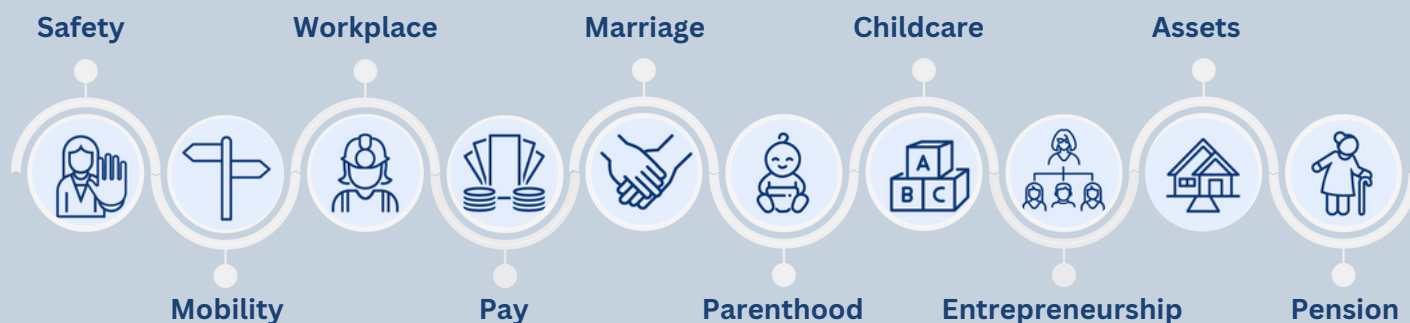


**Women, Business and the Law** (WBL) is a World Bank Group flagship project designed to improve women's labor force participation and entrepreneurship, driving job creation, productivity, and economic growth. By publishing data on laws and policy mechanisms in 190 economies, WBL identifies barriers and enablers to women's economic opportunities, guiding reforms for more dynamic and resilient economies around the world. Structured around the life cycle of a working woman, the dataset presents ten indicators:



To present a fuller picture of the enabling environment for women, **Women, Business and the Law 2024** analyzes de jure laws “on the books”, examines the existence of policy and institutional frameworks supporting the de facto implementation of the law, and gauges experts’ opinions on the outcome of the law for women.

**Women in the East Asia and Pacific region have just 58% of the legal rights afforded to men. Only 34% of mechanisms are in place to support the implementation of laws. Experts in the region perceive that 65% of women enjoy equal rights with men, pointing to real-world implementation issues.**

## Reform Highlights from October 2022 to October 2023

### Malaysia

- ✓ Increased paid maternity leave to 98 days.
- ✓ Introduced paid paternity leave of 7 days.
- ✓ Prohibited dismissal of pregnant workers.
- ✓ Removed restrictions on women's work at night, in industrial or agricultural undertakings, or underground.

[Click here](#) for a full list of reforms

## Regional Performance Legal Frameworks

### Top Performers



Viet Nam (85.0)  
Mongolia (77.5)  
Hong Kong SAR, China  
and Taiwan, China (75.0)

### Most Room for Improvement



Brunei Darussalam (35.0)  
Tonga (40.0)  
Palau, Solomon Islands,  
and Vanuatu (42.5)



