

«Survey_Economy»

Dear «FirstName» «LastName»,

On behalf of the World Bank Group's *Women, Business and the Law* (WBL) team, we invite you to serve as a local expert for our «Survey_Economy» labor law survey. *Women, Business and the Law* is a report published by the World Bank Group that examines laws and regulations affecting women's entrepreneurship and employment.

The latest edition of the report, *Women, Business and the Law 2016: Getting to Equal*, was released on 9 September 2015. The report expanded the dataset to 173 economies and explored laws in new areas under five of the seven legal indicators covered. It has been cited by international media all over the world, giving wide exposure to our local experts and garnering over 1,000 media mentions as of July 2016. WBL is also active on social media, with over 8,800 fans on Facebook and more than 950 members on LinkedIn.

Women, Business and the Law 2018 will further increase coverage to 189 economies and expand existing indicators. In order to compile the data for our next report, we would be honored to benefit from your legal expertise in our labor law survey, which covers restrictions and incentives to women's work. **We are particularly interested in reforms that have been passed since 30 April 2015.** Links to previously cited laws can be found at wbl.worldbank.org. Your pro-bono contribution will be acknowledged on the World Bank Group's *Women, Business and the Law* website (<http://wbl.worldbank.org/local-experts>) and in the printed edition of the report.

Contributions like yours are essential for ensuring the quality and accuracy of the data we collect and analyze. Please return the completed questionnaire to WBLLabor@worldbank.org by **30 September 2016**. We will use the contact information provided to send you a certificate of appreciation and complimentary copy of the report after publication. If you have any questions, please do not hesitate to contact us. Thank you for your continued support of *Women, Business and the Law* and the work of the World Bank Group.

Sincerely,

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How to complete this survey

1. This survey presents a series of questions about the laws in «Survey_Economy» on: maternity, paternity, parental and family care leave; workplace protections; retirement and pension ages; restrictions on women's employment; and tax deductions. Please answer the questions in the survey based on the standardized assumptions (see below) and methodology (available [here](#)).
2. You will find the answers and legal bases that are currently published on our [website](#) for «Survey_Economy» under the "Last Cycle" columns in the survey. Keep in mind that this pre-filled information should be correct as of **30 April 2015**. Please input your answers and the legal citation under spaces marked "This Cycle."
3. If you disagree with an answer or legal basis from the last report cycle, you may note a **correction** (the data presented is incorrect) or a **reform** (a modification in the law or the enactment of new legislation since **30 April 2015**).

Assumptions

Assume the man or woman:

- Resides in «Survey_City» (the economy's main business city).
- Has reached the legal age of majority and is capable of making decisions as an adult. If there is no legal age of majority, the woman is assumed to be 30 years old.
- Is sane, competent, in good health, has no criminal record, and is a lawful citizen of «Survey_Economy».
- Is employed full-time under a permanent contract as a cashier in a privately-owned supermarket or grocery store of at least 60 employees.
- Is not a member of a union, unless membership is mandatory.
- Has been working long enough to accrue all benefits, including any maternity or retirement benefits.

Applicable law(s)

Please provide information about the main labor law(s) (such as a labor code or an employment act) applicable to the private sector in «Survey_City». If there are different labor laws that apply to different sectors, please cite the law that governs employment in a grocery store or supermarket.

Name of law:

Year last amended:

Link to website with law:

Additional comments:

1. Maternity, Paternity and Parental Leave

Additional Instructions:

- Assume that the woman and man are married and have no other children, that this is the couple's first pregnancy, that the woman is pregnant with only one child, that the pregnancy and birth have no complications and that the birth of a healthy child takes place on 1 January 2017.
- If paid leave not contiguous with the birth of a child is provided, it is not considered paid maternity/paternity/parental leave because it can be taken at any point after the child is born.
- **Maternity leave** refers to leave available only to the mother for the birth of a child. Please do not use parental leave that is available to both parents to answer the questions referring to maternity leave.
- **Paternity leave** refers to leave available only to the father for the birth of a child. Please do not use parental leave that is available to both parents to answer the questions referring to paternity leave.
- **Parental leave** refers to leave that can be either shared by the mother or the father, or leave for the birth of a child that an employee can take regardless of gender. If parental leave is an individual rather than a family entitlement, the assumption is that only one parent takes the full entitlement.

