Arabia equalized the retirement age for men and women at 60 years.

Source: *Women, Business and the Law* database.

^a *Women, Business and the Law* measures the law applicable in the main business city. The main business city in the United States is New York. The state of New York introduced paid family leave that currently entitles each parent to 70 days of leave for the birth of a child.

Along with Pakistan, Fiji, the Philippines, and Zambia increased the duration of paid maternity leave to meet or exceed 14 weeks. Eight economies introduced paid leave for fathers for the first time, including Canada, Cyprus, the Czech Republic, Fiji, Jordan, Nepal, South Sudan, and the United States. The United States is the only economy to introduce paid parental leave since 2017, with the passage of New York State's paid family leave policy. This leave, however, is not available at the federal level. As for workplace protections, São Tomé and Príncipe, Saudi Arabia, and the United Arab Emirates amended legislation to protect pregnant workers from discriminatory dismissal.

Twelve economies improved their laws in the area of Pay. Since 2017, seven economies from all regions except Europe and Central Asia introduced legislation mandating employers to grant equal remuneration to women and men for work of equal value. Germany and Iceland also have introduced innovative laws that tackle the wage gap. In Germany, certain companies with more than 500 employees must publish reports on their efforts to promote equal pay. In Iceland, companies employing 25 or more workers are now required to obtain equal pay certification from the government.

The Workplace and Marriage indicators also saw many reforms from 2017 to 2019, especially in the enactment of laws that protect women from violence. Fifty years ago,

no economy in the world guaranteed women legal protections from violence in the context of family or domestic relations. At that time, it was considered a private matter not subject to external regulation.

Since 2017, however, eight economies have enacted legislation on domestic violence for the first time. Four economies in the Middle East and North Africa—Djibouti, Morocco, Tunisia, and the United Arab Emirates—are in this group. This legislation reflects a trend, beginning with the Arab Spring in the early 2010s, of protecting women from violence. In its aftermath, Lebanon issued its first domestic violence law, followed by Algeria, Bahrain, and Saudi Arabia in 2015.

Also for the first time, Burkina Faso, Eswatini, and Liberia enacted legislation specifically addressing domestic violence. As of September 1, 2019, 30 of the 48 economies in Sub-Saharan Africa had domestic violence legislation in place. Worldwide, it is 155 economies.

Some economies are adopting progressive provisions to ensure that women's labor force participation is not affected by domestic violence. In New Zealand, for example, the private sector became increasingly concerned about the country's high rates of domestic violence and the costs associated with it, including loss of employees and high rates of absenteeism. After several companies enacted policies to support victims of domestic violence, the Government of New Zealand enacted the Family Violence Act in November 2018, repealing its Domestic Violence Act of 1995. The new act introduces for the first time 10 days of paid leave for victims of domestic violence, giving them time to leave their partners, find new homes, and protect themselves and their children.

As for sexual harassment, several economies have also moved to protect women in the workplace. The enforcement of legislation aimed at protecting women from domestic violence and sexual harassment is associated with a reduction in gender inequality and discrimination in the labor market.¹⁶ Studies have shown that sexual harassment not only reduces employees' productivity, leading to a higher employee turnover and increased absenteeism, but also is associated with a decrease in companies' returns and profitability.¹⁷ Globally, 50 economies still lack legislation granting protections to women from sexual harassment in employment.

From 2017 to 2019, seven economies enacted new legal protections against sexual harassment in employment, resulting in a positive change in score. Six economies, five in the Middle East and North Africa—Bahrain, Djibouti, Saudi Arabia, Tunisia, and the United Arab Emirates—and one in Latin America and the Caribbean—Barbados—enacted legislation on sexual harassment in the workplace, including redress avenues such as criminal penalties or civil remedies. In Europe and Central Asia, Georgia adopted legislation to provide for civil remedies in the case of the unfair dismissal of a victim of sexual harassment. To complement already-existing legislation on sexual harassment in employment, France, São Tomé and Príncipe, and South Sudan also implemented civil remedies, whereas Gabon, Montenegro, and Peru enacted criminal penalties.

The Entrepreneurship and Assets indicators saw the fewest reforms, with only three economies reforming in these areas. Georgia and Saudi Arabia made access to credit easier for women by prohibiting gender-based discrimination in access to financial services. This legal provision, which has been proven to increase women's access to finance, is still not in place in 115 economies. Perhaps the reason is that this fairly

new legal principle was only first introduced into national legislation in the late 1970s. Reform uptake has increased since the early 2000s, with more economies now following early adopters' leads.

From 2017 to 2019, Côte d'Ivoire granted spouses equal rights to own and manage property during marriage. Reforms related to property ownership and inheritance are the most difficult to pass, especially in economies where social norms dictate how assets are passed to surviving spouses and children. Equalizing women's rights to own, manage, and inherit property, however, increases their ability to start and grow businesses because access to assets gives them the collateral needed to secure credit.

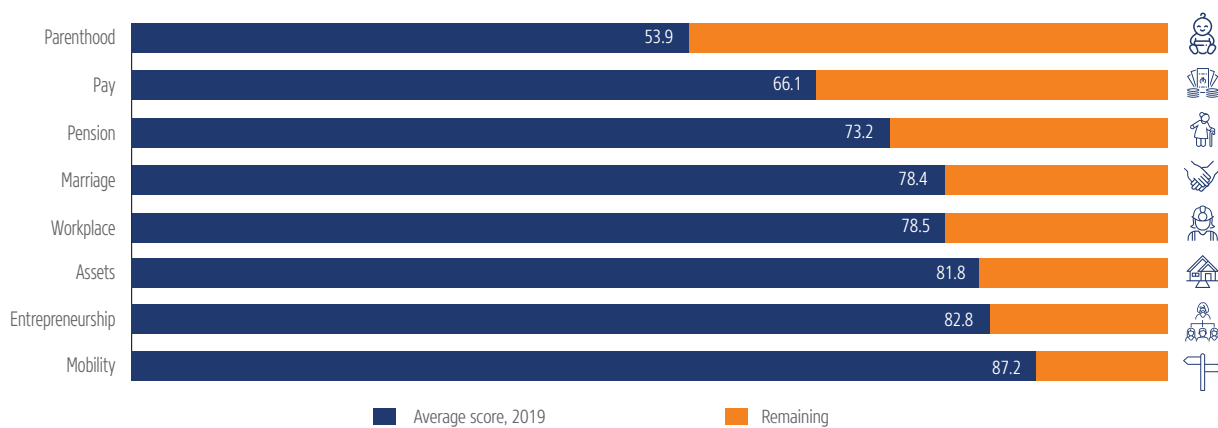
The reforms captured by *Women, Business and the Law 2020* reveal that economies in every region and income group have made legal changes increasing women's equality of opportunity. The average improvement globally since 2017 has been approximately 1 point, but the average improvement among reforming economies has been 6.6 points. Economies that have reformed within three or more indicators have seen their score increase by more than 20 points, whereas those with only one reform have improved by just a few points.

The average score of economies that implemented at least one reform increased from 69.8 in 2017 to 76.4 in 2019, a score higher than the current global average. As more economies implement reforms, legal gender equality becomes an attainable goal on a global scale. While the Parenthood and Pay indicators have the largest gaps to close, they are also the areas in which economies are reforming the most (figure 1.5).

Five decades of reform

Building on the time series developed by *Women, Business and the Law 2019*, the data in *Women, Business and the Law 2020* have been expanded to cover the last 50 years. This expansion allows extensive research on the pace of reform in the areas measured,

FIGURE 1.5 | THE PARENTHOOD AND PAY INDICATORS HAVE THE LARGEST GAPS TO CLOSE



Source: *Women, Business and the Law* database.

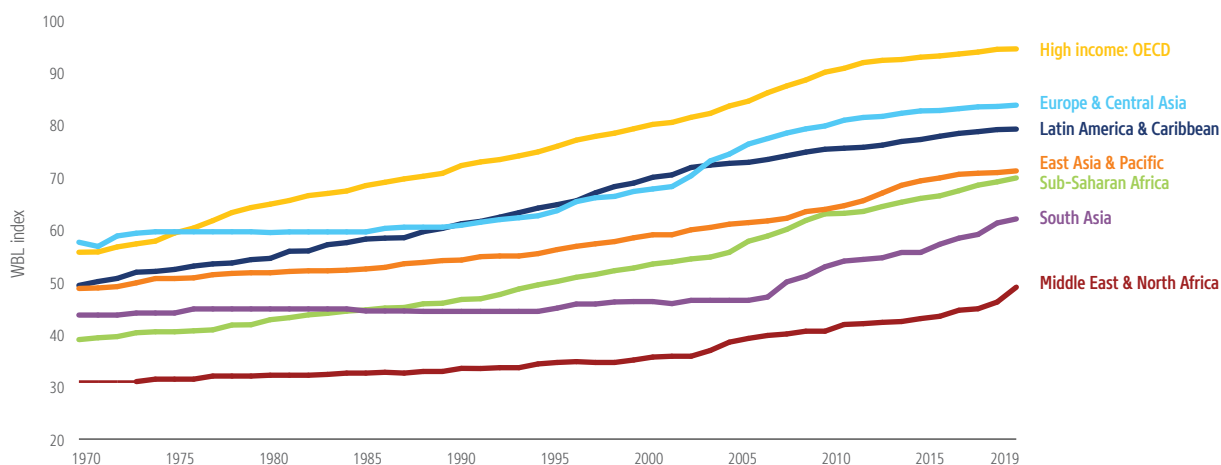
as well as an ability to track trends and causes of change. Some initial findings of this study are discussed here, with more results scheduled for publication in the future.

The average *Women, Business and the Law* index score in 2019 is 75.2, indicating that women have approximately three-quarters of the rights of men in the areas covered by the index. This score represents a significant improvement in the five decades covered by the data. In 1970, the global average *Women, Business and the Law* index score was 46.5. Altogether, every economy measured has made at least one regulatory change each year since 1970, for a total of 1,517 reforms over 50 years.

Although the pace of reform has differed significantly across economies, some regional patterns have emerged. The regional average score in 2019 is highest in OECD high-income economies, whereas in 1970 it was highest in economies in Europe and Central Asia (figure 1.6). OECD high-income economies made significant strides toward gender equality throughout the period covered by the data. At 70 percent, the percentage change in the average score of OECD high-income economies was the second-highest among the regions. It was only in Sub-Saharan Africa that the relative increase was greater.

The 1970s saw greater attention to women’s issues. The United Nations declared 1975–85 the Decade for Women and encouraged economies to focus on policies such as equal pay, preventing violence against women, and land ownership. By the end of the decade, OECD high-income economies had surpassed Europe and Central Asia as the region with the highest average score, which it retains. Despite Europe and Central Asia’s initially high scores, the region’s average score remained relatively flat over the 1970s and 1980s. However, economies in this region appeared to embrace a more aggressive reform agenda in the 1990s, and in particular in the decade from 2000 to 2009.

FIGURE 1.6 | CHARTING THE PATH OF REGIONAL REFORM BY *WOMEN, BUSINESS AND THE LAW* INDEX SCORE



Source: *Women, Business and the Law* database.

Two other regions that provide an interesting contrast are East Asia and the Pacific and Latin America and the Caribbean. In 1970, the *Women, Business and the Law* index scores in these two regions were extremely close, at 48.8 and 49.3, respectively. Over the course of the five decades covered by the data, the score in Latin America and the Caribbean increased by 60 percent, to 79.2. The score in East Asia and the Pacific, however, only increased by 46 percent, to 71.3.

Legal reform in these two regions tracked quite closely throughout most of the 1970s. In the 1980s and 1990s, however, economies in Latin America and the Caribbean made important strides toward lifting restrictions placed on women. In that region, the pace of reform slowed somewhat from 2010 to 2019, whereas during the same period reforms in East Asia and the Pacific expanded, partially bridging the gap between the two regions.

The pace of reform has also been notable in Sub-Saharan Africa. From 1970 to 2019, the average score in the region rose by 81 percent, which is higher than that of any other region. Progress began from a low base, however. In 1970, women in Sub-Saharan Africa faced more legal restrictions than those in any other region apart from the Middle East and North Africa. But by the mid-1980s, Sub-Saharan African economies had surpassed the average score of South Asian economies. This progress was in part attributable to the relatively flat index score of South Asia throughout the 1970s, which even fell slightly during the 1980s. Yet this finding should not diminish the progress made by economies in Sub-Saharan Africa to remove the legal barriers faced by women. The decade from 2000 to 2009 is particularly notable for the progress made. By 2019, the average score in the region, 69.9, was just slightly more than 1 point below that of East Asia and the Pacific, 71.3.

The slow progress of the Middle East and North Africa region is also notable. With an average score of 31.0 in 1970, women in this region had less than one-third of the rights of men in the areas covered by the index. In 2019, the average score is 49.6, indicating that some progress has been made. In fact, many of these advances were made in the recent past. Throughout the 1970s, the 1980s, and, to a lesser extent, the 1990s, the average score in the region remained relatively flat. However, in the 20 years from 2000 until 2019, women's economic opportunity in the region has improved. In the 10 years from 2000 to 2009, the average score increased by 4.9 points, and then by a further 7.7 points between 2010 and 2019. Despite this improvement, women in the region still face significantly more legal obstacles relative to men and to women in other parts of the world.¹⁸

Today in several OECD high-income economies, there are no legal inequalities between women and men. However, this was not always the case. Belgium, for example, receives a score of 100 in 2019, but in 1970 its score was 38.1, the same score that Afghanistan receives today. This finding implies that 50 years ago women had less than half the rights of men in the areas covered. For example, married women in Belgium could not sign a contract, get a job, or administer property without their husbands' permission until 1976.

Dependent on patterns of colonization, economies in other regions inherited such provisions. In Sub-Saharan Africa, for example, the Democratic Republic of Congo inherited the Belgian civil code, while Kenya inherited British marriage laws. Restrictions in colonial versions of labor and family codes persist in many economies to this day.

A close look at the path of reform for each of the eight indicators shows that, on average, the most dramatic reforms occurred in laws covered by the Workplace indicator (figure 1.7). The global average score for this indicator was only 17.6 in 1970, indicating that women had less than one-fifth of the legal rights of men in this area. By 2019, the score had increased to 78.4.

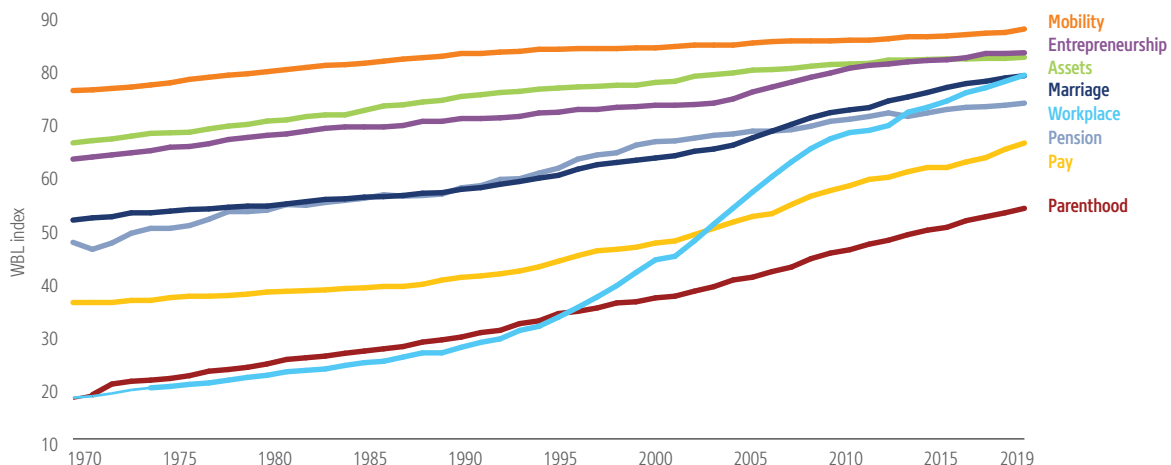
In both 1970 and 2019, women faced the fewest restrictions in terms of their freedom of movement. On the other hand, in 1970 women faced the greatest number of constraints in laws that affected their work after having children—a fact that remains true to this day.¹⁹

This preliminary analysis of 50 years of data offers a glimpse of how women’s rights have evolved all over the world. The regional and global patterns identified here indicate that although much reform has occurred, especially among OECD high-income and Sub-Saharan African economies, there is still progress to be made. By identifying the gaps that remain and their consequences for economic development, *Women, Business and the Law* intends to serve as an important tool for those working toward reform. The team continues to explore the results of this time series, in particular those shedding light on the causes of reform.

What’s next?

Over the last 10 years, the *Women, Business and the Law* team has updated its data set on a biennial cycle. However, as the pace of reform increases and to give any economies improving their laws more real-time recognition, the project plans to update the data and report annually. At the same time, the team will undertake further research and consider additional areas of inclusion in the index, such as child care and implementation measures.

FIGURE 1.7 | CHARTING THE PATH OF INDICATOR REFORM BY *WOMEN, BUSINESS AND THE LAW* INDEX SCORE



Source: *Women, Business and the Law* database.

Understanding how reforms happen and what motivates economies to reform requires stepping back and seeing the progress that has been made. Analysis of the newly collected data covering 50 years and 190 economies helps identify interesting trends to better explain the interaction between inequality of opportunity and labor market dynamics. The data and analysis of the laws and reforms made since 1970 are available on the *Women, Business and the Law* website (<http://wbl.worldbank.org>).

Notes

1. Amin and Islam 2015; Htun, Jensenius, and Nelson-Nuñez 2019; Zabalza and Tzannatos 1985. Although many studies are based on correlations, Field et al. (2016) provide experimental evidence that depositing wages in a woman's own bank account (as opposed to that of the male head of household) increases her labor supply, thereby illustrating that financial autonomy can exert a causal impact on female labor force participation rates.
2. Zabalza and Tzannatos 1985.
3. Islam, Muzi, and Amin 2019.
4. Atalay and Barrett 2015; Staubli and Zweimüller 2013.
5. Hyland, Djankov, and Goldberg 2019.
6. Anderson 2018; Branisa, Klasen, and Ziegler 2013; Deininger, Goyal, and Nagarajan 2013; Deiniger et al. 2019; Roy 2015. Branisa, Klasen, and Ziegler (2013) also show that where social institutions limit women's autonomy, fertility rates are higher. Higher fertility rates may have long-term impacts on economic growth, as discussed by Ashraf, Weil, and Wilde (2012).
7. Harari (2019) suggests that greater bargaining power may be the channel through which more economic rights for women result in better outcomes.
8. Based on a cross section of data for 2017, the correlation coefficient between the *Women, Business and the Law* score and the maternal mortality rate is -0.31 . Based on data from 2015, the correlation between the *Women, Business and the Law* score and the average years of education for women age 25 plus is 0.57 .
9. The relationship between legal gender equality and women's economic outcomes is analyzed by Hyland, Djankov, and Goldberg (2019).
10. Goldin 1986.
11. Bloom et al. 2009.
12. Cavalcanti and Tavares 2016; Klasen 2018; Lagerlöf 2003.
13. Hyland, Djankov, and Goldberg 2019.
14. Council of Economic Advisers 2014.
15. *Women, Business and the Law* measures the law applicable in the main business city. The main business city in the United States is New York. The state of New York introduced paid family leave that currently entitles each parent to 70 days of leave for the birth of a child.
16. Malta et al. 2019.
17. Au, Dong, and Tremblay 2019; Newman 1995.
18. The relative progress of reform in the Middle East and North Africa region is also discussed by Hyland, Djankov, and Goldberg (2019).
19. Hyland, Djankov, and Goldberg (2019) examine how the average score for each of the eight *Women, Business and the Law* indicators changes when economies' scores are weighted by their populations.

References

- Amin, Mohammad, and Asif Islam. 2015. "Does Mandating Nondiscrimination in Hiring Practices Affect Female Employment? Evidence Using Firm-Level Data." *Feminist Economics* 12 (1&2).
- Anderson, Siwan. 2018. "Legal Origins and Female HIV." *American Economic Review* 108 (6): 1407–39.
- Ashraf, Qamrul H., David N. Weil, and Joshua Wilde. 2012. "The Effect of Interventions to Reduce Fertility on Economic Growth." NBER Working Paper 17377, National Bureau of Economic Research, Cambridge, MA.
- Atalay, Kadir, and Garry F. Barrett. 2015. "The Impact of Age Pension Eligibility Age on Retirement and Program Dependence: Evidence from an Australian Experiment." *Review of Economics and Statistics* 97 (1): 71–87.
- Au, Shiu-Yik, Ming Dong, and Andreean Tremblay. 2019. "Me Too: Does Workplace Sexual Harassment Hurt Firm Value?" SSRN Working Paper. <https://ssrn.com/abstract=3437444>.
- Bloom, David E., David Canning, Günther Fink, and Jocelyn E. Finlay. 2009. "Fertility, Female Labor Force Participation, and the Demographic Dividend." *Journal of Economic Growth* 14 (2): 79–101.
- Branisa, Boris, Stephan Klasen, and Maria Ziegler. 2013. "Gender Inequality in Social Institutions and Gendered Development Outcomes." *World Development* 45: 252–68.
- Cavalcanti, Tiago, and José Tavares. 2016. "The Output Cost of Gender Discrimination: A Model-Based Macroeconomics Estimate." *Economic Journal* 126: 109–34.
- Council of Economic Advisers. 2014. *The Economics of Paid and Unpaid Leave*. Washington, DC: Council of Economic Advisers.
- Deininger, Klaus, Aparajita Goyal, and Hari Nagarajan. 2013. "Women's Inheritance Rights and Intergenerational Transmission of Resources in India." *Journal of Human Resources* 48 (1): 114–41.
- Deininger, Klaus, Songqing Jin, Hari Nagarajan, and Fang Xia. 2019. "Inheritance Law Reform, Empowerment, and Human Capital Accumulation: Second-Generation Effects from India." *Journal of Development Studies* 55 (12): 2549–71.
- Field, Erica, Rohini Pande, Natalia Rigol, Simone Schaner, and Charity Troyer Moore. 2016. "On Her Account: Can Strengthening Women's Financial Control Boost Female Labor Supply?" Working paper, Harvard Business School, Cambridge, MA, November. <https://www.hbs.edu/faculty/Pages/item.aspx?num=56847>.
- Goldin, Claudia. 1986. "The Female Labor Force and American Economic Growth, 1890–1980." In *Long-term Factors in American Economic Growth*, ed. Stanley L. Engerman and Robert E. Gallman, 557–604. Chicago: University of Chicago Press.
- Harari, Mariaflavia. 2019. "Women's Inheritance Rights and Bargaining Power: Evidence from Kenya." *Economic Development and Cultural Change* 68 (1): 189–238.
- Htun, Mala, Francesca Jensenius, and Jami Nelson-Nuñez. 2019. "Gender-Discriminatory Laws and Women's Economic Agency." *Social Politics* 26 (2): 193–222.
- Hylland, Marie, Simeon Djankov, and Pinelopi K. Goldberg. 2019. "Gendered Laws." Policy Research Working Paper WPS9080, World Bank, Washington, DC.
- Islam, Asif, Silvia Muzi, and Mohammad Amin. 2019. "Unequal Laws and the Disempowerment of Women in the Labour Market: Evidence from Firm-Level Data." *Journal of Development Studies* 55 (5): 822–44.
- Klasen, Stephan. 2018. "The Impact of Gender Inequality on Economic Performance in Developing Countries." *Annual Review of Resource Economics* 10: 279–98.
- Lagerlöf, Nils-Petter. 2003. "Gender Equality and Long-Run Growth." *Journal of Economic Growth* 8 (4): 403–26.
- Malta, Vivian, Lisa Kolovich, Angelica Martínez Leyva, and Marina Mendes Tavares. 2019. "Informality and Gender Gaps Going Hand in Hand." IMF Working Paper 19/112, International Monetary Fund, Washington, DC.
- Newman, Meredith Ann. 1995. "Sexual Harassment and Productivity: It's Not Just a U.S. Problem." *Public Productivity and Management Review* 19 (2): 172–86.
- Roy, Sanchari. 2015. "Empowering Women? Inheritance Rights, Female Education and Dowry Payments in India." *Journal of Development Economics* 114: 233–51.
- Staubli, Stefan, and Josef Zweimüller. 2013. "Does Raising the Early Retirement Age Increase Employment of Older Workers?" *Journal of Public Economics* 108: 17–32.
- Zabalza, Antoni, and Zafiris Tzannatos. 1985. "The Effect of Britain's Anti-discriminatory Legislation on Relative Pay and Employment." *Economic Journal* 95 (379): 679–99.



