











United States

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
85.0	75.0	62.5

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 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For United States, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (New York City). The scores for United States are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	75.0	100.0	75.0	75.0	100.0	75.0	100.0	75.0	100.0	75.0
WBL 2.0 Supportive frameworks score	75.0	66.7	66.7	100.0	100.0	33.3	75.0	100.0	33.3	100.0
WBL 2.0 Expert opinions score	37.5	100.0	62.5	50.0	100.0	25.0	25.0	75.0	100.0	50.0

In summary, the **WBL 2.0 legal frameworks score** for United States (85.0 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting childcare and laws affecting women’s property and inheritance, United States obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for United States is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, United States may wish to consider introducing legislation on femicide.

The **WBL 2.0 supportive frameworks score** for United States (75.0 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women’s pay, supportive frameworks related to marriage, supportive frameworks related to women starting and running a business and supportive frameworks affecting the size of a woman’s pension, United States obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for United States is on the indicator measuring supportive frameworks

affecting women's work after having children. To improve on the Parenthood indicator, United States may wish to consider making it possible to apply for maternity benefits through a single government application process and putting incentives in place to encourage fathers to take paternity leave on the birth of a child.

The **WBL 2.0 expert opinions score** for United States (62.5 out of 100.0) is lower than the global average (65.7) and lower than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage and expert opinions on women's property and inheritance, United States obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for United States is on the indicator measuring expert opinions on women's work after having children.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	Yes	Domestic Relations Law, Sec. 7; Domestic Relations Act, Secs. 15-a and 22
Does the law address sexual harassment?	Yes	U.S. Code of Federal Regulations: 29 C.F.R., Sec. 1604.11; Administrative Code of the City of New York, Title 8; New York City Administrative Code, Sec. 8-126; Title VII of the Civil Rights Act of 1964, Sec. 2000e-5(e)(3)(B); 18 U.S. Code, Sec. 2261A(2); New York Penal Law, Sec. 240.30
Does the law address domestic violence?	Yes	Violence Against Women Act of 1994, Sub. B, Ch. Sec. 221; N.Y. Soc. Services Law, Art. 6-A, Sec. 459-a, Art. 1(i); Violence Against Women Act Reauthorization Act of 2022, Sec. 2(13); The New York City Administrative Code, Title 8, Sec. 8-102; New York Criminal Procedure Law, Sec. 530.12; New York Family Court Act, Sec. 842; N. Y. Penal Law, Secs. 130.25-130.35
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	NY Domestic Relations Law, Sec. 61
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	Immigration and Nationality Act, 8 USC 1401; Nationality Regulations, 8 CFR 319.1
Workplace		
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?	Yes	New York State Human Rights Law, Art. 296(1)(a); New York City Administrative Code, Art. 8-107(1)(a)
Does the law prohibit discrimination in employment based on gender?	Yes	42 United States Code, Sec. 2000e-2
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
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?	Yes	No restrictions could be located
Marriage		
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	NY Domestic Relations Law, Sec.170
Does a woman have the same rights to remarry as a man?	Yes	NY Domestic Relations Law, Secs. 170-173
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	No	New York Codes, Rules and Regulations, Title 12, Part 358-3.1
Are leave benefits for mothers paid solely by the government?	Yes	New York Codes, Rules and Regulations, Title 12, Sec. 380-7.7
Is paid leave available to fathers?	Yes	New York Codes, Rules and Regulations, Title 12, Part 358-3.1
Is dismissal of pregnant workers prohibited?	Yes	42 United States Code, Sec. 2000e-2
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Official Website of New York City Government; New York State Child Day Care Regulations, Part 413, Sec. 413.2(a)(b)
Does the law establish any form of support for families for childcare services?	Yes	New York Regulations, Part 415, Secs. 415.2 and 415.5; 26 United States Code, Title 26, Sec. 21; Official Government Website of New York State
Does the law establish any form of support for nonstate childcare providers?	Yes	Official Government Website of New York State, Department of Taxation and Finance; United States Code, Title 26, Sec. 45F
Does the law establish quality standards for the provision of center-based childcare services?	Yes	New York State Child Day Care Regulations, Secs. 418-1.8(j), 418-10(d)(6) and 418-1.13(g)(3); New York Social Services Law, Sec. 390(4)
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	NY Business Corporation Law, Sec. 40
Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Credit Opportunity Act, Art. 1691(a)(1)
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?	Yes	Women-Owned Small Business Federal Contract Program, 13 CFR Part 127
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	NY Domestic Relations Law, Sec. 50 and 236B(5)(b)
Do sons and daughters have equal rights to inherit assets?	Yes	NY Estates, Powers and Trusts Law, Sec. 4-1.1(a)(3)
Do male and female surviving spouses have equal rights to inherit assets?	Yes	NY Estates, Powers and Trusts Law, Sec. 4-1.1(a)(2)
Does the law provide for the valuation of nonmonetary contributions?	Yes	NY Domestic Relations Law, Sec. 236B5(c) and (d)(7)
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	42 United States Code, Sec. 416
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	42 United States Code, Sec. 402(a)
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
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Sexual Harassment Prevention Model Policy and Training; Office for the Prevention of Domestic Violence; New York City Health and Hospitals; NYPD Domestic Violence Unit; Special Victims Division, District Attorney, New York County