1.1. Are employees legally entitled to paid or unpaid leave under the following categories? Here the leave can be paid or unpaid, as long as the law explicitly entitles workers to some form of leave for the birth of a child.

| Answer and Legal Basis (please cite law and article) | | | | |
|--|--------------------------|---------------|-------------------------------------|------------|
| | Last cycle | This cycle | Last cycle | This cycle |
| Maternity | «WBL_gj_Maternity Leave» | -Click to Sel | «WBL_gj_Maternity Leave_LegalBasis» | |
| Paternity | «WBL_gj_Paternity Leave» | -Click to Sel | «WBL_gj_Paternity Leave_LegalBasis» | |
| Parental | «WBL_gj_Parental Leave» | -Click to Sel | «WBL_gj_Parental Leave_LegalBasis» | |

1.2. How many days of paid leave are employees legally entitled to for each of the following (in calendar days)? This is the minimum number of days of leave that legally have to be paid for by the government, the employer or both.

| Answer and Legal Basis (please cite law and article) | | | | |
|--|----------------------------------|------------|---|------------|
| | Last cycle | This cycle | Last cycle | This cycle |
| Maternity | «WBL_gj_Paid Maternity Min Days» | | «WBL_gj_Paid Maternity Min Days_LegalBasis» | |
| Paternity | «WBL_gj_Paid Paternity Min Days» | | «WBL_gj_Paid Paternity Min Days_LegalBasis» | |
| Parental | «WBL_gj_Paid Parental Min Days» | | «WBL_gj_Paid Parental Min Days_LegalBasis» | |

1.3. How many days of leave (paid or unpaid) is an employee legally obligated to take (in calendar days) for the birth of a child? If the law distinguishes between pre-natal and post-natal leave, please indicate so in your answer. This question examines whether an expectant or new parent is required by law to take all or a portion of leave. Note that this question only applies to maternity leave and paternity leave.

| | Answer | Legal Basis (please cite law and article) |
|------------------|--------|---|
| Maternity | | |
| Paternity | | |

1.4. If paid parental leave can be shared amongst both parents, and places restrictions on the amount of leave that can be taken by either parent, what is the minimum amount that must be taken (in calendar days)?

| | Answer and Legal Basis (please cite law and article) | | | |
|----------------------|---|-------------------|---|-------------------|
| | <i>Last cycle</i> | <i>This cycle</i> | <i>Last cycle</i> | <i>This cycle</i> |
| By the mother | «WBL_gj_Paid Parental Mother Min Days» | | «WBL_gj_Paid Parental Mother Min Days_LegalBasis» | |
| By the father | «WBL_gj_Paid Parental Father Min Days» | | «WBL_gj_Paid Parental Father Min Days_LegalBasis» | |

1.5.A. What percentage of wages is paid during the following types of leave?

| | Answer and Legal Basis (please cite law and article) | | | |
|------------------|---|-------------------|---|-------------------|
| | <i>Last cycle</i> | <i>This cycle</i> | <i>Last cycle</i> | <i>This cycle</i> |
| Maternity | «WBL_gj_Paid Maternity Percentage Wages» | | «WBL_gj_Paid Maternity Percentage Wages_LegalBasis» | |
| Paternity | «WBL_gj_Paid Paternity Percentage Wages» | | «WBL_gj_Paid Paternity Percentage Wages_LegalBasis» | |
| Parental | «WBL_gj_Paid Parental Percentage Wages» | | «WBL_gj_Paid Parental Percentage Wages_LegalBasis» | |

1.5.B. If the law does not stipulate an exact percentage or establishes a cap on the percentages of wages that can be paid, please describe the manner in which the portion of wages is determined, or indicate the flat rate:

1.6. Who pays the following benefits? *These questions cover whether benefits are paid by the government, the employer or both. If only the employer pays the benefits, the employer bears the entire cost of the benefits and is paying the employee directly.*

| | Answer and Legal Basis (please cite law and article) | | | |
|------------------|---|-------------------|---|-------------------|
| | <i>Last cycle</i> | <i>This cycle</i> | <i>Last cycle</i> | <i>This cycle</i> |
| Maternity | «WBL_gj_Paid Maternity Who Pays» | -Click to Se | «WBL_gj_Paid Maternity Who Pays_LegalBasis» | |
| Paternity | «WBL_gj_Paid Paternity Who Pays» | -Click to Se | «WBL_gj_Paid Paternity Who Pays_LegalBasis» | |
| Parental | «WBL_gj_Paid Parental Who Pays» | -Click to Se | «WBL_gj_Paid Parental Who Pays_LegalBasis» | |

