



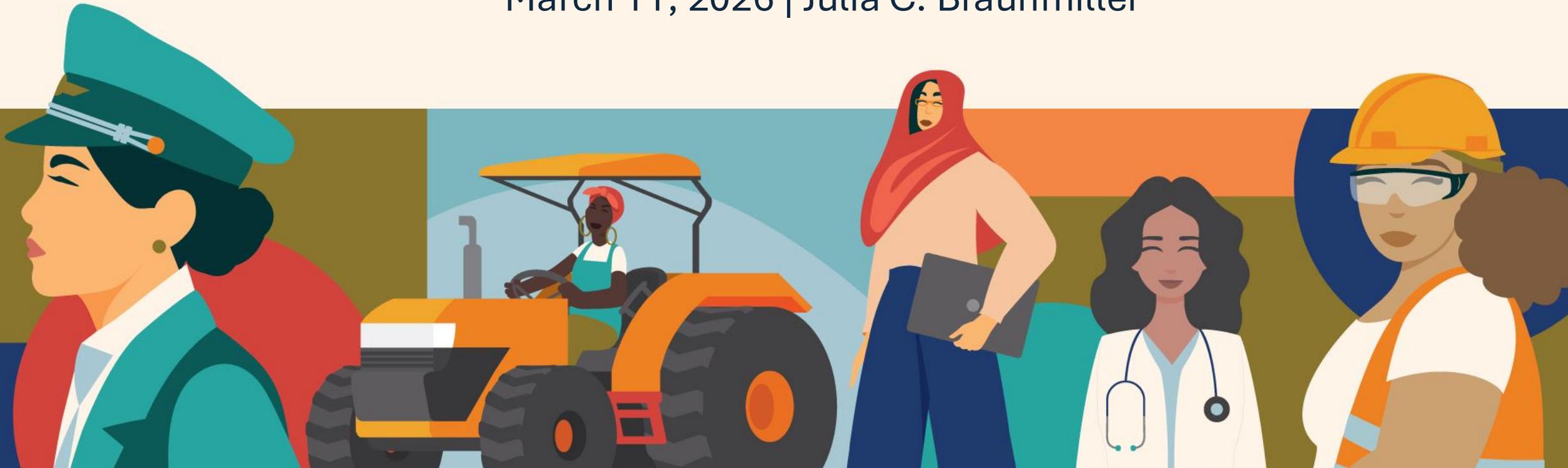
WOMEN, BUSINESS AND THE LAW 2026

Benchmarking Laws for Jobs
and Inclusive Growth

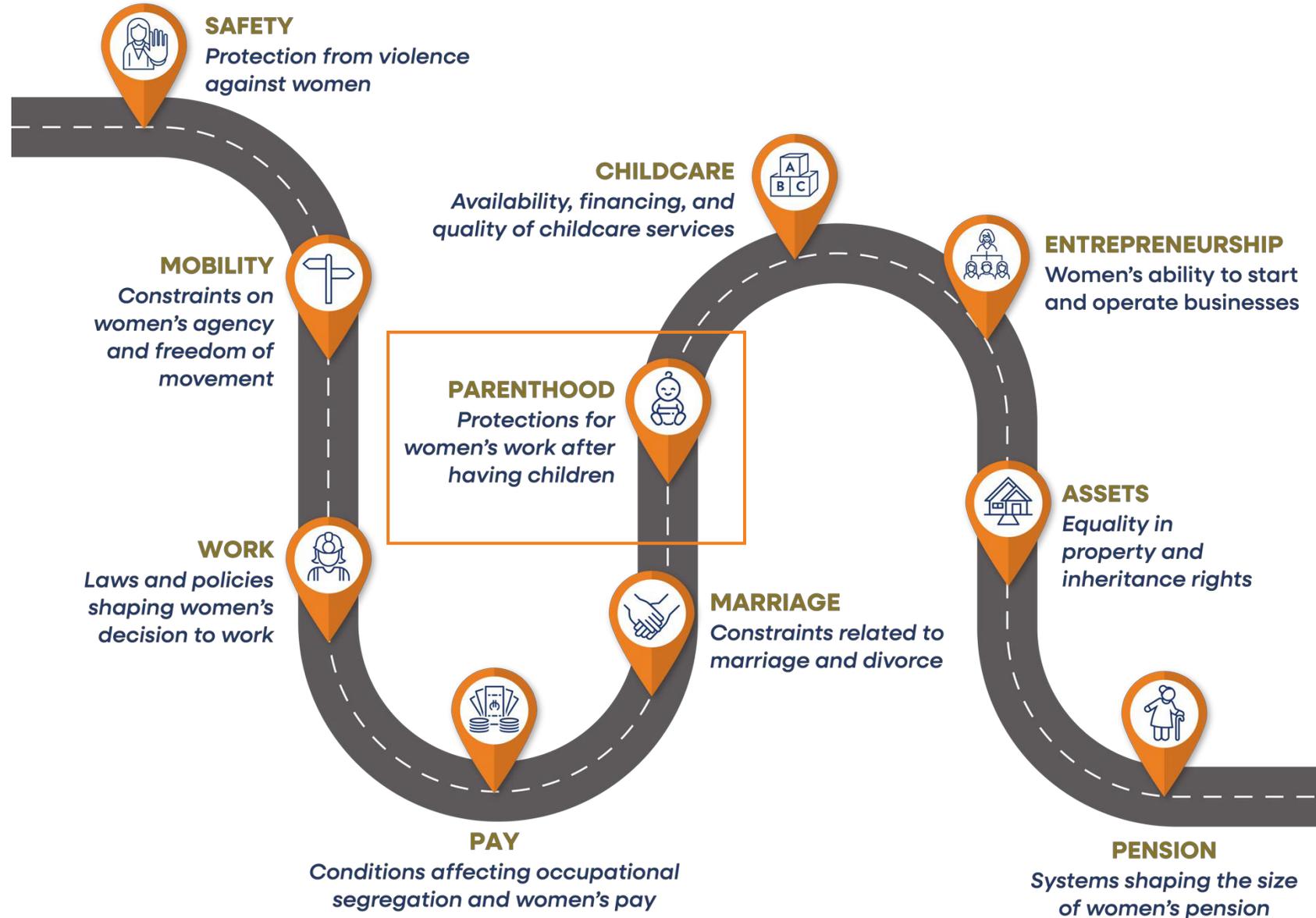


Parental Leave in Law and Practice: Enhancing Women's Equity and Global Development

