









# Myanmar

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| <b>50.0</b>                    | <b>11.7</b>                         | <b>N/A</b>                    |

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

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

## Women, Business and the Law 2024 2.0 indicator scores

|                             |  |  |  |  |  |  |  |  |  |  |
|-----------------------------|--|--|--|--|--|--|--|--|--|--|
| WBL 2.0                     | Safety   | Mobility   | Workplace  | Pay  | Marriage   | Parenthood   | Childcare  | Entrepreneurship   | Assets   | Pension  |
| Legal frameworks score      | 0.0  | 100.0  | 25.0   | 50.0   | 100.0  | 75.0   | 25.0   | 25.0   | 75.0   | 25.0   |
| Supportive frameworks score | 50.0   | 33.3   | 0.0  | 0.0  | 0.0  | 0.0  | 0.0  | 33.3   | 0.0  | 0.0  |
| Expert opinions score       | N/A  | N/A  | N/A  | N/A  | N/A  | N/A  | N/A  | N/A  | N/A  | N/A  |

In summary, the **WBL 2.0 legal frameworks score** for Myanmar (50.0 out of 100.0) is lower than the global average (64.2) and lower than the East Asia & Pacific regional average (57.8). When it comes to constraints on freedom of movement and constraints related to marriage, Myanmar obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Myanmar is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Myanmar may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Myanmar (11.7 out of 100.0) is lower than the global average (39.5) and lower than the East Asia & Pacific regional average (33.9). Myanmar does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Myanmar is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Myanmar may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

## WBL 2.0 legal frameworks data

| QUESTION  | ANSWER | LEGAL BASIS  |
|---|--------|--|
| <b>Safety</b>   |        |  |
| Does the law address child marriage?  | No     | No applicable provisions could be located  |
| Does the law address sexual harassment?   | No     | No applicable provisions could be located  |
| Does the law address domestic violence?   | No     | No applicable provisions could be located  |
| Does the law address femicide?  | No     | No applicable provisions could be located  |
| <b>Mobility</b>   |        |  |
| Can a woman choose where to live in the same way as a man?  | Yes    | No restrictions could be located   |
| Can a woman travel internationally in the same way as a man?  | Yes    | No restrictions could be located   |
| Can a woman travel outside her home in the same way as a man?   | Yes    | No restrictions could be located   |
| Do a woman and a man have equal rights to confer citizenship on their spouses and their children?                 | Yes    | Burma Citizenship Law, Arts. 5, 7 and 45   |
| <b>Workplace</b>  |        |  |
| Can a woman get a job in the same way as a man?   | Yes    | No restrictions could be located   |
| Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age? | No     | No applicable provisions could be located  |
| Does the law prohibit discrimination in employment based on gender?   | No     | No applicable provisions could be located  |
| Does the law allow employees to request flexible work?  | No     | No applicable provisions could be located  |
| <b>Pay</b>  |        |  |
| Does the law mandate equal remuneration for work of equal value?  | No     | No applicable provisions could be located  |
| Can a woman work at night in the same way as a man?   | Yes    | No restrictions could be located   |
| Can a woman work in a job deemed dangerous in the same way as a man?  | Yes    | No restrictions could be located   |
| Can a woman work in an industrial job in the same way as a man?   | No     | Factories Act 1951, Secs. 24 and 29; Ministry of Mines Notification No. 125 of 1996, Art. 93 |
| <b>Marriage</b>   |        |  |
| Is the law free of legal provisions that require a married woman to obey her husband?                             | Yes    | No applicable provisions could be located  |
| Can a woman be “head of household” or “head of family” in the same way as a man?                                  | Yes    | No restrictions could be located   |
| Can a woman obtain a judgment of divorce in the same way as a man?  | Yes    | Burma Laws Act 1898, Art. 13   |
| Does a woman have the same rights to remarry as a man?  | Yes    | No restrictions could be located   |
| <b>Parenthood</b>   |        |  |
| Is paid leave of at least 14 weeks available to mothers?  | Yes    | Social Security Law 2012, Sec. 25  |
| Are leave benefits for mothers paid solely by the government?   | Yes    | Social Security Law 2012, Secs. 13, 15, 21, 65 and 79  |
| Is paid leave available to fathers?   | Yes    | Social Security Law 2012, Sec. 28  |
| Is dismissal of pregnant workers prohibited?  | No     | No applicable provisions could be located  |
| <b>Childcare</b>  |        |  |
| Does the law establish the provision of center-based childcare services?  | Yes    | Early Childhood Care and Development Law 2014, Secs. 2 and 8                                 |
| Does the law establish any form of support for families for childcare services?                                   | No     | No applicable provisions could be located  |
| Does the law establish any form of support for nonstate childcare providers?                                      | No     | No applicable provisions could be located  |
| Does the law establish quality standards for the provision of center-based childcare services?                    | No     | No applicable provisions could be located  |
| <b>Entrepreneurship</b>   |        |  |

