



## Introduction

Dear \_\_Data:FirstName\_\_ \_\_Data:LastName\_\_,

Welcome to the *Women, Business and the Law* 2026 **Labor Law** questionnaire for \_\_Data:Survey\_Economy\_\_. You can save your progress and return at any time using the same questionnaire link. We recommend completing this questionnaire on a desktop or laptop for optimal user experience. If collaborating with other colleagues or experts, please ensure that only one person accesses the questionnaire at a time due to technical limitations.

This questionnaire examines **laws** affecting women's labor force participation, including their ability to enter and stay in the labor market, workplace protections, equal pay, family leave policies, the availability, public financing and quality of childcare services, and pension benefits, along with your **perception of their enforcement**. It also contains questions on **policy instruments** that support the implementation of these laws.

### **PRIVACY STATEMENT:**

*By voluntarily answering the below questionnaire, experts are consenting that their personal data, including contact information and demographics, will be retained in a password and access-restricted database by the World Bank Group's Global Indicators Unit (DECIG). All data collected will be retained for the duration of the project. This information will be retained in line with the applicable [WBG Records Retention and Disposition Schedule](#) and with the consent provided. Contact information will be used for the sole purpose of contacting experts and extending invitations to relevant events, and anonymized demographic data will be used for conducting current and future research, in accordance with the [World Bank Group Privacy Policy](#). All personal data will remain strictly confidential within the Unit, will not be shared with third parties, and only specific personal data will be acknowledged on its website or publications per contributor preferences indicated in this questionnaire. Experts can revoke at any time their consent for the processing of their personal data by contacting DECIG using the following email address: wbl@worldbank.org.*

I have read and agree to the privacy statement

## Contributor Information

**Please review the “Recorded Information” column to verify your existing details. If you are a new contributor or need to update your information, please enter the relevant details in the right column. Demographic information (gender and age group) will never be disclosed at the individual or country level.**

	Recorded Information	Updated/New Information
Name		
Title:	__Data:Title__	
First name:	__Data:FirstName__	
Last name:	__Data:LastName__	
Demographic Information		
Gender:	__Data:Gender__	<ul style="list-style-type: none"> <li>• Male</li> <li>• Female</li> <li>• Prefer not to say</li> </ul>
Age group:	__Data:AgeGroup__	<ul style="list-style-type: none"> <li>• Below 25</li> <li>• 25-35</li> <li>• 36-45</li> <li>• 46-55</li> <li>• Over 55</li> <li>• Prefer not to say</li> </ul>
Professional and Educational Information		
Position:  ① e.g. manager, associate, partner	__Data:Position__	
Professional background:	__Data:ProfessionalBackground__	<ul style="list-style-type: none"> <li>• Academic/researcher</li> <li>• Civil society representative</li> <li>• Gender expert</li> <li>• Graduate student in law</li> <li>• Legal professional</li> <li>• Policy or development professional</li> <li>• Other</li> <li>• Prefer not to say</li> </ul>
Years of experience:  ① Years of experience refers to the amount of time an individual has spent working in a relevant field or profession. This measure is utilized to assess the duration of time during which the individual has gained relevant skills, knowledge, and expertise.	__Data:YearsOfExperience__	<ul style="list-style-type: none"> <li>• Less than 2 years</li> <li>• 2-5 years</li> <li>• 6-10 years</li> <li>• 11-20 years</li> <li>• Over 20 years</li> <li>• Prefer not to say</li> </ul>

Highest level of education obtained:	<u>_Data:HighestLevelOfEducationObtained_</u>	<ul style="list-style-type: none"> <li>• Bachelor's</li> <li>• Master's</li> <li>• PhD</li> <li>• Other</li> <li>• Prefer not to say</li> </ul>
<b>Contact Information</b>		
Firm/Institution name:	<u>_Data:CompanyName_</u>	[REDACTED]
Firm/Institution website:	<u>_Data:Website_</u>	[REDACTED]
Email address:	<u>_Data:EmailAddress_</u>	[REDACTED]
Business phone:	<u>_Data:PhoneNumber_</u>	[REDACTED]
Mobile phone:	<u>_Data:MobileNumber_</u>	[REDACTED]

We will gladly acknowledge your contribution on our [website](#), with your authorization. Please fill out the information below and select "Yes" or "No" depending on whether you would like us to publish it.

Information	Publish
Name	Yes/No
Firm/Institution name*	Yes/No
Firm/Institution website	Yes/No
Business phone	Yes/No

*\*If you are not associated with a Firm/Institution, your selected professional background will be published instead. Kindly fill out this field accordingly.*

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## Questionnaire Overview

This questionnaire is structured into the following parts:

### Hypothetical Country Scenarios

This part examines various scenarios in a hypothetical country, where you will assess the extent to which laws are enforced or rights are upheld.

### Legal Frameworks and Enforcement

This part examines existing laws and the extent to which they are enforced by public authorities, including executive, regulatory, and judicial bodies.

### Policy Instruments

The final part examines policy instruments that support the implementation of laws, such as national policies, action plans, monitoring institutions, access to justice measures, government programs, and statistical data.

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## Hypothetical Country Scenarios – Instructions and Assumptions

### Instructions

This part of the questionnaire presents various scenarios in a hypothetical country, **Country A**. For each scenario, you will be asked to assess the extent to which laws are enforced or rights are upheld based on the details provided. This part of the questionnaire asks for your own **perceptions** and **does not require any additional research**.

### Assumptions

- For the purposes of this questionnaire, it is assumed that the questions focus on a woman residing in the main business city of country A.
- Unless otherwise indicated, the woman in question has reached the legal age of majority and is capable of making decisions as an adult, is in good health and has no criminal record.
- The woman in question is a lawful citizen.

### Definitions

- Enforcement: Actively ensuring compliance with the law. This term refers to both the practical implementation of laws and the legal obligation to uphold them.
- Public authorities: Executive, regulatory, and judicial bodies responsible for implementing, monitoring, and upholding laws.

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## Hypothetical Country Scenarios

**Hypothetical Scenario:** In Country A, the law prohibits gender discrimination in employment, and while a few employers have begun to comply and set up internal complaint mechanisms, many employers either do not know the requirements or simply ignore them without facing any consequences. When women file claims, they are usually dismissed or disregarded during the internal mechanisms and/or in a labor court. Moreover, most filers fail to meet the one-month deadline due to the requirement for in-person filing coupled with long lines and irregular court hours caused by understaffing, resulting in automatic rejection of their cases.

**Question:** In your opinion, to what extent do public authorities enforce laws prohibiting gender-based discrimination in employment in Country A, in practice?

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**Hypothetical Scenario:** In Country A, the law prohibits gender discrimination in employment. Some employers understand the legal requirements and have established internal complaint mechanisms, following media coverage of court cases where employers were heavily fined for gender discrimination. When women come forward, cases are often resolved through internal mechanisms and, if necessary, taken to the labor court. However, some filers miss the one-month deadline due to the requirement for in-person filing and the limited hours of the courts, leading to automatic rejection of their cases.

**Question:** In your opinion, to what extent do public authorities enforce laws prohibiting gender-based discrimination in employment in Country A, in practice?

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**Hypothetical Scenario:** In Country A, the law prohibits gender discrimination in employment, and many employers understand the requirements and have set up internal complaint mechanisms, as the government regularly conducts inspections and imposes heavy fines on employers who do not comply. When women come forward, their cases are typically resolved through internal mechanisms and, if necessary, the labor court. While some complainants miss the one-month deadline and their cases are automatically rejected, the availability of online applications has made it easier for many women to meet the filing requirements.

**Question:** In your opinion, to what extent do public authorities enforce laws prohibiting gender-based discrimination in employment in Country A, in practice?



- Not at all
- Rarely
- Moderately
- Mostly
- Fully

Skip Logic: This page applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors.

## Legal Frameworks and Enforcement – Instructions and Assumptions

### Instructions

In this part, you will be asked about laws in \_\_Data:Survey\_Economy\_\_ and your opinion on their enforcement—meaning, the extent to which public authorities actively ensure compliance.

