

# **Timor-Leste**



*Women, Business and the Law* 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law* 2.0 indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Timor-Leste, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Dili). The scores for Timor-Leste are shown in the table below.

	R	Þ			¥.	Ċ,	A B C			
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepren- eurship	Assets	Pension
Legal frameworks score	25.0	100.0	50.0	100.0	75.0	75.0	0.0	25.0	100.0	100.0
Supportive frameworks score	50.0	66.7	0.0	0.0	0.0	33.3	0.0	33.3	0.0	50.0
Expert opinions score	25.0	50.0	25.0	25.0	25.0	37.5	0.0	25.0	25.0	75.0

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

In summary, the **WBL 2.0 legal frameworks score** for Timor-Leste (65.0 out of 100.0) is higher than the global average (64.2) and higher than the East Asia & Pacific regional average (57.8). When it comes to constraints on freedom of movement, laws affecting women's pay, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Timor-Leste obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Timor-Leste is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Timor-Leste may wish to consider legally establishing provision of childcare services in center-based settings, introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Timor-Leste (23.3 out of 100.0) is lower than the global average (39.5) and lower than the East Asia & Pacific regional average (33.9). Timor-Leste does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of



WOMEN, BUSINESS AND THE LAW 2024

the lowest scores for Timor-Leste is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Timor-Leste may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Timor-Leste (31.3 out of 100.0) is lower than the global average (65.7) and lower than the East Asia & Pacific regional average (64.8). Timor-Leste does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Timor-Leste is on the indicator measuring expert opinions on childcare.

#### WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Domestic Violence Law, Art. 2(2)(a)-(d), 35, and 37; Penal Code, Arts. 52(2)(I), 154, and 173(a)
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Decree-Law No. 12/2017, Amending Decree-Law 52/2016, Arts. 14 and 16; Ministerial Resolution No. 10/2017
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 1561
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Nationality Law No. 9/2002, Arts. 9 and 11
Workplace		
Can a woman get a job in the same way as a man?	Yes	Civil Code, Art. 1569
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law, Art. 6
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor Law, Sec. 38(1)
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Arts. 1562 and 1944
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Arts. 1559 and 1560
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 1494
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	No	Labor Law, Art. 59(1)
Are leave benefits for mothers paid solely by the government?	Yes	Decree-Law No. 18/2017, Art. 4(2); Labor Law, Arts. 59 and 61



WOMEN, BUSINESS AND THE LAW 2024

Is there paid leave available to fathers?	Yes	Labor Law, Art. 60(1)
Is dismissal of pregnant workers prohibited?	Yes	Labor Law, Art. 65
Childcare	103	Labor Law, Art. 00
Does the law establish provision of childcare services in center- based settings?	No	No applicable provisions could be located
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Commercial Companies Act of 2017, Art. 13; Civil Code, Art. 1572
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 126, 1559, 1570 and 1574; Law No. 6 of 2017, Art. 11
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 2000(1)(a) and 2006
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 2006, 2008 and 2011
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 1610 and 1615-1617
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Decree-Law No. 17/2017, Arts. 17 and 18
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	Labor Law, Art. 47(c)
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Decree-Law No. 18/2017, Art. 13

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Safe Room (Fatin Hakmatek); National Action Plan Against Gender- Based Violence 2022-2032; Timor-Leste National Police (PNTL) Vulnerable Persons Unit (VPU)
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	National Action Plan Against Gender-Based Violence 2022-2032
Mobility		





