



Introduction

Dear «FirstName» «LastName»,

Welcome to the *Women, Business and the Law 2024* labor law questionnaire for «**Survey_Economy**». You can save your progress and return at any time on your desktop or mobile device. We recommend completing this questionnaire on a desktop or laptop computer for optimal user experience. If you are collaborating with additional contributors, kindly ensure that only one individual access the questionnaire at a time due to technical reasons.

This questionnaire examines laws affecting women's ability to enter, remain in, and leave the labor force as well as access affordable and quality childcare services. It also contains questions on policy instruments that support the law's implementation and your opinions on the law's effectiveness in practice.

PRIVACY STATEMENT:

By voluntarily answering the below questionnaire, experts are consenting that their name, firm affiliation, demographic, and contact information 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 and will be used for the sole purpose of contacting experts for conducting current and future research, in accordance with the [World Bank Group Privacy Policy](#). This information will be retained in line with the applicable [WBG Records Retention and Disposition Schedule](#) and with the consent provided. Experts can revoke at any time their consent for the processing of their personal information by contacting DECIG using the following email address: wbl@worldbank.org. Contact information will remain strictly confidential within the Unit and will only be acknowledged on its website or publications per contributor preferences indicated in this questionnaire.

Contributor Information

Please fill out the information below or update your information in the right column. Demographic data (gender and age group) will never be disclosed at the individual or country level.

Basic information

| | | |
|---|--------------|-----|
| Title (Mr., Ms., Dr.) | «Title» | [] |
| First Name | «FirstName» | [] |
| Last Name | «LastName» | [] |
| Gender | [drop down] | |
| Age Group | [drop down] | |
| Position (e.g. manager, associate, partner) | «Position» | [] |
| Profession (e.g. judge, lawyer, notary) | «Profession» | [] |

Contact details

| | | |
|----------------|----------------|-----|
| Firm name | «CompanyName» | [] |
| Website | «Website» | [] |
| E-mail address | «EmailAddress» | [] |
| Business phone | «PhoneNumber» | [] |
| Mobile phone | «MobileNumber» | [] |

We will gladly acknowledge your contribution on our [website](#). 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 |
| Last Name | Yes/No |
| Firm Name | Yes/No |
| Website | Yes/No |
| Business phone | Yes/No |

*If you are not associated with a Firm, your selected profession will be published instead. Kindly fill out this field accordingly.

Assumptions

For the purposes of this questionnaire, it is assumed that the questions that follow apply to a woman with the following characteristics. The woman:

Capacity

- b. Resides in «**Survey_City**» (the economy's main business city) and will remain there for her lifetime.
- c. 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.
- d. Is a lawful citizen of «**Survey_Economy**».

Marriage

- Is a cisgender, heterosexual woman in a monogamous first marriage registered with the appropriate authorities (de facto marriages and customary unions are not measured). Cis or cisgender are used for people whose gender identity is in alignment with the sex assigned to them at birth, cis meaning "in alignment with" or "on the same side." Heterosexual describes people who are attracted to individuals of a different sex and/or gender identity from their own (also referred to as straight).
- Is of the same religion as her husband.
- Is in a marriage under the rules of the default marital property regime or the most common regime for that jurisdiction, which will not change during the course of the marriage.

Work

- Is a cashier in the food retail sector in a supermarket or grocery store that has 60 employees.
- Is not a member of a union unless membership is mandatory. Membership is considered mandatory when collective bargaining agreements cover more than 50 percent of the workforce in the food retail sector and when they apply to individuals who were not party to the original collective bargaining agreement.

For the purposes of Section 1 to 8, the following assumptions on the legal system apply:

- When the answer differs according to the legal system that applies to the woman, please indicate the answer that applies to the majority of the population in «**Survey_City**». *For example, when different laws govern different groups of people within an economy.*
- Questions are meant to capture legal requirements and rights based on statutory or codified law for civil law systems, and case law for common law systems. *Case law refers to law established by judicial decision in cases as binding precedent.*
- Customary law should not be taken into account unless it has been codified.
- The questionnaire does not cover social or cultural norms.

For more information on how to answer any of the questions, please refer to the [methodology page](#) on our website.