DATA NOTES

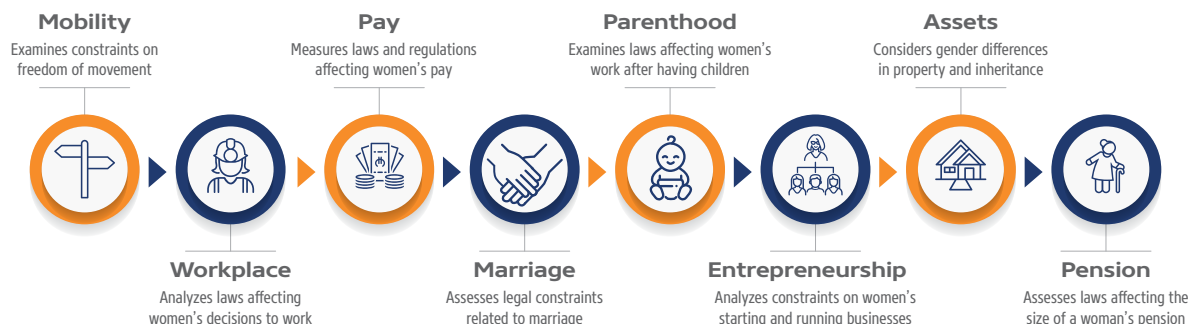
Women, Business and the Law measures laws and regulations that constrain women's entrepreneurship and employment. This year's data set and report cover 190 economies. Although progress has been made, analysis of the data clarifies the work still needed to ensure that women have equality of opportunity in obtaining jobs and starting businesses.

Women, Business and the Law 2019: A Decade of Reform introduced an index and structured the data to reflect the different stages of a woman's working life (figure 2.1). This framework helps align different areas of law with the economic decisions women make as they experience various milestones. By representing women's interactions with the law as they begin, progress through, and end their careers, these indicators are an easily replicable measure of the legal environment for women as entrepreneurs and employees. *Women, Business and the Law 2020* follows up on this work by presenting an update of the laws and regulations reformed from June 2, 2017 to September 1, 2019.

Methodology

Women, Business and the Law is based on an analysis of domestic laws and regulations that affect women's economic opportunities. The indicators were selected through research and consultation with experts. They are also inspired by the international legal frameworks set out in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Committee on the Elimination of Discrimination against

FIGURE 2.1 | EIGHT INDICATORS MEASURE LEGAL DIFFERENCES BETWEEN MEN AND WOMEN AS THEY TRANSITION THROUGH DIFFERENT STAGES OF WORKING LIFE



Women General Recommendations (CEDAW GR), the UN Declaration on the Elimination of Violence against Women (DEVAV), the International Labour Organization (ILO) Equal Remuneration Convention, 1951 (No. 100), the Maternity Protection Convention, 2000 (No. 183), and the Violence and Harassment Convention, 2019 (No. 190).

The data set and analysis can be used to support research and policy discussions around the ways in which the legal environment influences women's economic activity. Thirty-five data points are scored across eight indicators of four or five binary questions, with each indicator representing a different phase of a woman's career (table 2.1). Indicator-level scores are obtained by calculating the unweighted average of 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.

TABLE 2.1 WOMEN, BUSINESS AND THE LAW INDICATORS	
Mobility (0–100)	
1.	Can a woman choose where to live in the same way as a man? (Yes = 1, No = 0)
2.	Can a woman travel outside her home in the same way as a man? (Yes = 1, No = 0)
3.	Can a woman apply for a passport in the same way as a man? (Yes = 1, No = 0)
4.	Can a woman travel outside the country in the same way as a man? (Yes = 1, No = 0)
Workplace (0–100)	
1.	Can a woman get a job in the same way as a man? (Yes = 1, No = 0)
2.	Does the law prohibit discrimination in employment based on gender? (Yes = 1, No = 0)
3.	Is there legislation on sexual harassment in employment? (Yes = 1, No = 0)
4.	Are there criminal penalties or civil remedies for sexual harassment in employment? (Yes = 1, No = 0)
Pay (0–100)	
1.	Does the law mandate equal remuneration for work of equal value? (Yes = 1, No = 0)
2.	Can women work the same night hours as men? (Yes = 1, No = 0)
3.	Can women work in jobs deemed dangerous in the same way as men? (Yes = 1, No = 0)
4.	Are women able to work in the same industries as men? (Yes = 1, No = 0)
Marriage (0–100)	
1.	Is there no legal provision that requires a married woman to obey her husband? (Yes = 1, No = 0)
2.	Can a woman be head of household in the same way as a man? (Yes = 1, No = 0)
3.	Is there legislation specifically addressing domestic violence? (Yes = 1, No = 0)
4.	Can a woman obtain a judgment of divorce in the same way as a man? (Yes = 1, No = 0)
5.	Does a woman have the same rights to remarry as a man? (Yes = 1, No = 0)
Parenthood (0–100)	
1.	Is paid leave of at least 14 weeks available to mothers? (Yes = 1, No = 0)
2.	Does the government administer 100% of maternity leave benefits? (Yes = 1, No = 0)
3.	Is there paid leave available to fathers? (Yes = 1, No = 0)
4.	Is there paid parental leave? (Yes = 1, No = 0)
5.	Is dismissal of pregnant workers prohibited? (Yes = 1, No = 0)

(continued on next page)

TABLE 2.1 <i>WOMEN, BUSINESS AND THE LAW</i> INDICATORS	
Entrepreneurship (0–100)	
1.	Does the law prohibit discrimination in access to credit based on gender? (Yes = 1, No = 0)
2.	Can a woman sign a contract in the same way as a man? (Yes = 1, No = 0)
3.	Can a woman register a business in the same way as a man? (Yes = 1, No = 0)
4.	Can a woman open a bank account in the same way as a man? (Yes = 1, No = 0)
Assets (0–100)	
1.	Do men and women have equal ownership rights to immovable property? (Yes = 1, No = 0)
2.	Do sons and daughters have equal rights to inherit assets from their parents? (Yes = 1, No = 0)
3.	Do female and male surviving spouses have equal rights to inherit assets? (Yes = 1, No = 0)
4.	Does the law grant spouses equal administrative authority over assets during marriage? (Yes = 1, No = 0)
5.	Does the law provide for the valuation of nonmonetary contributions? (Yes = 1, No = 0)
Pension (0–100)	
1.	Are the ages at which men and women can retire with full pension benefits equal? (Yes = 1, No = 0)
2.	Are the ages at which men and women can retire with partial pension benefits equal? (Yes = 1, No = 0)
3.	Are the mandatory retirement ages for men and women equal? (Yes = 1, No = 0)
4.	Are periods of absence due to child care accounted for in pension benefits? (Yes = 1, No = 0)

Source: Women, Business and the Law database.

Examining the data for one economy illustrates how scoring works in the index. The Lao People’s Democratic Republic, for example, receives a score of 100 for five indicators: Mobility, Workplace, Marriage, Entrepreneurship, and Assets. This signifies that no legal constraints were found in the areas measured under these indicators.

Under Pay, however, Lao PDR receives a score of 75 because the law does not mandate equal remuneration for work of equal value. Lack of paid parental leave also results in a score of 80 in Parenthood. Finally, Lao PDR receives a score of 50 under the Pension indicator because the age at which men and women can retire with full pension benefits is not equal, nor is the period of absence required for child care taken into account in pension benefits.

Using this information, the overall score for Lao PDR is calculated as the unweighted average of all eight indicator scores on a scale of 0–100, with 100 representing the best score overall. Lao PDR scores 88.1.

Women, Business and the Law 2020 data cover the period June 2, 2017, to September 1, 2019. The report’s indicators are constructed based on feedback from nearly 2,000 respondents with expertise in family, labor, and criminal law, including lawyers, judges, academics, and members of civil society organizations working on gender issues. Besides filling out written questionnaires, *Women, Business and the Law* respondents provide references to relevant laws and regulations. The *Women, Business and the Law* team then collects the texts of these laws and regulations and checks questionnaire responses for accuracy. Questionnaire responses are verified against codified sources of national law, including constitutions, codes, laws, statutes, rules, regulations, and procedures in areas such as labor, social security, civil procedure,

tax, violence against women, marriage and family, inheritance, nationality, and land. The data in this report are current as of September 1, 2019.

This unique approach has both strengths and limitations (table 2.2). Because the data must be comparable across economies, all indicators are based on standardized assumptions (box 2.1). For example, an assumption used for questions on maternity leave is that the woman in question is having one child. Although maternity leave benefits often differ for multiple births, only data for individual births are captured. Another assumption is that the woman in question is located in the largest business city of the economy. In federal economies, laws affecting women can vary by state or province. Even in nonfederal economies, women in rural areas and small towns could face more restrictive local legislation. Such restrictions are not captured by *Women, Business and the Law* unless they are also found in the main business city. In addition, where personal law prescribes different rights and obligations for different groups of women, the data focus on the most populous group, which may mean that restrictions that apply only to minority populations are missed.

Furthermore, *Women, Business and the Law* focuses solely on the ways in which the formal legal and regulatory environment determines whether women can work or open their own businesses. Although many women in developing economies are employed by the informal economy, a goal of this project is to define some of the features of the legal framework that make it more difficult for women to transition from the informal to the formal economy.

This study also recognizes the often-large gaps between laws on the books and actual practice. One reason for this may be poor implementation of legislation due to weak enforcement, poor design, or low capacity. Nonetheless, identifying legal

TABLE 2.2		
STRENGTHS AND LIMITATIONS OF THE <i>WOMEN, BUSINESS AND THE LAW</i> METHODOLOGY		
Feature	Strength	Limitation
Use of standardized assumptions	Makes data comparable across economies and methodology transparent	Reduces scope of data; only regulatory reforms in the areas measured can be systematically tracked
Coverage of largest business city only	Makes data collection manageable and data comparable	In federal economies, it could decrease representativeness of data where there are differences in laws across locations
Focus on the most populous group	Makes data comparable across economies where there are parallel legal systems prescribing different rights for different groups of women	Restrictions that apply to minority populations may not be covered
Emphasis on the formal sector	Keeps attention on the formal economy, where regulations are more relevant	Unable to reflect reality for women in the informal sector, which may be a significant population in some economies
Measure of codified law only	Makes indicators actionable because the law is what policy makers can change	Where systematic implementation of legislation is lacking, regulatory changes alone will not achieve the desired results; social and cultural norms are not considered

Source: *Women, Business and the Law* database.

BOX 2.1 ASSUMPTIONS USED BY *WOMEN, BUSINESS AND THE LAW* TO ENSURE COMPARABILITY

The woman in question

- Resides in the economy's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult, is in good health, and has no criminal record.
- Is a lawful citizen of the economy being examined.
- Is a cashier in the food retail sector in a supermarket or grocery store that has 60 employees.
- Is in a monogamous first marriage registered with the appropriate authorities (de facto marriages and customary unions are not measured).
- Is of the same religion as her husband.
- Is in a marriage under the rules of the default marital property regime, or the most common regime for that jurisdiction, which will not change during the course of the marriage.

For the questions on maternity, paternity, or parental leave, it is assumed that

- The woman gave birth to her first child without complications on September 1, 2019, and her child is in good health.
- Both parents have been working long enough to accrue any maternity, paternity, and parental benefits.

For the question on inheritance rights of surviving spouses, it is assumed that

- The deceased spouse is not survived by any children.

For the questions on retirement and pensions, it is assumed that

- The woman gave birth without complications to two healthy children.
- The woman ceased all paid activity during periods of child care. If the period covered by a pension credit is conditioned on the age of the child, the period until the child reaches age 1 is counted.
- If transitional provisions gradually increase, decrease, or equalize the statutory retirement age, the answer will reflect the retirement age as of September 1, 2019, even if the law provides for changes over time.

differences is one step toward a better understanding of where women's economic rights may be restricted in practice.

Women, Business and the Law acknowledges that equal opportunities for women in business and the workplace depend on an interplay of economic, social, and cultural factors. For example, unless women have an opportunity to get an education or build their skills, equalizing laws affecting entrepreneurship and employment could mean little. Other factors, such as infrastructure, may also affect women's ability and desire to work. In addition, social and cultural norms may prevent women from running businesses or working outside the home. *Women, Business and the Law* recognizes the limitations of its standardized assumptions and focus on statutory law. However, even though such assumptions may come at the expense of specificity, they also ensure data comparability.

Scored questions

This section focuses on the 35 scored binary questions, grouped by indicator. Answers to the questions are based on codified law only; how the law is implemented is not considered. Customary law is also not taken into account unless it has been codified. Where the answer differs according to the legal system (for example, in mixed legal systems where different laws govern different groups of people within an economy), the answer used is the one that applies to the majority of the population. Supranational law, such as that enacted by the Organization for the Harmonization of Business Law in Africa (OHADA), is not considered when domestic law contravenes these supranational rules and limits the legal capacity of women.



Mobility

The Mobility indicator measures constraints on women's agency and freedom of movement, both of which are likely to influence their decision to enter the labor force and entrepreneurial activity.¹ This indicator has four components that measure

- **Whether a woman can choose where to live in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman choosing where to live. A score of 0 is assigned if there are explicit restrictions on a woman choosing where to live, if the husband chooses the family residence, or if the husband has more weight in determining where the family will live.
- **Whether a woman can travel outside her home in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman traveling alone domestically. A score of 0 is assigned if permission, additional documentation, or the presence of her husband or guardian is required for a woman to travel domestically. A score of 0 is also assigned if a woman must justify her reasons for leaving the home, or leaving the home without a valid reason is considered disobedience with legal consequences—for example, loss of her right to maintenance.
- **Whether a woman can apply for a passport in the same way as a man.** A score of 1 is assigned if there are no differences in passport application procedures. A score of 0 is assigned if an adult woman needs the permission or signature of her

husband, father, or other relative or guardian to apply for a passport. A score of 0 is also assigned if the passport application procedures require a woman to provide details about her husband, father, or any other relative or guardian, or additional documents such as a marriage certificate, while the same is not required for a man.

- **Whether a woman can travel outside the country in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman traveling alone internationally. A score of 0 is assigned if permission, additional documentation, or the presence of her husband or a guardian is required for a woman to leave the country. A score of 0 is also assigned if the law requires a married woman to accompany her husband out of the country if he so wishes.



Workplace

The Workplace indicator analyzes laws affecting women's decisions to enter the labor market, including women's legal capacity and ability to work, as well as protections in the workplace against discrimination and sexual harassment. Antidiscrimination legislation is positively associated with women's employment and earnings, while sexual harassment can negatively influence women's career trajectories.² This indicator has four components that assess

- **Whether a woman can get a job in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman's legal capacity and ability to work. A score of 0 is assigned if a husband can prevent his wife from getting a job or if permission or additional documentation is required for a woman to work but not a man. A score of 0 is also assigned if it is considered a form of disobedience with legal consequences, such as loss of maintenance, for a woman to work contrary to her husband's wishes or the interests of the family.
- **Whether the law prohibits discrimination in employment based on gender.** A score of 1 is assigned if the law prohibits employers from discriminating based on gender or mandates equal treatment of women and men in employment. A score of 0 is assigned if the law does not prohibit such discrimination or only prohibits it in one aspect of employment, such as pay or dismissal.
- **Whether there is legislation on sexual harassment in employment.** A score of 1 is assigned if legal provisions specifically protect against sexual harassment in employment, including unwelcome verbal or physical conduct of a sexual nature. A score of 0 is assigned if there is no such legislation. A score of 0 is also assigned if the law addresses harassment in general but makes no reference to acts of a sexual nature or contact, or if it states only that the employer has a duty to prevent sexual harassment but no provisions prohibit it or provide sanctions or other forms of redress.
- **Whether there are criminal penalties or civil remedies for sexual harassment in employment.** A score of 1 is assigned if the law establishes criminal sanctions, such as fines or imprisonment, for sexual harassment in employment. A score of 1 is also assigned if the provision in the criminal code provides for reparation of damages for offenses covered by the code, or if the law provides for civil remedies or compensation for victims of sexual harassment in employment or the workplace, even after dismissal of the victims. A score of 0 is assigned if the law establishes neither criminal

sanctions for sexual harassment in employment nor civil remedies or compensation for victims of sexual harassment in employment or the workplace. A score of 0 is also assigned if the law only prohibits sexual harassment in employment and sets forth that the employer should apply discretionary sanctions.



Pay

The Pay indicator measures laws affecting occupational segregation and the gender wage gap. Restrictions on certain jobs have been found to be negatively correlated with female employment.³ This indicator has four components that assess

- **Whether the law mandates equal remuneration for work of equal value.** “Remuneration” refers to the ordinary, basic, or minimum wage or salary and any additional emoluments payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising from the worker’s employment. “Work of equal value” refers not only to the same or similar jobs but also to different jobs of the same value. A score of 1 is assigned if employers are legally obliged to pay equal remuneration to male and female employees who perform work of equal value in accordance with these definitions. A score of 0 is assigned if the law limits the principle of equal remuneration to equal work, the same work, similar work, or work of a similar nature. A score of 0 is also assigned if the law limits the broad concept of “remuneration” to only basic wages or salary, or if the law limits the principle of equal remuneration for work of equal value to the same place of business or same employer.
- **Whether women can work the same night hours as men.** A score of 1 is assigned if nonpregnant and non-nursing women can work the same night hours as men. A score of 1 is also assigned in the following cases: when restrictions on women’s ability to work at night do not apply to the food retail sector, women’s consent to work at night is required, or an employer needs to comply with safety measures (such as providing transportation). A score of 0 is assigned if the law broadly prohibits women, including those with children over the age of 1, from working at night or limits the hours women can work at night. A score of 0 is also assigned if the law gives the relevant minister or ministry the power to restrict or prohibit women’s night work.
- **Whether women can work in jobs deemed dangerous in the same way as men.** A score of 1 is assigned if no laws prohibit or restrict nonpregnant and non-nursing women from working in a broad and subjective category of jobs deemed “hazardous,” “arduous,” or “morally inappropriate.” A score of 0 is assigned if the law prohibits or restricts women from working in jobs deemed hazardous, arduous, or morally inappropriate. A score of 0 is also assigned if the employer or relevant minister or ministry can determine whether particular jobs are too hazardous, arduous, or morally inappropriate for women but not for men.
- **Whether women can work in the same industries as men.** A score of 1 is assigned if nonpregnant and non-nursing women can work in the mining, construction, manufacturing, energy, water, agriculture, and transportation industries in the same way as men. A score of 0 is assigned if the law prohibits women from working in these industries. A score of 0 is also assigned if women’s employment in the relevant

industries is restricted in any way, such as by prohibiting women from working at night in “industrial undertakings,” or by giving the relevant minister or ministry the power to prohibit or restrict women from working in certain jobs or industries.



Marriage

The Marriage indicator measures legal constraints related to marriage. Legal discrimination against women, including limits on their ability to be head of household, has been found to be negatively correlated with labor force participation.⁴ Unequal rights in marriage and divorce can also have negative effects on women’s intrahousehold bargaining power and jeopardize their financial security when a divorce is finalized.⁵ This indicator has five components that measure

- **Whether there is no legal provision that requires a married woman to obey her husband.** A score of 1 is assigned if there is no provision requiring a married woman to obey her husband. A score of 0 is assigned if there is an explicit provision stating that a married woman must obey her husband, or if disobedience of a husband has legal ramifications for his wife, such as loss of maintenance.
- **Whether a woman can be head of household in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman becoming head of household or head of family. A score of 0 is assigned if there are explicit restrictions, such as a provision designating the husband as head of household or stipulating that the husband leads the family. A score of 0 is also assigned if a male is designated as the default family member who receives the family book or equivalent document that is needed for access to services.
- **Whether there is legislation specifically addressing domestic violence.** A score of 1 is assigned if there is legislation addressing domestic violence that includes criminal sanctions or provides for protection orders for domestic violence. A score of 1 is also assigned when legislation addresses “harassment” that clearly leads to physical or mental harm in the context of domestic violence. A score of 0 is assigned if there is no legislation addressing domestic violence, if the domestic violence legislation does not provide for sanctions or protection orders, or if only a specific category of women or family member is protected. A score of 0 is also assigned if there is only a provision that increases penalties for general crimes covered in the criminal code if committed between spouses or within the family.
- **Whether a woman can obtain a judgment of divorce in the same way as a man.** A score of 1 is assigned if the process is equal for women and men or includes additional protections for women, such as prohibiting a husband from initiating divorce proceedings while his wife is pregnant. A score of 0 is assigned if divorce is not legally allowed, if there are procedural or evidentiary differences for women, or if only men can initiate divorce proceedings.
- **Whether a woman has the same rights to remarry as a man.** A score of 1 is assigned if women and men have an equal right to remarry. A score of 0 is assigned if provisions limit a woman’s right to remarry, such as requiring a waiting period before remarriage to which a man is not subject. A score of 0 is also assigned if divorce is not legally allowed.