- Enforcement: Actively ensuring compliance with the law. This term refers to both the practical implementation of laws and the legal obligation to uphold them.
- Public authorities: Executive, regulatory, and judicial bodies responsible for implementing, monitoring, and upholding laws (e.g., *authorities responsible for pensions, labor inspectorates, equal employment commissions, labor courts, wage transparency agencies, compliance offices, human rights commissions, etc.*).

You will encounter two types of questions: **legal frameworks questions**, which require knowledge and legal research, and **perception questions**, which are based solely on your experience and perception and do not require research.

Most legal framework questions include a pre-filled answer and the applicable legislation (legal basis). In these cases, the default selection is “No change.”

- **Yes/No (binary) questions:** Selecting “Change” assumes the opposite answer.
- Other (non-binary) questions: If you select “Change,” you will be asked to provide an updated answer.

Please review each pre-filled answer and **select “Change” only if an update to the answer is needed**. You will then be asked to indicate whether the change is due to a newly enacted or amended law and provide the applicable legislation. **If a new or amended law does not affect the pre-filled answer, simply keep “No change” but provide the updated legislation in the comment field.**

For questions without a pre-filled answer, please answer and indicate the applicable legislation. Then, the questionnaire will prompt you to answer questions regarding your perception of how those laws are enforced.

### Assumptions

- For the purposes of this questionnaire, it is assumed that the questions focus on a woman residing in the main business city, \_\_Data:Survey\_City\_\_.
- Unless otherwise indicated, the woman in question has reached the legal age of majority and is capable of making decisions as an adult, is in good health and has no criminal record.
- The woman in question is a lawful citizen of the economy being examined.
- For more information on how to answer the questions, please refer to the [methodology page](#) on our website.

 **Skip Logic:** This page applies only to public sector contributors and it is not included in questionnaires sent to private sector contributors.

## Legal Frameworks – Instructions and Assumptions

### Instructions

In this part, you will be asked about laws in \_\_Data:Survey\_Economy\_\_. Most legal framework questions include a pre-filled answer and the applicable legislation (legal basis). In these cases, the default selection is “No change.”

- **Yes/No (binary) questions:** Selecting “Change” assumes the opposite answer.
- Other (non-binary) questions: If you select “Change,” you will be asked to provide an updated answer.

Please review each pre-filled answer and **select “Change” only if an update to the answer is needed.** You will then be asked to indicate whether the change is due to a newly enacted or amended law and provide the applicable legislation. **If a new or amended law does not affect the pre-filled answer, simply keep “No change” but provide the updated legislation in the comment field.**

For questions without a pre-filled answer, please answer and indicate the applicable legislation.

### Assumptions

- For the purposes of this questionnaire, it is assumed that the questions focus on a woman residing in the main business city, \_\_Data:Survey\_City\_\_.
- Unless otherwise indicated, the woman in question has reached the legal age of majority and is capable of making decisions as an adult, is in good health and has no criminal record.
- The woman in question is a lawful citizen of the economy being examined.
- For more information on how to answer the questions, please refer to the [methodology page](#) on our website.

## Section 1. Work

Most legal framework questions include a pre-filled answer and the applicable legislation (legal basis). In these cases, the default selection is “No change.”

- **Yes/No (binary) questions:** Selecting “Change” assumes the opposite answer.
- Other (non-binary) questions: If you select “Change,” you will be asked to provide an updated answer.

Please review each pre-filled answer and **select “Change” only if an update to the answer is needed.** You will then be asked to indicate whether the change is due to a newly enacted or amended law and provide the applicable legislation. **If a new or amended law does not affect the pre-filled answer, simply keep “No change” but provide the updated legislation in the comment field.**

### 1.1. Does the law prohibit discrimination in recruitment based on marital status, parental status, or age?

(i) Select “Yes” if the law explicitly prohibits employers from discriminating based on marital status, parental status, or age in recruitment. Also select “Yes” if the law mandates a broad prohibition of discrimination based on marital status, parental status, or age and a general prohibition of discrimination in recruitment.

#### 1.1.1. Does the law prohibit discrimination in recruitment based on marital status?

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
<input checked="" type="checkbox"/> <i>Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”</i>
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

#### 1.1.2. Does the law prohibit discrimination in recruitment based on parental status?

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
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<u>_Data:Legal_Basis_</u>
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Has a new law or an amendment been enacted since October 2, 2023?
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 *Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"*

- |   |
|---|
| <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul> |
|---|

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.
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#### 1.1.3. Does the law prohibit discrimination in recruitment based on age?

Answer (from WBL database)	Do you want to propose a change to the answer?
<u>_Data:Answer_</u>	No change/Change

Legal Basis (from WBL database)
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<u>_Data:Legal_Basis_</u>
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Has a new law or an amendment been enacted since October 2, 2023?
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 *Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"*

- |   |
|---|
| <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul> |
|---|

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.
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#### In your opinion, to what extent do public authorities enforce existing legislation prohibiting discrimination in recruitment based on marital status, parental status, or age in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if the prepopulated answer to at least one of questions 1.1.1-1.1.3 is "Yes" and the contributor selects "No change", or if the*

*prepopulated answer to at least one of questions 1.1.1-1.1.3 is "No" and the contributor selects "Change." For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

## 1.2. Does the law prohibit discrimination in employment based on gender?

**(i) Select "Yes" if the law prohibits employers from discriminating based on sex or gender or mandates equal treatment of women and men in employment. Select "No" if the law does not prohibit such discrimination or only prohibits it in one aspect of employment, such as pay or dismissal.**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
<b>Skip Logic:</b> This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities enforce existing legislation prohibiting discrimination in employment based on gender in practice?**

**Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors.. In addition, this question should only be answered if the prepopulated answer to question 1.2 is "Yes" and the contributor selects "No change", or if the prepopulated answer to question 1.2 is "No" and the contributor selects "Change".

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

### **1.3. Does the law allow employees to request flexible work?**

① Flexible work refers to the work arrangement where employees can choose the time or place of work (e.g., flextime and remote work). Select “Yes” if the law gives employees the right or option to request flexibility in time or place of work or if the law mandates equal treatment for employees using and not using flexible work. Select “No” if the law does not give employees the option to request flexibility in time or place of work.

#### **1.3.1. Does the law allow employees to request flex time?**

① Flex time refers to a work arrangement that provides employees the flexibility to choose the time of work.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 **Skip Logic:** This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

#### **1.3.2. Does the law allow employees to request remote work?**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 **Skip Logic:** This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

***In your opinion, to what extent do public authorities enforce existing legislation allowing employees to request flexible work, in practice?***

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if the prepopulated answer to at least one of questions 1.3.1-1.3.2 is “Yes” and the contributor selects “No change”, or if the prepopulated answer to at least one of questions 1.3.1-1.3.2 is “No” and the contributor selects “Change.” For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**1.4. Please include any additional comments and links to laws relevant to this section. Please also let us know if there have been any recent or forthcoming reforms relevant to this section in Data:Survey\_Economy:**

**1.5. Are there any specific challenges to the enforcement of laws in practice that you would like to highlight?**

## Section 2. Pay

### Definitions

- **Remuneration** refers to the ordinary, basic, or minimum wage or salary and any additional emoluments payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising from the worker's employment.
- **Work of equal value** refers not only to the same or similar jobs, but also to different jobs of the same value.