|  |     |  |
|--|-----|--|
| Can a woman undertake entrepreneurial activities in the same way as a man?                                       | Yes | The Contracts and Registration Rules of 1913; The Companies Act of 2017, Art. 6  |
| Does the law prohibit discrimination in access to credit based on gender?  | No  | No applicable provisions could be located  |
| Does the law prescribe a gender quota for corporate boards?  | No  | No applicable provisions could be located  |
| Does the law include gender-sensitive procurement provisions for public procurement processes?                   | No  | No applicable provisions could be located  |
| <b>Assets</b>  |     |  |
| Do a woman and a man have equal administrative power and ownership rights to immovable property, including land? | Yes | Burma Laws Act 1898, Art. 13; Farmland Law of 2012, Ch. II and III (9); Vacant, Fallow and Virgin Land Management Act, Ch. III (4) |
| Do sons and daughters have equal rights to inherit assets?   | Yes | No restrictions could be located   |
| Do male and female surviving spouses have equal rights to inherit assets?  | Yes | No restrictions could be located   |
| Does the law provide for the valuation of nonmonetary contributions?   | No  | No applicable provisions could be located  |
| <b>Pension</b>   |     |  |
| Are the ages at which a woman and a man can retire with full pension benefits the same?                          | No  | No applicable provisions could be located  |
| Are the ages at which a woman and a man can retire with partial pension benefits the same?                       | No  | No applicable provisions could be located  |
| Is the mandatory retirement age for a woman and a man the same?  | Yes | No applicable provisions could be located  |
| Are periods of absence due to childcare accounted for in pension benefits?                                       | No  | No applicable provisions could be located  |

## WBL 2.0 supportive frameworks data

| QUESTION  | ANSWER | SOURCE  |
|---|--------|---|
| <b>Safety</b>   |        |   |
| Has the government developed comprehensive mechanisms to address violence against women?  | Yes    | National Strategic Plan for the Advancement of Women 2013–2022; One Stop Women Support Centre (OSWSC) |
| Are special procedures in place for cases of sexual harassment?   | No     | Insufficient evidence located   |
| Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women? | Yes    | The Management Committee for NSPAW  |
| Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?                     | No     | Insufficient evidence located   |
| <b>Mobility</b>   |        |   |
| Are passport application processes the same for a woman and a man?  | No     | Passport application procedures   |
| Are the application processes for official identity documents the same for a woman and a man?   | Yes    | ID application procedures   |
| Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?                            | No     | Insufficient evidence located   |
| <b>Workplace</b>  |        |   |
| Does a specialized body receive complaints about gender discrimination in employment?   | No     | Insufficient evidence located   |
| Has the government published guidelines on nondiscrimination based on gender in recruitment?  | No     | Insufficient evidence located   |
| Has the government published guidelines on flexible work arrangements?  | No     | Insufficient evidence located   |
| <b>Pay</b>  |        |   |

|  |     |   |
|--|-----|---|
| Are pay transparency measures or enforcement mechanisms in place to address the pay gap?   | No  | Insufficient evidence located                   |
| Have sex-disaggregated data on employment in different industries or sectors been published?   | No  | Insufficient evidence located                   |
| <b>Marriage</b>  |     |   |
| Is there a fast-track process or procedure for family law disputes?  | No  | Insufficient evidence located                   |
| Are there specialized family courts?   | No  | Insufficient evidence located                   |
| Is legal aid available for family law disputes?  | No  | Insufficient evidence located                   |
| <b>Parenthood</b>  |     |   |
| Is it possible to apply for maternity benefits through a single government application process?  | No  | Insufficient evidence located                   |
| Are incentives in place to encourage fathers to take paternity leave on the birth of a child?  | No  | Insufficient evidence located                   |
| Have sex-disaggregated data on unpaid care work been published?  | No  | Insufficient evidence located                   |
| <b>Childcare</b>   |     |   |
| Is there a publicly available registry or database of childcare providers?   | No  | Insufficient evidence located                   |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?                      | No  | Insufficient evidence located                   |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers? | No  | Insufficient evidence located                   |
| Has the government published any reports on the quality of childcare services?   | No  | Insufficient evidence located                   |
| <b>Entrepreneurship</b>  |     |   |
| Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?  | No  | Insufficient evidence located                   |
| Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?                   | No  | Insufficient evidence located                   |
| Does a current national government plan or strategy focus on women's access to financial services?   | Yes | Myanmar Financial Inclusion Roadmap (2019-2023) |
| <b>Assets</b>  |     |   |
| Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?   | No  | Insufficient evidence located                   |
| Are awareness measures in place to improve women's access to information about marital and inheritance rights?   | No  | Insufficient evidence located                   |
| Have anonymized sex-disaggregated data on property ownership been published?   | No  | Insufficient evidence located                   |
| <b>Pension</b>   |     |   |
| Are incentives in place to increase women's retirement benefits?   | No  | Insufficient evidence located                   |
| Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?                          | No  | Insufficient evidence located                   |