Section 1. Legal Reform Updates

For the purpose of this section, a **REFORM** is defined as the enactment of new legislation (e.g., a new act, code, law, decree, order, supreme court decision), the amendment, or revocation of existing legislation.

For *Women, Business and the Law 2023* we noted that the following laws are applicable to the questions included in this section for «Survey_Economy»:

- «wbl_lbr_Name applicable law»

1.1. Since October 2, 2022, have there been any reforms in family leave policies in «Survey_Economy»?

-Click to Select-

- Duration of paid maternity leave
- Payment of maternity benefits (government, employer, both)
- Duration of paid paternity leave
- Duration and distribution of paid parental leave (days shared and/or reserved for mothers/fathers)

1.2. Since October 2, 2022, have there been any reforms in workplace protections in «Survey_Economy»?

-Click to Select-

- Equal remuneration for work of equal value
- Prohibition of dismissal of a pregnant worker
- Prohibition of discrimination based on gender in employment

1.3. Since October 2, 2022, have there been any reforms in restrictions on women's employment in «Survey_Economy»? -Click to Select-

- Women's ability to work at night
- Women's ability to work in certain industries (mining, construction, factories, agriculture, energy, water, transportation, other)
- Women's ability to work in jobs deemed dangerous (hazardous, arduous or morally inappropriate)
- Ministerial power to restrict or prohibit women from working in certain jobs

1.4. Since October 2, 2022, have there been any reforms in retirement and pensions in «Survey_Economy»?

-Click to Select-

- a. Retirement ages to receive full benefits (women and men)
- b. Retirement ages to receive partial benefits (women and men)
- c. Mandatory retirement ages to cease employment (women and men)
- d. Periods taken off work to care for children are accounted for in pension benefits calculation

1.5. Are you aware of any bills or draft laws relating to this questionnaire? -Click to Select-

a. If yes, please describe:

b. If yes, include a link or upload a copy of the draft legislation or regulation:

1.6. Are you aware of any relevant court decisions relating to this questionnaire? This includes court decisions or judgments that set a binding precedent which have the same authority as codified law. -Click to Select-

a. If yes, please describe:

b. If yes, include a link or upload a copy of any relevant court decision:

Section 2. Family Leave Policies

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, 2023**.

2.1. How many days of paid leave are employees legally entitled to for each of the following? Please select working days or calendar days and hover over the question marks for definitions.

| | Answer | Calendar or working days | Please explain and provide source/legal basis |
|---|--------|--------------------------|---|
| 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. | | -Click to Select- | |
| Paternity leave refers to leave available only to the father for the birth of a child. | | -Click to Select- | |
| 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. | | -Click to Select- | |
| 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. | | -Click to Select- | |
| 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. | | -Click to Select- | |

2.2. What percentage of earnings is received during the following types of leave? 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.

| | Answer | Please explain and provide source/legal basis |
|------------------|--------|---|
| Maternity | | |
| Paternity | | |
| Parental | | |

2.3. If the law does not stipulate an exact percentage, please describe how the portion of wages or benefits are determined. For example, this may be a flat rate or a percentage of wages subject to a benefits ceiling or floor.

2.4. Who administers maternity, paternity, and parental leave cash benefits? *Assume the employee earns the minimum wage for the food retail sector. Please hover over the question mark for more instructions.*

- 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.

| | Answer | Please explain and provide source/legal basis |
|------------------|-------------------|--|
| Maternity | -Click to Select- | |
| Paternity | -Click to Select- | |
| Parental | -Click to Select- | |

2.5. If there is shared paid parental leave, are there any restrictions on whether both parents can take leave and receive parental leave cash benefits consecutively or simultaneously?

2.6. Please include any additional comments and links to laws relevant to this section:

Section 3. Workplace Protections

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.

3.1. Does the law mandate equal remuneration for men and women who perform work of equal value? Select "Yes" if employers are legally obliged to pay equal remuneration to male and female employees who perform work of equal value in accordance with the definitions above. Select "No" in the following cases: if the law only prohibits wage discrimination based on gender; if the law only mandates equal pay for equal work, the same work, similar work or work of a similar nature; or if the law limits the broad concept of "remuneration" to only basic wages or salary.