### 2.1. Does the law mandate equal remuneration for work of equal value?

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
<b>☒ Skip Logic:</b> This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

	Answer	Please explain and provide source / legal basis
<b>2.1.1. Is there an equal pay law?</b> <p><b>☒ Skip Logic:</b> This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?" under question 2.1 above.</p>	Yes/No	

<p><b>2.1.1.1. If yes, does the law define “remuneration,” “pay,” “wage,” or “salary” as including BOTH basic wages or salary AND additional work-related payments or benefits?</b></p> <p><b>☒ Skip Logic:</b> This question should only be answered if the answer to question 2.1.1 is “Yes.”</p>	<p>Yes/No</p>	
<p><b>2.1.1.2. If yes, does the law mandate the payment of equal remuneration to male and female employees who perform work that is different in nature but is overall of equal value (i.e., it does not limit the principle of work of equal value to equal work, the same work, similar work, or work of a similar nature)?</b></p> <p><b>☒ Skip Logic:</b> This question should only be answered if the answer to question 2.1.1 is “Yes.”</p>	<p>Yes/No</p>	

**In your opinion, to what extent do public authorities enforce existing legislation on equal remuneration for work of equal value between women and men, in practice?**

**☒ Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies in the following scenarios: (a) if the prepopulated answer to question 2.1 is “Yes” and the contributor selects “No change”; (b) if the prepopulated answer to question 2.1 is “No,” the contributor selects “Change,” and then answers “Yes” to questions 2.1.1, 2.1.1.1, and 2.1.1.2; or (c) if the prepopulated answer to question 2.1 is “Yes,” the contributor selects “Change,” and then answers “Yes” to questions 2.1.1, 2.1.1.1, and 2.1.1.2. For all other scenarios, this question does not apply.

- Not at all
- Rarely
- Moderately
- Mostly

- Fully

## **2.2. Can a woman work at night in the same way as a man?**

### **2.2.1. Can women work the same night hours as men?**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

*Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

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### **2.2.2. Does the law allow public authorities to restrict or prohibit women from working at night?**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

*Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities uphold equal rights between women and men to work at night, in practice?**

 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question should only be answered if the prepopulated answer to question 2.2.1 is "Yes" and the contributor selects "No change", or if the prepopulated answer to question 2.2.1 is "No" and the contributor selects "Change".

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**(OR)**

**In your opinion, to what extent do public authorities enforce existing legislation that restricts a woman's right to work at night, in practice?**

 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question should only be answered if the prepopulated answer to question 2.2.1 is "No" and the contributor selects "No change", or if the prepopulated answer to question 2.2.1 is "Yes" and the contributor selects "Change".

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**2.3. Can a woman work in a job deemed dangerous in the same way as a man?**

 **i** The answer is "No" only where legislation explicitly uses terms such as "hazardous," "arduous," "morally or socially inappropriate" or their synonyms to describe a broad category of jobs that women are legally prohibited from doing.

	Answer (from WBL database)	Do you want to propose a change to the answer?	Legal Basis (from WBL database)
2.3.1. Hazardous	__Data:Answer__	No change/Change	__Data:Legal_Basis__
2.3.2. Arduous	__Data:Answer__	No change/Change	__Data:Legal_Basis__
2.3.3. Morally inappropriate	__Data:Answer__	No change/Change	__Data:Legal_Basis__

Have new laws or amendments been enacted since October 2, 2023?

*Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?” for 2.3.1, 2.3.2, or 2.3.3 above*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**2.3.4. Does the law allow public authorities to restrict or prohibit women from working in dangerous jobs? (i.e.g. the Minister.)**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)

\_\_Data:Legal\_Basis\_\_

Has a new law or an amendment been enacted since October 2, 2023?

*Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities uphold equal rights between women and men to work in jobs deemed dangerous, in practice?**

*Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if for each of questions 2.3.1-2.3.3, the prepopulated answer to the question is “Yes” and the contributor selects “No change”, or the prepopulated answer to the question is “No” and the contributor selects “Change.” For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately

- Mostly
- Fully

(OR)

**For the types of jobs where a woman can work in the same way as a man, *in your opinion*, to what extent do public authorities enforce existing legislation that restricts a woman's right to work in jobs deemed dangerous, in practice?**

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if for each of questions 2.3.1-2.3.3, the prepopulated answer to the question is "No" and the contributor selects "No change", or the prepopulated answer to the question is "Yes" and the contributor selects "Change." For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

(OR)

**For the types of jobs where a woman can work in the same way as a man, *in your opinion*, to what extent do public authorities uphold equal rights between women and men to work in those types of jobs, in practice?**

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if 1) for at least one of questions 2.3.1-2.3.3, the prepopulated answer to the question is "Yes" and the contributor selects "No change", or the prepopulated answer to the question is "No" and the contributor selects "Change," and 2) for at least one of questions 2.3.1-2.3.3, the prepopulated answer to the question is "No" and the contributor selects "No change", or the prepopulated answer to the question is "Yes" and the contributor selects "Change." For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

(OR)

**For the types of jobs where a woman cannot work in the same way as a man, *in your opinion*, to what extent do public authorities enforce existing legislation restricting a woman's right to work in those types of jobs, in practice?**

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if 1) for at least one of questions 2.3.1-2.3.3, the prepopulated answer to the question is "Yes" and the contributor selects "No change", or the prepopulated answer to the question is "No" and the contributor selects "Change," and 2) for at least one of questions 2.3.1-2.3.3, the prepopulated answer to the question is "No" and the contributor selects "No change", or the prepopulated answer to the question is "Yes" and the contributor selects "Change." For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately

- Mostly
- Fully

#### **2.4. Can a woman work in different economic sectors in the same way as a man?**

① Select “Yes” if there are no restrictions on women who are not pregnant or nursing. If the law prohibits women who are not pregnant or nursing from working at night in “industrial undertakings,” select “No” for the industries affected by the restriction.

	Answer (from WBL database)	Do you want to propose a change to the answer?	Legal Basis (from WBL database)
2.4.1. Mining	__Data:Answer__	No change/Change	__Data:Legal_Basis__
2.4.2. Construction	__Data:Answer__	No change/Change	__Data:Legal_Basis__
2.4.3. Manufacturing <i>(i) e.g., factories</i>	__Data:Answer__	No change/Change	__Data:Legal_Basis__
2.4.4. Agriculture <i>(i) e.g., working with certain agricultural materials or equipment</i>	__Data:Answer__	No change/Change	__Data:Legal_Basis__
2.4.5. Transportation <i>(i) e.g., train drivers, truck drivers</i>	__Data:Answer__	No change/Change	__Data:Legal_Basis__
2.4.6. Energy <i>(i) e.g., electrician, working on oil rigs</i>	__Data:Answer__	No change/Change	__Data:Legal_Basis__
2.4.7. Water <i>(i) e.g., plumbers</i>	__Data:Answer__	No change/Change	__Data:Legal_Basis__

Have new laws or amendments been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?” for any of the questions 2.4.1-2.4.7 above*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**2.4.8. Does the law allow public authorities to restrict or prohibit women from working in different economic sectors? (i) e.g. the Minister.**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

*Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.


**In your opinion, to what extent do public authorities uphold equal rights between women and men to work in different economic sectors, in practice?**

*Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if for each of questions 2.4.1-2.4.7, the prepopulated answer to the question is “Yes” and the contributor selects “No change”, or the prepopulated answer to the question is “No” and the contributor selects “Change.” For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

(OR)

**In your opinion, to what extent do public authorities enforce existing legislation that restricts a woman’s right to work in different economic sectors in the same way as a man, in practice?**

*Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if for each of questions 2.4.1-2.4.7, the prepopulated answer to the question is “No” and the contributor selects “No*

change”, or the prepopulated answer to the question is “Yes” and the contributor selects “Change.” For all other scenarios, this question does not apply.