1.7. If leave benefits are paid in full or in part by the government, are self-employed workers entitled to:

| | Answer | Legal Basis (please cite law and article) |
|---------------------------------|-------------------|--|
| Maternity leave benefits | -Click to Select- | |
| Paternity leave benefits | -Click to Select- | |
| Parental leave benefits | -Click to Select- | |

1.8. How many days of unpaid leave are employees entitled to for the following categories (this is in addition to paid leave if such leave exists):

| Answer and Legal Basis (please cite law and article) | | | | |
|---|-------------------------------------|-------------------|--|-------------------|
| | <i>Last cycle</i> | <i>This cycle</i> | <i>Last cycle</i> | <i>This cycle</i> |
| Maternity | «WBL_gj_ Unpaid Maternity Min Days» | | «WBL_gj_ Unpaid Maternity Min Days_LegalBasis» | |
| Paternity | «WBL_gj_ Unpaid Paternity Min Days» | | «WBL_gj_ Unpaid Paternity Min Days_LegalBasis» | |
| Parental | «WBL_gj_ Unpaid Parental Min Days» | | «WBL_gj_ Unpaid Parental Min Days_LegalBasis» | |

1.9. If unpaid parental leave can be shared amongst both parents, and places restrictions on the amount of leave that can be taken by either parent, what is the minimum amount that must be taken (in calendar days):

| Answer and Legal Basis (please cite law and article) | | | | |
|---|---|-------------------|--|-------------------|
| | <i>Last cycle</i> | <i>This cycle</i> | <i>Last cycle</i> | <i>This cycle</i> |
| By the mother | «WBL_gj_ Unpaid Parental Mother Min Days» | | «WBL_gj_ Unpaid Parental Mother Min Days_LegalBasis» | |
| By the father | «WBL_gj_ Unpaid Parental Father Min Days» | | «WBL_gj_ Unpaid Parental Father Min Days_LegalBasis» | |

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

2. Family Care Leave

Additional instructions:

- These questions capture provisions that allow employees to take family leave specifically to care for a sick relative.
- Family care leave is a leave, other than maternity, paternity and parental leave, which is granted to the employee specifically for the purpose of taking care of a sick relative. It does not include sick leave unless there is an explicit provision that allows the employee to take a sick leave to care for a sick relative.
- For the purpose of the question, "relative" includes children and spouses. Special leaves for unexpected circumstances are included if they are associated with the employee's family matters.

2.1. Must employers provide employees with leave to care for sick relatives?

| Answer and Legal Basis (please cite law and article) | | | |
|--|-------------------|--|-------------------|
| <i>Last cycle</i> | <i>This cycle</i> | <i>Last cycle</i> | <i>This cycle</i> |
| «wbl_ic_Family Care_short term leave» | -Click to Select | «wbl_ic_Family Care_short term leave_LegalBasis» | |

2.2. If 2.1 is yes, is the leave paid?

| Answer | Legal Basis (please cite law and article) |
|-------------------|---|
| -Click to Select- | |

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

3. Workplace Protections

Additional Instructions:

- **Equal remuneration** in question 3.1 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 out of the worker's employment.
- **Work of equal value** in question 3.1 refers not only to the same or similar jobs, but also to different jobs of the same value.
- **Family status** in the question 3.6 refers to both marital status *and* whether a prospective employee has children.

