

«Survey\_Economy»

Dear «FirstName» «LastName»,

We invite you to contribute to *Women, Business and the Law 2022* by filling out our questionnaire on labor law in «Survey\_Economy». [Women, Business and the Law](#) measures equality of economic opportunity for men and women by examining the laws and regulations that affect women's entrepreneurship and employment.

Our latest study, [Women, Business and the Law 2021](#), was released on February 23 to widespread acclaim, with over 600 media mentions and more than 30,000 downloads in the first month, giving great exposure to our local experts. *Women, Business and the Law* is also active on social media, with over 60,000 fans on [Facebook](#).

To further our understanding of the legal environment in «Survey\_Economy», we would be honored to benefit from your expertise on our labor law questionnaire, which examines laws affecting women's decisions to enter, stay in, and leave the workforce. We are particularly interested in reforms that have been passed since **October 2, 2020**. Your pro-bono contribution will be acknowledged on the World Bank Group's *Women, Business and the Law* [website](#) and in the electronic edition of the study.

The published data is based on an analysis of all responses completed for your economy and our team's assessment of the applicable laws and regulations. As such, responses from professionals like yourself are essential to ensure the quality and accuracy of the data we collect and analyze. Your participation could influence future policy making in your economy and in others eager to learn about good practices and successful reforms. Furthermore, by participating you will join the project's growing global network of more than 10,000 experts.

Please return the completed questionnaire to [WBLlabor@worldbank.org](mailto:WBLlabor@worldbank.org) or complete the online version. If you have any questions, do not hesitate to contact us using the information provided below. Thank you for your continued support of *Women, Business and the Law* and the work of the World Bank Group. We look forward to emailing you your World Bank Group certificate of appreciation after the publication of the study. To receive additional news about our project, please sign up for the *Women, Business and the Law* newsletter [here](#).

Sincerely,

The *Women, Business and the Law* team

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By voluntarily answering *Women, Business and the Law* questions, contributors agree that their name, firm affiliation, and contact information will be permanently retained in a password and access-restricted database by the World Bank Group's *Women, Business and the Law* project for the sole purpose of conducting *Women, Business and the Law* research and analysis in accordance with the [World Bank Group Privacy Policy](#). Contact information will remain strictly confidential and will only be acknowledged on the *Women, Business and the Law* website and in the PDF report **per the contributor preferences** indicated below.

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

First name	Last name	Position	Firm	Address	Phone	E-mail
[ ]	[ ]	[ ]	[ ]	[ ]	[ ]	[ ]

## How to complete this questionnaire

This questionnaire asks whether there have been any reforms to the following areas since **October 2, 2020**:

- **Maternity, paternity and parental leave** for private sector employees (for example, a change in the number of days of leave or percentage of wages paid for any leave period).
- **Workplace protections** (for example, new laws prohibiting the dismissal of pregnant workers, laws mandating nondiscrimination based on gender in employment or laws mandating equal remuneration for work of equal value, or sexual harassment in employment/workplaces).
- **Legal restrictions on women's employment** (for example, the removal of a provision prohibiting women from working in certain jobs).
- **The ages women and men can retire and receive pension benefits** (for example, the equalization of the retirement age for men and women).

### Assumptions

When answering this questionnaire, please consider the following assumptions for the **woman** in question:

<b>Capacity</b>	<ul style="list-style-type: none"><li>• Resides in «Survey_City» (the economy's main business city) and will remain there for her lifetime.</li><li>• 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.</li><li>• Is a lawful citizen of «Survey_Economy».</li></ul>
<b>Marriage</b>	<ul style="list-style-type: none"><li>• Is a cisgender, heterosexual woman in a monogamous first marriage registered with the appropriate authorities (de facto marriages and customary unions are not measured).</li><li>• Is of the same religion as her husband.</li><li>• 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.</li></ul>
<b>Work</b>	<ul style="list-style-type: none"><li>• Is a cashier in the food retail sector in a supermarket or grocery store that has 60 employees.</li><li>• 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.</li></ul>

More details about how each question should be answered are available on our methodology page at: <https://wbl.worldbank.org/en/methodology>.