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

(OR)

**For the sectors in which a woman can work in the same way as a man, in your opinion, to what extent do public authorities uphold equal rights between women and men to work in those sectors, in practice?**

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if 1) for at least one of questions 2.4.1-2.4.7, the prepopulated answer to the question is “Yes” and the contributor selects “No change”, or the prepopulated answer to the question is “No” and the contributor selects “Change,” and 2) for at least one of questions 2.4.1-2.4.7, the prepopulated answer to the question is “No” and the contributor selects “No change”, or the prepopulated answer to the question is “Yes” and the contributor selects “Change.” For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

(OR)

**For the sectors in which a woman cannot work in the same way as a man, in your opinion, to what extent do public authorities enforce existing legislation restricting a woman’s right to work in those sectors, in practice?**

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if 1) for at least one of questions 2.4.1-2.4.7, the prepopulated answer to the question is “Yes” and the contributor selects “No change”, or the prepopulated answer to the question is “No” and the contributor selects “Change,” and 2) for at least one of questions 2.4.1-2.4.7, the prepopulated answer to the question is “No” and the contributor selects “No change”, or the prepopulated answer to the question is “Yes” and the contributor selects “Change.” For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**2.5. If the law restricts or prohibits women from doing other jobs or activities not listed above, please describe:**



**2.6. Please include any additional comments and links to laws relevant to this section. Please also let us know if there have been any recent or forthcoming reforms relevant for pay in \_\_Data:Survey\_Economy\_\_:**

**2.7. Are there any specific challenges to the enforcement of laws or the upholding of rights in practice that you would like to highlight?**

## Section 3. Parenthood

### Assumptions

- Both parents work full-time.
- They are married and have no other children, this is the couple's first pregnancy, the woman is pregnant with only one child, the pregnancy and birth have no complications and that the birth of a healthy child takes place on October 1, 2024.
- If cash benefits while on leave are not calculated as a set percentage of the employee's income, assume the employee earns the minimum wage for the food retail sector.

### Definitions

- **Maternity leave** refers to leave available only to the mother for the birth of a child to be taken just before, during and immediately after childbirth.
- **Paternity leave** refers to leave available only to the father for the birth of a child.
- **Shared parental leave** refers to parental leave that can be shared amongst the parents as they choose. "Parental leave" refers to leave available equally to parents— regardless of gender—for the purpose of childcare immediately following maternity and paternity leave or instead of maternity and paternity leave.
- **Parental leave for the mother** refers to days of parental leave reserved specifically for mothers— through "use-it-or-lose-it" policies or mothers' quotas; or an individual entitlement.
- **Parental leave for the father** refers to days of parental leave reserved specifically for fathers— that is, through "use-it-or-lose-it" policies or fathers' quotas; or an individual entitlement.

### 3.1. Is there paid leave available to mothers?

#### 3.1.1. How many days of paid maternity leave are employees legally entitled to?

(i) "Days" refers to calendar days.

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select "Change"
__Data:Answer__	No change/Change	

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
 <i>Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"</i>
• Yes

- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

### **3.1.2. How many days of paid shared parental leave are employees legally entitled to?**

*(i) “Days” refers to calendar days. Shared paid parental leave refers to leave that can be shared by the parents as they see fit. It does not include leave that each parent is individually entitled to.*

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select “Change”
__Data:Answer__	No change/Change	

Legal Basis (from WBL database)

\_\_Data:Legal\_Basis\_\_

Has a new law or an amendment been enacted since October 2, 2023?

* Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

### **3.1.3. How many days of paid parental leave reserved for the mother are employees legally entitled to?**

*(i) “Days” refers to calendar days. This question refers to days of parental leave reserved specifically for mothers—through “use-it-or-lose-it” policies or mothers’ quotas; or an individual entitlement.*

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select “Change”
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		<b>Skip Logic:</b> This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"
__Data:Answer__	No change/Change	

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
<b>Skip Logic:</b> This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

### 3.1.4. What percentage of earnings is received during maternity leave?

Answer	Please explain and provide source / legal basis

### 3.1.5. What percentage of earnings is received during parental leave?

Answer	Please explain and provide source / legal basis

**In your opinion, to what extent do public authorities enforce existing legislation on paid leave for mothers, in practice?**

**Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if for any of questions 3.1.1-3.1.3, the prepopulated answer to the question is greater than zero and the contributor selects "No change", or the prepopulated answer to the question is zero, the contributor selects "Change," and provides an updated answer greater than zero. For all other scenarios, this question does not apply.

- Not at all
- Rarely

- Moderately
- Mostly
- Fully

### 3.2. Who pays or administers maternity and parental leave cash benefits?

Assume the employee earns the minimum wage for the food retail sector. In addition:

- Select “Government” if leave benefits are fully administered by a government entity. Where employees and/or employers contribute to social insurance schemes, the answer is still “Government” because the social insurance agency ultimately administers the benefits. Examples: compulsory social insurance schemes (such as social security), public funds, government-mandated private insurance, government-reimbursement for any benefits paid by an employer directly to an employee.
- Select “Employer” if employers are solely liable for paying benefits. This includes cases where the social insurance system is not yet implemented or is optional, which makes the employer maintain liability for benefits. It also applies where contributions or taxes are mandated only for female employees.
- Select “Employer and Government” if the employer is directly liable for paying a portion of the benefits.
- Select “N/A” if there is no paid leave.

#### 3.2.1. Who pays or administers maternity leave cash benefits?

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select “Change”  <span style="color: #0070C0;">☒</span> <i>Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”</i>
<u>_Data:Answer_</u>	No change/Change	<ul style="list-style-type: none"> <li>• Employer</li> <li>• Government</li> <li>• Employer and Government</li> <li>• N/A</li> </ul>

Legal Basis (from WBL database)
<u>_Data:Legal_Basis_</u>

Has a new law or an amendment been enacted since October 2, 2023?  <span style="color: #0070C0;">☒</span> <i>Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”</i>
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**3.2.2. If the payment of maternity leave benefits is shared between the government and the employer, what is the percentage of benefits paid by the government?**

**Skip Logic:** This question only applies if the prepopulated answer to question 3.2.1 is "Employer and Government" and the contributor selects "No change", or the prepopulated answer to the question is "Employer," "Government," or "N/A," the contributor selects "Change," and provides an updated answer of "Employer and Government." For all other scenarios, this question does not apply.

Answer	Please explain and provide source / legal basis

**3.2.3. Who pays or administers parental leave cash benefits?**

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select "Change"
__Data:Answer__	No change/Change	<ul style="list-style-type: none"> <li>• Employer</li> <li>• Government</li> <li>• Employer and Government</li> <li>• N/A</li> </ul>

Legal Basis (from WBL database)

\_\_Data:Legal\_Basis\_\_

Has a new law or an amendment been enacted since October 2, 2023?

**Skip Logic:** This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities enforce existing legislation regarding who pays or administers maternity and parental leave cash benefits, in practice?**

**☒ Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if for any of questions 3.2.1 or 3.2.3, the prepopulated answer to the question is "Government" or "Employer and Government" and the contributor selects "No change," or the prepopulated answer to the question is "Employer" or "N/A," the contributor selects "Change," and provides an updated answer of "Government" or "Employer and Government." For all other scenarios, this question does not apply.

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

### 3.3. Is there paid leave available to fathers?

#### 3.3.1. How many days of paid paternity leave are employees legally entitled to?

(i) "Days" refers to calendar days.

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select "Change"
__Data:Answer__	No change/Change	<b>☒ Skip Logic:</b> This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"
__Data:Legal_Basis__		

Legal Basis (from WBL database)

\_\_Data:Legal\_Basis\_\_

Has a new law or an amendment been enacted since October 2, 2023?

**☒ Skip Logic:** This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**3.3.2. How many days of paid parental leave reserved for the father are employees legally entitled to?**

*(i) “Days” refers to calendar days. This question refers to days of parental leave reserved specifically for fathers—through “use-it-or-lose-it” policies or fathers’ quotas; or an individual entitlement.*

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select “Change”
__Data:Answer__	No change/Change	     
__Data:Answer__	__Data:Legal_Basis__	     

Legal Basis (from WBL database)

\_\_Data:Legal\_Basis\_\_

Has a new law or an amendment been enacted since October 2, 2023?

*Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**3.3.3. What percentage of earnings is received during paternity leave?**

Answer	Please explain and provide source / legal basis

**3.3.4. Who pays paternity leave cash benefits?**

Answer	Please explain and provide source / legal basis
<ul style="list-style-type: none"> <li>• Employer</li> <li>• Government</li> <li>• Employer and Government</li> </ul>	   

• N/A	
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**In your opinion, to what extent do public authorities enforce existing legislation on paid leave for fathers, in practice?**

 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if for any of questions 3.3.1-3.3.2, the prepopulated answer to the question is greater than zero and the contributor selects “No change”, or the prepopulated answer to the question is zero, the contributor selects “Change,” and provides an updated answer greater than zero. For all other scenarios, this question does not apply.