hen? <ul> <li>We the application processes for official identity documents he same for women and men?</li> <li>Sthere a current policy or plan that explicitly considers the papedic mobility needs of women in public transportation?</li> <li>No</li> <li>Insufficient evidence located <ul> <li>Insufficient evidence located</li> </ul> </li> <li>Insufficient evidence located</li> <li>Insufficient evidence locat</li></ul>			
he same for women and men? before a current public transportation? No insufficient evidence located isorination based on gender in recurringer? Has the government published guidelines on flexible work rangement? As the government published guidelines on flexible work rangement? As the government published guidelines on flexible work the there government published guidelines on flexible work there application for government? No insufficient evidence located there application for government there a langer dualization for family law there application framily is wid sputes? No insufficient evidence located the provides? No insufficient evidence located the provides provides y government for childcare services y provides? No insufficient evidence located the providence provides? No insufficient evidence located the provide support from the gove	Are passport application processes the same for women and men?	Yes	Passport application procedures
specific mobility needs of women in public transportation? Workplace Has the government published guidelines on nerview of the subsection of the subsection guidelines on fictible work in the subsection guideline on family law disputes? No insufficient evidence located insufficient evidence locat	Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Isa the government published guidelines on non	Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<ul> <li>discrimination based on gender in recruitment?</li> <li>Has the government published guidelines on flexible work for the service of the ser</li></ul>	Workplace		
arrangements? before a specialized body that receives complaints about on insufficient evidence located solution in employment? Pay the threr pay transparency measures or enforcement mechanisms to address the gender pay gap? is sex-disaggregated data on employment in address the gender pay gap? sex-disaggregated data on employment in address or procedure for family law is providence located insufficient evidence located insufficient evidence located insufficient evidence located is legal aid available for family law disputes? No insufficient evidence located is legal aid available for family law disputes? No insufficient evidence located is legal aid available for family law disputes? No insufficient evidence located is legal aid available for family law disputes? No insufficient evidence located is legal aid available for family law disputes? No insufficient evidence located is legal aid available for family law disputes? No insufficient evidence located is legal aid available for family law disputes? No insufficient evidence located is legal aid available for family law disputes? No insufficient evidence located is legal aid available for family law disputes? No insufficient evidence located is legal aid available registry or database of childcare is not as providence located is legal aid available registry or database of childcare is evices as publicly available registry or database of childcare services as publicient evidence located is legal augurt from the government for childcare services as y one-state childcare providers? No insufficient evidence located is support from the government for childcare services as y one-state childcare providers? No insufficient evidence located is support from the government for childcare services are providence located is services within the last 3 years? Entrepreneurship, or women-womed business activities, anter providers? No insufficient evidence located insufficient evidence located insufficient evidence located insufficient evidence located insuffic	Has the government published guidelines on non- discrimination based on gender in recruitment?	No	Insufficient evidence located
gender discimination in employment?       Pay         Pay       No       Insufficient evidence located         we there pay transparency measures or enforcement mechanisms to address the gender pay gap?       No       Insufficient evidence located         sex-disaggregated data on employment in industries or sectors published at least on an annual casi?       No       Insufficient evidence located         Warriage       No       Insufficient evidence located       No         Isters a fast-track process or procedure for family law       No       Insufficient evidence located         Stepal aid available for family law disputes?       No       Insufficient evidence located         Parentbood       No       Insufficient evidence located         gevennent application process?       No       Insufficient evidence located         Are there a casing output of maternity benefits through a single       Yes       Decree-Law 18/2017, Art. 24 (2)         gevennent in of a child?       No       Insufficient evidence located         could blabed?       No       Insufficient evidence located         could blabe fast or unit of a child?       No       Insufficient evidence located         could blabe fast or unit of a child?       No       Insufficient evidence located         could blabe fast or unit of a child?       No       Insufficient evidence located	Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?         No         Insufficient evidence located           S sex-disaggregated data on employment in different industries or sectors published at least on an annual asis?         No         Insufficient evidence located           Warriage strate         Insufficient evidence located         Insufficient evidence located           Warriage strate         No         Insufficient evidence located           S sex-disaggregated data on employment in disputes?         No         Insufficient evidence located           Are there specialized family law disputes?         No         Insufficient evidence located           Parentboot         Insufficient evidence located         Insufficient evidence located           Parentboot         Insufficient evidence located         Insufficient evidence located           S to posible to apply for maternity benefits through a single government application process?         No         Insufficient evidence located           Parentboot         Insufficient evidence located         Insufficient evidence located           Childcare         No         Insufficient evidence located           Parentboot         Insufficient evidence located         Insufficient evidence located           Childcare         S cashy outlined application procedure to request inancial support from the goverinment for childcare services y pron-state childcare providers?<	Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