Parenthood

The Parenthood indicator examines laws affecting women's work during and after pregnancy. Women are more likely to return to work if the law mandates maternity leave.⁶ This indicator has five components that measure

- **Whether paid leave of at least 14 weeks is available to mothers.** A score of 1 is assigned if mothers are legally entitled to at least 14 weeks (98 calendar days) of paid leave for the birth of a child through maternity leave, parental leave, or a combination of both. A score of 0 is assigned if the law does not establish paid leave for mothers or if the length of paid leave is less than 14 weeks.
- **Whether the government administers 100% of maternity leave benefits.** A score of 1 is assigned if leave benefits are fully administered by a government entity, including compulsory social insurance schemes (such as social security), public funds, government-mandated private insurance, or employer reimbursement of any maternity leave benefits paid directly to an employee. A score of 0 is assigned if any of the cost is shared by the employer. A score of 0 is also assigned if contributions or taxes are mandated only for female employees, if the social insurance scheme that provides maternity leave benefits is optional, or if no paid leave is available to expectant and new mothers.
- **Whether paid leave is available to fathers.** A score of 1 is assigned if fathers are legally entitled to at least one day of paid paternity leave for the birth of a child, or if the law reserves a portion of paid parental leave specifically for fathers—that is, through “use-it-or-lose-it” policies or fathers’ quotas. A score of 1 is also assigned if fathers are individually entitled to paid parental leave. A score of 0 is assigned if the law does not guarantee fathers any paid paternity leave or other specific leave for the birth of a child. A score of 0 is also assigned if allowances for the birth of a child must be deducted from annual or sick leave. The scoring rule for this question was updated this year to include both paid paternity leave and paid parental leave that is specifically for fathers as an individual entitlement, through a fathers’ quota or a “use-it-or-lose-it” policy.
- **Whether there is paid parental leave.** A score of 1 is assigned if both parents are legally entitled to some form of full-time paid parental leave, either shared between mother and father or as an individual entitlement that each can take regardless of the other. A score of 0 is assigned if the law does not mandate any form of paid parental leave.
- **Whether dismissal of pregnant workers is prohibited.** A score of 1 is assigned if the law explicitly prohibits the dismissal of pregnant women, if pregnancy cannot serve as grounds for termination of a contract, or if dismissal of pregnant workers is considered a form of unlawful termination, unfair dismissal, or wrongful discharge. A score of 0 is assigned if there are no provisions prohibiting the dismissal of pregnant workers, or if the law only prohibits the dismissal of pregnant workers during maternity leave or for a limited period of the pregnancy or when their pregnancy results in illness or disability.

Collective bargaining agreements are considered when they cover more than 50 percent of the workforce in the food retail sector and they apply to individuals who were not party to the original collective bargaining agreement.



Entrepreneurship

The Entrepreneurship indicator measures constraints on women starting and running a business. Having access to bank accounts is strongly correlated with women's labor supply.⁷ This indicator has four components that measure

- **Whether the law prohibits discrimination in access to credit based on gender.** A score of 1 is assigned if the law prohibits discrimination by creditors based on gender or prescribes equal access for both men and women when conducting financial transactions, or entrepreneurial activities or receiving financial assistance. A score of 1 is also assigned if the law prohibits gender discrimination when accessing goods and services (and services are defined to include financial services). A score of 0 is assigned if the law does not prohibit such discrimination, or if the law does not provide for effective remedies.
- **Whether a woman can sign a contract in the same way as a man.** A score of 1 is assigned if a woman obtains full legal capacity upon reaching the age of majority and there are no restrictions on her signing legally binding contracts. A score of 0 is assigned if a woman has limited legal capacity to sign a contract or needs the signature, consent, or permission of her husband to legally bind herself.
- **Whether a woman can register a business in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman registering a business. A score of 0 is assigned if a woman has limited legal capacity to register a business. This includes situations in which she needs her husband's or guardian's permission, signature, or consent to register a business. A score of 0 is also assigned if the registration process at any stage requires a woman to provide additional information or documentation that is not required of a man.
- **Whether a woman can open a bank account in the same way as a man.** A score of 1 is assigned if there are no restrictions on a woman opening a bank account. A score of 0 is assigned if a woman has limited legal capacity or is required to provide any additional permission or documentation that is not required of a man. A score of 0 is also assigned if legal provisions limit the ability of a woman to open a bank account, such as stating that a married woman who is separately employed from her husband may open a bank account in her own name.



Assets

The Assets indicator examines gender differences in property and inheritance law. Improving property and inheritance rights is positively associated with female earnings and employment.⁸ This indicator has five components that measure

- **Whether men and women have equal ownership rights to immovable property.** A score of 1 is assigned if no legal restriction related to property is applied to women or men based on gender. A score of 0 is assigned if legal restrictions on property ownership are applied based on gender, or if there are gender differences in the legal treatment of spousal property, such as granting the husband administrative control of marital property. This includes instances in which legal systems are supported by custom and judicial precedent.

- **Whether sons and daughters have equal rights to inherit assets from their parents.** A score of 1 is assigned if there are no differences in the rules of intestate succession for transfer of property from parents to children. A score of 0 is assigned if there are gender-based differences in the recognition of children as heirs to property.
- **Whether female and male surviving spouses have equal rights to inherit assets.** A score of 1 is assigned if surviving spouses of either gender have the same inheritance rights. A score of 0 is assigned if there are gender-based differences in the inheritance rights of surviving spouses.
- **Whether the law grants spouses equal administrative authority over assets during marriage.** A score of 1 is assigned if spouses retain administrative power over those assets each brought to the marriage or acquired during marriage, and their accrued value, without the need for spousal consent. A score of 1 is also assigned if spouses administer their separate property, but for major transactions, such as selling or pledging the property as collateral, spousal consent is required, or if both spouses have equal rights in the administration and transaction of joint property. A score of 0 is assigned if the husband has administrative rights over all property, including any separate property of the wife.
- **Whether the law provides for the valuation of nonmonetary contributions.** Nonmonetary contributions include caring for minor children, taking care of the family home, or any other nonmonetized contribution from a stay-at-home spouse. A score of 1 is assigned if there is an explicit legal recognition of such contributions and the law provides for equal or equitable division of the property or the transfer of a lump sum to the stay-at-home spouse based on nonmonetary contributions. A score of 1 is also assigned if the default marital property regime is full community, partial community, or deferred community, because these regimes implicitly recognize nonmonetary contributions at the time of property division and benefit both spouses regardless of who purchased the property or holds title to it. A score of 0 is assigned if the default marital property regime is not full or partial community, or deferred full or partial community of property, and there is no explicit legal provision providing for equal or equitable division of property based on nonmonetary contributions.



Pension

The Pension indicator assesses laws affecting the size of a woman's pension. Early retirement can widen the potential gender gap in pension levels and increase women's risk of poverty in old age.⁹ This indicator has four components that measure

- **Whether the ages at which men and women can retire with full pension benefits are equal.** A score of 1 is assigned if the statutory age at which men and women can retire and receive an irrevocable minimum old-age pension is the same. A score of 0 is assigned if there is a difference in the statutory age or if there is no national law on pension benefits.
- **Whether the ages at which men and women can retire with partial pension benefits are equal.** Partial pension benefits refer to a reduced or proportional minimum old-age pension payable to workers who did not accumulate enough work experience or contributions or have not reached the statutory age to qualify for a minimum

old-age pension. A score of 1 is assigned if the age at which men and women can retire and receive partial pension benefits is the same, or if the age at which men and women can retire and receive partial benefits is not mandated. A score of 0 is assigned if the age at which men and women can retire and receive partial pension benefits is different, or if there is no national law on pension benefits.

- **Whether the mandatory retirement ages for men and women are equal.** A score of 1 is assigned if the legally established age at which men and women must retire is the same, or if there is no mandatory retirement age. A score of 0 is assigned if the age at which men and women must retire is different.
- **Whether periods of absence from work due to child care are taken into account in pension benefits.** A score of 1 is assigned if pension contributions are paid or credited during maternity or parental leave, or the leave period is considered a qualifying period of employment used for the purpose of calculating pension benefits. A score of 1 is also assigned if there are mechanisms to compensate for any contribution gaps and to ensure that the leave period does not reduce the assessment base or pension amounts, or if there are no mandatory contributory pension schemes, but there is a noncontributory universal social pension conditioned on noncontributory requirements with no means test attached. A score of 0 is assigned if there are no compensating pension arrangements for periods of child care, or if there is no mandatory contributory pension scheme(s) for private sector workers and no noncontributory universal social pension. The scoring rule for this question was updated this year to include noncontributory universal social pension schemes as implicitly accounting for periods of child care in pension benefits when they are mandatory and not means-tested. It also was updated to examine legislation on maternity, paternity and parental leave that addresses pension benefits in addition to pension laws.

More detailed data on each economy are provided on the project website. The team welcomes feedback on the methodology and construction of this set of indicators. We look forward to improving its coverage and scope. Comments can be offered by contacting the *Women, Business and the Law* team at wbl@worldbank.org.

Notes

1. Htun, Jensenius, and Nelson-Núñez 2019.
2. McLaughlin, Uggen, and Blackstone 2017; Zabalza and Tzannatos 1985.
3. Ogloblin 1999, 2005; Zveglic and Rodgers 2003.
4. Goldin and Olivetti 2013; Gonzales et al. 2015.
5. Berger and Waldfogel 2004.
6. Berger and Waldfogel 2004.
7. Field et al. 2016; Ladd 1982.
8. Heath and Tan 2018; Peterman 2011.
9. Chłóń-Domińczak 2017.

References

- Berger, Lawrence M., and Jane Waldfogel. 2004. "Maternity Leave and the Employment of New Mothers in the United States." *Journal of Population Economics* 17 (2): 331–49.
- Chłoń-Domińczak, Agnieszka. 2017. "Gender Gap in Pensions: Looking Ahead." Study for the Femme Committee, Directorate-General for Internal Policies, European Parliament, Brussels.
- Field, Erica, Rohini Pande, Natalia Rigol, Simone Schaner, and Charity Troyer Moore. 2016. "On Her Account: Can Strengthening Women's Financial Control Boost Female Labour Supply?" Working Paper, Harvard University, Cambridge, MA.
- Goldin, Claudia, and Claudia Olivetti. 2013. "Shocking Labor Supply: A Reassessment of the Role of World War II on Women's Labor Supply." *American Economic Review* 103 (3): 257–62.
- Gonzales, Christian, Sonali Jain-Chandra, Kalpana Kochhar, and Monique Newiak. 2015. "Fair Play: More Equal Laws Boost Female Labor Force Participation." IMF Staff Discussion Note SDN/15/02, International Monetary Fund, Washington, DC.
- Heath, Rachel, and Xu Tan. 2018. "Intrahousehold Bargaining, Female Autonomy, and Labor Supply: Theory and Evidence from India." Working Paper, Department of Economics, University of Washington, Seattle.
- Htun, Mala, Francesca R. Jensenius, and Jami Nelson-Nuñez. 2019. "Gender-Discriminatory Laws and Women's Economic Agency." *Social Politics: International Studies in Gender, State and Society* 26 (1).
- Ladd, Helen. 1982. "Equal Credit Opportunity: Women and Mortgage Credit." *American Economic Review* 72 (2): 166–70.
- McLaughlin, Heather, Christopher Uggen, and Amy Blackstone. 2017. "The Economic and Career Effects of Sexual Harassment on Working Women." *Gender and Society* 31 (3): 333–58.
- Ogloblin, Constantin G. 1999. "The Gender Earnings Differential in the Russian Transition Economy." *Industrial and Labor Relations Review* 52 (4): 602–27.
- . 2005. "The Gender Earnings Differential in Russia after a Decade of Economic Transition." *Applied Econometrics and International Development* 5 (3): 5–26.
- Peterman, Amber. 2011. "Women's Property Rights and Gendered Policies: Implications for Women's Long-Term Welfare in Rural Tanzania." *Journal of Development Studies* 47 (1): 1–30.
- Voena, Alessandra. 2015. "Yours, Mine, and Ours: Do Divorce Laws Affect the Intertemporal Behavior of Married Couples?" *American Economic Review* 105 (8): 2295–2332.
- Zabalza, Antoni, and Zafiris Tzannatos. 1985. "The Effect of Britain's Anti-Discriminatory Legislation on Relative Pay and Employment." *Economic Journal* 95 (379): 679–99.
- Zveglich, Joseph E., and Yana van der Meulen Rodgers. 2003. "The Impact of Protective Measures for Female Workers." *Journal of Labor Economics* 21 (3): 533–55.



SUMMARIES OF REFORMS

In the two-year period from June 2, 2017, to September 1, 2019, *Women, Business and the Law* recorded 62 reforms aimed at improving gender equality in employment and entrepreneurial activity in 40 economies. During the same time, three economies implemented four reforms widening the legal gender gap.

✓ Reform increasing gender parity

✗ Reform decreasing gender parity

Argentina

✓ Pension

Argentina equalized the mandatory retirement age (70 years) for women and men.

Armenia

✓ Marriage

Armenia enacted legislation protecting women from domestic violence.

Bahrain

✓ Workplace

Bahrain improved the protection of women at work by adopting legislation and criminal penalties for sexual harassment.

✓ Marriage

Bahrain began allowing women to be head of household.

Barbados

✓ Workplace

Barbados improved the protection of women at work by enacting legislation and civil remedies for sexual harassment.

Bosnia and Herzegovina

✗ Pension

Bosnia and Herzegovina adopted a new law that allows women and men to retire with partial benefits at ages 56 and 61, respectively. The ages are set to equalize in 2026.

Burkina Faso

✓ Marriage

Burkina Faso enacted legislation protecting women from domestic violence.

Canada

✓ Parenthood

Canada introduced a new parental leave sharing benefit that reserves 35 days of paid parental leave for the father.

Congo, Dem. Rep.

✓ Parenthood

The Democratic Republic of Congo introduced social insurance maternity benefits. Maternity leave is now paid by the government instead of the employer.

✓ Pension

The Democratic Republic of Congo equalized the retirement age (60 years) for women and men and established pension credits for periods of child care.

Côte d'Ivoire

✓ Assets

Côte d'Ivoire granted spouses equal rights to immovable property and equal administrative authority over assets during marriage.

Cyprus

✓ Parenthood

Cyprus introduced 10 days of paid paternity leave.

Czech Republic

✓ Parenthood

The Czech Republic introduced five days of paid paternity leave.

Djibouti

✓ Workplace

Djibouti introduced legislation and criminal penalties for sexual harassment in employment.

✓ Marriage

Djibouti enacted legislation protecting women from domestic violence.

Eswatini

✓ Marriage

Eswatini enacted legislation protecting women from domestic violence.

Fiji

✓ Parenthood

Fiji introduced five days of paid paternity leave. It also increased the duration of paid maternity leave from 84 to 98 days.

Georgia

✓ Workplace

Georgia improved the protection of women at work by introducing civil remedies for victims of sexual harassment.

✓ Entrepreneurship

Georgia made access to credit easier for women by prohibiting gender-based discrimination in access to financial services.

Germany

✓ Pay

Germany introduced new legislation that mandates equal remuneration for work of equal value.

Grenada

✓ Mobility

Grenada made international travel easier for women by allowing them to apply for a passport in the same way as men, with no need for additional documentation.

India

✓ Pay

The state of Maharashtra eliminated restrictions on women's ability to work in jobs deemed dangerous.

Italy

✓ Pension

Italy equalized the age (67 years) at which men and women can retire with full pension benefits.

Jordan

✓ Pay

Jordan lifted restrictions on women's ability to work at night. It also enacted legislation that mandates equal remuneration for work of equal value.

✓ Parenthood

Jordan introduced three days of paid paternity leave.

Liberia

✓ Marriage

Liberia enacted legislation protecting women from domestic violence.

Mali

✓ Workplace

Mali enacted legislation that prohibits discrimination in employment based on gender.

✓ Pay

Mali enacted legislation that mandates equal remuneration for work of equal value.

Moldova

✓ Pay

Moldova lifted restrictions on women's ability to hold jobs deemed dangerous. It also eliminated restrictions on women's ability to work in certain industries. Such restrictions are now limited to women who are pregnant, nursing, or postpartum.

✗ Pension

Moldova introduced mandatory retirement ages that differ for women and men. Employers may now terminate the contracts of women at age 58 and 6 months and of men at age 63. The ages are set to equalize in 2028.

Morocco

✓ Marriage

Morocco enacted legislation protecting women from domestic violence.

Nepal

✓ Workplace

Nepal enacted new legislation that prohibits discrimination in employment based on gender.

✓ Pay

Nepal lifted restrictions on women's ability to work at night and mandated equal remuneration for work of equal value.

✓ Parenthood

Nepal introduced 15 days of paid paternity leave.

✓ Pension

Nepal adopted its first old-age pension system that allows both men and women to retire with full pension benefits at age 60. The pension system does not mandate the age at which women and men can retire with partial pension benefits.

Niger**✓ Pay**

Niger removed restrictions on women's employment in mining, construction, and manufacturing. Women can now work in these industries in the same way as men.

Pakistan**✓ Parenthood**

Pakistan increased the duration of paid maternity leave from 84 to 112 days.

Philippines**✓ Parenthood**

The Philippines extended the duration of paid maternity leave from 60 to 105 days.

São Tomé and Príncipe**✓ Pay**

São Tomé and Príncipe lifted restrictions on women's ability to work at night, in mining, and in jobs deemed dangerous.

✓ Parenthood

São Tomé and Príncipe prohibited the dismissal of pregnant workers.

Saudi Arabia**✓ Mobility**

Saudi Arabia made going places easier for women by removing restrictions on obtaining a passport and traveling abroad. New legal amendments also equalized a woman's right to choose where to live and leave the marital home.

✓ Workplace

Saudi Arabia enacted legislation and criminal penalties for sexual harassment in employment. It also prohibited gender discrimination in employment.

✓ Marriage

Saudi Arabia began allowing women to be head of household and removed the legal obligation for a married woman to obey her husband.

✓ Parenthood

Saudi Arabia prohibited the dismissal of pregnant workers.

✓ Entrepreneurship

Saudi Arabia made access to credit easier for women by prohibiting gender-based discrimination in financial services.

✓ Pension

Saudi Arabia equalized the age (60 years) at which men and women can retire with full pension benefits. It also mandated a retirement age of 60 years for both women and men.

Slovenia

✓ Pension

Slovenia equalized the age (60 years) at which women and men can retire with partial pension benefits.

South Sudan

✓ Workplace

South Sudan prohibited gender discrimination in employment. It also adopted civil remedies for sexual harassment in employment.

✓ Pay

South Sudan lifted restrictions on women's ability to work at night, underground, underwater, and in jobs deemed dangerous. It also mandated equal remuneration for work of equal value.

✓ Parenthood

South Sudan introduced 10 days of paid paternity leave.

Sri Lanka

✓ Parenthood

Sri Lanka extended the duration of paid maternity leave from 59 to 118 days.

Thailand

✓ Pay

Thailand introduced new legislation that mandates equal remuneration for men and women who perform work of equal value.

Timor-Leste

✓ Pension

Timor-Leste explicitly accounted for periods of absence due to child care in pension benefits.

Tunisia

✓ Workplace

Tunisia improved the protection of women at work by adopting legislation and criminal penalties for sexual harassment.

✓ Marriage

Tunisia implemented legislation protecting women from domestic violence.

Uganda

✓ Mobility

Uganda made international travel easier for women by allowing them to apply for a passport in the same way as men, with no need to provide additional information.

United Arab Emirates

✓ Mobility

The United Arab Emirates made international travel easier for women by allowing a married woman to apply for a passport without the written consent of her husband.

✓ Workplace

The United Arab Emirates improved the protection of women at work by prohibiting discrimination based on gender in employment. It also adopted legislation and criminal penalties for sexual harassment in employment.

✓ Pay

The United Arab Emirates lifted restrictions on women's ability to work at night and in jobs deemed dangerous. It also eliminated restrictions on women's employment in agriculture and in the mining, manufacturing, and energy industries.

✓ Marriage

The United Arab Emirates began allowing women to be head of household and adopted legislation protecting women from domestic violence.

✓ Parenthood

The United Arab Emirates prohibited the dismissal of pregnant workers.

United States

✓ Parenthood

New York State introduced paid family leave that currently entitles each parent to 70 days of leave for the birth of a child. It will gradually increase to 84 days. Parents receive paid parental leave benefits through their employer's insurance carriers.

Uruguay

✓ Pay

Uruguay introduced legislation that mandates equal remuneration for men and women who perform work of equal value.

West Bank and Gaza

✗ Parenthood

West Bank and Gaza reversed a previous reform that introduced the 2016 Social Security Law. Now employers are solely liable for paying maternity benefits.

✗ Pension

West Bank and Gaza reversed a previous reform that introduced the 2016 Social Security Law. There is no longer a pension system for the private sector.

Zambia










✓ Parenthood

Zambia extended the duration of paid maternity leave from 84 to 98 days.