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

#### **3.4. Is dismissal of pregnant workers prohibited?**

 **(i)** Select “Yes” if pregnancy and childbirth cannot serve as grounds for termination of a contract or if dismissal of pregnant workers and workers who underwent childbirth is considered a form of unlawful termination, unfair dismissal or wrongful discharge. Select “No” if there are no provisions prohibiting the dismissal of pregnant workers and workers who underwent childbirth, or if the law only prohibits the dismissal of pregnant workers during maternity leave or for a limited period of the pregnancy or when their pregnancy results in illness or disability.

Answer (from WBL database)	Do you want to propose a change to the answer?
<u>_Data:Answer_</u>	No change/Change

Legal Basis (from WBL database)
<u>_Data:Legal_Basis_</u>

Has a new law or an amendment been enacted since October 2, 2023?

 **Skip Logic:** This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities enforce existing legislation prohibiting dismissal of pregnant workers, in practice?**

*Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question should only be answered if the prepopulated answer to question 3.4 is "Yes" and the contributor selects "No change", or if the prepopulated answer to question 3.4 is "No" and the contributor selects "Change".*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**3.5. Please include any additional comments and links to laws relevant to this section. Please also let us know if there have been any recent or forthcoming reforms relevant for parenthood in Data:Survey\_Economy:**

**3.6. Are there any specific challenges to the enforcement of laws in practice that you would like to highlight?**

## Section 4. Childcare

### Definitions

- **Center-based childcare services:** early childhood care and education services offered to children aged 0-2 years (including 2 years and 11 months) on a regular basis at formally registered nurseries, day cares, crèches, or preschools. *The primary objective of childcare as a service is caring for children while parents are working while ensuring children are safe and have opportunities to learn and play.*

### 4.1. Availability of childcare services

#### 4.1.1. Provision of childcare services

##### 4.1.1.a. Does the law establish the provision of childcare services by the government?

- (i) Services offered at center-based facilities operated and funded by the government.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

*Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

##### 4.1.1.b. Does the law establish the provision of childcare services by the private centers?

- (i) Privately-run childcare centers can be non-profit or for-profit entities and are not operated and funded by the government.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
<b><i>☒ Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”</i></b>
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

#### **4.1.1.c. Does the law establish the provision of childcare services by the employers?**

**i** Services can be on-site on company premises, off-or-near site not on company premises, including in communities where employees live.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
<b><i>☒ Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”</i></b>
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

#### **4.1.2. Where employers are mandated to provide childcare services, is the mandate conditional on the number of employees regardless of gender?**

Answer	Specify the number of employees	Please explain and provide source/legal basis
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	<b>Skip Logic:</b> This question should only be answered if "Yes" is selected in the "Answer" column to the left.	
• Yes		
• No		

**In your opinion, to what extent do public authorities enforce existing legislation establishing center-based childcare services, in practice?**

**Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if the prepopulated answer to at least one of questions 4.1.1.a-4.1.1.c is "Yes" and the contributor selects "No change", or if the prepopulated answer to at least one of questions 4.1.1.a-4.1.1.c is "No" and the contributor selects "Change." For all other scenarios, this question does not apply.

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

## 4.2. Financing childcare services

### 4.2.1. Support for families

#### 4.2.1.a. Does the law establish financial support for families for childcare services?

(i) Financial support refers to vouchers, allowances, subsidies, cash grants, reimbursements, a one-time payment, or other.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

**Skip Logic:** This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"

• Yes
• No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

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#### **4.2.1.b. Does the law establish tax incentives for families for childcare services?**

ⓘ Tax incentives refer to credits, deductions or exemptions.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

☒ *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities enforce existing legislation establishing financial support and/or tax incentives for families for childcare services, in practice?**

☒ *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if the prepopulated answer to at least one of questions 4.2.1.a-4.2.1.b is “Yes” and the contributor selects “No change”, or if the prepopulated answer to at least one of questions 4.2.1.a-4.2.1.b is “No” and the contributor selects “Change.” For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

#### **4.2.2. Support for nonstate childcare providers**

##### **4.2.2.a. Does the law establish any form of financial support for private childcare centers?**

ⓘ Financial support refers to vouchers, allowances, subsidies, cash grants, reimbursements, a one-time payment, or other.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

#### **4.2.2.b. Does the law establish tax incentives for private childcare centers?**

(i) *Tax incentives refer to credits, deductions or exemptions.*

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**4.2.2.c. Does the law establish any form of financial support for employers for providing or supporting childcare services for their employees?**

(i) *Financial support refers to vouchers, allowances, subsidies, cash grants, reimbursements, a one-time payment, or other.*

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

--

**4.2.2.d. Does the law establish tax incentives for employers for providing or supporting childcare services for their employees?**

(i) *Tax incentives refer to credits, deductions or exemptions.*

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities enforce existing legislation establishing financial support and/or tax incentives for nonstate childcare providers (private centers or employers), in practice?**

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if the prepopulated answer to at least one of questions 4.2.2.a-4.2.2.d is "Yes" and the contributor selects "No change", or if the prepopulated answer to at least one of questions 4.2.2.a-4.2.2.d is "No" and the contributor selects "Change." For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

#### 4.3. Quality of childcare services

##### 4.3.1. Quality standards

###### 4.3.1.a. Does the law establish a caregiver-to-child ratio at childcare centers (public or private)?

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)

\_\_Data:Legal\_Basis\_\_

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

###### 4.3.1.b. Does the law establish a maximum group size at childcare centers (public or private)?

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

• Yes
• No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

[Redacted]

#### 4.3.1.c. Does the law establish a minimum level of specialized education or training for educators at childcare centers (public or private)?

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

• Yes
• No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

[Redacted]

#### 4.3.2. Quality control

**4.3.2.a. Does the law establish mandatory periodic inspections of childcare centers (public or private) by authorized bodies?**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities enforce existing legislation establishing quality standards for center-based childcare services, in practice?**

**Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if the prepopulated answer to at least one of questions 4.3.1.a-4.3.1.c or 4.3.2.a-4.3.2.b is "Yes" and the contributor selects "No change", or if the prepopulated answer to at least one of questions 4.3.1.a-4.3.1.c or 4.3.2.a-4.3.2.b is "No" and the contributor selects "Change." For all other scenarios, this question does not apply.

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**4.4. Please include any additional comments and links to laws relevant to this section. Please also let us know if there have been any recent or forthcoming reforms relevant for childcare in \_\_Data:Survey\_Economy\_\_:**

**4.5. Are there any specific challenges to the enforcement of laws in practice that you would like to highlight?**

## Section 5. Pension

### Assumptions

- Assume that the woman gave birth without complications to two healthy children.
- If transitional provisions gradually increase, decrease or equalize the retirement age, please indicate the retirement ages at the time of your response to this questionnaire, even if the law provides for changes over time.
- If there is no national law on retirement and pension, the answer is “N/A”.

#### 5.1. Are the ages at which a woman and a man can retire the same?

##### 5.1.1. What is the age at which a woman can retire and receive full benefits?

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select “Change”  <b><i>☒ Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”</i></b>
__Data:Answer__	No change/Change	

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?  <b><i>☒ Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”</i></b>
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.  <input type="button" value="Click here"/>
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##### 5.1.2. What is the age at which a man can retire and receive full benefits?

