# *Women, Business and the Law (WBL)* 2024

## **South Asia** *Women, Business and the Law* indicator performance

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | WBL INDEX | Safety | Mobility | Workplace | Pay | Marriage | Parenthood | Childcare | Entrepren- eurship | Assets | Pension |
| Legal frameworks | **45.9** | **34.4** | **75.0** | **40.6** | **50.0** | **68.8** | **37.5** | **15.6** | **37.5** | **50.0** | **50.0** |
| Supportive frameworks | **31.1** | **28.1** | **66.7** | **4.2** | **25.0** | **62.5** | **20.8** | **6.3** | **50.0** | **16.7** | **31.3** |

## **Global***Women, Business and the Law* indicator performance

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | WBL INDEX | Safety | Mobility | Workplace | Pay | Marriage | Parenthood | Childcare | Entrepren- eurship | Assets | Pension |
| Legal frameworks | **64.2** | **36.3** | **84.7** | **60.0** | **71.6** | **79.2** | **65.4** | **47.6** | **44.2** | **78.8** | **74.5** |
| Supportive frameworks | **39.5** | **38.2** | **65.3** | **27.5** | **32.9** | **53.0** | **33.9** | **30.0** | **39.6** | **29.3** | **45.0** |

* **No reforms were introduced** by region’s 8 economies last year.

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### Legal frameworks

* ***Women, Business and the Law* legal frameworks** assess laws in the books in 8 economies in the South Asia region.
* The average South Asia regional score is **45.9**, considerably lower than the legal index global average of 64.2.
* None of the 8 economies examined in SAR receive a score of 100 in the legal frameworks index, which means that no economy in South Asia has achieved legal gender parity in the areas measured.
* All 8 economies in South Asia score below the global average of 64.2. The highest scoring economy in the region is Nepal (62.5), followed by India (60). The lowest scoring economies are Bangladesh (32.5) and Afghanistan (20.0)
* Economies in the South Asia region perform relatively well in the *Mobility* and *Marriage* indicators, with an average score of 75 and 68.8, respectively. In *Mobility*, 7 out of 8 economies in the region have laws allowing a woman to travel outside the home and travel internationally in the same way as a man. In *Marriage*, all 8 economies in the region have laws allowing women to be “head of household” or “head of family” in the same way as a man.
* In contrast, no economy in the region scores 100 inthe *Safety, Workplace, Parenthood, Childcare* and *Entrepreneurship* indicators.
* Challenges remain, especially in *Childcare* (average score of 15.6) and *Safety* (34.4). In *Childcare*, 4 out of 8 economies have an average score of 0, which means that women in Bhutan, the Maldives, Sri Lanka and Pakistan do not have access to affordable and quality childcare as measured by this indicator. In *Safety*, Bangladesh is the only economy that has an average score of 0 – the economy does not have legislation to address child marriage, sexual harassment, domestic violence and femicide.

### Supportive frameworks

* ***Women, Business and the Law* supportive frameworks** assess the existence of policy mechanisms to implement a specific right, to provide a benefit or enforce a protection.
* The regional average for South Asia in the supportive frameworks index is **31.1**, about 8 points below the global average of 39.5.
* India (54.2) and Nepal (43.3) have the highest scores in the supportive frameworks index in SAR, while Bhutan (15) and Afghanistan (13.3) have the lowest scores.
* When it comes to implementation of the law, countries in the South Asia region perform relatively well in the *Mobility* (66.7) and *Marriage* (62.5) indicators.
* On *Mobility*, for example, the application processes for official identity documents are the same for a woman and a man in all economies. On *Marriage*, 6 economies have a specialized family court, 5 economies provide legal aid for family law disputes, and 4 economies have a fast-track process or procedure for family law disputes.
* In contrast, larger implementation gaps are observed in *Workplace* (4.2) and *Childcare* (6.3) indicators. For example, under the *Workplace* indicator, no economy in SAR has published guidelines on nondiscrimination based on gender in recruitment nor guidelines on flexible work arrangements. Only India has a specialized body tasked with receiving complaints about gender-based discrimination in employment.