



«Survey_Economy»

Dear «FirstName» «LastName»,

Thank you for participating in the *Women, Business and the Law 2023* questionnaire on laws on labor and employment in «Survey_Economy». [Women, Business and the Law](#) measures equality of economic opportunity by examining the laws that affect women's entrepreneurship and employment. Local experts like you make identifying barriers to gender equality possible.

Our latest study, [Women, Business and the Law 2022](#), was released on March 1 to widespread acclaim, with over 300 media mentions and more than 14,000 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](#) and a growing global network of more than 10,000 contributors.

Responses from professionals like yourself are essential to ensure the quality and accuracy of the data we collect and analyze. This short questionnaire examines laws affecting women's decisions to enter, remain in, and leave the labor force. If there have been no reforms to the relevant laws since October 2, 2021, please submit the questionnaire after responding to Section 1. Subsequent sections should be answered only if changes to answers or legal basis are required.

Your participation could influence future policy making in your economy and in others eager to learn about good practices and successful reforms. This 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. Please return the completed questionnaire to WBLlabor@worldbank.org. If you have any questions, 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,

The *Women, Business and the Law* team

WBLlabor@worldbank.org

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By voluntarily answering the below questionnaire, contributors 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) for the duration of the research project and for the sole purpose of contacting contributors 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. Contributors can revoke at any time their consent for the processing of their name, firm affiliation, demographic and contact information by contacting DECIG. Contact information will remain strictly confidential within the Unit and will only be acknowledged on its website or publications per contributor preferences indicated below.

Primary Contributor: Please check the box next to information you **do** want us to **publish for all contributors**.

Starting this year, we are asking for your gender and age group for research purposes and to inform our outreach strategy. Demographic data will never be disclosed at the individual or country level.

		Name	
Yes publish <input type="checkbox"/>	Title (Mr., Ms., Dr.)	«Title»	[]
	First Name	«FirstName»	[]
	Last Name	«LastName»	[]
Never Published	Position (e.g. manager, associate, partner)	«Position»	[]
	Profession (e.g. judge, lawyer, notary)	«Profession»	[]
	Gender		-Click to Select-
	Age Group		-Click to Select-
		Contact details	
Yes publish <input type="checkbox"/>	Firm name	«CompanyName»	[]
	Website	«Website»	[]
Never Published	E-mail address	«EmailAddress»	[]
Yes publish <input type="checkbox"/>	Phone	«PhoneNumber»	[]
Never Published	Mobile phone	«MobileNumber»	[]
Yes publish <input type="checkbox"/>	Firm Address		
Street	«Street»	[]	P.O. Box «POBOX» []
City	«City»	[]	State/ Province «State» []
Zip/Postal code	«ZipPostalCode»	[]	Country «CountryCode» []

Additional Contributor(s): Please add the names of anyone else that you would like us to acknowledge. If this includes more than three people, kindly send us an e-mail at WBLlabor@worldbank.org

Name	Gender	Age Group	Occupation	Email	Phone	Address
[title] [first name] [last name]	-Click to Select-	-Click to Select-	[firm] [position] [profession]	[]	[phone] [mobile]	[street] [state/province] [city/country]
[title] [first name] [last name]	-Click to Select-	-Click to Select-	[firm] [position] [profession]	[]	[phone] [mobile]	[street] [state/province] [city/country]
[title] [first name] [last name]	-Click to Select-	-Click to Select-	[firm] [position] [profession]	[]	[phone] [mobile]	[street] [state/province] [city/country]

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

1. Please provide your contact information and information regarding others who contributed to this short questionnaire. Please indicate whether, in recognition of your contribution, you would like your contribution and your contact information acknowledged on our website and/or in the publication.
2. Please review the assumptions in order to fully understand the context of the questionnaire. If you have any questions about the assumptions, more details about how each question should be answered are available on our methodology page at: <https://wbl.worldbank.org/en/methodology>.
3. Please use the field called “**Please explain and provide source/legal basis**” to indicate the legal source of your answer. As part of the legal source, please cite the name of the law, regulations, etc., and the applicable articles or sections. If a legal reform occurred, please provide the **link to the new or amended law** and any details of the reform that you may have.

Assumptions

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

Capacity	<ul style="list-style-type: none"> • Resides in «Survey_City» (the economy’s main business city) and will remain there for her lifetime. • 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. • Is a lawful citizen of «Survey_Economy».
Marriage	<ul style="list-style-type: none"> • Is a cisgender, heterosexual woman in a monogamous first marriage registered with the appropriate authorities (de facto marriages and customary unions are not measured). • 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	<ul style="list-style-type: none"> • 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.

Section 1. Reform and legislation updates

1.1. Since **October 2, 2021**, have there been any reforms in the **following laws and regulations, and in the areas listed in the table below** in «**Survey_Economy**»? For the purpose of this section, a **Reform** is a modification in the law or the enactment of new legislation (e.g. a new act, code, law, decree, order, supreme court decisions, amendment).

- «wbl_lbr_Name applicable law»

Please select "Yes" only if there have been changes in the law.

Areas of research	Reforms
<p>a) Family leave policies:</p> <ul style="list-style-type: none"> • 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) <p><i>Note: If your answer is "Yes", please answer the questions in Section 2. Family leave policies (click)</i></p>	-Click to Select-
<p>b) Workplace protections:</p> <ul style="list-style-type: none"> • Equal remuneration for work of equal value • Prohibition of dismissal of a pregnant worker • Prohibition of discrimination based on gender in employment <p><i>Note: If your answer is "Yes", please answer the questions in Section 3. Workplace protections (click)</i></p>	-Click to Select-
<p>c) Restrictions on women's employment:</p> <ul style="list-style-type: none"> • 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 <p><i>Note: If your answer is "Yes", please answer the questions in Section 4. Restrictions on women's employment (click)</i></p>	-Click to Select-
<p>d) Retirement and pensions:</p> <ul style="list-style-type: none"> • Retirement ages to receive full benefits (women and men) • Retirement ages to receive partial benefits (women and men) • Mandatory retirement ages to cease employment (women and men) • Periods taken off work to care for children are accounted for in pension benefits calculation <p><i>Note: If your answer is "Yes", please answer the questions in Section 5. Retirement and pensions (click)</i></p>	-Click to Select-

1.2. Please explain and provide legal basis and links to laws relevant to this section:

1.3. 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 attach a copy of the draft legislation or regulation:

1.4. Are you aware of any relevant **court decisions** relating to this questionnaire? -Click to Select-

a. If yes, please describe:

b. If yes, please let us know any relevant court decision:

Note: If your answer is “No” to all the above questions in **Section 1. Reform and legislation updates** please feel free to skip the following sections and submit the questionnaire to WBLlabor@worldbank.org

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, 2022**.

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.

	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 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 is no paid leave.

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

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. Select “No” also if the law gives the relevant minister or ministry the power to restrict or prohibit women’s night work.

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. train drivers, truck drivers)	-Click to Select-	
Agriculture (i.e. working with certain agricultural materials or equipment)	-Click to Select-	
Energy (i.e. electrician, working on oil rigs)	-Click to Select-	
Water (i.e. plumbers)	-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?

Answer	Please explain and provide source/legal basis
-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.

	Answer	Please explain and provide source/legal basis
Hazardous	-Click to Select-	
Arduous	-Click to Select-	
Morally or socially inappropriate	-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 (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.*

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:

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 2023* report and on our website: <http://wbl.worldbank.org>.

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