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

3.2. Does the law explicitly prohibit the dismissal of pregnant workers? Select "Yes" if pregnancy cannot serve as grounds for termination of a contract or if dismissal of pregnant workers 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, 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 | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

3.3. Does the law specifically prohibit discrimination based on gender in employment? 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 | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

3.4. Please include any additional comments and links to laws relevant to this section:

Section 4. Restrictions on Women’s Employment

4.1. Can women work the same night hours as men? *Select “Yes” if women working in the food retail sector who are not pregnant, or nursing can work the same night hours as men. Select “No” if the law broadly prohibits nonpregnant and non-nursing women, including those with children over the age of 1, from working at night or limits the hours women can work at night.*

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

4.2. Can women work in the following industries in the same way as men? *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 | Please explain and provide source/legal basis |
|--|-------------------|---|
| Mining | -Click to Select- | |
| Construction | -Click to Select- | |
| Factories | -Click to Select- | |
| Transportation <i>e.g., train drivers, truck drivers</i> | -Click to Select- | |
| Agriculture <i>e.g., working with certain agricultural materials or equipment</i> | -Click to Select- | |
| Energy <i>e.g., electrician, working on oil rigs</i> | -Click to Select- | |
| Water <i>e.g., plumbers</i> | -Click to Select- | |

4.3. Can women work in any of the following types of activities in the same way as men? *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 | Please explain and provide source/legal basis |
|--|-------------------|---|
| Hazardous | -Click to Select- | |
| Arduous | -Click to Select- | |
| Morally or socially inappropriate | -Click to Select- | |

4.4. Does the law explicitly give the relevant government authority (for example, the Minister) the power to restrict or prohibit women from working in the following jobs?

| | Answer | Please explain and provide source/legal basis |
|--|-------------------|---|
| Night work | -Click to Select- | |
| Industries (mining, construction, factories, transportation, agriculture, energy, or water) | -Click to Select- | |
| Hazardous, arduous, or morally/socially inappropriate | -Click to Select- | |
| Other (not specified or captured above) | -Click to Select- | |

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

4.6. Please include any additional comments and links to laws relevant to this section:

Section 5. Retirement and Pensions

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. What is the age at which a person can retire and receive *full* benefits?

| | Answer | Please explain and provide source/legal basis |
|-----------|--------|---|
| For men | | |
| For women | | |

5.2. What is the age at which a person can retire and receive *partial* pension benefits? *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 | Please explain and provide source/legal basis |
|-----------|--------|---|
| For men | | |
| For women | | |

5.3. At what age is it mandatory to retire? *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.

| | Answer | Please explain and provide source/legal basis |
|-----------|--------|---|
| For men | | |
| For women | | |

5.4. Are periods of absence due to childcare accounted for in pension benefits? 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 | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

5.5. Please include any additional comments and links to laws relevant to this section:

Section 6. New Research Questions

6.1. Does the law give employees the right to request flexible work? *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.

| | Answer | Please explain and provide source/legal basis |
|--|-------------------|---|
| Flextime refers to the work arrangement that provides employees the flexibility to choose the time of work. | -Click to Select- | |
| Remote work | -Click to Select- | |
| Other | -Click to Select- | |

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

| | Answer | Please explain and provide source/legal basis |
|------------------------|-------------------|---|
| Marital status | -Click to Select- | |
| Parental status | -Click to Select- | |
| Age | -Click to Select- | |

6.3. Does the law give the surviving spouse the right to receive pension benefits of the deceased spouse? Select “Yes” if the surviving spouse is entitled to the deceased spouse’s pension. Select “No” if the law does not mandate the surviving spouse the right to receive pension benefits of the deceased spouse.

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

6.3.a. Are conditions required for the surviving spouses to receive the benefits? Select “Yes” if conditions are required to receive the benefits (e.g., survivor’s own pension needs to be offset). Select “No” if the surviving spouse is entitled to the deceased spouse’s pension without conditions.