ECONOMY DATA










Indicators capture legal differences between men and women in the following areas:

Economy	 MOBILITY	 WORKPLACE	 PAY	 MARRIAGE	 PARENTHOOD	 ENTREPRENEURSHIP	 ASSETS	 PENSION	 WBL 2020 SCORE
Afghanistan	50	75	0	20	20	75	40	25	38.1
Albania	100	100	100	100	80	100	100	50	91.3
Algeria	75	75	50	60	60	75	40	25	57.5
Angola	100	50	50	100	60	100	100	25	73.1
Antigua and Barbuda	75	50	75	100	0	75	80	75	66.3
Argentina	100	75	50	100	60	75	100	50	76.3
Armenia	100	50	75	100	60	75	100	100	82.5
Australia	100	100	100	100	100	100	100	75	96.9
Austria	100	100	100	100	80	100	100	75	94.4
Azerbaijan	100	100	0	100	80	100	100	50	78.8
Bahamas, The	100	100	75	80	20	75	100	100	81.3
Bahrain	50	75	0	40	40	75	40	50	46.3
Bangladesh	100	50	25	60	20	75	40	25	49.4
Barbados	75	75	50	100	40	75	100	100	76.9
Belarus	100	50	50	100	80	75	100	50	75.6
Belgium	100	100	100	100	100	100	100	100	100.0
Belize	75	75	50	100	60	75	100	100	79.4
Benin	50	100	50	80	60	75	80	100	74.4
Bhutan	100	100	100	80	40	50	80	25	71.9
Bolivia	100	75	50	100	60	100	100	75	82.5
Bosnia and Herzegovina	100	100	50	100	80	100	100	50	85.0
Botswana	75	25	75	100	0	75	60	100	63.8
Brazil	100	100	75	100	80	75	100	25	81.9
Brunei Darussalam	50	25	75	40	0	75	60	100	53.1
Bulgaria	100	100	100	100	100	100	100	25	90.6
Burkina Faso	75	100	25	80	80	75	100	100	79.4
Burundi	100	100	75	60	40	75	60	75	73.1
Cabo Verde	100	100	75	100	40	100	100	75	86.3
Cambodia	100	100	75	80	20	100	100	25	75.0
Cameroon	50	50	25	40	80	50	60	100	56.9
Canada	100	100	100	100	100	100	100	100	100.0
Central African Republic	75	75	25	80	40	75	100	100	71.3










Source: Women, Business and the Law database.

Economy	 MOBILITY	 WORKPLACE	 PAY	 MARRIAGE	 PARENTHOOD	 ENTREPRENEURSHIP	 ASSETS	 PENSION	 WBL 2020 SCORE
Chad	75	75	50	60	60	50	60	100	66.3
Chile	100	75	75	60	100	75	60	75	77.5
China	100	100	25	100	80	75	100	25	75.6
Colombia	100	100	50	100	80	75	100	50	81.9
Comoros	75	75	100	40	40	75	40	25	58.8
Congo, Dem. Rep.	100	100	50	40	80	100	60	100	78.8
Congo, Rep.	50	25	25	40	20	75	60	75	46.3
Costa Rica	100	100	25	100	40	75	100	100	80.0
Côte d'Ivoire	100	100	50	60	80	75	100	100	83.1
Croatia	100	100	100	100	100	100	100	50	93.8
Cyprus	75	100	75	100	80	100	100	100	91.3
Czech Republic	100	100	100	100	100	100	100	50	93.8
Denmark	100	100	100	100	100	100	100	100	100.0
Djibouti	100	100	50	20	60	100	40	75	68.1
Dominica	75	25	50	100	0	75	100	75	62.5
Dominican Republic	100	100	75	80	60	100	100	75	86.3
Ecuador	100	100	100	100	40	75	100	100	89.4
Egypt, Arab Rep.	50	75	0	0	20	75	40	100	45.0
El Salvador	100	100	75	80	80	100	100	75	88.8
Equatorial Guinea	75	25	100	20	60	0	60	75	51.9
Eritrea	100	100	75	60	20	75	100	25	69.4
Estonia	100	100	100	80	100	100	100	100	97.5
Eswatini	100	25	50	40	20	0	60	75	46.3
Ethiopia	100	100	25	80	20	75	100	75	71.9
Fiji	75	100	50	100	60	75	100	75	79.4
Finland	100	100	100	100	80	100	100	100	97.5
France	100	100	100	100	100	100	100	100	100.0
Gabon	50	75	25	20	80	50	60	100	57.5
Gambia, The	100	50	75	100	60	75	60	75	74.4
Georgia	100	100	75	100	60	100	100	50	85.6
Germany	100	100	100	100	80	100	100	100	97.5
Ghana	100	100	50	100	20	75	80	75	75.0
Greece	100	100	100	100	80	100	100	100	97.5
Grenada	100	50	100	100	20	75	100	100	80.6
Guatemala	100	25	50	80	60	75	100	75	70.6
Guinea	75	75	50	20	40	100	60	100	65.0
Guinea-Bissau	75	25	0	60	20	25	60	75	42.5
Guyana	75	100	100	80	40	100	100	100	86.9
Haiti	50	50	100	40	20	75	80	75	61.3
Honduras	100	100	50	80	20	100	100	50	75.0










Source: Women, Business and the Law database.

Economy	 MOBILITY	 WORKPLACE	 PAY	 MARRIAGE	 PARENTHOOD	 ENTREPRENEURSHIP	 ASSETS	 PENSION	 WBL 2020 SCORE
Hong Kong SAR, China	100	100	75	100	40	100	100	100	89.4
Hungary	100	100	75	100	100	100	100	100	96.9
Iceland	100	100	100	100	100	100	100	100	100.0
India	100	100	25	100	40	75	80	75	74.4
Indonesia	100	50	75	40	40	75	60	75	64.4
Iran, Islamic Rep.	0	0	50	0	60	75	40	25	31.3
Iraq	25	100	50	0	20	75	40	50	45.0
Ireland	100	100	100	100	80	100	100	100	97.5
Israel	100	100	50	60	60	75	100	75	77.5
Italy	100	100	100	80	100	100	100	100	97.5
Jamaica	100	25	50	100	20	75	100	75	68.1
Japan	100	50	50	80	100	75	100	100	81.9
Jordan	0	0	75	20	40	75	40	75	40.6
Kazakhstan	100	50	50	100	80	75	100	25	72.5
Kenya	100	100	100	100	40	50	80	75	80.6
Kiribati	100	100	100	100	20	75	60	75	78.8
Korea, Rep.	100	100	25	100	80	75	100	100	85.0
Kosovo	100	100	100	100	60	100	100	75	91.9
Kuwait	50	0	0	20	0	75	40	75	32.5
Kyrgyz Republic	100	100	25	100	40	100	100	50	76.9
Lao PDR	100	100	75	100	80	100	100	50	88.1
Latvia	100	100	100	100	100	100	100	100	100.0
Lebanon	100	50	50	60	20	75	40	25	52.5
Lesotho	100	75	75	80	20	75	80	100	75.6
Liberia	100	100	100	100	40	75	80	75	83.8
Libya	75	50	75	20	40	75	40	25	50.0
Lithuania	100	100	100	100	100	100	100	50	93.8
Luxembourg	100	100	100	100	100	100	100	100	100.0
Madagascar	75	100	25	60	40	75	100	100	71.9
Malawi	50	100	100	100	20	75	100	100	80.6
Malaysia	50	50	50	40	0	75	60	75	50.0
Maldives	100	100	75	60	40	100	40	75	73.8
Mali	50	50	50	20	60	75	80	100	60.6
Malta	100	100	75	100	60	100	100	75	88.8
Marshall Islands	100	25	75	100	0	75	20	75	58.8
Mauritania	100	25	25	0	40	75	0	100	45.6
Mauritius	100	100	100	100	60	100	100	75	91.9
Mexico	100	100	75	60	60	100	100	75	83.8
Micronesia, Fed. Sts.	100	25	75	80	0	75	60	75	61.3

Source: Women, Business and the Law database.

Economy	 MOBILITY	 WORKPLACE	 PAY	 MARRIAGE	 PARENTHOOD	 ENTREPRENEURSHIP	 ASSETS	 PENSION	 WBL 2020 SCORE
Moldova	100	75	75	100	100	100	100	25	84.4
Mongolia	100	100	75	100	60	100	100	25	82.5
Montenegro	100	100	25	100	80	100	100	50	81.9
Morocco	100	100	50	60	80	100	40	75	75.6
Mozambique	100	100	50	80	60	75	100	50	76.9
Myanmar	75	25	50	80	60	75	80	25	58.8
Namibia	75	100	100	100	40	75	100	100	86.3
Nepal	100	100	100	80	20	75	40	75	73.8
Netherlands	100	100	100	100	80	100	100	100	97.5
New Zealand	100	100	75	100	80	100	100	100	94.4
Nicaragua	100	100	75	100	40	100	100	75	86.3
Niger	75	75	75	20	60	50	20	100	59.4
Nigeria	50	75	50	100	0	75	80	75	63.1
North Macedonia	100	100	50	100	80	100	100	50	85.0
Norway	100	100	100	100	100	75	100	100	96.9
Oman	0	100	25	20	0	75	40	50	38.8
Pakistan	75	75	25	60	20	50	40	50	49.4
Palau	100	25	75	100	0	75	20	75	58.8
Panama	100	100	50	80	80	75	100	50	79.4
Papua New Guinea	75	50	25	100	0	75	80	75	60.0
Paraguay	100	100	100	100	80	100	100	75	94.4
Peru	100	100	100	80	80	100	100	100	95.0
Philippines	75	100	100	60	80	100	60	75	81.3
Poland	100	100	100	100	100	100	100	50	93.8
Portugal	100	100	100	80	100	100	100	100	97.5
Puerto Rico	100	100	75	80	20	100	100	75	81.3
Qatar	25	0	50	20	0	75	40	50	32.5
Romania	100	100	100	100	100	100	100	25	90.6
Russian Federation	100	50	50	80	80	75	100	50	73.1
Rwanda	100	100	75	80	20	75	100	75	78.1
Samoa	75	100	75	100	40	75	100	75	80.0
San Marino	100	50	75	80	60	75	100	100	80.0
São Tomé and Príncipe	100	100	75	80	60	75	100	100	86.3
Saudi Arabia	100	100	25	60	40	100	40	100	70.6
Senegal	75	75	25	60	60	75	40	100	63.8
Serbia	100	100	100	100	100	100	100	50	93.8
Seychelles	75	50	75	100	80	75	80	75	76.3
Sierra Leone	100	25	50	100	0	75	80	75	63.1
Singapore	100	75	75	100	60	75	100	75	82.5
Slovak Republic	100	100	75	100	80	100	100	100	94.4

Source: Women, Business and the Law database.

Economy	 MOBILITY	 WORKPLACE	 PAY	 MARRIAGE	 PARENTHOOD	 ENTREPRENEURSHIP	 ASSETS	 PENSION	 WBL 2020 SCORE
Slovenia	100	100	75	100	100	100	100	75	93.8
Solomon Islands	75	25	25	100	0	75	80	75	56.9
Somalia	75	50	50	20	40	75	40	25	46.9
South Africa	100	100	100	100	80	100	100	25	88.1
South Sudan	100	100	100	80	40	75	40	25	70.0
Spain	100	100	100	100	80	100	100	100	97.5
Sri Lanka	100	75	25	100	40	75	80	50	68.1
St. Kitts and Nevis	100	25	50	100	40	75	80	100	71.3
St. Lucia	75	100	100	80	40	75	100	100	83.8
St. Vincent and the Grenadines	75	25	50	100	20	75	100	100	68.1
Sudan	0	0	0	0	20	75	40	100	29.4
Suriname	100	25	75	80	0	50	100	100	66.3
Sweden	100	100	100	100	100	100	100	100	100.0
Switzerland	100	100	100	100	60	75	100	50	85.6
Syrian Arab Republic	25	25	0	40	40	75	40	50	36.9
Taiwan, China	100	100	100	100	80	75	100	75	91.3
Tajikistan	100	50	50	100	80	100	100	50	78.8
Tanzania	100	100	100	80	60	75	60	100	84.4
Thailand	100	100	75	80	20	75	100	75	78.1
Timor-Leste	100	75	75	80	60	75	100	100	83.1
Togo	100	100	100	60	60	75	80	100	84.4
Tonga	100	25	75	100	0	75	20	75	58.8
Trinidad and Tobago	75	50	75	80	20	100	100	100	75.0
Tunisia	100	100	25	60	60	75	40	100	70.0
Turkey	100	100	75	80	80	75	100	50	82.5
Uganda	75	100	100	80	40	75	40	75	73.1
Ukraine	100	100	0	100	80	100	100	50	78.8
United Arab Emirates	25	75	75	40	20	75	40	100	56.3
United Kingdom	100	100	100	100	80	100	100	100	97.5
United States	100	100	75	100	80	100	100	75	91.3
Uruguay	100	100	75	80	80	75	100	100	88.8
Uzbekistan	100	50	50	80	60	75	100	25	67.5
Vanuatu	75	25	50	80	0	100	60	75	58.1
Venezuela, RB	100	100	75	100	80	75	100	50	85.0
Vietnam	100	100	50	100	80	100	100	0	78.8
West Bank and Gaza	25	25	0	20	0	75	40	25	26.3
Yemen, Rep.	25	25	25	0	0	75	40	25	26.9
Zambia	75	100	100	80	40	100	80	75	81.3
Zimbabwe	100	100	75	80	40	100	100	100	86.9

Source: Women, Business and the Law database.



ACKNOWLEDGMENTS

Data collection and analysis for *Women, Business and the Law 2020* were conducted by a team led by Tea Trumbic (Program Manager, Women, Business and the Law), under the general direction of Rita Ramalho (Senior Manager, Global Indicators Group, Development Economics). Overall guidance for the preparation of the study was provided by Simeon Djankov (Director, Development Policy). Members of the core research team included Souad Adnane, Gharam Alkastalani Dexter, Nayda Almodóvar Reteguis, Nisha Arekapudi, Shirin Batshon, Julia Constanze Braunmiller, Nour Chamseddine, Claudia Lenny Corminales, Sheng Cui, Marina Elefante, Aida Hammoud Watson, Marie Caitriona Hyland, Viktoria Khaitina, Gloria Daniele Kuoh, Olga Kuzmina, Kook Hee Lee, Natalia Mazoni Silva Martins, Alena Sakhonchik, Isabel Santagostino Recavarren, Katrin Schulz, Aarushi Sinha, Gergana Tsvetanova Tsvetanova, Siyi Wang, and Yasmin Zand. The core research team was assisted by Paulina Maribel Flewitt and Consuelo Jurado Tan.

Support for *Women, Business and the Law* is provided by the Bill & Melinda Gates Foundation, the William and Flora Hewlett Foundation, and the United States Agency for International Development (USAID).

The team is grateful for the valuable comments provided by colleagues, both within and outside the World Bank Group, and for the guidance provided by the World Bank Group's Executive Directors. This report was made possible by the generous contributions of close to 2,000 lawyers, judges, academics, civil society representatives, and public officials from 190 economies. Contact details for local partners are available on the *Women, Business and the Law* website at <http://wbl.worldbank.org>. The names of local partners wishing to be acknowledged individually are listed on the project website. The global and regional contributors listed are firms that have completed multiple questionnaires from their various offices around the world.

**GLOBAL
CONTRIBUTORS**

A4ID
 Ashurst LLP
 Baker McKenzie
 Dechert
 Dentons
 DLA Piper
 Freshfields Bruckhaus
 Deringer
 GRATA International
 International Association
 of Women Judges (IAWJ)
 Latham & Watkins
 Linklaters LLP
 Morrison & Foerster LLP
 Shearman & Sterling
 White & Case

AFGHANISTAN

*Ahmad Fardin Howaida
 Tolo Legal Services Co.*
 Abdul Basir Sarwari
*Abdul Basir Sarwari Advocacy
 Company*
 Sharif Sharafat
DAI Musharikat
 Negina Sultani
Legal Oracles
 Durani Waziri
Lawyer

ALBANIA

Mirela Arqimandriti
*Gender Alliance for Development
 Center*
 Adriatik Lapaj
Lawyer
 Eni Mazniku
Ruhr University Bochum
 Suela Qoqja
Finman Holding Group
 Megi Reçi
Civil Rights Defenders
 Suela Shundi
 Erida Visoçi
Prosecution Office of Vlova

ALGERIA

Radia Abdous
Ghellal & Mekerba
 Ayoub Boukhatem
 Mohsen Khanniche
 Keltoum Ourak

ANGOLA

Inês Albuquerque e Castro
FCB Sociedade de Advogados
 Sofia Chaves
 Elieser Corte Real
*Fátima Freitas & Associados–
 Sociedade de Advogados*
 Fátima Freitas
*Fátima Freitas & Associados–
 Sociedade de Advogados*
 Igor Fortes Gabriel
FBL Advogados
 Isabel Gavião
MG Advogados

Berta Grilo
FBL Advogados

Vanessa Matos Mendes
*PLMJ Legal Network–Mozambique
 Desk*

Edila Maria Melo Ribeiro
Lawyer

Petra Nascimento
Rede Mulher Angola

Alexandra Do Nascimento
 Gonçalves
MG Advogados

Itweva Nogueira
IN Sociedade de Advogados R. L.

Fernanda Ricardo
Rede Mulher Angola

Antonio Tobias Simba Rafael
SVC–Sociedade de Advogados, RL

Henrique Sungeti
Rede Mulher Angola

Elsa Tchicanha
BSCA Advogados

Renata Valenti
Lawyer

Bruno Xavier de Pina

ANTIGUA AND BARBUDA

Sherrie-Ann Bradshaw
S. Bradshaw & Associates

Craig Jacas
Stapleton Chambers

Kari-Anne Reynolds
Hill & Hill

Alexandrina Wong
Women Against Rape Inc.

ARGENTINA

Ana Alicia Ariet Guevara
Poder Judicial Pcia. de Mendoza

Úrsula Basset
*Universidad Austral & Pontificia
 Universidad Católica Argentina*

Carina Marcela Castrillón
Bulló Abogados

Graciela Beatriz De Oto
Suma Veritas

Nicolás Demasi
Estudio Grispo & Asociados

Milagros Etcheberry
*Cámara Argentina de Comercio y
 Servicios*

Sebastián Ignacio Fortuna
Universidad de Buenos Aires, Facultad de Derecho

Consuelo García
Consuelo García Law Firm

Jorge Daniel Grispo
Estudio Grispo & Asociados

Diego Sebastián Kelly
Marval, O'Farrell & Mairal, Lex Mundi Association of Law Firms

Esteban Mancuso
Cámara Argentina de Comercio y Servicios

Sofía Gabriela Nuñez
Marval, O'Farrell & Mairal, Lex Mundi Association of Law Firms

Tamara Quiroga
Cámara Argentina de Comercio y Servicios

Beatriz Ramos
Universidad Católica del Uruguay

Carla Russo
Shearman & Sterling LLP

Estefanía A. Santarelli
Marval, O'Farrell & Mairal, Lex Mundi Association of Law Firms

Enrique Mariano Stile
Marval, O'Farrell & Mairal, Lex Mundi Association of Law Firms

ARMENIA

Ghulyan and Partners Law Firm

Mariam Mkrtichyan
Hovhannisyán & Partners LLC

Maria Petrosyan
Hovhannisyán & Partners LLC

Gayane Virabyan
K & P Law Firm

Liana Voskerchyan
MTS Armenia CJSC

Arpine Yeghikyan
Marseral LLC

AUSTRALIA

Marco Bianchino
Pearson Emerson Meyer

Christy Miller
Clayton Utz

Stephen Page
Page Provan Pty Limited

Susan Pearson
Pearson Emerson Meyer

Angela Powditch

Justine Turnbull
Pricewaterhouse Coopers

Tabitha Vockler
Clayton Utz

Tineka Winter
Pearson Emerson Meyer

Jane Wright
Work Dynamic Australia

AUSTRIA

Verrein Wiener Frauenhäuser

Petra Cernochova
Attorney-at-Law

Isabel Firneis
Wolf Theiss

Hans Georg Laimer
Zeiler Partners Rechtsanwälte GmbH

Birgitt Haller
Institute of Conflict Research (IKF)

Georg Krakow
Baker McKenzie–Diwok Hermann Petsche Rechtsanwälte LLP & Co. KG

Alexander Petsche
Baker McKenzie–Diwok Hermann Petsche Rechtsanwälte LLP & Co. KG

Gert-Peter Reissner
University of Innsbruck

Eva-Maria Ségur-Cabanac
Baker McKenzie–Diwok Hermann Petsche Rechtsanwälte LLP & Co. KG

Verena Vinzenz
University of Innsbruck

Lukas Wieser
Zeiler Partners Rechtsanwälte GmbH

Jasmin Rosita Zareie
Baker McKenzie–Diwok Hermann Petsche Rechtsanwälte LLP & Co. KG

AZERBAIJAN

Gulnaz Alasgarova
Baku State University

Sharaf Asgarova
Ekvita Tax and Legal Services

Jahan Bayramova
Ekvita Tax and Legal Services

Javid Hajiyev
FINA LLP

Gunel Ismayilbeyli
Lawyer

Ummi Jalilova
GRATA International

Elmari Mamishov
Legal Analysis and Research Public Union

Shabnam Sadigova
GRATA International

Fidan Salmanova
GRATA International

Shahla Samedova
Baku State University

BAHAMAS, THE

White & Case LLP

Ian-Marie Darville
Bahamian Bar Association

BAHRAIN

Zeenat Al Mansoori
Zeenat Al Mansoori & Associates

Reem Al Rayes
Zeenat Al Mansoori & Associates

Noor Al Taraif
Zu'bi & Partners Attorneys & Legal Consultants

Lulwa Alzain
DLA Piper

Ismaeel Elnasri
Inovest

Noor Haqiqi
DLA Piper

Balall Maqbool
DLA Piper

Eman Omar
Zu'bi & Partners Attorneys & Legal Consultants

Amr Omran
Freshfields Bruckhaus Deringer

Sami Tannous
Freshfields Bruckhaus Deringer

Mohammed Toorani
DLA Piper

BANGLADESH

Kazi M.U. Ahamed
Imperidus Law Associates

Sarmin Akther
Bangladesh Law Partners BDLP

Shajib Mahmood Alam
Bangladesh Law Partners BDLP

Monirul Azam
Stockholm University

Md Rafinur Rahman
Bangladesh Law Partners BDLP

Akram Hossain Rifat
Bangladesh Law Partners BDLP

Chitro Shahabuddin
Auriol

Mehnaz Siddiqui
Judicial Administration Training Institute

BARBADOS

Shena-Ann Ince
Clarke Gittens Farmer Attorneys-at-Law

Jill St. George
University of the West Indies

BELARUS

United Civil Party of Belarus

Andrei Neviadouski
Cierech, Neviadouski and Partners Advocates Bureau

Oksana Puchkovskaya
Stepanovski, Papakul and Partners LLC

Natalia Raisanen
Cierech, Neviadouski and Partners Advocates Bureau

Katsiaryna Shmatsina
Belarusian Institute for Strategic Studies

Dzmitryj Shylau
Cierech, Neviadouski and Partners Advocates Bureau

Krystina Sitkevich
Playgendary Development LLC

Juri Slepitch
Arzinger & Partners

BELGIUM

Eleanor Jenifer Coets
Hill Dickinson LLP

Christoph Pixner
ORYS Advocaten

Stefanie Tack
ORYS Advocaten

Simon Troch
Latham & Watkins

Catherine Van de Heyning
Artes Law

BELIZE

Natalia Bevans
Bevans Consultancy Company Ltd.