| | Answer and Legal Basis (please cite law and article) | | | |
|---|---|-------------------|--|-------------------|
| | <i>Last cycle</i> | <i>This cycle</i> | <i>Last cycle</i> | <i>This cycle</i> |
| 3.1. Does the law mandate that women and men be given equal remuneration for work of equal value? | «WBL_gj_Law-EqualPay4EqualWork ILO standard» | -Click to Sele | «WBL_gj_Law-EqualPay4EqualWork ILO standard_LegalBasis» | |
| 3.2. Are there laws penalizing or preventing the dismissal of pregnant women? | «WBL_gj_Law-Dismissal of Pregnant W» | -Click to Sele | «WBL_gj_Law- Dismissal of Pregnant W_LegalBasis» | |
| 3.3. Are mothers guaranteed an equivalent position after maternity leave? | «WBL_gj_Law-Same job after ML» | -Click to Sele | «WBL_gj_Law- Same job after ML_LegalBasis» | |
| 3.4. Are employers required to provide break time for nursing mothers who express breast milk at work? | «WBL_gj_Law- Time for milkbreak » | -Click to Sele | «WBL_gj_Law- Time for milkbreak_LegalBasis» | |
| 3.5. Are employees with minor children entitled to work flexible/part-time schedules? <i>A right to work flexibly or part-time that is connected with maternity, paternity or parental leave is not counted for purposes of this question.</i> | «WBL_gj_Flex Time-Employees w/Children vs w-out/Children» | -Click to Sele | «WBL_gj_Flex Time-Employees w/Children vs w-out/Children_LegalBasis» | |
| 3.6. Is it illegal for an employer to ask about family status during a job interview? | «WBL_gj_Law-Q on Family Stat during Interview» | -Click to Sele | «WBL_gj_Law-Q on Family Stat during Interview_LegalBasis» | |
| 3.7.A. Does the law specifically prohibit or penalize discrimination based on gender in employment? | New question | -Click to Sele | New question | |

3.7.B. If the answer to 3.7.A. is Yes, does the law specifically cover the following areas?:

| | Answer and Legal Basis (please cite law and article) | | | |
|---------------------------|--|-------------------|---------------------|-------------------|
| | <i>Last cycle</i> | <i>This cycle</i> | <i>Last cycle</i> | <i>This cycle</i> |
| Job advertisements | New question | -Click to Sele | New question | |

| | | | | |
|-----------------------------|-----------------------------------|----------------|--|--|
| Selection criteria | New question | -Click to Sele | New question | |
| Recruitment | New question | -Click to Sele | New question | |
| Hiring | «WBL_gj_Law-NonDiscrim in Hiring» | -Click to Sele | «WBL_gj_Law-NonDiscrim in Hiring_LegalBasis» | |
| Terms and conditions | New question | -Click to Sele | New question | |
| Promotions | New question | -Click to Sele | New question | |
| Training | New question | -Click to Sele | New question | |
| Assignments | New question | -Click to Sele | New question | |
| Termination | New question | -Click to Sele | New question | |

3.8. Are there specific bodies tasked with receiving complaints, investigating, enforcing or adjudicating claims based on gender discrimination in employment (i.e. government agencies, tribunals, commissions, courts or ombudsperson)?

| Answer | Description and Legal Basis (please cite law and article) |
|-------------------|--|
| -Click to Select- | |

Employer-Supported Childcare

For the purpose of this section, please assume the employer is a private sector company (this does not include public-private partnerships or cooperatives) and that one or both parents are employed by the company full-time under a permanent contract.

3.9.A. Is there a legal obligation for employers to provide or support childcare services? *Employer supported childcare includes non-monetary support and monetary support, such as allowances provided to parents or to pre-existing childcare centers.*

| | Answer | Legal Basis (please cite law and article) |
|----------------------|-------------------|--|
| 0-2 years old | -Click to Select- | |
| 3-6 years old | -Click to Select- | |

3.9.B. If the answer to 3.9.A is yes, is it based on the number of employees regardless of their gender? *Please indicate the number of employees required to trigger the obligation.*

| Answer | Legal Basis (please cite law and article) |
|-------------------|--|
| -Click to Select- | |

3.9.C. If the answer to 3.9.B is no, is it based on the number of female employees? *Please indicate the number of employees required to trigger the obligation.*

| Answer | Legal Basis (please cite law and article) |
|-------------------|--|
| -Click to Select- | |

3.9.D. Are there other criteria that trigger the obligation for employers to provide or support childcare? *Please explain.*

| Answer | Description and Legal Basis (please cite law and article) |
|-------------------|--|
| -Click to Select- | |

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

SAMPLE

4. Retirement and Pensions

Additional Instructions:

- For the purpose of these questions, please assume that the woman or man in question works as a cashier at a grocery store, is currently 40 years old, has raised one child and has been working since age 25.
- Pension does not include the right to take out funds for specific purposes prior to the pensionable age, such as to finance the purchase of a home at any time.
- If there is no national law on retirement, the answer is “N/A.”