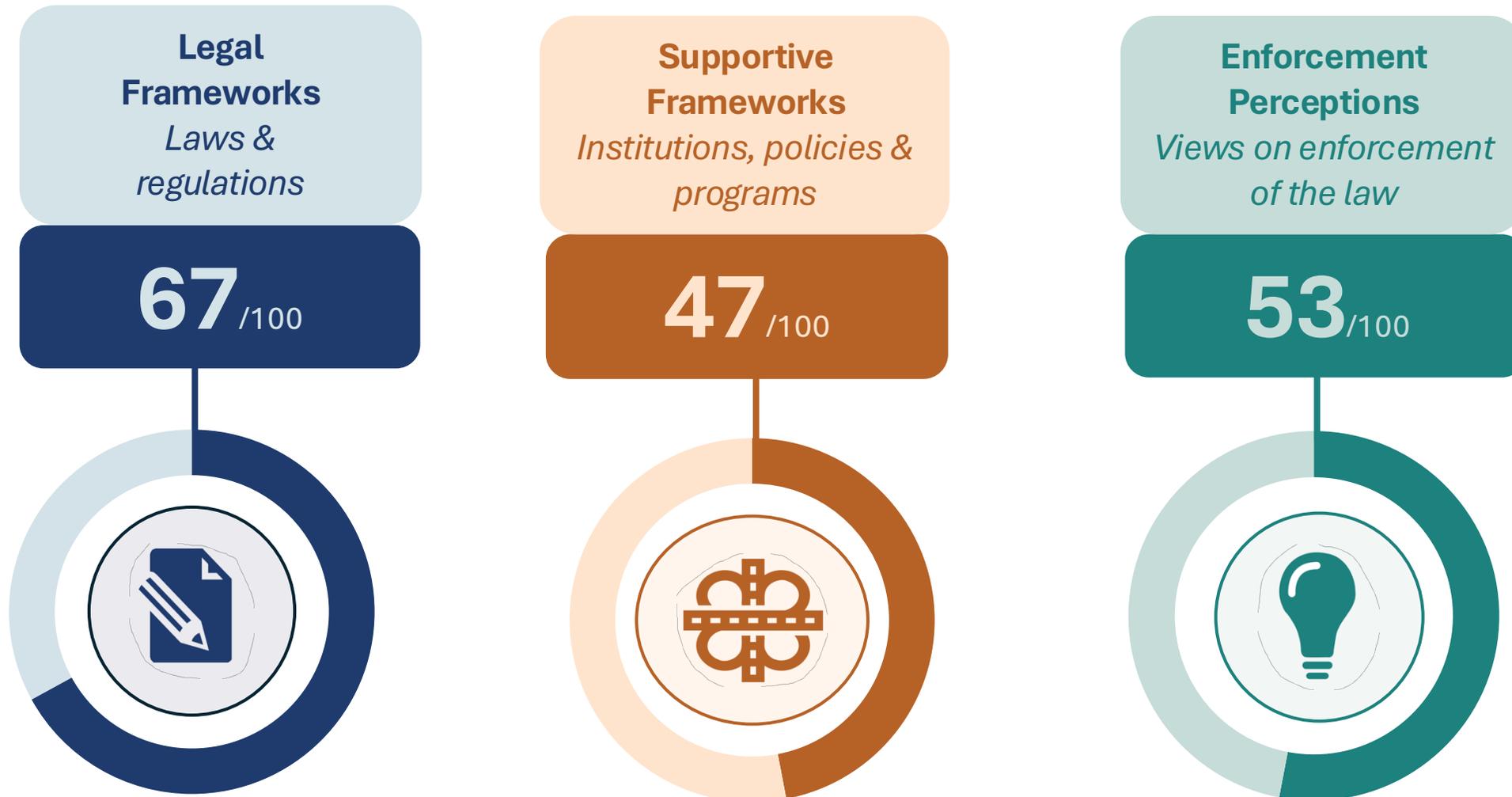
March 11, 2026 | Julia C. Braunmiller



Measuring equal opportunity in every walk of life



Women's economic participation remains incomplete in law and in practice



Addressing mothers' access to work on paper and in practice

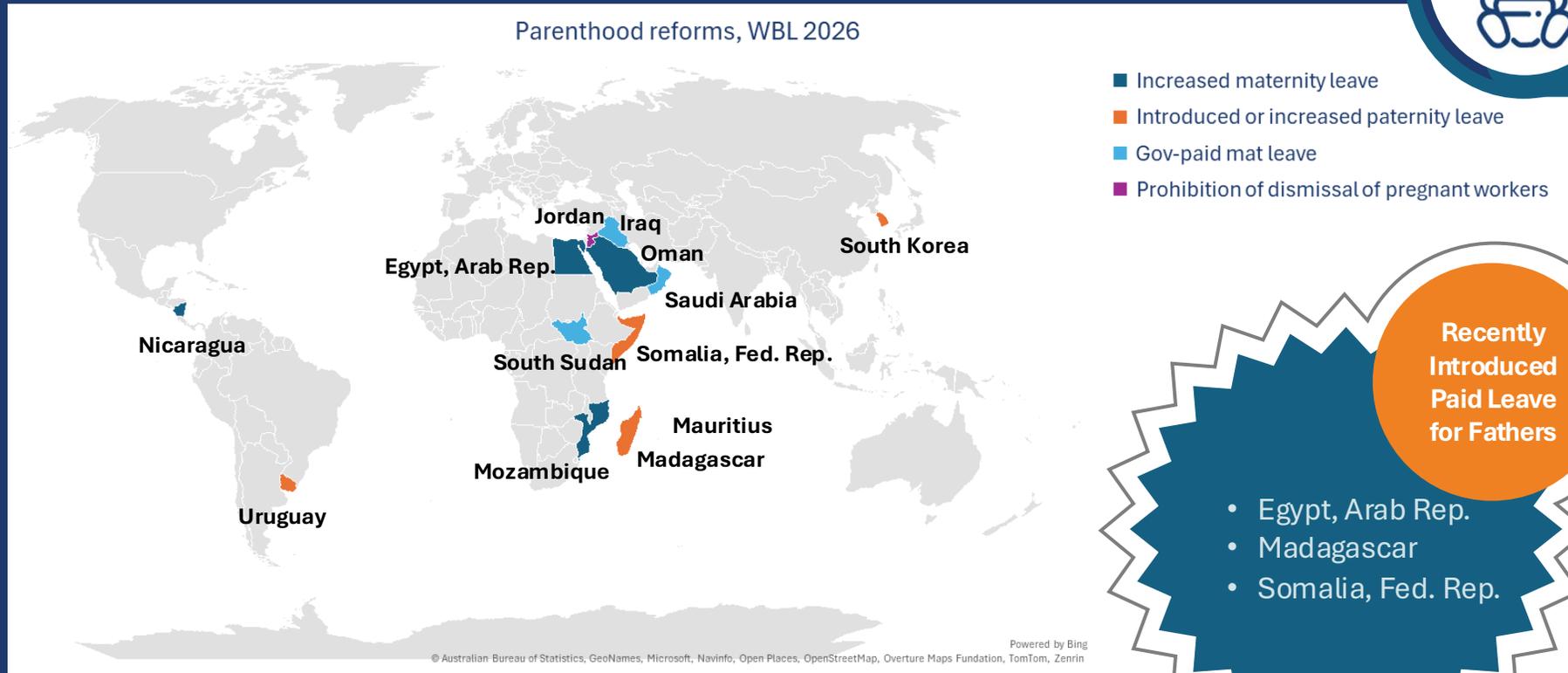


Parenthood: Legal Frameworks	# Economies (out of 190)