mechanism to address the gender pay gap?is ear-disaggregated data on employment in different industries or sectors published at least on an annual pasis?NoInsufficient evidence locatedWarriageInsufficient evidence locatedInsufficient evidence locatedSt here a fast-track process or procedure for family lawNoInsufficient evidence locatedSt here a fast-track process or procedure for family law disputes?NoInsufficient evidence locatedAre there specialized family courts?NoInsufficient evidence locatedSt parenthoodVesDecree-Law 18/2017, Art. 24 (2)Overnment application process?NoInsufficient evidence locatedAre sex-disaggregated data on unpaid care work been oublished?NoInsufficient evidence locatedChildcareNoInsufficient evidence locatedSt here a publicly available registry or database of childcare sony areas?NoInsufficient evidence locatedSt here a clearly outlined application procedure to request inancial support from the government for childcare services yo parents?NoInsufficient evidence locatedSt here a clearly outlined application procedure to request inancial support from the government for childcare services yo parents?NoInsufficient evidence locatedSt here a clearly outlined application procedure to request inancial support from the government box on quality of and as avaitable for childcare services yo no-state childcare providers?NoInsufficient evidence locatedSt here a clearly outlined application procedure to request inancial support from the government or childca	Рау		
different industries or sectors published at least on an annual asis?MarriageMarriageNoInsufficient evidence locatedSthere a fast-track process or procedure for family lawNoInsufficient evidence locatedSte per a fast-track process or procedure for family law disputes?NoInsufficient evidence locatedAre there specialized family courts?NoInsufficient evidence locatedParenthootPer entocess?NoInsufficient evidence locatedOperation of a child?NoInsufficient evidence locatedAre interview in place to encourage fathers to take paternity powernment polication process?NoInsufficient evidence locatedChildcareNoInsufficient evidence locatedObside?Insufficient evidence locatedChildcareNoInsufficient evidence locatedObside?Insufficient evidence locatedChildcare servicesNoInsufficient evidence locatedSt here a clearly outlined application procedure to request inancial support from the government for childcare services yo parents?NoInsufficient evidence locatedSt here a clearly outlined application procedure to request inancial support from the government for childcare services yo parents?NoInsufficient evidence locatedSt here a clearly outlined application procedure to request inancial support from the government for childcare services yo no-state childcare providers?NoInsufficient evidence locatedSt here a clearly outlined application procedure to request inancial su	Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
is there a fast-track process or procedure for family law       No       Insufficient evidence located         Are there specialized family courts?       No       Insufficient evidence located         Are thore specialized family courts?       No       Insufficient evidence located         Parenthood           Sit possible to apply for maternity benefits through a single government application process?       Yes       Decree-Law 18/2017, Art. 24 (2)         Are into a child?       No       Insufficient evidence located         eave on the bith of a child?       No       Insufficient evidence located         eave on the bith of a child?       No       Insufficient evidence located         Parenthox?       No       Insufficient evidence located         ChildCare       No       Insufficient evidence located         Providers?       No       Insufficient evidence located         So there a clearly outlined application procedure to request inancial support from the government for childcare services providers?       No       Insufficient evidence located         Provenment published ary reports on quality of provedures?       No       Insufficient evidence located         Provenment published ary reports on quality of provedures?       No       Insufficient evidence located         Provenment published ary reports on quality of provedures?       No <t< td=""><td>Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?</td><td>No</td><td>Insufficient evidence located</td></t<>	Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	No	Insufficient evidence located
Are there specialized family courts? No Insufficient evidence located Available for family law disputes? No Insufficient evidence located Available for family law disputes? No Insufficient evidence located Are there specialized family courts? No Insufficient evidence located Are the special process? Are incentives in place to encourage fathers to take paternity No Insufficient evidence located Areas set disaggregated data on unpaid care work been Sublished? Childcare Childcare Childcare Childcare Childcare Set disaggregated data on unpaid care work been Sublished? No Insufficient evidence located Subject Process? No Insufficient evidence located Subject Process Proces	Marriage		
is legal aid available for family law disputes?       No       Insufficient evidence located         Parenthood          is it possible to apply for maternity benefits through a single government application process?       Decree-Law 18/2017, Art. 24 (2)         Are incentives in place to encourage fathers to take paternity eave on the birth of a child?       No       Insufficient evidence located         Assex-disaggregated data on unpaid care work been publicly available registry or database of childcare corroviders?       No       Insufficient evidence located         Is there a clearly outlined application procedure to request inancial support from the government for childcare services sy parents?       No       Insufficient evidence located         Is there a clearly outlined application procedure to request inancial support from the government for childcare services sy parents?       No       Insufficient evidence located         Is there a clearly outlined application procedure to request inancial support from the government for childcare services sy parents?       No       Insufficient evidence located         Is there a clearly outlined application procedure to request inancial support from the government for childcare services sy parents?       No       Insufficient evidence located         Is there a clearly outlined application procedure to request inancial support from the government for childcare services sy provemant published any reports on quality of thildcare services within the last 3 years?       No       Insufficient evidence located <t< td=""><td>Is there a fast-track process or procedure for family law disputes?</td><td>No</td><td>Insufficient evidence located</td></t<>	Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Parenthood       Ves       Decree-Law 18/2017, Art. 24 (2)         S it possible to apply for maternity benefits through a single government application process?       