Stevanni L. Duncan
Barrow & Williams LLP

Sabita Maharaj
Supreme Court of Belize

BENIN

Evelyne Ahouadi
Solidarité Mondiale

Agnila Rafikou Alabi
Cabinet Rafikou A. Alabi

Albert Djidohokpin
SOS Children's Villages Benin

Prisca Ogoubi

BHUTAN

Sangay Chhedup
Bhutan National Legal Institute

Kinley Gyeltshen
Office of the Attorney General

Sonam Tobgay
Bank of Bhutan Ltd.

BOLIVIA

Andrea Bollmann Duarte
Salazar, Salazar & Asociados Soc. Civ.

Iby Bueno Ayala
Salazar, Salazar & Asociados Soc. Civ.

Grisett Carrasco Guerra
C.R. & F. Rojas Abogados

Polina Chtchelok
ESPCS Multidisciplinary Consulting

Asdrual Columba Jofre
AC Consultores Legales

Syntia Vilma Cuentas Zeballos
Salazar, Salazar & Asociados Soc. Civ.

Jinky Irusta
Oficina Jurídica Para la Mujer

Andrés Lema
Shearman & Sterling LLP

Claudia López Monterrey
ESPCS Multidisciplinary Consulting

Julieta Montaña

Mónica Novillo
Coordinadora de la Mujer

Oscar Alejandro Reyes Oviedo
Salazar, Salazar & Asociados Soc. Civ.

Sandra Salinas
C.R. & F. Rojas Abogados

BOSNIA AND HERZEGOVINA

Jasmin Cengic
Eric Zipo DOO Sarajevo

Aleksandr Draganic
Enterprise Development Agency

Feđa Dupovac
Advokatska Kancelarija Spaho

Mervan Miraščija
Open Society Fund

Vildana Muteveliđ
Law Office Vildana Muteveliđ

Dejan Pilipović
University of Banja Luka

Lejla Popara
Attorney

Maja Šimunac
Law Office Miljković & Partners

Emir Spaho
Advokatska Kancelarija Spaho

Mehmed Spaho
Advokatska Kancelarija Spaho

Selma Spaho
Advokatska Kancelarija Spaho

Maja Vezmar
Lawyer

BOTSWANA

Garebamoano & Pillar
Law Practice

Tachilisa Badala Balule
University of Botswana

Bonolo Ramadi Dinokopila
University of Botswana

Lesego Gaetwesephe
Lotatse High Court

Mpho Leteane
Lawyer

Refilwe Mogwe

Keikantse Phele
Botswana Gender Based Violence Prevention and Support Centre

BRAZIL

Barbosa Müssnich Aragão (BMA)

Josycler Arana
Universidade Federal Fluminense

Murilo Caldeira Germiniani
Machado, Meyer, Sendacz e Opice Advogados

Ligia Maura Costa
Ligia Maura Costa, Advocacia

Christiana Fontenelle
Bichara Advogados

Jorge Gonzaga Matsumoto
Bichara Advogados

Flávia Leite Leonel
Leite Leonel e Cruz Sociedade de Advogados

Andrea Giamondo Massei
Machado, Meyer, Sendacz e Opice Advogados

Ludmila Murta
IFMG Campus Sabará

João Pedro Póvoa
Bichara Advogados

Maurício Quadros Soares
Quadros e Quadros Sociedade de Advogados

Pedro Schor
Machado, Meyer, Sendacz e Opice Advogados

Meibel Ventura Dos Santos Lacerda
Universidade Federal Fluminense

BRUNEI DARUSSALAM

Hasnah Hassan & Associates

Hajah Norajimah Haji Aji
Ministry of Home Affairs, Department of Labor

Norizzah Hazirah Hj Awg Hussin
Ministry of Home Affairs, Department of Labor

BULGARIA

Roza Dimova
*Center of Women's
Studies and Policies*

Kate Dinovska
Nova Jus

Boris Georgiev
Nova Jus

Tatyana Kmetova
*Center of Women's
Studies and Policies*

Albena Koycheva
Lawyer

Diliana Markova
*Bulgarian Lawyers for
Human Rights*

Katerina Partenova
*Dimov & Tashev Law
Firm*

Elitsa Pophlebarova
Boyanov & Co.

BURKINA FASO

Mariam Lamizana
Voix de Femmes (VdF)

Julie Rose Ouedraogo
Judge

Victoria Ouedraogo
Judge

Vininguesba Ouedraogo
*Direction Régionale
de la Promotion de
la Femme du Centre
Ouest Koudougou*

Fatimata Sanou-Touré
*Cour d'Appel de
Ouagadougou*

Souleymane Savadogo
*Etat Burkinabe
Conseiller Technique
Magistrat*

Souleymane Sawadogo
Judge

Abdoulaye Sedogo
*Unité de Coordination
de la Formulation du
Second Compact du
Burkina (UCF-Burkina)*

Abdoulaye Soma
*Centre d'Études et
de Recherches sur le
Droit International et
les Droits de l'Homme
(CERDIH)*

BURUNDI

*Association des
Femmes Juristes du
Burundi*

Salvator Minani
Alpha Justice Chambers

Odile Nduwingoma
Fondation Stamm

Fabien Segatwa
*Cabinet Segatwa
Fabien & Associés*

Jean Berchmans
Siboniyo
*AMEBE/Mentorship
Club*

Verena Marion Stamm
Fondation Stamm

CABO VERDE

Teresa Teixeira B.
Amado
Lawyer

Jessica Andre
Lawyer

Ilídio Cruz
*Ilídio Cruz & Associados,
Sociedade de
Advogados RL*

Roselma Évora

Amanda Fernandes
*Ilídio Cruz &
Associados, Sociedade
de Advogados RL*

Bartolomeu Lopes
Varela
*Researcher and
Consultant*

Clóvis Santos
*Ilídio Cruz & Associados,
Sociedade de
Advogados RL*

Hernani Soares
Unitel T+

CAMBODIA

*The Cambodian Center
for Human Rights*

Rachana Bunn
Klahaan Organization

Sophal Chea
*Better Factories
Cambodia*

Chandy Eng
*Gender and
Development for
Cambodia*

Darwin (Naryth) Hem
BNG Legal

Mengann Hoeurn
Bun & Associates

Bunthea Keo
*Cambodian Human
Rights Task Force*

Seakkeang Lim
BNG Legal

Sopheary Ou
ActionAid Cambodia

Ratana Pen
*Heinrich Boell
Foundation*

Sopheap Ros
*Gender and
Development for
Cambodia*

Kuntheapini Saing
Bun & Associates

Sinoun Sous
Bun & Associates

Dana Wallack
*The Cambodian NGO
Committee on CEDAW*

CAMEROON

Angelina Atabong

Aleine Djessi Ndine
Tribunal Criminel Spécial

Nicaise Ibohn Bata
INB Law Firm

Désiré Makondo
*DM & Partners—Membre
de HLB ACP Central
Africa*

Franklin Njumbe Ngabe
*D. Moukouri & Partners
Law Firm*

Dieudonné Takam
*Cabinet Takam &
Associés*

CANADA

Jennifer Bernardo
Baker & McKenzie

Stefanie Di Francesco
Cassels Brock Lawyers

Meghan Hillstrom
McCarthy Tetrault LLP

Caroline Kim
Miller Thomson LLP

Anne Levesque
University of Ottawa

Justine Lindner
McCarthy Tetrault LLP

Deepa Mattoo
*Barbra Schlifer
Commemorative Clinic*

Petra Molnar
*Barbra Schlifer
Commemorative Clinic*

Meredith Strike
Latham & Watkins

CENTRAL AFRICAN REPUBLIC

Morgane Guyonnet
Lawyer

Raymond Ndakala
Barreau de Centrafrique

Kainda Zoungoula
Lawyer

CHAD

Rachel Beida
Cabinet Ndei Obed

Jehu Gabnoh
Gabkiambe
*Development Finance
Institute*

Lega Ibrahim Garandi
*Cabinet d'Avocat Lega
Ibrahim*

Jules Londongoto
*Cabinet Mianlengar
Pierre*

Bakari Thomas
Ronelingaye

Foba Toukpleye
Orabank

CHILE

Constanza Busquets
Escuer
Energía Llaima SpA

Manuela Cross Pey
*Carcelén, Desmadryl,
Guzmán & Tapia*

Beatriz Garfias

Juan Ignacio Ipinza
Mayor
Lawyer

Lucía Planet Sepúlveda
Defensoría Laboral

Gabriela Puente
Montero
*Carcelén, Desmadryl,
Guzmán & Tapia*

Luis Andrés Ulloa
Martínez

Amy Watts
White & Case LLP

CHINA

China Top Credit
*Financial Information
Service*

Sicen Hu
DLA Piper

Danlong Li
*China University of
Political Science and
Law*

Jing Li
*Kirkland & Ellis
International LLP*

Xiaofei Li
*Guangdong Wumei Law
Firm*

Xuekai Vincent Qian
Dentons

Alex Roberts

Danping Shen
Morrison & Foerster LLP

Jinlan Sun
Kim & Chang

Jeffrey Wilson
Jun He LLP

Dylan Wu

Ke Wu
Dechert LLP

Xiaotong Wu
*Guangdong Wumei Law
Firm*

Yinlan Xia
*China University of
Political Science and
Law*

Xiaowei Yin
Morrison & Foerster LLP

Anderson Zhang
Dacheng Law Offices

Mariana Zhong
Dechert LLP

COLOMBIA

Escandón Abogados

Julieta Abello

Ana Julia Calderón Ossa

Sumita Ghosh
Grameen Foundation

Juan Camilo Guevara
Ortiz
*Secretaría de Paz y
Cultura Ciudadana,
Alcaldía de Santiago
de Cali*

Carlos Alberto López
Henao
Carlos López Abogados

Adriana Martínez
Piedrahita
DG&A Abogados

Paula Daniela Reina
Martínez
*Secretaría de Paz y
Cultura Ciudadana,
Alcaldía de Santiago
de Cali*

CONGO, DEM. REP.

Justine Masika Bihamba
*Synergie des Femmes
pour les Victimes de
Violences Sexuelle
(SFVS)*

Tiphaine Bueke
Bolombo
Lawyer

Serge Faray
Lawyer

Kalasi Ngay Guy

Eve Ingwa

Fabien Kadima

Robert Kionge
*Ministère de la Défense
Nationale*

Ezechiél Lwesso
*Collège Georges
Misamu*

Brigitte Mawazo
*IFHD NGABO
Initiative Féminine
pour la Défense des
Droits Humains et le
Développement*

Roger Mulamba
RMK & Associés

Kennedy Pampilio
Fondation Bomoko

Patrick Nyon-Pewu
Watum

Dunia Prince Zongwe
Walter Sisulu University

CONGO, REP.

Laetitia Nadine Loko

Franck Darnod
Nguimbi Mbenze
*Cabinet d'Avocats
Claude Coeho*

Sylvie Niombo

Issan Giska Ntsila
*Cabinet d'Avocats
Ntsila*

Welcom Romell Nzaba
Nodjitolom
*Cabinet d'Avocats
Mabiala & Tsamba*

Germaine Onanga née
Nguenoni
*Comité National des
Droits de la Femme*

COSTA RICA

Rocío Amador Hasbun
Bufete Amador

Carolina Flores Bedoya
Arias

Cristina Guerrini
Arias

Ana Priscilla Ortiz
Saborío
Batalla Abogados

Marianne Pál-Hegedüs
Ortega
LatamLex Abogados

Daniel Rodríguez Molina
ERP Lawyers

Augusto Solís Rodríguez

CÔTE D'IVOIRE

Claude-Andrée Grogas
*Cabinet Jean-François
Chauveau*

Moumouni Konaté
Konfirm-Advies

Eric-Didier N'dri
*ONG AVIDE (Africa's
Volunteers for
International
Development)*

Simon-Pierre
N'dri-Kouakou
*ONG AVIDE (Africa's
Volunteers for
International
Development)*

Edwige N'Gouan
*Cabinet Jean-François
Chauveau*

CROATIA

*Women's Room—Center
for Sexual Rights*

Vlatka Adler
Law Office Adler

Marko Borsky
*Marko Borsky Law
Office*

Saša Divjak
*Divjak, Topić &
Bahtijarević Law Firm*

Andrea Gubić
*Divjak, Topić &
Bahtijarević Law Firm*

Ema Marušić
*Marko Borsky Law
Office*

Maja Mitrović

Karlo Novosel
*Law Office Karlo
Novosel*

Zdravka Sadžakov
*B.a.B.e—Be active, Be
emancipated*

Andrej Žmikić
*Divjak, Topić &
Bahtijarević Law Firm*

CYPRUS

Venetia Argyropoulou
*European University of
Cyprus*

Anna Demetriou
*Elias Neocleous & Co.
LLC*

Katerina Georgiadou

Nadia Kornioti
*University of Central
Lancashire—Cyprus*

Anna
Koukkides-Procopiou
*Center for European
and International
Affairs—University of
Nicosia*

Maria Koundourou
*Elias Neocleous & Co.
LLC*

Mary
Koutselini-Ioannidou
University of Cyprus

Nicholas Ktenas
*Elias Neocleous & Co.
LLC*

Olga Lambrou
*Mouaimis & Mouaimis
LLC*

Michalis Mouaimis
*Mouaimis & Mouaimis
LLC*

Panayotis Mouaimis
*Mouaimis & Mouaimis
LLC*

Susana Pavlou
*Mediterranean Institute
of Gender Studies*

CZECH REPUBLIC

Barbara Adamcová
Lawyer

Anna Citterbergova
Lawyer

Lenka Drosková
Řanda Havel Legal

Veronika Ježková
*proFem—Centre for
Victims of Domestic
and Sexual Violence*

Zdeňka Králíčková
Masaryk University

Milanda Kurtosiova
Kocián Šolc Balaščík

Radek Matouš
*Eversheds Sutherland
Dvořák Hager*

Eva Ondřejová

Katerina Ronovska
Masaryk University

Sasha Stepanova
Kocián Šolc Balaščík

DENMARK

Elsebeth
Aaes-Jørgensen
Norrbom Vinding

Hanne Hartoft
Aalborg University

Laust Hvas Mortensen
Statistics Denmark

Tina Reissmann
Labora Legal

Mathilde Worch Jensen
*University of
Copenhagen, Faculty
of Law*

DJIBOUTI

Mohamed Abayazid
*Cabinet Avocats
Associés Djibouti
Abayazid &
Abdourahman*

Ahmed Abdourahman
*Cabinet Avocats
Associés Djibouti
Abayazid &
Abdourahman*

Beryl Claire Asiago
Cabinet ZK

Sofia Curradi
*Cabinet Avocats
Associés Djibouti
Abayazid &
Abdourahman*

Abdoulkader Hassan
Mouhoumed
*Cabinet d'Avocat
Abdoulkader Hassan*

DOMINICA

Cara Shillingford
Lawyer

DOMINICAN REPUBLIC

José Manuel
Alburquerque Prieto
Ontier Alburquerque

Merielin Almonte
*Merielin Almonte
Estudio Legal*

Isabel Andrickson
Pellerano & Herrera

Joan Carolina Arbaje
Bergés
Distrito Legal

Lidia Aybar
Distrito Legal

Pamela Benzán Arbaje
*Guzmán Ariza &
Asociados*

Jonattan A. Boyero
Galán
*Caamaño-De Herrera
& Boyero. Abogados
(CDHB)*

Yuleidi Galice
*Merielin Almonte
Estudio Legal*

Dilia Leticia Jorge Mera
*DLJM Firma de
Abogados*

Carolina León
Pellerano & Herrera

Nataly Santana Sánchez
*SDS Abogados
Consultores*

Laura Patricia Serrata
Asmar
Ontier Alburquerque

ECUADOR

Daniela Estefanía
Aguirre Salamea

María Fernanda Aguirre
Salamea

Mariuxi Paola Cedeño
Floril
*Universidad
Metropolitana*

Diego Jaramillo Terán
*Jaramillo Dávila
Abogados*

Libertad Machado
López
*Universidad
Metropolitana*

Farith Simon

Cristina Valencia Araujo
*Afghanistan Center of
Excellence*

EGYPT, ARAB REP.

Dalia Abdel Ghany
Sharkawy & Sarhan

Marwa AlSherif
*Soliman, Hashish &
Partners*

Marwa Emara
*Soliman, Hashish &
Partners*

Inas Farah
*Beyti-Joint venture of
Almarai & PepsiCo*

Mahmoud Farouk
*Project on Middle East
Democracy (POMED)*

Adham Hashish
*Alexandria University
Faculty of Law*

Mohamed Hashish
*Soliman, Hashish &
Partners*

Abd El-Rahman Khattab
*Soliman, Hashish &
Partners*

EL SALVADOR

Lilian Arias
Arias Law

Christian Bará Cousin
Bara Legal Corporation

María José Benítez
Chávez

Xenia Díaz
UNDP

Vanessa Granados
Arias Law

Hilda Marianella Guidos
Espinoza
Arias Law

Silvia Juárez
*ORMUSA, Asoc.
Organización de
Mujeres Salvadoreñas
por la Paz*

Carolina Lazo
Arias Law

Kelly Beatriz Romero
Rodriguez
Nassar Abogados

Enrique Torruella
Arias Law

Morena Zavaleta
Arias Law

EQUATORIAL GUINEA

Sergio Esono

Javier Iñiguez
*Lechêne, Iñiguez &
Partners*

Serafina Sialo

ERITREA

Suleiman Ahmedin
UNHCR Eritrea

Natnael Fitsum Tekeste
Ministry of Justice

Sebri Ibrahim
Ministry of Justice

Senay Kufu
*The School of Law
ACASS*

Adam Teklehaymanot
Lawyer

Temesgen Tesfu
Ministry of Justice

Awet Tewelde
Ministry of Justice

ESTONIA

Kelli Eilart
Law Firm Sorainen

Merle Erikson
University of Tartu

Triinu Hiob
Njord Law Firm

Vladislav Leiri
Law Firm Sorainen

Karin Madisson
Law Firm Sorainen

Rando Maisvee
*Advokaadibüroo
Magnusson*

Karin Neemsalu
*Baltic Business Advisory
OÜ*

Lauri Paulus
Law Office Legalia

Eha Reitelmann
*Estonian Women's
Associations
Roundtable*

ESWATINI

*Ministry of Justice and
Constitutional Affairs*

University of Eswatini

Nkosingivile Dlamini
*Robinson Bertram Law
Firm*

Colani Hlatjwako
*Women and Law in
Southern Africa
(WLSA)–Eswatini*

Olivia Lwabukuna
*Konrad Adenauer
Stiftung*

Simangele Mavundla
*Women and Law in
Southern Africa (WLSA)
and University of Venda*

ETHIOPIA

Dagnachew Tesfaye
Abetew
*Dagnachew Tesfaye
and Mahlet Mesganaw
Law Office*

Fikadu Asfaw
*Fikadu Asfaw and
Associates Law Office*

Yodit Gurji
*Fikadu Asfaw and
Associates Law Office*

Abhilasha Joshi Kataria

Mahlet Mesganaw Getu
*Dagnachew Tesfaye
and Mahlet Mesganaw
Law Office*

Etsehiwot Sereke

Sehin Teferra
Setaweet Movement

Dunia Tegegn
*International Legal and
Business Services Group*

FIJI

Shamima Ali
*Fiji Women's Crisis
Center*

Nicholas Barnes
Munro Leys

Stephanie Dunn
*Fiji Women's Crisis
Center*

Morgane Guyonnet
Lawyer

Tamiana Low
Munro Leys

Seruwaia Nayacalevu
Shekinah Law

FINLAND

Latham & Watkins

Petri Eskola
*Backstrom & Co.
Attorneys Ltd.*

Duin Ghazi

Lisa Grans
Åbo Akademi University

Leenamajja Heinonen
Roschier

Pia Holm
*Law Office Pia Holm
Ltd.*

Teea Kemppinen
*Asianajotoimisto Bird &
Bird Oy*

Hanna-Mari Manninen
*Dittmar & Indrenius
Attorneys Ltd.*

Johanna Pakkanen
*NYTKIS–The Coalition
of Finnish Women's
Associations*

Sampsä Pekkinen
Roschier

Nita Rautakoski
*Dittmar & Indrenius
Attorneys Ltd.*

Tiina Virtanen
*Asianajotoimisto Bird &
Bird Oy*

FRANCE

Esperanza Barron
Baratech
Latham & Watkins

Jérémie Blond
Cabinet Jérémie Blond

Béatrice Collette

Valentine Darmois
Latham & Watkins

Zoé Evène
*TNDA Cabinet
D'Avocats*

Paul Gallix
Gallix Avocats

Régine Goury
*Mayer Brown
International LLP*

Allison Kramer
Latham & Watkins

Jeremy Lagelee
*International Energy
Agency*

Noémie Lopes-Lemière
Latham & Watkins

Soraya Saou
*TNDA Cabinet
D'Avocats*

Isabelle Steyer
Isabelle Steyer Avocate

Virginie Tassin
Campanella
VTA Tassin

Véronique Tuffal-Nerson
*TNDA Cabinet
D'Avocats*

GABON

Khadidjatou
Boussougou
*B&Law Consulting
Group*

GAMBIA, THE

Oludayo Fagbemi
*Institute for Human
Rights and Development
in Africa*

Thomas Fuad Touray
*The West African
Institute for Legal Aid
(WAILA)*

Fabakary Jammeh
*Gambia Center for
Victims of Human
Rights Violations*

Satang Nabaneh
Think Young Women

GEORGIA

Nino Begalishvili

Ekaterine Kokichaishvili
*MKD (Mgaloblishvili,
Kipiani, Dzidziguri) Law
Firm*

Tamar Ruseishvili

Ketevan Shubashvili
*Public Defender of
Georgia*

GERMANY

*German Women
Lawyer's Association,
Commission on Violence
Against Women and
Children*