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 Office on Violence Against Women (OVW); US Department of Justice; New York State Office for the Prevention of Domestic Violence
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	FY 2024 Executive Budget
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	License and ID application procedure
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	New York Executive Law, Sec. 297
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Equal Employment Opportunity Commission: Code of Federal Regulations, Part 1604
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	New York City Administrative Code, Art. 8-107(32); 29 United States Code, Sec. 211
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	U.S. Bureau of Labor Statistics: Employed persons by industry, sex, race, and occupation; U.S. Bureau of Labor Statistics: Employed persons in agriculture and nonagricultural industries by age, sex, and class of worker
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Uniform Rules for N.Y. State Trial Courts, Part 205
Are there specialized family courts?	Yes	New York City Family Court
Is legal aid available for family law disputes?	Yes	New York State Office of Indigent Legal Services
Parenthood		
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?	Yes	Bureau of Labor Statistics: American Time Use Survey - 2022 Results
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Government Website of New York State, Division of Childcare Services
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Government Website of New York State, Division of Childcare Services
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?	Yes	New York City Open Data; Official Government Website
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	U.S. Census Bureau Annual Business Survey Program
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	U.S. Office of Women's Business Ownership; New York Minority and Women Entrepreneurs Program
Does a current national government plan or strategy focus on women's access to financial services?	Yes	National Strategy on Gender Equity and Equality



Assets

Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)? Yes NY Real Property Law, Sec. 378

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

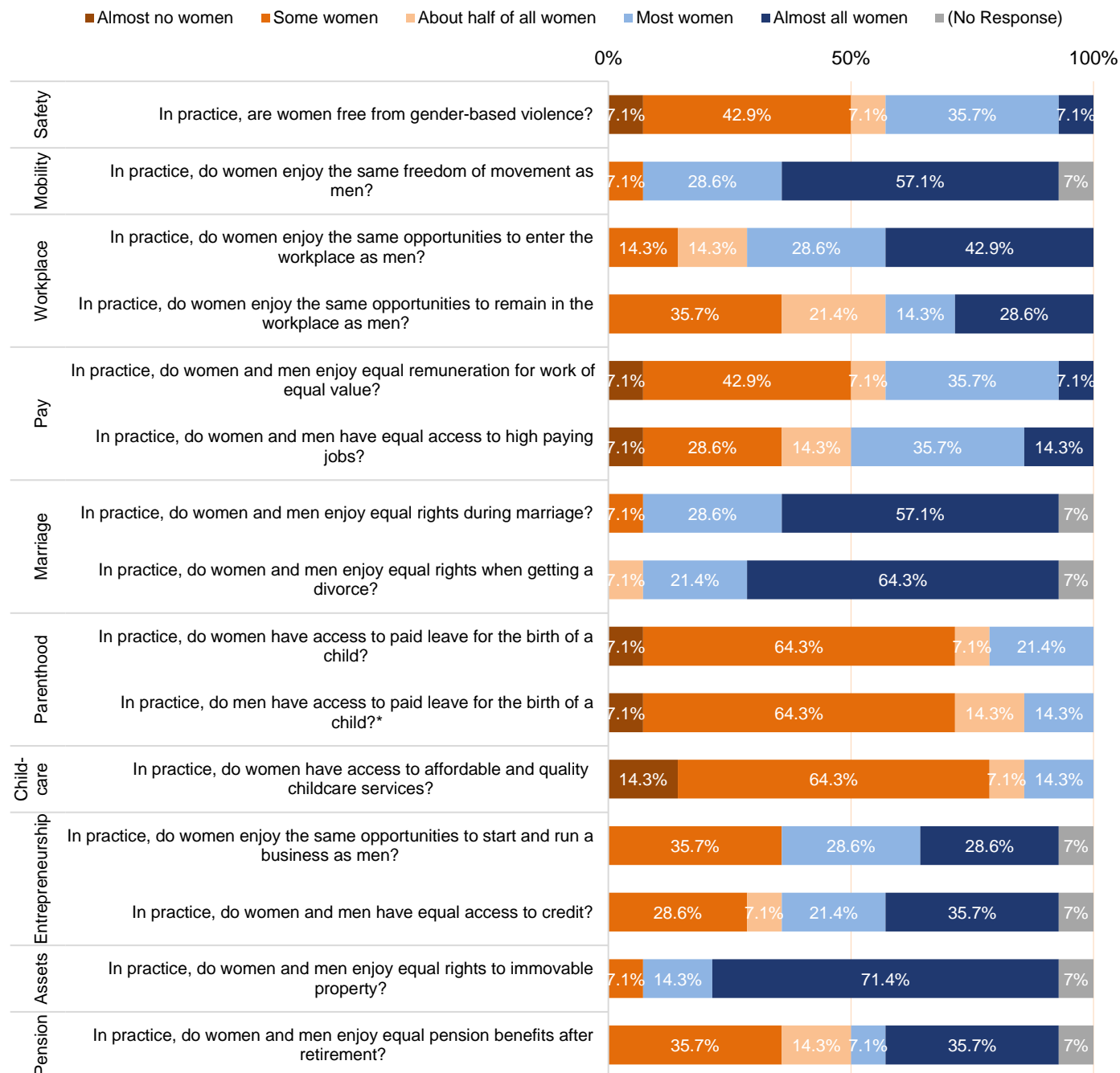
Pension

Are incentives in place to increase women's retirement benefits? Yes 26 United States Code, Sec. 401(k)

Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits? Yes Social Security Administration (SSA) website: Appeal a Decision We Made



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.