No       Insufficient evidence located         Are incentives in place to encourage fathers to take paternity eave on the birth of a child?       No       Insufficient evidence located         Has sex-disaggregated data on unpaid care work been published?       No       Insufficient evidence located         Childcare       No       Insufficient evidence located         S there a publicity available registry or database of childcare poroviders?       No       Insufficient evidence located         S there a clearly outlined application procedure to request innancial support from the government for childcare services so y parents?       No       Insufficient evidence located         S as the government published any reports on quality of innancial support from the government for childcare services so y non-state childcare providers?       No       Insufficient evidence located         As the government published any reports on quality of a regular basis?       No       Insufficient evidence located         Entrepreneurship       No       Insufficient evidence located         S serviciaggregated data on business activities, antrepreneurship, or women-owned businesses published on a regular basis?       No       Insufficient evidence located         S there a ourment-ted programs that provide support to ereagarding agency and empowerment plan or	Are there specialized family courts?	No	Insufficient evidence located
Sit possible to apply for maternity benefits through a single government application process?YesDecree-Law 18/2017, Art. 24 (2)Are incentives in place to encourage fathers to take paternity eave on the birth of a child?NoInsufficient evidence locatedHas sex-disaggregated data on unpaid care work been published?NoInsufficient evidence locatedChildcare Is there a publicly available registry or database of childcare s there a clearly outlined application procedure to request inancial support from the government for childcare services poy parents?NoInsufficient evidence locatedIs there a clearly outlined application procedure to request inancial support from the government for childcare services poy non-state childcare providers?NoInsufficient evidence locatedIs devery outlined application procedure to request inancial support from the government for childcare services poy non-state childcare providers?NoInsufficient evidence locatedEntrepreneurship entrepreneurship, or women-owned businesses published on a regular basis?NoInsufficient evidence locatedAre there government-led programs that provide support to emale entrepreneurship, or women-owned businesses views?NoInsufficient evidence locatedS there a current national government plan or strategy with a for une government plan or strategy with a focus on women's access to financial services?NoInsufficient evidence locatedSetter a clearly outlined application procedure or regarding agency and empowerment?NoInsufficient evidence locatedEntrepreneurship, or women-owned businesses published on a regular basis?No <td>Is legal aid available for family law disputes?</td> <td>No</td> <td>Insufficient evidence located</td>	Is legal aid available for family law disputes?	No	Insufficient evidence located
government application process?         No         Insufficient evidence located           Are incentives in place to encourage fathers to take paternity         No         Insufficient evidence located           eave on the birth of a child?         No         Insufficient evidence located           Has sex-disaggregated data on unpaid care work been publicly available registry or database of childcare or oviders?         No         Insufficient evidence located           St here a publicly available registry or database of childcare or oviders?         No         Insufficient evidence located           St here a clearly outlined application procedure to request innancial support from the government for childcare services over parents?         No         Insufficient evidence located           St s here a clearly outlined application procedure to request innancial support from the government for childcare services over the childcare providers?         No         Insufficient evidence located           St st are a clearly outlined application procedure to request innancial support from the government for childcare services over the childcare providers?         No         Insufficient evidence located           St ster a a government published any reports on quality of childcare services within the last 3 years?         No         Insufficient evidence located           Is sex-disaggregated data on business activities, entrepreneurship         No         Insufficient evidence located           Is sex-disaggregated data on business activities, entrepreneurshi			
eave on the birth of a child?Has sex-disaggregated data on unpaid care work been published?NoInsufficient evidence locatedChildcareEs there a publicly available registry or database of childcare providers?NoInsufficient evidence locatedIs there a clearly outlined application procedure to request inancial support from the government for childcare services by parents?NoInsufficient evidence locatedIs there a clearly outlined application procedure to request inancial support from the government for childcare services by parents?NoInsufficient evidence locatedIs there a clearly outlined application procedure to request inancial support from the government for childcare services by non-state childcare providers?NoInsufficient evidence locatedIs there a clearly outlined application procedure to request inancial support from the government or childcare services by non-state childcare providers?NoInsufficient evidence locatedIs there a clearly outlined application procedure to request inancial support from the government or childcare services by one-state childcare providers?NoInsufficient evidence locatedIs the government published any reports on quality of enterpreneurship, or women-owned businesses published on a regular basis?NoInsufficient evidence locatedEntrepreneurship, or women-owned businesses published on request entrepreneurs such as access to finance or regarding agency and empowerment?NoInsufficient evidence locatedS there a current national government plan or strategy with a focus on women's access to financial services?YesNational Strategy for Financ	government application process?		