Marco Daub
*sfh Schumacher
Steuerberatungsgesell-
schaft mbH*

Diclehan Demir
Ashurst LLP

Nancy M. Gage-Lindner
*Hessisches Ministerium
für Soziales und
Integration*

Nicole Janssen
Sidley Austin LLP

Jan Tibor Lelley
Buse Heberer Fromm

Xenia Pisarewski
Sidley Austin LLP

Heiko Recktenwald

Bärbel Schmidt
Independent Consultant

Alexander Schumacher
Ashurst LLP

Jürgen Streng
*Mayer Brown
International LLP*

Juditha von der Heydt
Ashurst LLP

Martin Wiesner
Ashurst LLP

GHANA

Dennis Adjei Dwomoh
Law Plus

Lom Ahlijah
Ghana Grid Company

Nicole-Marie Poku
Sory @ Law

Grace Sackey

Judith Naa Ode
Stephens

GREECE

Barbara Angelopoulou
Avrampoulos & Partners Law Firm

Stavroula Lymousi

Effie Mitsopoulou
Kyriakides Georgopoulos Law Firm

Theodora-Iliana
Papacharalampous

Eleni Theodoropoulou
Hogan Lovells

Panagiota Tsinouli
Kyriakides Georgopoulos Law Firm

Malamati Zachou

Viktoria Zioga

Olga Ziori
Olga S. Ziori Law Office

GRENADA

Shornel Albert
Grenada Employers' Federation

Rosana John
Wilkinson, Wilkinson & Wilkinson

Jesany Michel
White & Case LLP

Herricia Willis
H.L. Willis & Associates

GUATEMALA

Pedro Aragón
Aragón & Aragón

María Elena Barrientos
Arias

Liz Gordillo
Arias

Gabriela Rivera

GUINEA

Diallo Alhousseynou

Amara Bangoura
Cabinet d'Avocats Amaraya

Youssef Bangoura
Attorney-at-Law

Amadou Babaheïn
Camara

Siba Dopavogui
Organisation Catholique pour la Promotion Humaine (OCPH) / Caritas Guinée

Mamadouba
Doumbouya
Cabinet d'Avocats Amaraya

Frederic Loua Foromo

Aboubacar Koulibaly
Cabinet d'Avocats Amaraya

Mohamed Lamine
Oularé
AJAD (Association des Juristes en Action pour le Droit)

Halimatou Martin
Cabinet d'Avocats Amaraya

Tossa Montcho
Les Mêmes Droits pour Tous

Germaine Pascaline
Tolno
Les Mêmes Droits pour Tous

GUINEA-BISSAU

João Pedro C. Alves de
Campos
Camões IP

Maimuna Gomes Sila
Instituto da Mulher e Criança Guiné-Bissau

Monica Indami
Bissau First Instance Court, Commercial Division

Ismael Mendes de
Medina
GB Legal-Miranda Alliance

Helder Pires

GUYANA

Rocky Hanoman

Sherrie Hewitt
Guyana Sugar Corporation Incorporated

Ayana McCalman
The LAWRA Institute

Charles Ogle
Ministry of Labour, Human Services and Social Security

Selwyn Pieters
Pieters Law Office

Nirvana Singh

Kayreen Stephenson
Ministry of Legal Affairs, Attorney General's Chambers

Kean Trotman
Guyana Association of Women Lawyers

HAITI

Ministère des Affaires Sociales et du Travail (MAST)

Mimose André Royal
Ayiti Dapre Fanm Peyizan ak Fanmi I (ADFPP)

Eliere Dessources
Ayiti Dapre Fanm Peyizan ak Fanmi I (ADFPP)

Serette Devalcy
Ayiti Dapre Fanm Peyizan ak Fanmi I (ADFPP)

Patrice Laventure
International Labour Organization

HONDURAS

Gina María Aronne
Laitano

Alma Coello

Edwin Ramón Flores
Salinas
ECJA-Honduras

Shadia García
Banco Centroamericano de Integración Económica (BCIE)

Roberto Alejandro
Williams Cruz
ECJA-Honduras

HONG KONG SAR, CHINA

Melville Boase
Boase Cohen & Collins

Cynthia Chung
Deacons

Citrine Ho
Kirkland & Ellis

Anne Scully-Johnson
The Chinese University of Hong Kong

Nga Kit Christy Tang

Eunice Wu
Deacons

Sandy Yeung
Kirkland & Ellis

David Yun
Kirkland & Ellis

HUNGARY

Judit Budai
Szecskey Attorneys at Law

Schalkház Eva Edit
Schalkház Éva Edit Law Office

Edina Gyenes
Lawyer

Szilvi Gyurko
Hintalovon Foundation

Lilla Kiss
Szecskey Attorneys at Law

Máté Kiss
Szecskey Attorneys at Law

Zolnai Krisztina
Attorney-at-Law

Mariann
Minkó-Miskovics
Rátky és Társa Attorneys at Law

Petra Ruzsvánszky
Schmidt Law Office

Adrienn Tar
Szecskey Attorneys at Law

Réka Török
Law Office of Marianna Toth

Marianna Toth
Law Office of Marianna Toth

Márton Leó Zaccaria
*University of Debrecen
Faculty of Law*

Csató Zoltán
Csató Law Office

ICELAND

Pierre Brule
Latham & Watkins

Danni Davies
Latham & Watkins

Hjördís Guðbrandsdóttir

Margrét Steinarsdóttir
*Icelandic Human Rights
Centre*

Davíd Sveinbjörnsson

INDIA

Priyanka Anand
Indialaw LLP

Meghna Bal
*Hammurabi & Solomon
Partners*

Shweta Bharti
*Hammurabi & Solomon
Partners*

Benarji Chakka
Alliance University

Sneha Dubey
Indialaw LLP

Aanchal Kapoor

Rajas Kasbekar
CRK Legal

Soumyashree Kulkarni
Lawyer

Manoj Kumar
*Hammurabi & Solomon
Partners*

Shiju P.V.
Indialaw LLP

Sweta Patel

Vrajlal Sapovadia

Umang Shirodaria
Indialaw LLP

Adrija Thakur
Lawyer

INDONESIA

Dion Alfadya
Ginting & Reksodiputro

Lany Harijanti

Bianca P. Putri
Kadarisman
*Soewito Suhardiman
Eddymurthy Kardono*

Adella Kristi
HHP Law Firm

Rusmaini Lenggogeni
*Soewito Suhardiman
Eddymurthy Kardono*

Yeremia Gorby Nababan
*Prayogo Advocaten
(DHP Lawyers)*

Ijechi Nwaozuzu

Sugianto Osman
Ginting & Reksodiputro

Indri Pramitaswari
Guritno
HHP Law Firm

Dhanu Prayogo
*Prayogo Advocaten
(DHP Lawyers)*

Kiki Setiawan
*Kiki Setiawan and
Partners Law Office*

Almadira Tamin
HHP Law Firm

Rahadiyan Yana
HHP Law Firm

IRAN, ISLAMIC REP.

Camelia Abdolsamad
*International Law Office
of Dr. Behrooz Akhlaghi
& Associates*

Behrooz Akhlaghi
*International Law Office
of Dr. Behrooz Akhlaghi
& Associates*

Fatemeh Azizi
Azizi Law Firm

Roza Einifar
*International Law Office
of Dr. Behrooz Akhlaghi
& Associates*

Mohsen Ghorbani
Tossanlou
Ghorbani Law Firm

Anooshiravan Karimi

Setareh Kermani
*Karimi & Associates
Law Firm*

Parya Maleknia
Attorney-at-Law

Mahnaz Mehrinfar
*International Law Office
of Dr. Behrooz Akhlaghi
& Associates*

Negin Saberi
*International Law Office
of Dr. Behrooz Akhlaghi
& Associates*

Manoochehr Sarhang
Khanlari
*Karimi & Associates
Law Firm*

Khatereh Shahbazi
*International Law Office
of Dr. Behrooz Akhlaghi
& Associates*

Sahar Sotoodehnia
*International Law Office
of Dr. Behrooz Akhlaghi
& Associates*

IRAQ

Hayder Alawady
*Sawa For Human Rights
Organization*

Tameem Alazawi
*Tameem Alazawi
Law Firm and Legal
Consultations*

Ahmed Al-Janabi
*Mena Associates
in Association with
Amereller*

Bushra Al-Obaidi

Fadhel Alqaseer
*Yes For Human Rights
Organization*

Adnan Alsakban
*Accountants & Audits
Association-Diwaniya*

Maha Alsakban
*Women's Human Rights
Center*

Summar Altaee
DLA Piper LLP

Saba Mustafa
DLA Piper LLP

Suzannah Newbould
DLA Piper LLP

Zeyad Saeed
Iraqi Law Firm

IRELAND

Ivana Bacik
Trinity College Dublin

Sarah Benson
Women's Aid

Roisin Aine Costello
*Lambert FitzGerald
Consulting*

Barbara Cronin
Dechert LLP

Sarah Faulkner
Arthur Cox

Roisin Liddy-Murphy
Conyers Dill & Pearman

ISRAEL

Gali Atzion

PNina Broder Manor
*Naschitz, Brandes, Amir
& Co.*

Yehuda Buckwald
Lawyer

Rita Chaikin
Rita Chaikin Advocate

Yoram Fay
*Dr. Yoram Fay Law
Office*

Roxanne E. Formey

Shoshana Gavish
S. Horowitz and Co.

Irit Gazit

Daniel Ovadia
S. Horowitz and Co.

Keren Ovadia
*Naschitz, Brandes, Amir
& Co.*

Shiri Shenhav
Morrison & Foerster LLP

ITALY

Umberto Antonelli
Ashurst LLP

Marco Calabrese
*Studio Legale Calabrese
& A.*

Stefania Citone
*Studio Legale Calabrese
& A.*

Federica Di Mario
*Salonia Associati Studio
Legale*

Francesca Elefante
Studio Legale Elefante

Chiara Familiari
Ashurst LLP

Andrea Gangemi
Portolano Cavallo

Arianna Mauri
Ashurst LLP

Mauro Puzzo
Lawyer

Riccardo Rao
Ashurst LLP

Valentina Turco
Portolano Cavallo

JAMAICA

Deborah Dowding
*Nunes, Scholefield,
DeLeon & Co.*

Brittney Elliott-Williams
*University of the West
Indies*

Gabrielle Elliott-Williams
*University of the West
Indies*

Gavin Goffe
*Myers, Fletcher &
Gordon*

Natasha Parkins
*Caribbean Accreditation
Authority*

Jodi-Ann Quarrie
Lawyer

JAPAN

Kana Itabashi
Baker McKenzie

Jean-Denis Marx
Baker McKenzie

Yuka Nakayama
Linklaters LLP

Hiromasa Ogawa
Kojima Law Offices

Kosuke Oie
Hiroo Park Law Office

Lene Someno
Baker McKenzie

Mitsunari Taketani
Tagawa Law Office

Megumi Wada
*The Law Office of
Takashi Takano*

Nozomi Watanabe
Kojima Law Offices

JORDAN

Amer Mohamad
Abu-Hassan
*Abu-Hassan &
Associates, Lawyers &
Consultants*

Omar Aljazy
*Aljazy & Co. (Advocates
& Legal Consultants)*

Rana Atwan
*Atwan & Partners
Attorneys and Legal*

Raja Hiyari
*USAID Rule of Law
Program*

Samah Marmash
*Arab Women's Legal
Network*

Samer Pharaon
SP Legal Consultants

Randa Qassos
*Arab Women's
Organization of Jordan*

KAZAKHSTAN

*Legal Center for
Women's Initiatives
Sana Sezim*

Aizada Arystanbek
Lawyer

Alexandr Chumachenko
Aequitas Law Firm

Yulia Chumachenko
Aequitas Law Firm

Dmitriy Chumakov
*Sayat Zholshy &
Partners Law Firm*

Dana Ibrayeva
Dentons

Aigoul Kenjebayeva
Dentons

Yevgeniya Nossova
Dechert LLP

Aisha Orazymbekova
Dentons

Aliya Sabitova
GRATA International

Artem Timoshenko
Unicase Law Firm

Yerzhan Toktarov
*Sayat Zholshy &
Partners Law Firm*

Larisa Yemelyanova
Aequitas Law Firm

Kaysar Zaira
GRATA International

KENYA

Ben Akech
Kirui & Akech LLP

Peter Gachuhi
*Kaplan & Stratton
Advocates*

Jane Kamangu
*Women Achieve Africa
Trust*

Catherine Kiama
Akili Dada

Allan Maleche
KELIN

Viktor Njenga
*Kaplan & Stratton
Advocates*

Valentine Njogu
*Njogu & Ngugi
Advocates*

Juliet Nyamao
Amnesty International

Elizabeth Onyango
*Kaplan & Stratton
Advocates*

Sonal Sejpal
*Anjarwalla & Khanna
LLP*

KIRIBATI

Tabotabo Auatabu
*Ministry of Women,
Youth, Sports and
Social Affairs*

Pauline Beiatou
*Office of the Attorney
General*

Kaitiro Tebano Tiroam
*Ministry of Commerce,
Industry and
Cooperation (MCIC)*

Batilea Tekanito
*Batilea Tekanito Law
Firm*

KOREA, REP.

Bongsoo Jung
*Kang Nam Labor Law
Firm*

Jae Hee Kim
Kookmin University

Jonghyun Kim
Shin & Kim

Jongsoo Kim
Shin & Kim

Jieun Lee
Liberty Law Office

Yong Min Lee
YM Law Office

Yeon Ha Park
*Kang Nam Labor Law
Firm*

KOSOVO

Adelina Berisha
*Kosovo Women's
Network*

Genc Boga
Boga & Associates

Arbnore Bunjaku
Medica Kosova

Sokol Elmazaj
Boga & Associates

Zana Govori
*European Asylum
Support Office*

Delvina Nallbani
Boga & Associates

Kujtesa Nezej-Shehu
SDP KOSOVÉ

Vjosa Pllana
Raiffeisen Bank

Igballe Rogova
*Kosovo Women's
Network*

Veprorre Shehu
Medica Kosova

Furtuna Sheremeti

Blendi Zhitija
Boga & Associates

KUWAIT

Saad J. Albarazi
Kuwait University

Athra Alrefaai
*Athra Alrefaie Legal
Group*

Mohamed Eid
*Freshfields Bruckhaus
Deringer*

Catherine Jordan
DLA Piper

Suzannah Newbould
DLA Piper

Amr Omran
*Freshfields Bruckhaus
Deringer*

Adam Rigg
DLA Piper

Sami Tannous
*Freshfields Bruckhaus
Deringer*

Patricia Wardrop
DLA Piper

KYRGYZ REPUBLIC

Aicholpon Alieva
*Kalikova & Associates
Law Firm*

Elena Bit-Avragim
Veritas Law Agency

Samara Dumanaeva
*Lorenz International
Law Firm*

Adinai Dzhekshenova
*Kalikova & Associates
Law Firm*

Chynara Esengeldieva
*Lorenz International
Law Firm*

Saara Kabaeva
*Lorenz International
Law Firm*

Lenara Mambetalieva

Elvira Maratova
GRATA International

Aalamgul Osmonalieva
Lawyer

Aisanat Safarbekkyzy
GRATA International

Jibek Tenizbaeva
*Lorenz International
Law Firm*

Lidiya Vasilieva
Veritas Law Agency

LAO PDR

Standre Bezuindenhout
DFDL

Marion Carles-Salmon
DFDL

Xaynari Chanthala
LS Horizon Limited

Bounyasith Daopasith
DFDL

Aristotle David
ZICO Law

Sornpheth Douangdy
VDB Loi Co.

Daodeuane Duangdara
VDB Loi Co.

Bouasavanh
Khanthaphat
Lao Social Research

Tuchakorn Kitcharoen
ZICO Law

Soulignasack
Liemphrachanh
Arion Legal

Jean Loi
VDB Loi Co.

Kristy Newby
DFDL

Vongphachanh
Onepaseuth
Sciaroni & Associates

Khamphaeng
Phochanthilath
Sciaroni & Associates

Phaviny Phommathansy
*Mahaxai Law Company
Limited*

Anonglack Phongsavanh
VDB Loi Co.

Princess Bido Principe
ZICO Law

Kongphanh Santivong
LS Horizon Limited

Phouthamath
Sayyabounsou

Sayphin Singsouvang
LS Horizon Limited

Wanchai Yiamsamatha
LS Horizon Limited

LATVIA

Valerijs Ickevis
*V. Ickevis, Sworn
Attorneys-at-Law*

Jelena Kvjatkovska
ZAB Rode & Partneri

Ivo Maskalāns
Cobalt Legal

Ruta Sina
White & Case LLP

Gregory Spak
White & Case LLP

Toms Šulmanis
Cobalt Legal

Sandra Užule-Fons

Mihret Woldesemait
White & Case LLP

LEBANON

Elias Abdelnour
*Moghabghab &
Associates Law Firm*

Marie-José Al Azzi
*Kafa Violence &
Exploitation*

Leila Alem Hammoud
*Alem & Associates Law
Firm*

Chafic Georges El Chab
Majdalani
Lawyer

Melkar El Khoury
Central Research House

George Ghali
*ALEF-Act for Human
Rights*

Joelle Khater
*Etude Badri et Salim El
Meouchi*

Ghassan Moghabghab
*Moghabghab &
Associates Law Firm*

Tarek Moghabghab
*Moghabghab &
Associates Law Firm*

Maysa Schender
*Lebanese Council to
Resist Violence Against
Women*

Ghenwa Schinder
*Lebanese Council to
Resist Violence Against
Women*

Laura Schinder
*Lebanese Council to
Resist Violence Against
Women*

LESOTHO

Libakiso Matlho

Mpho Matoka Molupe
*Land Administration
Authority*

Itumeleng Mots'oene
Moflikoane
Judiciary of Lesotho

Lipotso Musi
UNICEF

Poulo 'Nono
Lawyer

Rethabile Sakoane
*Tharollo Labor Law
and Industrial Relations
Consultancy*

Itumeleng Shale
*National University of
Lesotho*

LIBERIA

Alvin Amadu Winford
*African Network for
the Prevention and
Protection Against Child
Abuse and Neglect
(ANPPCAN)*

Manakabay Donzo
*National Elections
Commission*

Lucia D.S. Gbala
*Heritage Partners and
Associates Inc.*

Selma S. Gibson
Lawyer

Al King
Primus Law Group

Lois Nimely

Lury Nkouessom
The Carter Center

LIBYA

Nisreen A. Amer
*The Ministry of
Economy*

Majdi Abdou
Tumi Law Firm

Ikram Adnani
Ibn Zohr University

Aimen Almaloul
Lawyer

Hatim Almushalfah
Ministry of Justice

Fatma Araibi
Tumi Law Firm

Mostafa Emsek
*Libyan Constitution
Committee*

Mohanned Gashash
Tumi Law Firm

LITHUANIA

Emilis Bolys

Manvydas Borusas
Eversheds Saladžius

Ramunė Jakštienė
*Mykolas Romeris
University*

Ingrida Maciūtė
Primus Derling

Giedrė Narbutė

Juliana Pavilovska
Law Firm Sorainen

Algirdas Pekšys
Law Firm Sorainen

Vilana Pilinkaitė
Sotirovič
*Lithuanian Social
Research Center*

Karolina Valaitytė
Eversheds Saladžius

LUXEMBOURG

Louis Berns
Arendt & Medernach SA

Audrey Bertolotti
Linklaters LLP

Anna Christina Goergen
Linklaters LLP

Laura Mbo
Linklaters LLP

Melinda Perera
Linklaters LLP

MADAGASCAR

Alexandra Rajerison
Maralex Legal

Olivia Rajerison
Cabinet Rajerison

Hoby Rakotoniary
JWF Legal

Veroniaina
Ramananjohany
Catholic Relief Services

Mandimbin'Ny
Aina Mbolanoro
Randriambelo
*Ministere de la Securité
Publique*

Lanto Fifaliana
Ratodimahavonjy

Hajaharimanana
Ravelojaona
*Ministere de la
Population, de la
Protection Sociale et
de la Promotion de la
Femme*

MALAWI

Masauko Chamkakala
*Malawi Legal Aid
Bureau*

Ephraim Chimwaza
*Centre for Social
Concern and
Development*

Emma Kaliya
*Malawi Human Rights
Resource Centre*

Carol Tendai Makoko
*KD Freeman &
Associates*

Hannifa Makwinja
*Centre for Social
Concern and
Development*

Alinikisa Mphongolo
Plan International

Wongani Mvula
*Malawi Law
Commission*

MALAYSIA

Donovan Cheah
Donovan & Ho

Natasha Dandavati
*Women's Aid
Organisation (WAO)*

Jamie Goh
Shearn Delamore & Co.

Shintaro Kitayama
White & Case LLP

Brian Strawn
White & Case LLP

Muhendaran Suppiah
Muhendaran Sri

Dominic Gan Teck Long
Dominic Gan & Co.

MALDIVES

Dhaanish M. Ameen
Shah, Hussain & Co.

Rishmee Amir
*Ministry of Gender,
Family and Social
Services*

Morgane Guyonnet
Lawyer

Shuaib Shah
Shah, Hussain & Co.