### Applicable law(s)

Please provide information about the main labor law(s) (such as a labor code or employment act) applicable to the private sector in «Survey\_City». *If different labor laws 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. Reform Update

**1.1.** Have there been any **reforms in the laws and regulations** relating to this questionnaire **since October 2, 2020**?

-Click to Select-

**a. If yes**, please describe:

**b. If yes**, include a link or [attach](#) a copy of the new legislation or regulation:

**c. If yes**, please let us know about any relevant court decisions:

**1.2.** Are you aware of any **bills or draft laws** relating to maternity/paternity/parental leave, workplace protections, legal restrictions on women's employment, or the age at which women/men can receive pension benefit?

-Click to Select-

- a. If yes, please describe:
- b. If yes, include a link or [attach](#) a copy of the draft legislation or regulation:
- c. If yes, please let us know about any relevant court decisions:

## 2. Having Children

Please confirm whether the prefilled answers in this section have remained the same in the period from **October 2, 2020 to October 1, 2021** or whether there have been any reforms that would change the answers or legal bases (i.e. introduction of a new labor code or gender equality law, amendment to the labor law, repeal of a regulation, etc.). If no changes have occurred, please continue to the next section. -Click to Select-

### Assumptions

- They both 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, 2021**.

**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.**

	Last cycle answers		This cycle answers		
<b>Maternity leave</b> <i>refers to leave available only to the mother for the birth of a child to be taken just before, during and immediately after childbirth.</i>	«wbl_lbr_Paid maternity days»	«wbl_lbr_Paid maternity days_LB»		-Click to Select-	
<b>Paternity leave</b> <i>refers to leave available only to the father for the birth of a child.</i>	«wbl_lbr_Paid paternity days»	«wbl_lbr_Paid paternity days_LB»		-Click to Select-	
<b>Shared parental leave</b> <i>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.</i>	«wbl_lbr_Paid parental days»	«wbl_lbr_Paid parental days_LB»		-Click to Select-	
<b>Parental leave for the mother</b> <i>refers to days of parental leave reserved specifically for mothers—through "use-it-or-lose-it" policies or mothers' quotas; or an individual entitlement.</i>	«wbl_lbr_Paid parental mother quota»	«wbl_lbr_Paid parental mother quota_LB»		-Click to Select-	
<b>Parental leave for the father</b> <i>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.</i>	«wbl_lbr_Paid parental father quota»	«wbl_lbr_Paid parental father quota_LB»		-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.**

	Last cycle answers		This cycle answers	
<b>Maternity</b>	«wbl_lbr_Paid maternity percentage wages»	«wbl_lbr_Paid maternity percentages wages_LB»		
<b>Parental</b>	«wbl_lbr_Paid parental percentage wages»	«wbl_lbr_Paid parental percentage wages_LB»		

**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 and parental leave cash benefits? Assume the employee earns the minimum wage for the food retail sector.**

- 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 no paid leave.

	Last cycle answers		This cycle answers	
<b>Maternity</b>	«wbl_lbr_Paid maternity who pays»	«wbl_lbr_Paid maternity who pays_LB»	-Click to Select-	
<b>Parental</b>	«wbl_lbr_Paid parental who pays»	«wbl_lbr_Paid parental who pays_LB»	-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. Does the law mandate the following to provide childcare services?**

	For children below the age of 3	For children aged 3 to primary school starting age	Please explain and provide legal basis
<b>Government?</b>	-Click to Select-	-Click to Select-	
<b>Employer?</b>	-Click to Select-	-Click to Select-	
<b>Other?</b>	-Click to Select-	-Click to Select-	

**2.7. Where the law mandates the government to provide childcare services, is co-payment from parents required? The answer is “No” if the direct government provision of childcare services is offered at no cost.**

	Answer	Please explain and provide legal basis
<b>For children below the age of 3</b>	-Click to Select-	
<b>For children aged 3 to primary school starting age</b>	-Click to Select-	

**2.8. Are childcare payments by parents tax-deductible?**

	Answer	Please explain and provide legal basis
<b>For children below the age of 3</b>	-Click to Select-	
<b>For children aged 3 to primary school starting age</b>	-Click to Select-	

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

### 3. Workplace Protections

Please confirm whether the prefilled answers in this section have remained the same in the period from **October 2, 2020 to October 1, 2021** or whether there have been any reforms that would change the answers or legal bases (i.e. introduction of a new labor code or gender equality law, amendment to the labor law, repeal of a regulation, etc.). If no changes have occurred, please continue to the next section. -Click to Select-

#### 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; if the law limits the broad concept of "remuneration" to only basic wages or salary; or if the law limits the principle of equal remuneration for work of equal value to the same place of business or same employer.