Dublished?       Childcare         Childcare       No       Insufficient evidence located         Is there a publicly available registry or database of childcare providers?       No       Insufficient evidence located         Is there a clearly outlined application procedure to request innancial support from the government for childcare services poy parents?       No       Insufficient evidence located         Is there a clearly outlined application procedure to request innancial support from the government for childcare services poy non-state childcare providers?       No       Insufficient evidence located         Has the government published any reports on quality of childcare services poy non-state childcare providers?       No       Insufficient evidence located         Entrepreneurship       No       Insufficient evidence located         Entrepreneurship       No       Insufficient evidence located         Are there government-led programs that provide support to generation and engovernment?       No       Insufficient evidence located         Is there a current national government plan or strategy with a focus on women's access to financia services?       No       Insufficient evidence located         State a government-led programs that provide support to generation access to financial services?       No       Insufficient evidence located         Is there a current national government plan or strategy with a focus on women's access to financial services?       Yes       National Strategy	leave on the birth of a child?		
is there a publicly available registry or database of childcare providers?NoInsufficient evidence locatedis there a clearly outlined application procedure to request inancial support from the government for childcare services oy parents?NoInsufficient evidence locatedis there a clearly outlined application procedure to request inancial support from the government for childcare services oy non-state childcare providers?NoInsufficient evidence locatedvas the government published any reports on quality of childcare services within the last 3 years?NoInsufficient evidence locatedEntrepreneurship terage requests?NoInsufficient evidence locatedS sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?NoInsufficient evidence locatedNoInsufficient evidence locatedNoS there a current national government plan or strategy with a forus on women's access to financial services?NoInsufficient evidence locatedAssets Are there mechanisms or incentives to encourage women to register immovable property?YesNational Strategy for Financial Inclusion (2017-2022)	published?	No	Insufficient evidence located
browiders?NoInsufficient evidence locatedis there a clearly outlined application procedure to request inancial support from the government for childcare services oy parents?NoInsufficient evidence locatedis there a clearly outlined application procedure to request tinancial support from the government for childcare services oy on-state childcare providers?NoInsufficient evidence locatedHas the government published any reports on quality of childcare services within the last 3 years?NoInsufficient evidence locatedEntrepreneurship a regular basis?NoInsufficient evidence locatedAre there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?NoInsufficient evidence locateds there a current national government plan or strategy with a tocus on women's access to financial services?YesNational Strategy for Financial Inclusion (2017-2022)Are there mechanisms or incentives to encourage women to register immovable property?NoInsufficient evidence located	Childcare		
tinancial support from the government for childcare servicesby parents?is there a clearly outlined application procedure to request tinancial support from the government for childcare servicesNoInsufficient evidence locatedby ono-state childcare providers?NoInsufficient evidence locatedHas the government published any reports on quality of childcare services within the last 3 years?NoInsufficient evidence locatedEntrepreneurshipsex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on 	providers?	No	Insufficient evidence located
Initial support from the government for childcare servicesby non-state childcare providers?Has the government published any reports on quality of childcare services within the last 3 years?EntrepreneurshipEntrepreneurshipIs sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?Is shere a current national government plan or strategy with a focus on women's access to financial services?Are there mechanisms or incentives to encourage women to register immovable property?NoInsufficient evidence located	Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
childcare services within the last 3 years?         Entrepreneurship         Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?       No       Insufficient evidence located         Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?       No       Insufficient evidence located         Is there a current national government plan or strategy with a focus on women's access to financial services?       Yes       National Strategy for Financial Inclusion (2017-2022)         Are there mechanisms or incentives to encourage women to register immovable property?       No       Insufficient evidence located	Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?NoInsufficient evidence locatedAre there government-led programs that provide support to remale entrepreneurs such as access to finance or regarding agency and empowerment?NoInsufficient evidence locatedIs there a current national government plan or strategy with a focus on women's access to financial services?YesNational Strategy for Financial Inclusion (2017-2022)Are there mechanisms or incentives to encourage women to register immovable property?NoInsufficient evidence located	Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
entrepreneurship, or women-owned businesses published on a regular basis? Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment? Is there a current national government plan or strategy with a focus on women's access to financial services? Assets Are there mechanisms or incentives to encourage women to register immovable property?	Entrepreneurship		
temale entrepreneurs such as access to finance or regarding agency and empowerment? Is there a current national government plan or strategy with a Yes National Strategy for Financial Inclusion (2017-2022) focus on women's access to financial services? Assets Are there mechanisms or incentives to encourage women to No Insufficient evidence located register immovable property?	Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Tocus on women's access to financial services?  Assets  Are there mechanisms or incentives to encourage women to No Insufficient evidence located  register immovable property?	Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Are there mechanisms or incentives to encourage women to No Insufficient evidence located register immovable property?	Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	National Strategy for Financial Inclusion (2017-2022)
register immovable property?	Assets		
Are there awareness measures in place to improve women's No Insufficient evidence located	Are there mechanisms or incentives to encourage women to register immovable property?	No	Insufficient evidence located
	Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
	Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension	Pension		





Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law No. 12/2016 for the Creation of the Contributory Social Security, Arts. 15 and 53; Decree Law 19/2008, Sec. 28





### WBL 2.0 distribution of expert opinion responses

	Almost no women Some women About half of all women	Most women	Almost a	Almost all women			(No Response)		
	0	6 50%					100%		
Safety	In practice, are women free from gender-based violence?		85.7%	6			14.3%		
Mobility	In practice, do women enjoy the same freedom of movement as men?	14.3% 28	3.6% 1	4.3%	28.	6%	14%		
Workplace	In practice, do women enjoy the same opportunities to enter the workplace as men?		71.4%			14.3%	14.3%		
Work	In practice, do women enjoy the same opportunities to remain in the workplace as men?		71.4%			14.3%	14.3%		
2	In practice, do women and men enjoy equal remuneration for work of equal value?		71.4%				14.3%		
Pay	In practice, do women and men have equal access to high paying jobs?	14.3%	7	1.4%			14.3%		
Marriage	In practice, do women and men enjoy equal rights during marriage?	14.3%	57.1%	6			14%		
Marı	In practice, do women and men enjoy equal rights when getting a divorce?	14.3%	42.9%				14%		
Parenthood	In practice, do women have access to paid leave for the birth of a child?	42.9%			%	14.3%	14.3%		
Paren	In practice, do men have access to paid leave for the birth of a child?*	28.6%	28.6%	6	14.3%	14.3%	14.3%		
Child- care	In practice, do women have access to affordable and quality childcare services?	57.1%				42.9%			
neurship	In practice, do women enjoy the same opportunities to start and run a business as men?	57	7.1%		14.3%	14.3%	14.3%		
Entrepreneurship	In practice, do women and men have equal access to credit?	57.1% 14.3% 14.3%			14.3%				
	In practice, do women and men enjoy equal rights to immovable property?	14.3% 57.1%		6			14.3%		
Pension Assets	In practice, do women and men enjoy equal pension benefits after retirement?	28.6%	14.3%	28.69	%	28.	6%		

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