Paid leave for mothers > 98 days	123
Leave benefits for mothers paid by the government	100
Paid leave for fathers > 14 days	62
Prohibition of dismissal of pregnant women	155
Parenthood: Supportive Frameworks	
Single government application process for maternity benefits	127
Incentives to encourage fathers to take paternity leave	38
Sex-disaggregated data on unpaid care work	50
Government-led initiatives to promote equal sharing of unpaid care work	57
Parenthood: Enforcement Perceptions	Score
Extent to which laws are enforced and rights upheld	56.14 (out of 100)

Parenthood Reforms, WBL 2026 (2023-2025)



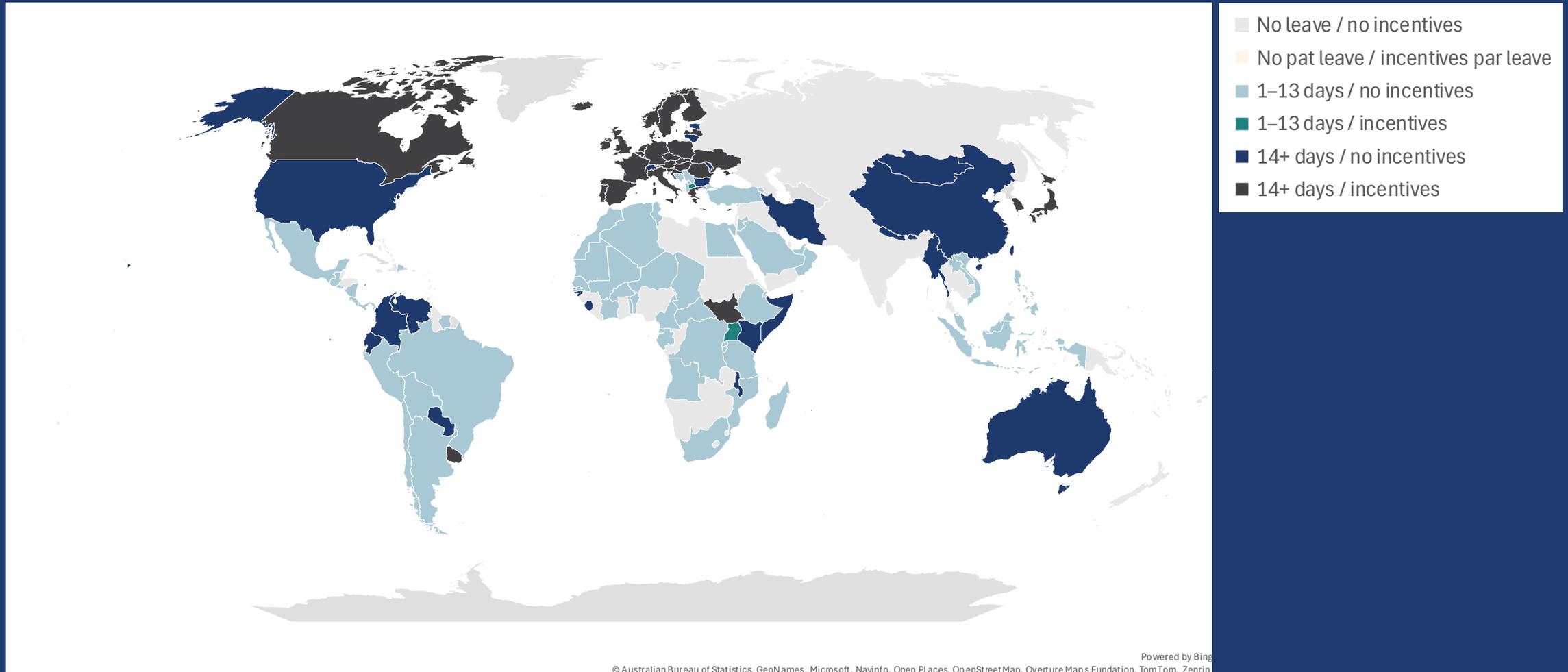
Parenthood
13 economies | 16 reforms
Most reforms introduced or increased the duration of **paid leave** for fathers