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

| Answer and Legal Basis (please cite law and article) | | | | |
|--|-------------------------|------------|------------------------------------|------------|
| | Last cycle | This cycle | Last cycle | This cycle |
| For men | «WBL_gj_RetireAgeMen» | | «WBL_gj_RetireAgeMen_LegalBasis» | |
| For women | «WBL_gj_RetireAgeWomen» | | «WBL_gj_RetireAgeWomen_LegalBasis» | |

4.2. At what age is it mandatory to retire?

Please indicate N/A if there is no mandatory retirement age.

| Answer and Legal Basis (please cite law and article) | | | | |
|--|---|------------|--|------------|
| | Last cycle | This cycle | Last cycle | This cycle |
| For men | «WBL_gj_Mandatory retirement age men» | | «WBL_gj_Mandatory retirement age men_LegalBasis» | |
| For women | «WBL_gj_Mandatory retirement age women» | | «WBL_gj_Mandatory retirement age women_LegalBasis» | |

4.3. What is the age at which one can retire and receive partial benefits?

This is the age at which one can retire but not with full pension benefits, either because he/she did not accumulate enough work experience or contributions, or because he/she has not reached the age that would qualify him/her for a full pension. This does not include early retirement for health reasons or any other exceptional condition or reason. If there is no specified age to qualify for retirement with partial benefits, the answer is the same as the age at which one can retire and receive full benefits.

| Answer and Legal Basis (please cite law and article) | | | | |
|--|--------------------------|------------|-------------------------------------|------------|
| | Last cycle | This cycle | Last cycle | This cycle |
| For men | «WBL_gj_PensionAgeMen» | | «WBL_gj_PensionAgeMen_LegalBasis» | |
| For women | «WBL_gj_PensionAgeWomen» | | «WBL_gj_PensionAgeWomen_LegalBasis» | |

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

5. Restrictions on Women's Employment

Additional Instructions:

- *Restrictions on pregnant or nursing mothers are not included in these questions. Assume the woman in question is 30 years old, not pregnant and not nursing.*
- Select Yes if no restrictions on women exist or if men and women can equally work in the industry.
- Only include a legal basis where the answer is No.

| | Answer and Legal Basis (please cite law and article) | | | |
|--|--|------------------|--------------------------------|------------|
| | Last cycle | This cycle | Last cycle | This cycle |
| 5.1. Can women work the same night hours as men? | «WBL_gj_NightHours» | -Click to Select | «WBL_gj_NightHours_LegalBasis» | |
| 5.2. Can women work in the same industries and do the same jobs as men? | «WBL_gj_Industries» | -Click to Select | «WBL_gj_Industries_LegalBasis» | |

5.3.A. If the answer to 5.2 is No, please indicate whether women can work in the following industries or jobs in the same way as men? *Select Yes if no restrictions on women exist or if men and women can equally work in the industry.*

| | Answer and Legal Basis (please cite law and article) | | | |
|--|--|------------------|---|------------|
| | Last cycle | This cycle | Last cycle | This cycle |
| Mining | «WBL_gj_Industries Mining» | -Click to Select | «WBL_gj_Industries Mining_LegalBasis» | |
| Construction | «WBL_gj_Industries Construction» | -Click to Select | «WBL_gj_Industries Construction_LegalBasis» | |
| Factories | «WBL_gj_Industries Factories» | -Click to Select | «WBL_gj_Industries Factories_LegalBasis» | |
| Transportation (i.e. train drivers, truck drivers) | New question | -Click to Select | New question | |
| Agriculture (i.e. working with certain agricultural materials or equipment) | New question | -Click to Select | New question | |
| Energy (i.e. electrician, working on oil rigs) | New question | -Click to Select | New question | |
| Water (i.e. plumbers) | New question | -Click to Select | New question | |
| Military | New question | -Click to Select | New question | |
| Other occupations (If No, please specify in question 5.3.B) | «WBL_gj_Occupation Restrictions» | -Click to Select | «WBL_gj_Occupation Restrictions_LegalBasis» | |