**Download**  
WBL 2.0 Economy  
Snapshots

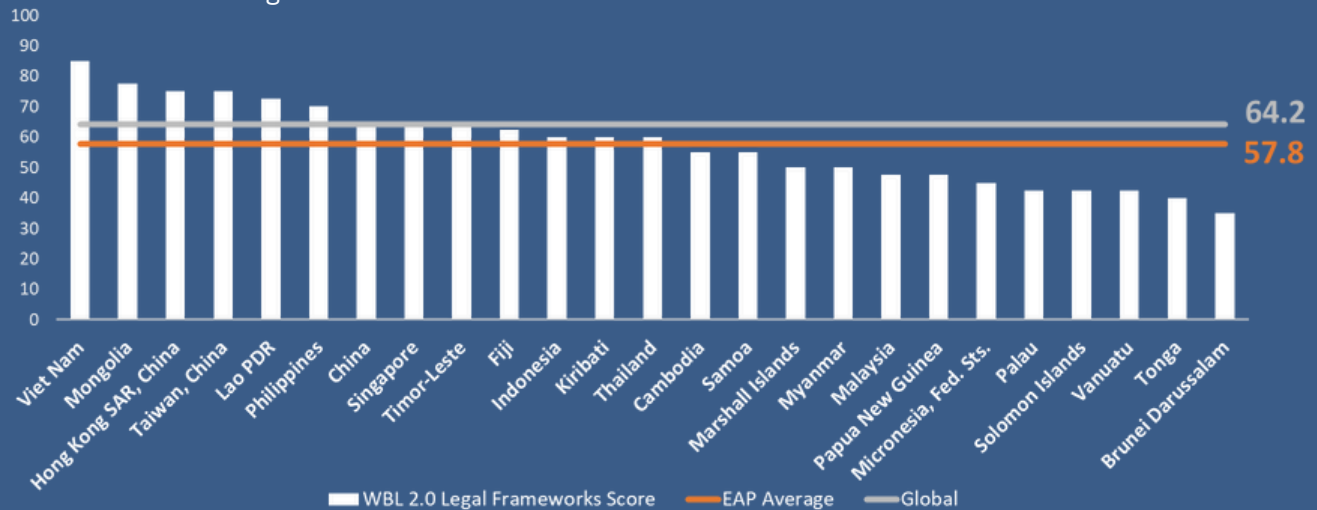


## Good Practice Legal and Policy Examples

The **Philippines** is the only economy in the region with gender-sensitive procurement provisions for public procurement processes, as established in the Government Procurement Policy Board's Resolution No. 01-2023 on Adopting Strategies Towards Gender-Responsive Procurement Policies.

**Taiwan, China** is one of five economies in the region with a clearly outlined application procedure for parents to request financial support from the government for childcare services, which is published online.

Legal Frameworks scores for East Asia & Pacific - WBL 2024 index



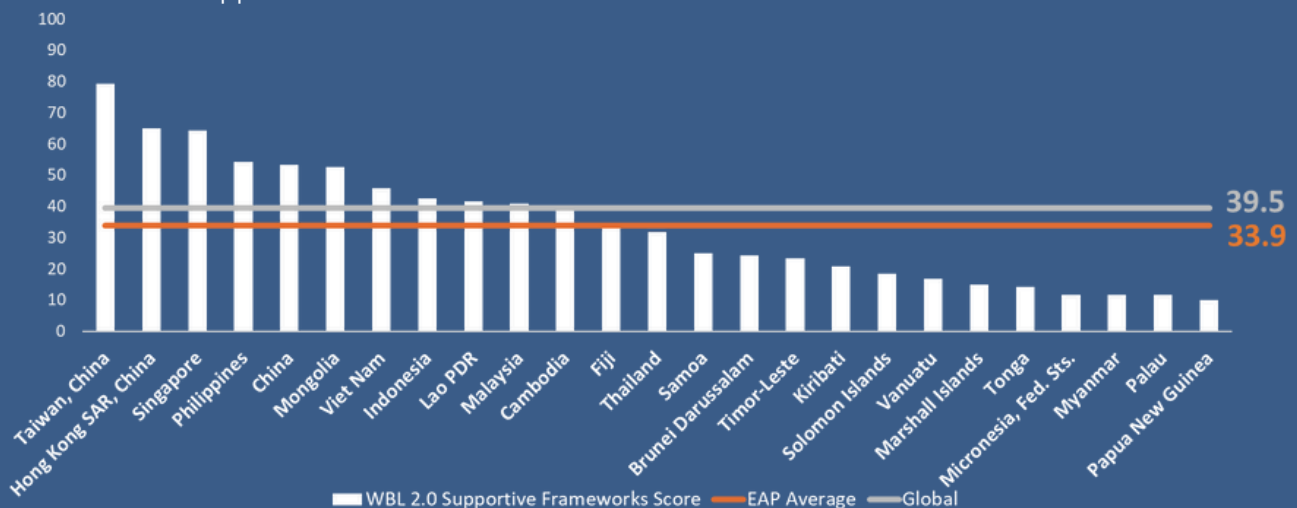
### Legal Frameworks

- No economy has achieved a perfect score of 100, meaning full legal equality in the areas WBL measures.
- The Mobility and Marriage indicators perform relatively well.
- The Parenthood, Childcare, Entrepreneurship, and Safety indicators show room for improvement. Eight economies score 0 on the Parenthood indicator.

### Supportive Frameworks

- EAP's regional average is lower than the global average.
- The Mobility indicator performs relatively well with a regional average score of 61.3.
- All other indicators score below 50, highlighting wide implementation gaps.
- The Parenthood indicator has the lowest average score of 16.

Supportive Frameworks scores for East Asia and Pacific - WBL 2024 index



### Expert Opinions

- Highest scorers: Brunei Darussalam (91.3) and Lao PDR (90.0).
- Experts perceive women's rights to be advanced in Pension, Mobility, and Assets.
- Opinions on Safety and Childcare indicate that women's rights lag in these areas.

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