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select “Change”  <b><i>☒ Skip Logic: This question should only be answered if</i></b>
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		<i>"Change" is selected in response to the question "Do you want to propose a change to the answer?"</i>
__Data:Answer__	No change/Change	

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
<input checked="" type="checkbox"/> <i>Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"</i>
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

### 5.1.3. What is the age at which a woman can retire and receive partial pension benefits?

(i) *Partial pension benefits refer to a reduced or proportional minimum old-age pension benefit payable to workers who did not accumulate enough work experience or contributions or have not reached the statutory age to qualify for a minimum old-age pension. This does not include early retirement for health reasons or any other exceptional condition or reason. Please indicate "N/A" if there is no specified age to qualify for retirement with partial benefits.*

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select "Change"
		<input checked="" type="checkbox"/> <i>Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"</i>
__Data:Answer__	No change/Change	

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
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 *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

#### 5.1.4. What is the age at which a man can retire and receive partial pension benefits?

(i) *Partial pension benefits refer to a reduced or proportional minimum old-age pension benefit payable to workers who did not accumulate enough work experience or contributions or have not reached the statutory age to qualify for a minimum old-age pension. This does not include early retirement for health reasons or any other exceptional condition or reason. Please indicate “N/A” if there is no specified age to qualify for retirement with partial benefits.*

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select “Change”
__Data:Answer__	No change/Change	 <i>Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”</i>

Legal Basis (from WBL database)

\_\_Data:Legal\_Basis\_\_

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities enforce existing legislation on retirement ages and benefits, in practice?**

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully
- No applicable legislation exists

## 5.2. Is the mandatory retirement age for a woman and a man the same?

(i) *Mandatory retirement age refers to the age at which workers must cease employment or can be terminated by their employer. Please indicate "N/A" if there is no mandatory retirement age.*

### 5.2.1. What is the mandatory retirement age for a woman?

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select "Change"   <i>Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"</i>
__Data:Answer__	No change/Change	

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

 *Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

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### 5.2.2. What is the mandatory retirement age for a man?

Answer (from WBL database)	Do you want to propose a change to the answer?	Your updated answer if you select "Change"  <span style="color: blue;">☒</span> <i>Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"</i>
__Data:Answer__	No change/Change	

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?  <span style="color: blue;">☒</span> <i>Skip Logic: This question should only be answered if "Change" is selected in response to the question "Do you want to propose a change to the answer?"</i>
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities enforce existing legislation establishing mandatory retirement ages, in practice?**

☒ *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question only applies if the numeric populated answers for both questions 5.2.1 and 5.2.2 are different from "N/A" and the contributor selects "No change", or the prepopulated answer to any question is "N/A," and the contributor selects "Change," and provides an updated numeric answer different from "N/A." For all other scenarios, this question does not apply.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**5.3. Are periods of absence due to childcare accounted for in the calculation of pension benefits?**

(i) *This question is designed to capture the existence of explicit compensating arrangements that offset interruptions in employment and contributory history due to childcare (e.g., maternity leave). The woman*

ceases all paid activity for these periods. If the period covered by a pension credit is conditioned on the age of the child, the period until the child reaches age one year is counted.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?

*Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”*

- Yes
- No

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

[Redacted]

**In your opinion, to what extent do public authorities enforce existing legislation accounting for periods of absence due to childcare in pension benefits, in practice?**

*Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question should only be answered if the prepopulated answer to question 5.3 is “Yes” and the contributor selects “No change”, or if the prepopulated answer to question 5.3 is “No” and the contributor selects “Change”.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

#### 5.4. Does the law mandate equal survivor benefits for spouses?

	Answer	Please explain and provide source / legal basis
5.4.1. Does the law mandate the provision of benefits for surviving spouses?	Yes/No	[Redacted]
5.4.2. Does the law specify equal eligibility criteria for	Yes/No	[Redacted]

widows and widowers to access survivor pension benefits?  <b>Skip Logic:</b> This question should only be answered if the answer to question 5.4.1 is "Yes."		
5.4.3. Does the law specify an equal minimum age at which spouses can receive survivor benefits?  <b>Skip Logic:</b> This question should only be answered if the answer to question 5.4.1 is "Yes."	Yes/No	
5.4.4. Does the law specify that benefit payments are paid in installments for surviving spouses?  <i>(i) Installments denote that benefits are paid periodically, instead of in a lump sum.</i>  <b>Skip Logic:</b> This question should only be answered if the answer to question 5.4.1 is "Yes."	Yes/No	

**In your opinion, to what extent do public authorities enforce existing legislation mandating equal survivor benefits for spouses, in practice?**

**Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question should only be answered if the answer to question 5.4.1 is "Yes."

- Not at all
- Rarely
- Moderately
- Mostly
- Fully

**5.5. Please include any additional comments and links to laws relevant to this section. Please also let us know if there have been any recent or forthcoming reforms relevant for retirement and pensions in \_\_Data:Survey\_Economy\_\_:**

[Redacted]

**5.6. Are there any specific challenges to the enforcement of laws in practice that you would like to highlight?**

[Redacted]

## Section 6. Procurement

### 6.1. Does the law include gender-responsive procurement provisions for public procurement processes?

*(i) Gender-responsive procurement considers gender equality in selecting services, goods, and works. Please consider “Yes” if the law includes (a) gender-responsive measures (e.g., quotas, reserved contracts, certifications); (b) selection or exclusion criteria based on gender (e.g., workplace equality, gender-based violence protections); (c) tie-breaking rules favoring gender-inclusive businesses; or (d) explicit references to sex, gender, or women (general sustainability references are not sufficient).*

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Legal Basis (from WBL database)
__Data:Legal_Basis__

Has a new law or an amendment been enacted since October 2, 2023?
<p><input checked="" type="checkbox"/> <i>Skip Logic: This question should only be answered if “Change” is selected in response to the question “Do you want to propose a change to the answer?”</i></p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

Please click here to: 1) Indicate a different or additional legal basis; 2) Cite a newly enacted or amended law; 3) Indicate if this question is outside your expertise; or 4) Add comments.

**In your opinion, to what extent do public authorities enforce existing legislation on including gender-responsive procurement provisions for public procurement processes, in practice?**

*Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. In addition, this question should only be answered if the prepopulated answer to question 6.1 is “Yes” and the contributor selects “No change”, or if the prepopulated answer to question 6.1 is “No” and the contributor selects “Change”.*

- Not at all
- Rarely
- Moderately
- Mostly
- Fully



**6.2. Please include any additional comments and links to laws relevant to this section. Please also let us know if there have been any recent or forthcoming reforms relevant for procurement in \_\_Data:Survey\_Economy\_\_:**

**6.3. Are there any specific challenges to the enforcement of laws in practice that you would like to highlight?**

## Policy Instruments – Instructions

This final part focuses on policy instruments that support the implementation of laws. These may include national policies and action plans, institutions responsible for monitoring and enforcing laws, access to justice measures, government programs and services, and statistical data. Only instruments that are in place and operational should be considered.

For the purpose of this Part, the “Source” field refers to the official source of information that can be used as a reference to substantiate the answer. Sources can include, for example, the title of an action plan and its issuing agency, the names of institutions, courts, police units, governmental agencies, or the title of sex-disaggregated datasets and their respective issuing agencies. Please provide links to sources where feasible.

### Section 1. Work

Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, or budget allocation in Data:Survey\_Economy regarding each of the following aspects of workplace protection issues for women.

#### 1.1. Does a specialized body receive complaints about gender discrimination in employment?

*(i) A specialized body refers to an entity or an institution that has been established in addition to courts with a constitutional and/or legislative mandate to protect and promote principles of equality. It may take such forms as a human rights commission, ombudsperson, labor tribunal, gender equality commission, etc. It is tasked to receive, investigate and adjudicate (or refer to the competent court) complaints of gender-based discrimination by public and private actors. In the case of discrimination in the workplace, employees do not have to exhaust internal structures before submitting a complaint to this specialized body.*

Answer (from WBL database)	Do you want to propose a change to the answer?
<u>Data:Answer</u>	No change/Change

Source (from WBL database)
<u>Data:Legal_Basis</u>

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

#### 1.2. Does the government provide awareness-raising measures on fair recruitment policies free from discrimination based on gender?

*(i) Awareness-raising measures refer to a set of actions taken by the government to sensitize the private sector on how to implement fair recruitment practices. This includes, but is not limited to, the development of education and training, campaigns and public service announcements, publication and distribution of guidance notes, booklets, and best practice manuals, and the availability of free, comprehensive, and accurate information online through official government websites.*

Answer (from WBL database)	Do you want to propose a change to the answer?
<u>Data:Answer</u>	No change/Change

Source (from WBL database)
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__Data:Legal_Basis__
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Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments
--

**1.3. Does the government provide instructional resources for the private sector to adopt flexible work arrangements?**

- *Instructional resources* refer to materials produced and published by the government to sensitize the private sector on how to implement flexible work arrangements. They include, but are not limited to, the development of education and training, campaigns and public service announcements, publication and distribution of guidance notes, guidebooks, booklets, and best practice manuals, and the availability of free, comprehensive, and accurate information online through official government websites.
- *Flexible work* refers to the work arrangement where employees can choose the time or place of work (e.g., flextime and remote work). Guidelines are printed or digital materials prepared by the relevant public authority and available publicly. They contain specific information about flexible work arrangements and provide definitions, instructions, tools and/or best practices to help employers offer alternative arrangements to their employees.