MALI

Daouda Ba
Vaughan Avocats

Hadji Diakite

Fily Diallo
Lawyer

Nana Mouneissa Faye
Toure
UNFPA

Djibril Guindo
*Cabinet d'Avocats
Associés Jurifis Consult*

Mamoudou Samassekou
*Faculté de Droit Privé
de l'Université de
Sciences Juridiques et
Politiques de Bamako*

Moro Sidibe
Samusocial Mali

Alhassane Soukouna
Vaughan Avocats

MALTA

Romina Bartolo
Iuris Malta Advocates

Matthew Brincat
Ganado Advocates

Christine Calleja
Mamo TCV Advocates

Ariana Falzon
GVZH Advocates

Annabel Hili
GVZH Advocates

Francesca Hili
GVZH Advocates

Roberta Lepre
Weave Consulting

MARSHALL ISLANDS

Jerry Kramer
*Pacific International,
Inc.*

MAURITANIA

Mounina Abdellah
Binor & Associés

Aichatou Ahmed
*Association
Mauritanienne des
Femmes Juristes
(AMAFEJ)*

Haroune Mohammed
ELYedaly

Diego Gaspar de
Valenzuela Cueto
Hades Consulting

Oum Kalthoum
Hamdinou

Rougiata Ly
*Ministère des Affaires
Sociales, de l'Enfance
et de la Famille (MASEF)*

Tekber Oudeika
*Tribunal du Travail,
Mauritanie*

Lalla Aïcha Sy
*Commission des
femmes parlementaires*

Zeinabou Taleb Moussa
*Association
Mauritanienne pour la
Santé de la Mère et de
l'Enfant*

MAURITIUS

Deena Shahila Bhojroo
Peeroo Chambers

Sheren Govinden
Bibi Law Chambers

Morgane Guyonnet
Lawyer

Bhomitrajeet
Ramlochund
Dentons

Rajroop Roshan
Rajroop Chambers

Govinden Sheren
Bibi Law Chambers

Karyn Teck Yong
*De Speville-Desvaux
Chambers*

MEXICO

Laura Aragón
Mukira

Juan Carlos De la Vega
Santamarina y Steta SC

Irma Garcia
Universidad Nacional Autónoma de México (UNAM)

María Ileana García Gossio
Sistema Nacional de Investigadores (SNI)

Lila Alejandra Gasca Enríquez
Hogan Lovells

José Luis Gutiérrez Román
Asistencia Legal por los Derechos Humanos-ASILEGAL

Blanca Esther Jimenez Franco
Comisión de los Derechos Humanos del Estado de Coahuila de Zaragoza

María del Rosario Lombera-Gonzalez
Baker & McKenzie

Ricardo Mendoza
Comisión Nacional de los Derechos Humanos

Wanda Muñoz

Raquel Arely Ortiz Garrido
Santamarina y Steta SC

Lourdes Rincón Maltos
Lawyer

María José Ríos Hurtado
Secretaría Técnica, Comisión de los Derechos Humanos del Estado de Coahuila de Zaragoza

Mónica Schiaffino
Littler Mexico

Jorge Francisco Valdés King
Hogan Lovells

Giselle Yáñez Villaseñor
Lawyer

MICRONESIA, FED. STS.

Pohnpei Women's Council

David C. Angyal
Ramp & Mida Law Firm

Alona Tate
Pohnpei State Supreme Court

MOLDOVA

University of European Economic and Political Studies Constantin Stere

Andriana Cebotari
CA Air Moldova SRL

Svetlana Criucova

Eduard Digore
Law Office Digore

Victoria Donu
Moody's Analytics

Aurelia Irodoi

Olga Manole
Promo-LEX Association

Stefan Orbu
Promo-LEX Association

Vladimir Palamarciuc
Turcan Cazac

Alexandru Postica
Promo-LEX Association

Elena Ratoi
UN Women Moldova

Oleseia Udova

MONGOLIA

Melville Erdenedalai LLP

Delgermaa Anbat
Mongolian Legal Experts LLP

Lkhamsuren Baasan
Mongolian Legal Experts LLP

Uranzaya Batdorj
Otgontenger University

Solongo Batsuren
BaTu Lex Consulting LLP

Odonhuu Muuzee
Zarchim LLP

Undargaa Sandagsuren

Tserendorj Suren
Zarchim LLP

Bolormaa Volodya
GRATA International

MONTENEGRO

Bisera Andrijašević
BDK Advokati

Jelena Bogetić
BDK Advokati

Jelena Cejovic
Advokatska kancelarija Čejović

Vesna Čejovic
Advokatska kancelarija Čejović

Stefan Đurović
BDK Advokati

Aleksandra Gligorovic
Lawyer

Milena Rončević Pejović
Karanović & Nikolić

Martina Vucelic
SOS Podgorica Telephone for Women and Children Victims of Violence

MOROCCO

Mohammed Bentalha
Faculté de Droit de Marrakech

Siham Chitaoui
Association Droit et Justice

Ilham Diab
Cabinet Ilham Diab

Abdeljabar El Marrakechy
Faculté Polydisciplinaire à Larache

Mourad Faouzi
Association Droit et Justice

Ali Lachgar Essahili
Ali Lachgar Essahili Law Firm

Adil Morsad
Morsad Law Firm

Ahmed Morsad
Morsad Law Firm

Sofia Rais
Association Droit et Justice

Elhabib Stati Zineddine
Université Abdelmalek Essaadi

Stephanie Willman
MRA Mobilising for Rights Associates

MOZAMBIQUE

Amina Abdala
TTA Sociedade de Advogados

Ancha Abdala
Maputo International School

Anselmo Bila
ABA-Anselmo Bila & Associados Advogados

Eduardo Calú
Sal & Caldeira Advogados Lda

Gimina Mahumana
Sal & Caldeira Advogados Lda

Edneuzza Massingue
TTA Sociedade de Advogados

Eunice Sepúlveda Matete
CM&A Mozambique

Diana Ramalho
Sal & Caldeira Advogados Lda

César Vamos Ver
Sal & Caldeira Advogados Lda

MYANMAR

White & Case LLP

Jean Loi
VDB Loi Co.

U San Lwin
JLPW Legal Services

Nwe Oo
Tilleke & Gibbins

Ross Taylor
Tilleke & Gibbins

Nyo Nyo Thinn
Yangon Watch

Zin Zar Zar Win
School of Law, Gender & Politics Myanmar

NAMIBIA

Cronjé & Co.

Maria Adelasia Divona
UNDP Namibia

Petrine Hango
Dr. Weder, Kauta & Hoveka Inc.

Gabriel Francios Kopplinger
Kopplinger Boltman Legal Practitioners

Alice Penoshisho
Makemba
*Office of the
Government Attorney*

Hilleni Tangi Shikongo
Ministry of Justice

Murray Shikongo
Office of the Judiciary

NEPAL

Bishnu Bashyal
*Women Lawyers of
Nepal*

Sabita Bhandari
Nepal Law Firm

Rishi Bhattarai
Milestone Law Firm

Jessica Chen
White & Case LLP

Sijan Guragain

Prabinda Raj Joshi
Mountain Law Alliance

Prakat Khatri
*Governance Lab Pvt.
Ltd.*

Jyoti Lamsal Poudel
*Jyoti Poudel &
Associates*

Charlotte Lan
White & Case LLP

Prakriti Malla
Suprabhat Law Firm

Khem Sedhai
Lawyer

Amrit Sharma
Prime

NETHERLANDS

Wendy Guns
Open Universiteit

Astrid Helstone
Stibbe

Marko Jovović
Stibbe

Anneke Koning
*Leiden University Law
School*

Alexander Kostin
University of Guelph

Lies Punselie
*Leiden University Law
School*

Aniek Schadd
Morrison & Foerster LLP

NEW ZEALAND

Matt Barlett
Simpson Grierson

Kylie Jens
Simpson Grierson

Candace McCready
White & Case LLP

Phillipa Muir
Simpson Grierson

Nicola Peart
University of Otago

Jennifer Verbokkem
Simpson Grierson

NICARAGUA

Bertha Arguello
Arias

Minerva Adriana Bellorín
Rodríguez
Aczalaw

Miriam del Socorro
Espinoza
Aczalaw

Valeska Massiell
Fonseca Torrez
García & Bodán

María Marvis Jiron
Lawyer

Claraliz Oviedo Maglione
Alvarado y Asociados

Alonso Porras Diaz
Aczalaw

Sofía de Carmen Rivas
Arias

María Mercedes Román
CEJ Consulting

Carlos Eduardo Téllez
Páramo
García & Bodán

Diogenes Emiliano
Velasquez Vela
Aczalaw

NIGER

*Conseil Danois pour les
Réfugiés*

Zaïda Abdoul Aziz
Amadou
Groupe IAT

Hassana Gouro
*Millenium Challenge
Account-Niger*

Ibrahim Haby
CONGAFEN

Haoua Moussa
*African Union
Commission*

Bachir Talfi
*Abdou Moumouni
University*

NIGERIA

Adeola Ajayi
*Udo Udoma &
Belo-Osagie*

Akinwunmi Ajiboye
Punuka & Solicitors

Brenda Anugwom

Charles Asugha
*C.C. Asugha and
Associate*

Joseph Eimunjeze
*Udo Udoma &
Belo-Osagie*

Mary Ekemeze
*Udo Udoma &
Belo-Osagie*

Folake Elias Adebawale
*Udo Udoma &
Belo-Osagie*

Elizabeth Idigbe
Punuka & Solicitors

Sylvia Iwejuo
*Liberty Consults &
Associates*

Okorie Kalu
Punuka & Solicitors

Tolulope Lana-Olugbon
Okorie & Okorie

Efunsola Moore
*Udo Udoma &
Belo-Osagie*

Eleanor Nwadinobi
Every Woman Treaty

Duru Obinali

Fe Obinali
Lawyer

Chinomso Odega
*Udo Udoma &
Belo-Osagie*

Ozofu Ogiemudia
*Udo Udoma &
Belo-Osagie*

Marcus Ojaruega
*Udo Udoma &
Belo-Osagie*

Emem Okoko
*Udo Udoma &
Belo-Osagie*

Anthonia Okolie
Lawyer

Chisom Okolie
*Udo Udoma &
Belo-Osagie*

Kehinde
Padonu-Awonona
*K.M. Padonu &
Associates*

Folakemi Praise
*Margsolu Legal
Practitioners &
Consultants*

NORTH MACEDONIA

Martina Angelkovic
*Debarliev, Dameski
& Kelesoska
Attorneys-at-Law*

Daniela Antonovska

Fani Dimoska
Karanović & Nikolić

Olivera Docevska
Lawyer

Jasminka Frishchikj
*Association for
Emancipation, Solidarity
and Equality of Women*

Marija Gelevska
*Association for
Emancipation, Solidarity
and Equality of Women*

Ana Kashirska
Karanović & Nikolić

Emilija Kelesoska
Sholjakovska
*Debarliev, Dameski
& Kelesoska
Attorneys-at-Law*

Sanja Lambershek
Karanović & Nikolić

Stojan Mishev
*Association for
Emancipation, Solidarity
and Equality of Women*

Martin Monevski
Monevski Law Firm

Valerjan Monevski
Monevski Law Firm

Vojdan Monevski
Monevski Law Firm

Zorica Nikolova
*Helsinki Committee for
Human Rights of the
Republic of Macedonia*

Veton Qoku
Karanović & Nikolić

Tatjana Stoimenovska
Helsinki Committee for Human Rights of the Republic of Macedonia

NORWAY

Sven Bjørk
Arntzen de Besche

Maria Cabrera Stråtveit
Dalan Advokatfirma DA

Josefin Natalie Engström
University of Oslo

Nora Fredstie
Latham & Watkins

Catherine Hui
Latham & Watkins

Ingunn Ikdahl
Department of Public and International Law, Faculty of Law, University of Oslo

Ingeborg Lind
Advokatfirmaet Wiersholm AS

Jenny Marie Solgaard
Bing Hodneland

Christel Søreide
Advokatfirmaet Wiersholm AS

OMAN

Mohammad Saeed ALSheyab
ALSheyab & Associates

Amel Kamel Abdallah
Sultan Qaboos University College of Law

George Kassimos
Curtis, Mallet-Prevost, Colt & Mosle LLP

Tariq Abdulaziz Mohamed Sadiq
Hassan Batok Legal Office

Mariyam Shidhani
Arab Law (Advocates & Legal Consultants)

Alessandra Zingales
Curtis, Mallet-Prevost, Colt & Mosle LLP

PAKISTAN

Hafiz Abu Bakar
Abdullah Law Chambers

Awais Choudhry
Abdullah Law Chambers

Muhammad Siddique Ghani
Ghani Law Associates

Zafar Gillani
Gillani & Gillani

Jalal Hussain
SZH Law

Syed Akbar Hussain
SZH Law

Sana Iftikhar
Pfizer Pakistan Limited

Maria Karim
SZH Law

Neelam Rahim
Shirkat Gah, Women's Resource Centre

Muhammad Raza Khan
Abdullah Law Chambers

Syed Sameer Shah
SZH Law

Sarah Tarar
University College Lahore

Abdullah Usman
Abdullah Law Chambers

Sohail Akbar Warraich
National Commission on Status of Women, Pakistan

Mehak Zaraq
Pakistan College of Law

PALAU

Milagros Caballero
Morgan & Morgan

Sophia Castellero
Suarez, Castellero, Holmes y Richa

Kenneth Barden
Lawyer

PANAMA

Milagros Caballero
Morgan & Morgan

Sophia Castellero
Suarez, Castellero, Holmes y Richa

Ximena de Obaldía
Galindo, Arias & López

Claudia Patricia Juárez
Galindo, Arias & López

Mireya Peart
Red de Mujeres Afrolatinoamericanas, Afrocaribeñas y de la Diáspora

PAPUA NEW GUINEA

Ann Clarke

Igua Guba
Allens Linklaters

Jack Kariko
Investment Promotion Authority

Wavie Kendino
Dentons

Desmond Kipa
Twivey Lawyers

Sarah Kuman
Allens Linklaters

Sherrie Lee Williams
Ashurst LLP

Gideon Pogla
Allens Linklaters

Anthony William Roden-Paru
Bank of South Pacific Limited

Mek Tumul
Allens Linklaters

PARAGUAY

María José Achón Paredes
Vouga & Olmedo Abogados

María José Ayala
Centro de Estudios Ambientales y Sociales (CEAMSO)

Matias Chaves
Ferrere Abogados

Patricia Doldán
Ministerio de la Mujer

Marysol Estigarribia
Ferrere Abogados

Alejandra Guanés Velázquez
Ferrere Abogados

Romina Paiva Godoy

María del Rocio Penayo Zarza
Moreno Ruffinelli & Asociados

Rodolfo G. Vouga
Vouga & Olmedo Abogados

PERU

José Balta
Rodrigo, Elías & Medrano Abogados

Fátima Benavides
Rodrigo, Elías & Medrano Abogados

Luis Alberto Chang
Rodrigo, Elías & Medrano Abogados

Clea Guerra Romero
Centro de la Mujer Peruana Flora Tristán

Marcial Gutiérrez
Rodrigo, Elías & Medrano Abogados

Francisco Ibazeta

Fiorella Patricia Morey Rotalde
Estudio Morey & Morey Rotalde Abogados SAC

Liliana Tsuboyama Shiohama
Tsuboyama, Cuzquén & Nicolini

PHILIPPINES

Amy Avellano

Kevin Catapusan
Quisumbing Torres, Member Firm of Baker & McKenzie

Kenneth Chua
Quisumbing Torres, Member Firm of Baker & McKenzie

Marcial G. De La Fuente Angara Abello
Concepcion Regala & Cruz Law Offices

Leslie Dy
SyCip Salazar Hernandez & Gatmaitan

Marie Hazel Lavitoria
SALIGAN

Joy Anne Leong-Pambid Angara Abello
Concepcion Regala & Cruz Law Offices

Gilyen Ezra Marie Li Angara Abello
Concepcion Regala & Cruz Law Offices

Mary John Mananzan
*Institute of Women's
Studies Foundation*

Carmelita Nuqui
*Development Action for
Women Network*

Juan Carlo Tejano
SALIGAN

POLAND

Dominika Dörre-Kolasa
Raczkowski Paruch sp.k.

Monika Kamińska

Olesya Malyugina

Grzegorz Piliszek
Lawyer

Adrian Szutkiewicz
Raczkowski Paruch sp.k.

Agata Szypulska

Anna Wysocka-Bar
Jagiellonian University

PORTUGAL

Daniel Cotrim
*Portuguese Association
for Victim Support
(APAV)*

Maria da Glória Leitão
*Cuatrecasas, Gonçalves
Pereira*

Catarina de Oliveira
Carvalho
*Universidade Catolica
Portuguesa, Faculdade
de Direito, Porto*

Maria do Rosário Alves
*Catholic University of
Lisbon*

Cláudia dos Santos Silva
*Cuatrecasas, Gonçalves
Pereira*

Elisabete Ferreira
*Universidade Catolica
Portuguesa, Faculdade
de Direito, Porto*

Rita Lobo Xavier
*Universidade Católica
Portuguesa, Porto*

Ricardo Lopes
*Caiado Guerreiro–
Sociedade de
Advogados, SP, RL*

Rita Paulo
*Caiado Guerreiro–
Sociedade de
Advogados, SP, RL*

Tânia Pinheiro
*Caiado Guerreiro–
Sociedade de
Advogados, SP, RL*

José Manuel Pinto Alves
Linklaters LLP

PUERTO RICO

White & Case LLP

Billy Carrasquillo
Policía de Puerto Rico

Rafael Díaz-González

Carolene Fontanet
Smith

Mariana Muñoz-Lara

Janice del Rosario
Rodríguez-Zayas
Lawyer

QATAR

*The Law Clinic at Qatar
University College of
Law*

Mekki Abbas
*Ahmed Mohamednoor
Al Mushiri Law Office*

Ahmed Al-Mushiri
*Ahmed Mohamednoor
Al Mushiri Law Office*

Lama Bakroun
*Sultan Al-Abdulla &
Partners*

Buthaina Elgahani
*Sultan Al-Abdulla &
Partners*

Sarra Eljaili
*Sultan Al-Abdulla &
Partners*

Mohamed Fouad
*Sultan Al-Abdulla &
Partners*

Brenda Hill
DLA Piper

Moonira Mamoon
*Sultan Al-Abdulla &
Partners*

Mohamed Y. Mattar
*Qatar University College
of Law*

Omar Qouteshat
*Sultan Al-Abdulla &
Partners*

ROMANIA

Alexandra Columban
*Equality and Human
Rights Action Centre
(ACTEDO)*

Ioana-Maria Dumitru
*Popovici Nițu Stoica &
Asociații*

Petunia Enciu
*Gilescu Valeanu
Nathanzon & Partenerii*

Ileana Glodeanu
Wolf Theiss

Adelina Iftime-Blagean
Wolf Theiss

Mircea Milos
*Covasna County Police
Inspectorate*

Mirela Nathanzon
*Gilescu Valeanu
Nathanzon & Partenerii*

Vlad Neacsu
*Popovici Nițu Stoica &
Asociații*

Diana Ștețiu
Wolf Theiss

RUSSIAN FEDERATION

Maryana Batalova
Dechert LLP

Pavel Dunaev
Dechert LLP

Evgenia Korotkova
Dechert LLP

Elena Kukushkina
Baker & McKenzie

Nina Mogutova
Baker & McKenzie

Yulianna Vertinskaya

Maria Vinokurova
DLA Piper

RWANDA

Pamela Abbott
University of Aberdeen

Valentin Akayezu
Muhumuza
*Institute of Legal
Practice and
Development*

Pie Habimana
Amilex Chambers

Israel Irazirikana
Amilex Chambers

Désiré Kamanzi
ENSAfrica Rwanda

Penlope Kwarikunda
Lawyer

Nadine Mumporeze

Cyridion
Nsengumuremyi
Amilex Chambers

SAMOA

Lina Chang
*Samoa Victim Support
Group (SVSG)*

Tomasi Peni
*International Labour
Organization*

SAN MARINO

Gianna Burgagni
Studio Legale e Notarile

Marco Guerra

Marialaura Marinozzi
Studio Legale Marinozzi

Emanuela Montanari

SÃO TOMÉ AND PRÍNCIPE

Rui Andrade
*VdA-Vieira de Almeida
& Associados*

Tânia Cascais
STP Counsel

Tiago Cochofel de
Azevedo
*VdA-Vieira de Almeida
& Associados*

Marina Costa Cabral
*VdA-Vieira de Almeida
& Associados*

Filipa Duarte Goncalves
*Miranda Correia
Amendoeira &
Associados, Sociedade
de Advogados RL*

Homildo Fortes
*Ministério do Trabalho,
Solidariedade, Família e
Formação Profissional*

Lucas Lima

Sofia Martins
*Miranda Correia
Amendoeira &
Associados, Sociedade
de Advogados RL*

Luicelio Monteiro
LM & Associados

Joel Teixeira
Vilhete Teixeira
Advogado

SAUDI ARABIA

Ikram Adnani
Ibn Zohr University

Sarah Al Haqbani
DLA Piper

Alia Al Sudairy
DLA Piper

Sattam Alharbi

Amena Ali
The Law Firm of Wael
A. Alissa in association
with Dentons & Co.

Mohamed Eid
Freshfields Bruckhaus
Deringer

Aneela Haider
DLA Piper

Azzam Khouj
Law Office of Azzam
Faisal Khouj

Fadi Obaidat
Law Office of Azzam
Faisal Khouj

Amr Omran
Freshfields Bruckhaus
Deringer

Sami Tannous
Freshfields Bruckhaus
Deringer

Ghazal Yamani
Law Office of Azzam
Faisal Khouj

SENEGAL

Boubacar Diakité
Géni & Kébé SCP
d'Avocats

Mactar Diassi
Etude Maître Mactar
Dassi

Ibrahima Dieng
ALPHADEV

Seydou Dieng

Alioune Dione
Ministère de la Femme,
de la Famille, du Genre
et de la Protection des
Enfants

Ndeye Fatou Toure

Diakhaté Mor
ALPHADEV

Mame Coumba Ngom
COFINA Sénégal

Aby Sane
Ministère de la Femme
de l'Enfance et de
l'Entreprenariat Féminin

SERBIA

Mirjana Antic
Lawyer

Aleksandar Djordjevic
Attorney-at-Law

Aleksandra Ivankovic
Victim Support Europe

Marija Jovanovic
Law office of Marija N.
Jovanovic

Olga Jovic-Prlainovic
Kosovska Mitrovica

Jelena Kuveljic Dmitric
Law Offices JKD

Ana Popović
Živković Samardžić Law
Office

Jovana Tomić
Caković/Tomić-CT
Legal

Milica Vesic
Jokovic, Stojanovic
and Partners

SEYCHELLES

Marie-Josée Bonne
Ministry of Social
Affairs, Community
Development and Sport

Natasha Burian
Judiciary of Seychelles

Jyotika Kaushik

Alexander Kukuev

Malcolm Moller
Appleby

SIERRA LEONE

Soniade J.Y. Barlatt
L.A.W.Y.E.R.S.