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

6.4. Please include any additional comments and links to laws relevant to this section:

Section 7. New Research: Childcare Services

Definitions

- **Center-based childcare services:** *early childhood care and education services offered to children aged 0-2 on a regular basis at center-based facilities. This could include nurseries, daycares, creches. 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.*

7.1. Availability of childcare services

7.1.1. Does the law establish the provision of childcare services by the following:

| | Answer | Specify the age coverage | Please explain and provide source/legal basis |
|--|-------------------|--------------------------|---|
| • Government (<i>services offered at center-based facilities operated and funded by the government</i>)? | -Click to Select- | | |
| • Employers (<i>services can be on-site on company premises, off-or-near site not on company premises, including in communities where employees live</i>)? | -Click to Select- | | |
| • Private centers (<i>privately-run childcare centers can be non-profit or for-profit entities and are not operated and funded by the government</i>)? | -Click to Select- | | |

7.1.2. Where employers are mandated to provide childcare services, is the mandate conditional on the number of female employees?

| Answer | Specify the number of female employees | Please explain and provide source/legal basis |
|-------------------|--|---|
| -Click to Select- | | |

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

| Answer | Please provide the link to the registry/database |
|-------------------|--|
| -Click to Select- | |

7.2. Financing childcare services

7.2.1. Does the law establish the following types of support to families for using childcare services:

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

| | | |
|--|-------------------|--|
| <ul style="list-style-type: none"> Financial (<i>vouchers, allowances, subsidies, cash grants, reimbursements, a one-time payment, or other</i>)? | -Click to Select- | |
| <ul style="list-style-type: none"> Tax incentives (<i>credits, deductions, exemptions</i>)? | -Click to Select- | |

7.2.2. Does the law establish the following types of support to private centers for providing childcare services:

| | Answer | Please explain and provide source/legal basis |
|---|-------------------|---|
| a. Financial (<i>vouchers, allowances, subsidies, cash grants, reimbursements, a one-time payment, or other</i>)? | -Click to Select- | |
| b. Tax incentives (<i>credits, deductions, exemptions</i>)? | -Click to Select- | |
| <ul style="list-style-type: none"> In-kind (<i>materials, land, buildings and other facilities, food, or providing staff paid by the state, or other</i>)? | -Click to Select- | |

7.2.3. Does the law establish the following types of support to employers for providing childcare services:

| | Answer | Please explain and provide source/legal basis |
|---|-------------------|---|
| a. Financial (<i>vouchers, allowances, subsidies, cash grants, reimbursements, a one-time payment, or other</i>)? | -Click to Select- | |
| b. Tax incentives (<i>credits, deductions, exemptions</i>)? | -Click to Select- | |

7.2.4. Is there a clearly outlined application procedure to request financial support from the government for childcare services by the following:

| | Answer | Please provide the link to the application procedure |
|--|-------------------|--|
| <ul style="list-style-type: none"> Parents? | -Click to Select- | |
| <ul style="list-style-type: none"> Private centers? | -Click to Select- | |
| <ul style="list-style-type: none"> Employers? | -Click to Select- | |

7.3. Quality of childcare services

7.3.1. Does the law set the following quality standards for the provision of childcare services (public or private): Specify if the quality standards vary for public and private childcare centers.

| | Answer | Please explain and provide source/legal basis |
|--|-------------------|---|
| <ul style="list-style-type: none"> Caregiver-to-child ratio? | -Click to Select- | |
| <ul style="list-style-type: none"> Maximum group size? | -Click to Select- | |
| <ul style="list-style-type: none"> Workforce quality? | -Click to Select- | |
| <ul style="list-style-type: none"> Other? <i>Please specify</i> | -Click to Select- | |

7.3.2. Has the government established the following quality control measures for childcare centers (public or private): Specify if the quality control measures vary for public and private childcare centers.

| | Answer | Please explain and provide source |
|---|-------------------|--|
| a. Periodic reporting by childcare centers to authorized bodies? | -Click to Select- | |
| b. Periodic inspections of childcare centers by authorized bodies? | -Click to Select- | |

7.3.3. Does the government publish regular reports on quality of childcare services (public or private)? *Regular reports refer to the reports published in a recurring order (i.e. daily, weekly, bi-weekly, monthly, annually, bi-annually, every two years, every five years). Specify regularity at which reports are published.*

| Answer | Please explain and provide source/legal basis |
|-------------------|--|
| -Click to Select- | |

Section 8. Implementation of Laws

To better understand the extent of the full realization of women's rights and opportunities, *Women, Business and the Law* is continuing the research on the effective implementation and enforcement of the law. The following questions seek to assess the steps governments are taking to institutionalize, operationalize, and enforce legislation. We ask that for each question you also indicate the source or legal basis and relevant links supporting your answer.