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
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__Data:Legal_Basis__
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Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments
--

**1.4. Does a national government plan or strategy focus on women's access to the labor market?**

Answer	Please explain and provide source / legal basis
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	

	Answer	Please explain and provide source / legal basis
--	--------	---

<p><b>1.4.1. Does the plan or strategy include measures to increase women's access to the labor market?</b></p> <p>(i) Measures include but are not limited to initiatives to attract and retain women in the workforce (labor demand), training and capacity-building programs for job seekers (labor supply), or efforts to facilitate job matching and placement with a gender focus.</p> <p><b>Skip Logic:</b> This question should only be answered if the answer to question 1.4 is "Yes."</p>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	
<p><b>1.4.2. Does the plan or strategy include institutional arrangements to monitor the implementation of the plan or strategy?</b></p> <p>(i) Institutional arrangements refer to systems, protocols, or administrative bodies tasked with monitoring the implementation of the plan or strategy.</p> <p><b>Skip Logic:</b> This question should only be answered if the answer to question 1.4 is "Yes."</p>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	
<p><b>1.4.3. Does the plan or strategy include indicators and targets?</b></p> <p><b>Skip Logic:</b> This question should only be answered if the answer to question 1.4 is "Yes."</p>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	

## Section 2. Pay

Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, existence of sex-disaggregated data or budget allocation in Data:Survey\_Economy regarding each of the following aspects of equal pay and job restriction issues for women.

### 2.1. Does the government publish anonymized sex disaggregated data on employment and salaries in different economic sectors?

#### 2.1.1. Does the government publish sex disaggregated data on employment in different economic sectors?

*(i) Sex-disaggregated data on occupational sex segregation include separate information about the number or share of women and men employed across sectors and industries. Data must be collected and published by a public entity, such as the national statistics office.*

	Answer (from WBL database)	Do you want to propose a change to the answer?	Publication Date	Source (from WBL database)
Mining	<u>Data:Answer</u>	No change/Change	[REDACTED]	<u>Data:Legal_Basis</u>
Construction	<u>Data:Answer</u>	No change/Change	[REDACTED]	<u>Data:Legal_Basis</u>
Manufacturing <i>(i) e.g., factories</i>	<u>Data:Answer</u>	No change/Change	[REDACTED]	<u>Data:Legal_Basis</u>
Agriculture <i>(i) e.g., working with certain agricultural materials or equipment</i>	<u>Data:Answer</u>	No change/Change	[REDACTED]	<u>Data:Legal_Basis</u>
Transportation <i>(i) e.g., train drivers, truck drivers</i>	<u>Data:Answer</u>	No change/Change	[REDACTED]	<u>Data:Legal_Basis</u>
Energy <i>(i) e.g., electrician, working on oil rigs</i>	<u>Data:Answer</u>	No change/Change	[REDACTED]	<u>Data:Legal_Basis</u>
Water <i>(i) e.g., plumbers</i>	<u>Data:Answer</u>	No change/Change	[REDACTED]	<u>Data:Legal_Basis</u>

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

[REDACTED]

### **2.1.2. Does the government publish sex disaggregated data on employment in the service sector?**

Answer	Date	Please explain and provide source / legal basis
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	[REDACTED]	[REDACTED]

### **2.1.3. Does the government publish sex disaggregated data on salaries paid to workers in different economic sectors?**

(i) Sex-disaggregated data on salaries paid to workers in different economic sectors include separate information about the salaries, remuneration, pay, or wages presented in either exact figures or percentages. Data must be collected and published by a public entity, such as the national statistics office.

	Answer	Date	Please explain and provide source / legal basis
Mining	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	[REDACTED]	[REDACTED]
Construction	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	[REDACTED]	[REDACTED]
Manufacturing  (i) e.g., factories	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	[REDACTED]	[REDACTED]
Agriculture  (i) e.g., working with certain agricultural materials or equipment	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	[REDACTED]	[REDACTED]
Transportation  (i) e.g., train drivers, truck drivers	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	[REDACTED]	[REDACTED]
Energy  (i) e.g., electrician, working on oil rigs	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	[REDACTED]	[REDACTED]
Water  (i) e.g., plumbers	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	[REDACTED]	[REDACTED]
Service sector	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	[REDACTED]	[REDACTED]

## **2.2. Are there pay transparency measures to address the pay gap or mechanisms to enforce equal pay legislation?**

① Pay transparency measures include, but are not limited to, employer pay gap reporting, equal pay audits, certification programs, and gender-neutral job classification systems.

Enforcement mechanisms in place include inspections through a dedicated entity or institution (e.g., labor inspectorates, government regulated auditors, specialized agencies, etc.), incentives (e.g., prizes and awards, certifications, or “naming and shaming”), or sanctions, or fines.

### **2.2.1. Are there pay transparency measures to address the pay gap?**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

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### **2.2.2. Are there enforcement mechanisms to ensure compliance with equal pay legislation?**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

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## **2.3. Are there gender-sensitive occupational safety and health (OSH) public policies applicable to the private sector?**

① Gender-sensitive refers to the ability to acknowledge gender differences and incorporate those into strategies and actions.

Answer	Please explain and provide source / legal basis
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	

**2.4. Are there government-led initiatives aimed at incentivizing women to work in science, technology, engineering and mathematics (STEM) fields?**

(i) *Initiatives refer to structured programs, policies, or a set of actions undertaken and/or supported by governments and public institutions to incentivize women to work in STEM fields. These initiatives may include public policy programs, public awareness campaigns, provision of support services, informational or training programs, scholarships, mentorship, and job placement services, among others.*

Answer	Please explain and provide source / legal basis
<ul style="list-style-type: none"><li>• Yes</li><li>• No</li></ul>	

### Section 3. Parenthood

Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, existence of sex-disaggregated data or budget allocation in Data:Survey\_Economy regarding each of the following aspects of family leave issues for women and men.

#### **3.1. Is it possible to apply for maternity benefits using a single government application process?**

- ① *A single government application process refers to applying for maternity benefits through a single application without additional steps or different government agencies.*

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

#### **3.2. Are incentives in place to encourage fathers to take paternity leave upon the birth of a child?**

- ① *Incentives that promote fathers' uptake of leave may include, but are not limited to, compulsory paternity leave, bonus/cash payments, bonus parental leave, guaranteed job protection, flexible or part-time paternity leave, or higher wage replacement.*

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

#### **3.3. Does the government publish anonymized sex-disaggregated data on unpaid care work?**

- ① *Sex-disaggregated data on unpaid care work include separate information about the time spent by women and men performing tasks related to unpaid care work. Data must be collected and published by a public entity, such as the national statistics office.*

Answer (from WBL database)	Do you want to propose a change to the answer?	Date (from WBL database)
__Data:Answer__	No change/Change	__Data:Answer__

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

**3.4. Are there government-led initiatives aimed at promoting equal sharing of unpaid domestic and care work responsibilities between men and women?**

(i) Initiatives are defined as structured programs, policies, or set of actions undertaken and/or supported by governments and public institutions aimed at promoting the equitable distribution of unpaid domestic and care work between men and women. These initiatives may include but are not limited to public policy programs, public awareness campaigns, provision of support services, informational or training programs, among others.