Amy A. Betts-Priddy
GPKLegal

Nicky Coker
Lawyer

Francis Kaifala
Kaifala, Conteh & Co.

Mahawa Kondeh
Statistics Sierra Leone

Victor Moinina
Forum for the
Development of Young
People

Nicky Spencer-Coker

Yeabu Tholley
Statistics Sierra Leone

SINGAPORE

Nithya Devi

Tracy Gani
Rajah & Tann Asia LLP

Michael Low
Crossbows LLP

Ijechi Nwaozuzu

Francis Xavier
Rajah & Tann Asia LLP

SLOVAK REPUBLIC

Stanislav Durica
Squire Patton Boggs

Dominika Gornaľová
Bartošik Švábý SRO

Daniela Ježová
Lawyer

Ivana Kellová Štiavnická
Central Office of
Labour, Social Affairs
and Family of Slovak
Republic

Zuzana Ocenasova
Coordination and
Methodological
Centre for Prevention
of Violence against
Women

Viera Petrasova
Attorney-at-Law

Igor Švábý
Bartošik Švábý SRO

Richard Svocak
Squire Patton Boggs

Miroslava Tomanová
Bartošik Švábý SRO

Jana Trangelová
BPV Braun Partners

SLOVENIA

Fatur Menard Law Firm

Nika Bosnič
Odvetniki Šelih &
Partnerji

Helena Butolen
Odvetniki Šelih &
Partnerji

Suzana Kraljić
University of Maribor,
Faculty of Law

Sara Makovec
Law Office Jadek &
Pensa

Luka Mišič
University of Ljubljana,
Faculty of Law

Marko Novak
European Faculty of
Law in Nova Gorica

Iris Pensa
Law Office Jadek &
Pensa

Primož Rataj
University of Ljubljana,
Faculty of Law

Nina Šelih
Odvetniki Šelih &
Partnerji

Darja Senčur Peček
University of Maribor,
Faculty of Law

Boštjan Špec
Odvetniška družba Špec
o.p. d.o.o.

Grega Strban
University of Ljubljana,
Faculty of Law

SOLOMON ISLANDS

Enlin Jiang
White & Case

Olga Rabade
United Nations
Development
Programme

Jennifer Radford
Legal and Safeguards
Consultant

Pamela Wilde
Ministry for Justice and
Legal Affairs

Jessica Zhou
White & Case

SOMALIA

Office of the Attorney
General

Office of the Prime
Minister

*Save Somali Women
and Children*

*Women Education
& Voicing
Entrepreneurship*

SOUTH AFRICA

Chantelle de Sousa
*Chantelle de Sousa
Attorneys*

Sian Gaffney
Bowmans

Katy Hindle

Chantal Kur
*The Mediation Clinic
and Divorce Mediations*

Len Nowitz
Nowitz Attorneys

Lusanda Raphulu
Bowmans

Sheena Swemmer
*University of the
Witwatersrand*

SOUTH SUDAN

Bak Bol
Attorney-at-Law

Rowland Cole
*United Nations
Development
Programme*

Lejukole Gori
Noel and Associates

Ajak Mayor Bior
ALP South Sudan

Sue Tatten
Lawyer

Judy Wakahiu
*United Nations
Development
Programme*

Suzy William
*Prudential Attorneys
and Legal Consultant*

SPAIN

Enrichetta Sandra
Bellini Fornera
*Business and
Professional Women
International (BPWI)*

Ignasi Beltran de
Heredia Ruiz
*Universitat Oberta de
Catalunya*

Ana María Delgado
García
*Universitat Oberta de
Catalunya*

Maria Susana
Fernandez Iglesias
Susana Fdez Abogados

Antonio
Fernández García
*Universitat Oberta de
Catalunya*

Marta García
Mandaloniz
*Universidad Carlos III
de Madrid*

Maria Josefa García
Tamargo
Norte Abogados

Mireia Llobera Vila
Universitat de València

María López Garayalde
Ashurst LLP

Raquel Mendieta
Grande
Ashurst LLP

Katharina Miller
3C Compliance

Eugenia Revilla Esteve
*Universitat Oberta de
Catalunya*

Isabel Rodríguez León
Uría Menéndez

Bettina Steible
*Autonomous University
of Barcelona*

SRI LANKA

Arlene Arin Hahn
White & Case LLP

Savantha De Saram
D.L. & F. De Saram

Agana Gunawardana
Lawyer

Ruvini Katugaha

Dunya Peiris
D.L. & F. De Saram

Manasvini Raj
White & Case LLP

Ratnam Usha Saraniya
*John Wilson Partners,
Attorneys-at-Law &
Notaries Public*

Shiran Widanapathirana

John Wilson
*John Wilson Partners,
Attorneys-at-Law &
Notaries Public*

ST. KITTS AND NEVIS

Keinya Blake Gordon
*Blake Ferguson Law
Office*

Jennifer Harding-Marlin

Angelina Sookoo-Bobb
*Law Offices of Sylvester
Anthony*

Rohan Walters
*Government of St. Kitts
and Nevis*

ST. LUCIA

Veronica S. P. Cenac
*Veronica Cenac Law
Offices*

Samantha Charles

Daniel E. J. Francis
*Peirre Mondesir &
Associates*

Leandra Gabrielle
Verneuil
*Jennifer Remy &
Associates*

ST. VINCENT AND THE GRENADINES

Heidi Badenock

Rene M. Baptiste
*Baptiste & Co. Law
Firm Inc.*

Nerissa Gittens
*Ministry of National
Mobilisation, Social
Development, The
Family, Gender
Affairs, Persons with
Disabilities and Youth*

Lanthe
Leigterwood-Octave
Marion House

Jeanie Ollivierre
Lawyer

Samantha Robertson
*St. Vincent & the
Grenadines Human
Rights Association*

SUDAN

Fatima Abass
AIH Law Firm

Mohamed Abdeen
Abdeen & Co.

Mawada Ahmed
AIH Law Firm

Yassir Ali
AIH Law Firm

Fatima Almalik
*National Bank of
Egypt-Khartoum
Branch*

Shukri Dawi Mohamed
Daoud
Shukri Dawi Law Firm

Aziza Ismat Hassanien
AIH Law Firm

Kesho Scott

Grinnell College
Sue Tatten Lawyer

SURINAME

Yvonne Baal
*Anton de Kom
University of Suriname*

Charline Hoever

SWEDEN

Amanda Alwall
Linklaters LLP

Aleksandar Bajic
Wistrand Law Firm

Geraldine R. Bjallerstedt
*Independent Gender
Specialist*

Bayo Callender
The Callender Group

Patrik Erblad
White & Case LLP

Viktoria Hybbinette
Wistrand Law Firm

Matilda Jusslin
Linklaters LLP

Maria Kostaska
Fägerquist
Wistrand Law Firm

Eva Löndahl Thurang

Emelie Lovgren
Wistrand Law Firm

Christian Meijling
Linklaters LLP

Sara Nordekvist
Linklaters LLP

Ebba Perman Borg
Linklaters LLP

Emelie Persson
Linklaters LLP

David Riihonen
White & Case LLP

Christopher Spreigl
Linklaters LLP

Thea Werr
Linklaters LLP

Anders Westling
White & Case LLP

Rolf Ring
*Raoul Wallenberg
Institute of
Human Rights and
Humanitarian Law*

SWITZERLAND

Cora Grannemann
Latham & Watkins

Valentin Jentsch
University of Zurich

Nils Kapferer
Bureau de l'Égalité

Nadège Porta
*Terre des hommes
Foundation (Lausanne)*

Emilie Praz

Peter Reinert
Baker McKenzie

Gaëlle Sauthier
*Tribunal Administratif
Fédéral*

Sandrine Studer
Bär & Karrer AG

Beatriz Vera

Mischa Zenklusen
Bär & Karrer AG

Kate Zhu
Latham & Watkins

SYRIAN ARAB REPUBLIC

Ikram Adnani
Ibn Zohr University

TAIWAN, CHINA

Shu-Chien Chen
*Heffels Spiegeler
Advocaten*

Yu-Shiou (Clarence)
Chou
Chen & Chou Law Firm

Elva Chuang
*Lee, Tsai & Partners,
Attorneys-at-Law*

Shih-Chao Chueh
Oasis Law

Hsin-Yun Han
Lawyer

Hung Hsieh
Pontis Law

Chung-Teh Lee
*Lee, Tsai & Partners,
Attorneys-at-Law*

Yen-Jong Lee
Y.J. Lee and Associates

Janice Lin
Tsar & Tsai Law Firm

Jo-Tzu Ma
*Formosa Laboratories
Inc.*

Elizabeth Pai
*Lee, Tsai & Partners,
Attorneys-at-Law*

Yen-Fun Shih
Via Justice Law Offices

Scarlett Tang
Tsar & Tsai Law Firm

Po-Chen Tsao
Innolux Corporation

TAJIKISTAN

Malika Abdulvasieva
Lawyer

Khujanazar Aslamshoev
*Infrastructure
Consulting LLC*

Firuz Chorshanbieva
Centil Law Firm

Firdas S. Mirzoev
*Nazrisho & Mirzoev Law
Firm LLC*

Kamoliddin
Mukhamedov
GRATA International

Bahodur Nurov
GRATA International

Kanat Seidaliev
GRATA International

Sherzod Sodatkadamov
*Nazrisho & Mirzoev Law
Firm LLC*

TANZANIA

Ben Akech
Kirui & Akech LLP

Alexander
Buckeridge-Hocking
Latham & Watkins

Tumwesige Evans
CRB Africa Legal

Mary John
CRB Africa Legal

Jane Magigita
Equality for Growth

Anthony Mseke
*Arbogast Mseke
Advocates*

Shreya Ramesh
Latham & Watkins

Saddy Rashid

Eve Hawa Sinare

Susan Sitta
Equality for Growth

Hilda S. Stuart
*Prosperous Health Life
Initiative (PHLI)*

Margdalena Thomas
Oxfam

Amber Louise Tope
Latham & Watkins

THAILAND

*Gender and
Development Research
Institute (GDRI)*

Artima Brikshasri
*Blumenthal Richter &
Sumet*

John P. Formichella
*Blumenthal Richter &
Sumet*

Naytiwut Jamallsawat
*Blumenthal Richter &
Sumet*

Dusita Khanijou
Tilleke & Gibbins

Onnicha Khongthong
*Blumenthal Richter &
Sumet*

John Lewis
Anglo-Thai Legal

Somporn
Manodomrongtham
Allen & Overy

Dumnern Subpaisarn
Allen & Overy

Pimvimol (June)
Vipamaneerut
Tilleke & Gibbins

TIMOR-LESTE

Rui Andrade
*VdA-Vieira de Almeida
& Associados*

Maria Agnes Bere
JU,S Jurídico Social

Tiago Cochofel de
Azevedo
*VdA-Vieira de Almeida
& Associados*

Marina Costa Cabral
*VdA-Vieira de Almeida
& Associados*

Barbara Nazareth
Oliveira
JU,S Jurídico Social

Elisa Pereira
*Abreu Advogados and
C&C Advogados*

Catarina Pinto Correia
*VdA-Vieira de Almeida
& Associados*

Eliana Silva Pereira
*Cardno Emerging
Markets*

Anna Yang
*The Asia Foundation,
Ending Violence Against
Women Program
(EVAW)*

TOGO

Claude Folly Adama
Aquereburu & Partners

Kékéli Edo Agboli
*Tribunal de Commerce
de Lomé*

Ablavi A. Nousseossi
Aguey

Adjoa Thérèse Akakpo

Alexis Coffi Aquereburu
*SCP Aquereburu &
Partners*

Akouvi Ogoubani Donu
Agboneban
*Martial Akakpo et
Associés*

Pimom Charlotte Fawiyé

Yvette Gamisso
Aquereburu & Partners

Yvette A. E. Gamisso
Yévénou
*SCP Aquereburu &
Partners*

Mayi Gnofam
*Programme d'Appui à
la Femme et à l'Enfance
Déshéritée (PAFED)*

Hansa Kapi
Aquereburu & Partners

Biava Kodjo Kloutse
Université de Kara

Rouky Kegero Epse
Kloutse
Tribunal de Lomé

Adoudé
Tounou-Gblodzro
*Groupe de Réflexion
et d'Action Femme,
Démocratie et
Développement (GF2D/
CRIFF)*

Komla Yovo
Avocats Yovo Sika

TONGA

Fitilagi Faanunu
*Family Protection Legal
Aid Centre, Ministry of
Justice, Tonga*

Linda Folaumoetu'i
*Attorney General's
Office of Tonga*

Sione Sisifa
*Attorney General's
Office of Tonga*

Milika Tuita
*United Nations Joint
Presence Office, Tonga*

TRINIDAD AND TOBAGO

Karina Cavita
Alexander
*Organization for
Abused and Battered
Individuals (OABI)*

Asa Archie

Sherna Alexander
Benjamin
*Organization for
Abused and Battered
Individuals (OABI)*

Stephanie Fingal
*Employers' Consultative
Association of Trinidad
& Tobago*

Leonora Le Saldo
*Organization for
Abused and Battered
Individuals (OABI)*

Rachel Esther Alexander
Shade
*Organization for
Abused and Battered
Individuals (OABI)*

Antoinette Sydney
SYDNEYGROUP

TUNISIA

Aïda Beji Kallel
*Chambre Nationale
des Femmes Chefs
d'Entreprise*

Abdessatar Ben Moussa

Donia Ben Osman
Hanayen

Mahmoud Anis Bettaïeb
*Cabinet d'Avocats
Bettaïeb*

Béchir Ghachem
GLA

Wael Haffar
Lawyer

Najet Jelassi
*Cabinet Malouche
Avocats & Associés*

Elyes Malouche
*Cabinet Malouche
Avocats & Associés*

Amel Mejri
*Faculté des Sciences
Juridiques, Politiques et
Sociales de Tunis*

Nada Riahi
*International
Development
Organization (IDLO)*

Amel Saidane
Tunisian Startups

Azaiz Sammoud
Lawyer

TURKEY

Duygu Alkan
*Mavioglu & Alkan Law
Office (ADMD)*

Mustafa Alp
Dokuz Eylul University

Elif Demiroz-Tan
*Cakmak
Attorneys-at-Law*

Emine Dundar
Lawyer

Zeynep Duygu Ulusoy
Lawyer

Ayşe Nur Gedik
Kamer Foundation

Nilsun Gürsoy
Lawyer

Fulya Kazbay
Offit Kurman PA

Kardelen Lule
*Mavioglu & Alkan Law
Office (ADMD)*

Zeynep Ozbaran
*Mavioglu & Alkan Law
Office (ADMD)*

Dilara Tamtürk
*Mavioglu & Alkan Law
Office (ADMD)*

Serap Zuvin
*Cakmak
Attorneys-at-Law*

UGANDA

Ben Akech
Kirui & Akech LLP

Lillian Andama
*Justice and
Constitutional Affairs
Ministry*

Mukisa Davis

Nagitta Irene
Swan Legal Advocates

Kulia Angela Lucy Izama

Charles Kalumiya
*Kampala Associated
Advocates*

Ophelia Kemigisha
Chapter Four Uganda

Sarah Khainza

Brigitte Kusiima Sendi
*Shonubi, Musoke & Co.
Advocates*

Bernard Mukasa
Ortus Advokates

Edline Eva Murungi

Brenda Nakibira

Doreen Nawaali
*Masembe, Makubuya,
Adriko, Karugaba &
Ssekatawa Advocates*

Agatha Ninsiima
*Kampala Associated
Advocates*

UKRAINE

Oleh Andreikiv
Kinstellar Ukraine

Kateryna Borozdina
*International Women's
Rights Center La
Strada-Ukraine*

Maria Dmytriyeva
Feminism UA

Kateryna Ilikchiieva
*Kyiv National
Economics University*

Olena Koptieva
*International
Development
Organization (IDLO)*

Olena Kuchynska
Kinstellar Ukraine

Oleksandra
Palahusynets
Lawyer

Andriy Tsvyvetkov
*Attorneys' Association
Gestors*

UNITED ARAB EMIRATES

Amr Abdel Rehim
Lawyer

Ikram Adnani
Ibn Zohr University

Maitha Al Hashimi
Al Tamimi & Company

Ahmad Bin Meshar Al
Muhairi
*Supreme Legislation
Committee*

Taiba Al Saffar
Al Tamimi & Company

Hussain Almatrood
Al Tamimi & Company

Mohamed Eid
*Freshfields Bruckhaus
Deringer*

Muhammad El Haggan
Rizkana & Partners

Stefania Franchini
Bin Nawi Holding

Diana Hamade
*Diana Hamade
Attorneys at Law*

Sara Khoja
Clyde & Co.

Amr Omran
*Freshfields Bruckhaus
Deringer*

Zisha Rizvi
STA Law Firm

Sheena Shibu
Axiom Telecom

Sami Tannous
*Freshfields Bruckhaus
Deringer*

Sarit Thomas
Clyde & Co.

UNITED KINGDOM

Helen Almond
*Addleshaw Goddard
LLP*

Chloe-Jane Belton
Dechert LLP

Ruth Buchanan
Ashurst LLP

James Conroy
Linklaters LLP

Melissa Conway
*Freshfields Bruckhaus
Deringer*

Stephanie Creese
Linklaters LLP

Alexander Heritage
Ashurst LLP

Renske Hoekstra

Michael Leftley
*Addleshaw Goddard
LLP*

Haya Oathman
Linklaters LLP

Naomi Owen

Evgeniya Rubinina
*Freshfields Bruckhaus
Deringer*

Maria Sonam
*Freshfields Bruckhaus
Deringer*

Peter Staniland
Linklaters LLP

Elizabeth Street-
Thompson
Ashurst LLP

Jeremy Townend
JLWT Consultancy

UNITED STATES

Jessica Childress
The Childress Firm PLLC

Soumyashree Kulkarni
Lawyer

Rebekah Sullivan
*The Law Office of
Rebekah Sullivan, PLLC*

URUGUAY

Leticia Barrios
Bergstein Abogados

Noemi Caballero
*Estudio Bado, Kuster,
Zerbino & Rachetti*

Alvaro Carrau
*Estudio Bado, Kuster,
Zerbino & Rachetti*

Mariana Casella
*Castellán Abogados
Consultores*

Guillermo Duarte
Bergstein Abogados

Mariana Fernandez
*Posadas, Posadas y
Vecino*

Facundo Galeano
Lawyer

Macarena Lopez
*Castellán Abogados
Consultores*

Lucía Seguí
Ferrere Abogados

Agustin Texo
*Estudio Bado, Kuster,
Zerbino & Rachetti*

Pablo Varela
Pérez-Llorca

UZBEKISTAN

Farhod Fayziyev

Ulughbek Mamadjanov
Yaproq LLC

VANUATU

Gemma Pinol Puig
International Consultant

Trisha Randhawa
*Palladium: Make It
Possible*

Mark Stafford
Barrett & Partners

Jin Wen
Geoffrey Gee & Partners

VENEZUELA, RB

Francisco Noel Antonio
Arteaga Vargas
Lawyer

Maria Corina Muskus
Toro

Liliana Ortega Mendoza
COFAVIC

María Cristina Parra de
Rojas
*Escritorio Jurídico Rojas
& Parra SC*

Edward Perez
*Universidad Católica
Andrés Bello*

Karla A. Subero P.
Lawyer

María Gabriela Vicent
Allende
Dentons

VIETNAM

*Freshfields Bruckhaus
Deringer*

Huong Bui
*RHTLaw Taylor Wessing
Vietnam*

Vi Dang
*RHTLaw Taylor Wessing
Vietnam*

Tien Lap Nguyen
NH Quang & Associates

Van Anh Nguyen
*Center for Studies and
Applied Sciences in
Gender, Family, Women
and Adolescents
(CSAGA)*

Kien Trung Trinh
Tilleke & Gibbins

Benjamin Yap
*RHTLaw Taylor Wessing
Vietnam*

WEST BANK AND GAZA

Ashraf Abu Hayyeh
Al-Haq

Mueen Barghouthi
*Institute of Law of
Berzeit University*

Mohannad Kababji
*Al-Kababji Law Office
and Associate*

Mudhi Rishik

YEMEN, REP.

Khaled Al-Gaithi
*Yemen Loan Guarantee
Program (YLG)-Social
Fund for Development*

Emad Algarash
*Yemen Organization for
Defending Rights and
Democratic Freedoms*

Maher Al-Sablani
Maher

Yousouf Al-Showaiter
*Yemen Loan Guarantee
Program (YLG)-Social
Fund for Development*

Laila Anaam
*Yemen Loan Guarantee
Program (YLG)-Social
Fund for Development*

ZAMBIA

*Kasama Municipal
Council*

Wallace Chitungu
*Equitas Legal
Practitioners*

Chiluba Mumba
*Equitas Legal
Practitioners*

Makalo Mwaanza
The Judiciary

Gilbert Mwanza
*Transparency
International Zambia*

Yvonne Kanenga Nawila
*Ministry of Labor and
Social Security*

Faides TembaTemba
Nsofu
Oxfam

Chipili Salati
*Mulenga Mundashi
Kasonde Legal
Practitioners*

Lungisani Zulu
*Equitas Legal
Practitioners*

ZIMBABWE

Precious Chakasikwa
Kantor and Immerman

Slyvia
Chirawu-Mugomba
*Women and Law In
Southern Africa (WLSA)*

Mutsa Gova
Lawyer

Nqobile Munzara

Tatenda Mushanguri
Kantor and Immerman

The World Bank Group's *Women, Business and the Law* examines laws and regulations affecting women's prospects as entrepreneurs and employees across 190 economies. Its goal is to inform policy discussions on how to remove legal restrictions on women and promote research on how to improve women's economic inclusion.

WBL.WORLDBANK.ORG