Last cycle answers		This cycle answers	
«wbl_lbr_EqualRemunE qualValue»	«wbl_lbr_EqualRemunEqualV alue_LB»	-Click to Select-	

**3.2. Has «Survey\_Economy» adopted any implementation and/or enforcement measures to ensure the application of the principle of equal pay for work of equal value?** Measures include, but are not limited to, job evaluations, requirements/obligations for employers to disclose pay data, pay equity claims and legally established or recognized machinery for wage determination.

Answer	Please explain and provide legal basis
-Click to Select-	

**3.3. 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.

Last cycle answers		This cycle answers	
«wbl_lbr_Dismissal Pregnant Women»	«wbl_lbr_Dismissal Pregnant Women_LB»	-Click to Select-	

**3.4. Does the law specifically prohibit discrimination based on gender in employment?**

Last cycle answers		This cycle answers	
«wbl_lbr_NonDiscrim in Employment»	«wbl_lbr_NonDiscrim in Employment_LB»	-Click to Select-	

**3.5. What is the burden of proof for gender discrimination cases?** Please choose the answer that most closely represents the burden of proof standard in your country.

Answer	Please explain and provide legal basis
-Click to Select-	

**3.6. If the plaintiff makes a prima facie case (i.e. shows some evidence pointing to discrimination), does the burden of proof move to the defendant?**

Answer	Please explain and provide legal basis
-Click to Select-	

**3.7. Which of the following remedies are available to victims of gender discrimination in employment?** Please check all that apply.

	Answers	Please explain and provide legal basis
Reinstatement	<input type="checkbox"/>	
Compensatory damages	<input type="checkbox"/>	

Punitive damages	<input type="checkbox"/>	
Change of company policies	<input type="checkbox"/>	
Emotional distress damages	<input type="checkbox"/>	
All of the above	<input type="checkbox"/>	

3.8. Has «Survey\_Economy» established means of inspection and/or investigation (external to the workplace), including through labor inspectorates or other competent bodies or authorities for cases of:

	Answer	Please explain and provide legal basis
Pay equity	-Click to Select-	
Violence and harassment	-Click to Select-	

3.9. If at least one of the answers to 3.8. is "Yes," are labor inspectorates and/or other relevant bodies or authorities empowered to take action once a case of pay equity and/or violence and harassment is confirmed? This includes issuing orders requiring measures with immediate executory force, and orders to stop work in cases of an imminent danger to life, health or safety, subject to any right of appeal to a judicial or administrative authority which may be provided by law.

	Answer	Please explain and provide legal basis
Pay equity	-Click to Select-	
Violence and harassment	-Click to Select-	

3.10. Does the law provide any form of protection against complainants, victims, witnesses and whistleblowers? This includes, but is not limited to, protections against victimization of or retaliation, and privacy laws, etc.

Answer	Please explain and provide legal basis
-Click to Select-	

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

## 4. Restrictions on Women's Employment

Please confirm whether the prefilled answers in this section have remained the same in the period from **October 2, 2020 to October 1, 2021** or whether there have been any reforms that would change the answers or legal bases (i.e. introduction of a new labor code or gender equality law, amendment to the labor law, repeal of a regulation, etc.). If no changes have occurred, please continue to the next section. -Click to Select-

4.1. Can women work the same night hours as men? Select "Yes" if nonpregnant and non-nursing women in the food retail sector 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. Select "No" also if the law gives the relevant minister or ministry the power to restrict or prohibit women's night work.

Last cycle answers		This cycle answers	
«wbl_lbr_NightHours»	«wbl_lbr_NightHours_LB»	-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 nonpregnant and non-nursing women. If the law prohibits nonpregnant and non-nursing women from working at night in "industrial undertakings," select "No" for the industries affected by the restriction.