Answer	Please explain and provide source / legal basis
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	

## Section 4. Childcare

### 4.1. Is there a publicly available registry or database of childcare providers?

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

#### 4.1.1. If the answer is Yes, please indicate the date of when the registry or database was last updated.

*Skip Logic: This question should only be answered if the prepopulated answer to question 4.1 is "Yes" and the contributor selects "No change", or if the prepopulated answer to question 4.1 is "No" and the contributor selects "Change".*

Answer	Please provide the link to the registry/database

### 4.2. Financial Support – Application procedures

#### 4.2.a. Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

**4.2.b. Is there a clearly outlined application procedure to request financial support from the government for childcare services by private centers?**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

**4.3. Does the government publish reports on quality of childcare services (public or private)?**

Answer (from WBL database)	Do you want to propose a change to the answer?
__Data:Answer__	No change/Change

Source (from WBL database)
__Data:Legal_Basis__

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

**4.3.1. If the answer is Yes, are quality reports available at the childcare provider level?**

 *Skip Logic: This question should only be answered if the prepopulated answer to question 4.3 is "Yes" and the contributor selects "No change", or if the prepopulated answer to question 4.3 is "No" and the contributor selects "Change".*

Answer	Please provide the link to the registry/database
<ul style="list-style-type: none"><li>• Yes</li><li>• No</li></ul>	

## Section 5. Pension

Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, or budget allocation in **Data:Survey\_Economy** regarding each of the following aspects of retirement and pension issues for women.

### 5.1. Are incentives in place to increase women's pension benefits?

① *Incentives include, but are not limited to, tax breaks for voluntary savings, contributions that can be carried forward, a subsidy to join the pension scheme early, financial incentives for those with a low income, or other payments and concessions.*

Answer (WBL database)	Do you want to propose a change to the answer?
<u>_Data:Answer_</u>	No change/Change

Source (from WBL database)
<u>_Data:Legal_Basis_</u>

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

### 5.2. Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

① *Procedures may include, but are not limited to, the ability to submit a claim to a judge or government agency to challenge pension benefit decisions. Examples of competent authorities include, but are not limited to, social security institutions, social security administrations, national pension offices, labor or social security tribunals, pension funds, etc.*

Answer (WBL database)	Do you want to propose a change to the answer?
<u>_Data:Answer_</u>	No change/Change

Source (from WBL database)
<u>_Data:Legal_Basis_</u>

Please click here to: 1) Indicate a different or additional source; 2) Add links; or 3) Add comments

### 5.3. Are awareness measures in place to improve access to information about pensions?

- ① Awareness measures include but are not limited to detailed information on pensions or financial security in retirement that is published on a government website (in the language spoken by the majority) or government-led initiatives such as learning activities, programs or informational materials.

Answer	Please explain and provide source / legal basis
<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	

**5.4. Does the government publish anonymized sex-disaggregated data on actual retirement ages and actual amounts of pension benefits?**

- ① Sex-disaggregated data must be collected and published by a public entity, such as the national statistics office or social security or pension administration.

	Answer	Date	Please explain and provide source / legal basis
Actual retirement ages	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>		
Actual amount of received pension benefits	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>		

## Additional Colleagues/Experts and Referrals

Would you like us to acknowledge a colleague or expert you collaborated with on this questionnaire?

Yes/No

**How many additional colleagues or experts would you like to add?**

 *Skip Logic: This question should only be answered if the answer to the previous question is "Yes".*

- 1
- 2
- 3

**Additional colleague/expert(s):** If there are more people whom you would like us to acknowledge, enter their information here. If this includes more than three people, kindly send us an e-mail at [wblabor@worldbank.org](mailto:wblabor@worldbank.org)

 *Skip Logic: The following form will repeat based on the selected number (1, 2, or 3).*

		Additional Colleagues/Experts 1/2/3	Publishing Preference
<b>Name</b>			
Title:	<input type="text"/>		
First name:	<input type="text"/>	Yes/No	
Last name:	<input type="text"/>	Yes/No	
<b>Demographic Information</b>			
Gender:	<ul style="list-style-type: none"> <li>• Male</li> <li>• Female</li> <li>• Prefer not to say</li> </ul>		
Age group:	<ul style="list-style-type: none"> <li>• Below 25</li> <li>• 25-35</li> <li>• 36-45</li> <li>• 46-55</li> <li>• Over 55</li> <li>• Prefer not to say</li> </ul>		
<b>Professional and Educational Information</b>			
Position:  <i>(i) e.g. manager, associate, partner</i>	<input type="text"/>		
Professional background:	<ul style="list-style-type: none"> <li>• Academic/researcher</li> <li>• Civil society representative</li> <li>• Gender expert</li> <li>• Graduate student in law</li> <li>• Legal professional</li> </ul>		

	<ul style="list-style-type: none"> <li>• Policy or development professional</li> <li>• Other</li> <li>• Prefer not to say</li> </ul>	
Years of experience:  <i>① Years of experience refers to the amount of time an individual has spent working in a relevant field or profession. This measure is utilized to assess the duration of time during which the individual has gained relevant skills, knowledge, and expertise.</i>	<ul style="list-style-type: none"> <li>• Less than 2 years</li> <li>• 2-5 years</li> <li>• 6-10 years</li> <li>• 11-20 years</li> <li>• Over 20 years</li> <li>• Prefer not to say</li> </ul>	
Highest level of education obtained:	<ul style="list-style-type: none"> <li>• Bachelor's</li> <li>• Master's</li> <li>• PhD</li> <li>• Other</li> <li>• Prefer not to say</li> </ul>	
<b>Contact Information</b>		
Firm/Institution name:		Yes/No
Firm/Institution website:		
Email address:		
Business phone:		Yes/No
Mobile phone:		

**Referrals:** Please help us by referring us to other experts who can respond to this questionnaire.

First name	Last name	Firm	Phone	E-mail
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

## Questionnaire Feedback

On behalf of the *Women, Business and the Law* (WBL) team, we thank you for your contribution to the WBL 2026 report. Your support is essential to ensuring data quality, and we appreciate your continued engagement. In this section, we invite you to share your interest in contributing to other topics, your insights on the impact of WBL and any feedback you may have on this questionnaire.

### Interest in contributing to other topics

#### 1. Would you be interested in contributing to other topics?

- Yes
- No

#### 2. If the answer is “Yes”, please check all that apply:

 *Skip Logic: This question should only be answered if the answer to question 1 is “Yes”.*

- Family Law
- ① *Examines laws affecting women’s agency, entrepreneurship, mobility, and access to property.*
- Laws Protecting Women from Violence
- ① *Examines laws and policies protecting women from child marriage, sexual harassment, domestic violence, and femicide.*

### Women, Business and the Law impact

#### 1. Do you have any stories or insights on how WBL data has impacted women’s lives in your country?

#### 2. What are the benefits of responding to WBL questionnaires? Please select the top three options based on your preference.

- Building expertise in gender equality and women’s economic empowerment
- Association with high quality data and research produced by the World Bank
- Interest in being a member of a global network of experts
- Acknowledgement on the website
- Obtaining a certificate of completion
- Helping to reform laws in my country to empower women and girls
- Other

If “Other”, please specify:

 *Skip Logic: This question should only be answered if “Other” is selected.*

## Questionnaire feedback

1. The WBL team is very keen on collaborating with you in the future to continue our efforts to identify barriers to women's economic participation and encourage the reform of discriminatory laws. To ensure future contributions, would you be willing to share how we can improve our questionnaires by answering the following questions?

- Yes
- No

*Skip Logic: The following three questions should only be answered if the answer to question 1 is "Yes".*

2. How easy was it to respond to the questionnaire?

- Easy
- Somewhat easy
- Somewhat difficult
- Difficult

3. In your opinion, what can be improved? Please check all that apply.

- Questionnaire design
- Questionnaire length
- Communication around the questionnaire (reminders, follow up)
- Instructions on how to complete the questionnaire
- Deadline to complete the questionnaire
- Other

Please specify:

4. How likely are you to recommend responding to a WBL questionnaire to a colleague, and why?

- Highly likely
- Likely
- Somewhat likely
- Not likely

Please specify:



**Thank you for completing our questionnaire!**

We sincerely appreciate your participation in the *Women, Business and the Law* project.

The results will be published on our website: <https://wbl.worldbank.org>

Your work will be gratefully acknowledged if you so choose.