8.1. Family Leave Policies

Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, or budget allocation in «Survey_Economy» regarding each of the following aspects of family leave issues for women and men.

8.1.1. Is it possible to apply for maternity benefits through a single government application process? *For the purposes of this question, a single government application process means applying for maternity benefits through a single application without additional steps or different government agencies.*

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.1.2. Are incentives in place to encourage fathers to take paternity leave on the birth of a child? *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 | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.1.3. Has sex-disaggregated data on unpaid care work been published? *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 | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.1.3.a. What is the date of last publication?

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

8.2. Workplace Protections

Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, or budget allocation in «Survey_Economy» regarding each of the following aspects of workplace protection issues for women.

8.2.1. Is there a specialized body that receives complaints about gender discrimination? *A specialized body is 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 | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.2.2. Has the government published guidelines on non-discrimination in recruitment? *Guidelines are printed or digital materials prepared by the relevant public authority and available publicly. They contain specific information about non-discrimination in recruitment and provide methodology, checklists, tools and/or best practices to help employers implement recruitment policies free from gender-based discrimination.*

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.2.3. Has the government published guidelines on flexible work arrangements? *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 | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.2.4. Are there tax breaks or other incentives to encourage employers to provide flexible work arrangements?

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.3. Equal Remuneration and Job Restrictions

Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, or budget allocation in «Survey_Economy» regarding each of the following aspects of equal pay and job restriction issues for women.

8.3.1. Are there pay transparency measures in place to address the pay gap? *Pay transparency measures include, but are not limited to, employer pay gap reporting, equal pay audits, certification programs, and gender-neutral job classification systems.*

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.3.2. Is sex-disaggregated data on employment in different industries/sectors published at least on an annual basis? *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 | Please explain and provide source/legal basis |
|---|-------------------|---|
| Mining | -Click to Select- | |
| Construction | -Click to Select- | |
| Factories | -Click to Select- | |
| Transportation e.g., train drivers, truck drivers | -Click to Select- | |
| Agriculture e.g., working with certain agricultural materials or equipment | -Click to Select- | |
| Energy e.g., electrician, working on oil rigs | -Click to Select- | |
| Water e.g., plumbers | -Click to Select- | |

8.3.3. Are there enforcement mechanisms to ensure compliance with pay transparency policies? *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.*

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.4. Retirement and Pensions

Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, or budget allocation in «Survey_Economy» regarding each of the following aspects of retirement and pension issues for women.

8.4.1. Are there incentives in place to help increase women’s retirement benefits? *Examples of incentives are tax breaks for voluntary savings, contributions to be carried forward, a subsidy to join the pension scheme early, financial incentives for those with low income, etc.*



| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.4.2. Is there a procedure in place for pension beneficiaries to challenge the decisions regarding their benefits? *Judicial or administrative 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 | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.4.3. Is the social security agency handling pension benefits in place and operational? *The social security agency is usually established as an independent body that administers a social insurance program which can include retirement, disability, and survivor benefits. It is considered operational if it has been established in practice, through the allocation of budget and human resources, and if it is disbursing benefits.*

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.5. Public Procurement

8.5.1. Does the law include a gender-responsive approach to public procurement? *Gender-responsive procurement is the selection of services, goods and works that considers their impact on gender equality and women’s empowerment. This includes sourcing from women-owned and women-led businesses, as well as gender-responsive enterprises. There is a wide range of interventions including tie-breaker criteria, quota, contract performance conditions, or tax incentives.*

| Answer | Please explain and provide source/legal basis |
|-------------------|---|
| -Click to Select- | |

8.5.1.a. Which type of criteria are included (e.g., quota, needs assessment, exclusion criteria)?

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

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.