	Last cycle answers		This cycle answers	
<b>Mining</b>	«wbl_lbr_Industries Mining»	«wbl_lbr_Industries Mining_LB»	-Click to Select-	
<b>Construction</b>	«wbl_lbr_Industries Construction»	«wbl_lbr_Industries Construction_LB»	-Click to Select-	
<b>Factories</b>	«wbl_lbr_Industries Factories»	«wbl_lbr_Industries Factories_LB»	-Click to Select-	
<b>Transportation (i.e. train drivers, truck drivers)</b>	«wbl_lbr_Industries Transportation»	«wbl_lbr_Industries Transportation_LB»	-Click to Select-	
<b>Agriculture (i.e. working with certain agricultural</b>	«wbl_lbr_Industries Agriculture»	«wbl_lbr_Industries Agriculture_LB»	-Click to Select-	

materials or equipment)				
Energy (i.e. electrician, working on oil rigs)	«wbl_lbr_Industries Energy»	«wbl_lbr_Industries Energy_LB»	-Click to Select-	
Water (i.e. plumbers)	«wbl_lbr_Industries Water»	«wbl_lbr_Industries Water_LB»	-Click to Select-	

**4.3. Does the law explicitly give the relevant minister or ministry the power to restrict or prohibit women from working in certain jobs?**

Last cycle answers		This cycle answers	
«wbl_lbr_wbl_lbr_Industries Minister Power_FLIPPED»	«wbl_lbr_Industries Minister Power_LB»	-Click to Select-	

**4.4. 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.**

	Last cycle answers		This cycle answers	
Hazardous	«wbl_lbr_Hazardous»	«wbl_lbr_Hazardous_LB»	-Click to Select-	
Arduous	«wbl_lbr_Arduous»	«wbl_lbr_Arduous_LB»	-Click to Select-	
Morally or socially inappropriate	«wbl_lbr_Morally Inappropriate»	«wbl_lbr_Morally Inappropriate_LB»	-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:**

## 5. Retirement and Pensions

Please confirm whether the prefilled answers in this section have remained the same in the period from **October 2, 2020 to October 1, 2021** or whether there have been any reforms that would change the answers or legal bases (i.e. introduction of a new labor code or social security law, amendment to the social security law, repeal of a regulation, etc.). If no changes have occurred, please continue to the next section. -Click to Select-

### 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?**

	Last cycle answers		This cycle answers	
For men	«wbl_lbr_Full benefits age men»	«wbl_lbr_Full benefits age men_LB»		
For women	«wbl_lbr_Full benefits age women»	«wbl_lbr_Full benefits age women_LB»		

**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.**

	Last cycle answers		This cycle answers	
For men	«wbl_lbr_Partial	«wbl_lbr_Partial		



	benefits age men»	benefits age men_LB»		
<b>For women</b>	«wbl_lbr_Partial benefits age women»	«wbl_lbr_Parital benefits age women_LB»		

**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.

	Last cycle answers		This cycle answers	
<b>For men</b>	«wbl_lbr_Mandatory retirement age men»	«wbl_lbr_Mandatory retirement age men_LB»		
<b>For women</b>	«wbl_lbr_Mandatory retirement age women»	«wbl_lbr_Mandatory retirement age women_LB»		

**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 (i.e. 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.

Last cycle answers		This cycle answers	
«wbl_lbr_Pension care credit»	«wbl_lbr_Pension care credit_LB»	-Click to Select-	

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

## 6. Women with Disabilities

**6.1. Is there a law or policy that mandates reasonable accommodation for workers with disabilities?**

Answer	Please explain and provide legal basis
-Click to Select-	

**6.2. If the answer is “Yes,” does it mention women with disabilities?**

Answer	Please explain and provide legal basis
-Click to Select-	

**6.3. Are there incentives in law or policy for businesses to employ persons with disabilities (e.g. quotas, tax breaks, wage replacement)?**

Answer	Please explain and provide legal basis
-Click to Select-	

**6.4. If the answer to the previous question is “Yes,” do they mention women with disabilities?**

Answer	Please explain and provide legal basis
-Click to Select-	

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

**Thank you for completing our questionnaire!**

We sincerely appreciate your participation in the *Women, Business and the Law* project. The results will be published in the *Women, Business and the Law 2022* report and on our website: <http://wbl.worldbank.org>

Your work will be gratefully acknowledged in both if you so choose.