5.3.B. If the law prohibits women from working in other occupations not specified above, please describe:

5.4.A. Can women do the following tasks or activities in the same way as men. *Select Yes if no restrictions on women exist or if men and women can equally work in the industry.*

| | Answer and Legal Basis (please cite law and article) | | | |
|---------------------|--|------------------|--------------------------------------|------------|
| | Last cycle | This cycle | Last cycle | This cycle |
| Metalworking | «WBL_gj_Industries» | -Click to Select | «WBL_gj_Industries Metal_LegalBasis» | |

| | | | | |
|--|------------------------------------|---------------|--|--|
| | Metal» | | | |
| Work with minimum weight lifting requirements | «WBL_gj_ Industries WeightLifting» | -Click to Sel | «WBL_gj_Industries WeightLifting_LegalBasis» | |
| Other tasks (If No, please specify in question 5.4.B) | «WBL_gj_ Tasks Restrictions» | -Click to Sel | «WBL_gj_Tasks Restrictions_LegalBasis» | |

5.4.B. If the law prohibits women from doing other tasks or activities not listed above, please describe:

5.5. 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. In most cases, such jobs are not objectively defined in the law. In other cases, they may be enumerated in subsidiary legislation.

| Answer and Legal Basis (please cite law and article) | | | | |
|---|---|-------------------|--|-------------------|
| | <i>Last cycle</i> | <i>This cycle</i> | <i>Last cycle</i> | <i>This cycle</i> |
| Hazardous | «WBL_gj_Activities Hazardous» | -Click to Sele | «WBL_gj_Activities Hazardous_LegalBasis» | |
| Arduous | «WBL_gj_Activities Arduous» | -Click to Sele | «WBL_gj_Activities Arduous_LegalBasis» | |
| Morally or socially inappropriate | «WBL_gj_Activities Morally Inappropriate» | -Click to Sele | «WBL_gj_Activities Morally Inappropriate_LegalBasis» | |

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

6. Dealing with Taxes: Deductions and Credits

6.1. Are childcare payments tax deductible?

Childcare payments are payments provided by the parent to a childcare provider. This question captures tax deductions granted for payments submitted by parents specifically for childcare. This question does not cover tax deductions provided for childcare or other types of allowances.

| Answer and Legal Basis (please cite law and article) | | | |
|--|---------------|--|------------|
| Last cycle | This cycle | Last cycle | This cycle |
| «WBL_ic_Tax for childcare-deductible» | -Click to Sel | «WBL_ic_Tax for childcare-deductible_LegalBasis» | |

6.2. Are there specific tax deductions or tax credits that are only applicable to:

| Answer and Legal Basis (please cite law and article) | | | | |
|--|-----------------------------|----------------|--|------------|
| | Last cycle | This cycle | Last cycle | This cycle |
| Men | «WBL_ic_Men Specific Tax» | -Click to Sele | «WBL_ic_Men Specific Tax_LegalBasis» | |
| Women | «WBL_ic_Women Specific Tax» | -Click to Sele | «WBL_ic_Women Specific Tax_LegalBasis» | |

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

7. Reforms and Pending Legislation

7.1. Have there been any seminal court decisions or reforms in the laws and regulations relating to this survey since 30 April 2015?

-Click to Select-

7.2. If Yes, please describe in detail and, if possible, provide a citation to the court decision or provide a link to the new legislation or regulation (you can also email us a copy of the new legislation or regulation as an attachment [here](#)).

7.3. Are there currently any draft laws or regulations going through the legislative process or pending approval related to this survey? *The answer is Yes if a new law or regulation or amendment to the existing laws and regulations is currently going through the legislative process to be adopted by the legislative body.*

-Click to Select-

7.4. If Yes, please describe in detail and, if possible, provide a link to the draft legislation or regulation (you can also email us a copy of the draft legislation or regulation as an attachment [here](#)).

Thank you for completing our survey!

We appreciate your contribution to the *Women, Business and the Law* project.
The results will appear in *Women, Business and the Law 2018* and on our website: wbl.worldbank.org.
Your work will be gratefully acknowledged in both if you so choose.