Recently Introduced Paid Leave for Fathers

- Egypt, Arab Rep.
- Madagascar
- Somalia, Fed. Rep.

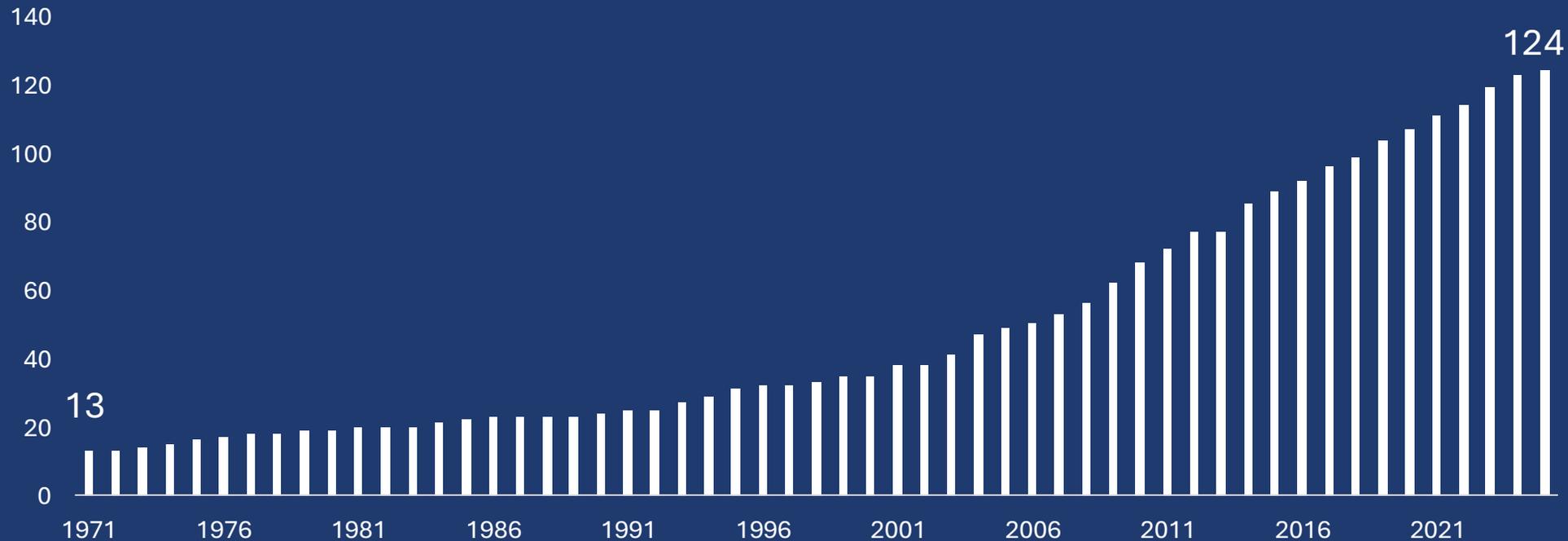
Paid Paternity Leave Days & Incentives to Encourage Uptake



Source: *Women, Business and the Law 2026*

Paid paternity leave reforms, 1971-2026

Number of economies with paid paternity leave, 1971-2026 (WBL report years)



**WBL 2026:
Paid Leave
for Fathers**

- Egypt, Arab Rep.
- Madagascar
- Somalia, Fed. Rep.

Thank you!



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