



**WOMEN, BUSINESS  
AND THE LAW**  
Introduction

Dear «FirstName» «LastName»,

Welcome to the *Women, Business and the Law 2024* expert opinion questionnaire for «**Survey\_Economy**». The following questions aim to collect your opinion on how well existing laws, or the lack thereof, operate in practice in «**Survey\_Economy**», specifically in «**Survey\_City**». Your candid feedback on any additional obstacles faced by women is also welcome. Your contribution will be critical to help us assess the *de facto* situation for women.

The questionnaire should take **30 minutes or less** to complete and it doesn't require additional legal research on your part. Feel free to skip the questions that fall outside of your area of expertise. 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.

**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](mailto: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.*



**WOMEN, BUSINESS  
AND THE LAW**  
Contributor Information

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

**Basic information**

First Name	«FirstName»	[ ]
Last Name	«LastName»	[ ]
Gender	[drop down]	[ ]
Age Group	[drop down]	[ ]

**Contact details**

Firm name	«CompanyName»	[ ]
E-mail address	«EmailAddress»	[ ]



## WOMEN, BUSINESS AND THE LAW

### Instructions

The following questions aim to collect your opinion on how well existing laws, or the lack thereof, operate in practice in «**Survey Economy**», specifically in «**Survey\_City**».

Should you want to share more information about specific barriers, you can do so by using the open-ended questions at the end of each section. Comments can describe barriers that prevent women from fully enjoying their rights or the protections granted to them by law, which may include, but are not limited to, the following:

- Implementing frameworks (e.g., lack of regulations, guidelines, etc.)
- Allocated resources (e.g., low budget, human resources, etc.)
- Awareness (e.g., lack of proper training, information campaigns, etc.)
- Institutional capacity (e.g., lack of enforcement agencies)
- Lack of support or services (e.g. lack of support for victims of violence, such as health, psychological, livelihood support; lack of services such as legal aid)
- Bureaucratic/administrative barriers (e.g., time and cost, prohibitive procedural requirements, etc.)
- Social and cultural norms



**WOMEN, BUSINESS  
AND THE LAW**  
Expertise

Please rate your level of knowledge of each of the following areas.

	I consider myself an expert	I am very knowledgeable	I am somewhat knowledgeable	I have only a little knowledge
<b>A. Agency, Entrepreneurship and Property Rights</b> , including women's equal rights in the context of mobility, marriage and divorce, entrepreneurship, and assets.	4	3	2	1
<b>B. Labor and Employment</b> , including women's equal rights in the context of the workplace, pay, maternity leave, childcare, and pension	4	3	2	1
<b>C. Safety</b> , including rights and protections from violence against women (domestic violence, femicide, child marriage, and sexual harassment).	4	3	2	1

To better understand the extent of the full realization of women's rights and opportunities, *Women, Business and the Law* continues obtaining data on the effective implementation and enforcement of the law. Your contribution will be critical to help us assess the *de facto* situation for women in «Survey\_Economy».

The following questions aim to collect your opinion on how well existing laws, or the lack thereof, operate in practice in «Survey\_Economy», specifically in «Survey\_City». Your candid feedback on the obstacles to the effective implementation of laws is also welcome.

## Safety

The following questions are meant to assess the prevalence of violence against women, and the presence of prevention and protection measures. Ensuring women's safety is a necessary precondition for their active participation in socio-economic activities.

### **Violence against women**

*When answering the following questions, please consider the current situation of women in «Survey\_Economy» and their risks of being exposed to gender-based violence (intimate partner violence, sexual harassment, FGM, etc.) at home or in public places, their ability to access support and services, to seek redress, etc.*

#### **1.1. In practice, are women free from gender-based violence?**

- 0 – Almost no women are free from gender-based violence.
- 1 – Some women are free from gender-based violence.
- 2 – About half of all women are free from gender-based violence.
- 3 – Most women are free from gender-based violence.
- 4 – Almost all women are free from gender-based violence.

#### **1.2. In practice, are prevention mechanisms, redress options, and services effective in addressing violence against women?**

- 0 – Almost no prevention mechanisms, redress options and services are effective (if any are available in the economy).
- 1 – Some prevention mechanisms, redress options and services are effective (if any are available in the economy).
- 2 – About half of all prevention mechanisms, redress options and services are effective (if any are available in the economy).
- 3 – Most prevention mechanisms, redress options and services are effective (if any are available in the economy).
- 4 – Almost all prevention mechanisms, redress options and services are effective (if any are available in the economy).

#### **1.3. Are there any specific challenges or barriers faced by women in this area that you would like to highlight? For example: social and cultural norms, lack of regulations/guidelines, lack of enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.**



# WOMEN, BUSINESS AND THE LAW

## Agency, Entrepreneurship, and Property Rights

The following questions are meant to assess women's agency, financial inclusion, and access to immovable property in practice. These are all crucial aspects that enable women's full participation in the economy, as employees and entrepreneurs.

### **Capacity and Mobility**

*When answering the following questions, please consider the current situation of women compared to men in «Survey\_Economy» and their freedom of movement, such as their ability to leave the house or the country.*

#### **2.1. In practice, do women enjoy the same freedom of movement as men?**

*Clarification: This question specifies the extent to which women can travel internationally and domestically without being subject to restrictions. This question asks you to assess the relative freedom of movement between men and women.*

- 0 - Almost no women enjoy freedom of movement.
- 1 - Some women enjoy freedom of movement.
- 2 - About half of all women enjoy freedom of movement.
- 3 - Most women enjoy freedom of movement.
- 4 - Almost all women enjoy freedom of movement.

**2.2. Are there any specific challenges or barriers faced by women in this area that you would like to highlight?** *For example: social and cultural norms, lack of regulations/guidelines, lack of enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.*

### **Marriage**

*When answering the following questions, please consider the current situation of women compared to men in «Survey\_Economy» and their rights during marriage, at the time of divorce, and when deciding to remarry.*

#### **2.3. In practice, do women and men enjoy equal rights during marriage?**

- 0 - Almost no women enjoy equal rights in marriage.
- 1 - Some women enjoy equal rights in marriage.
- 2 - About half of all women enjoy equal rights in marriage.
- 3 - Most women enjoy equal rights in marriage.
- 4 - Almost all women enjoy equal rights in marriage.

#### **2.4. In practice, do women and men enjoy equal rights when getting a divorce?**

- 0 - Almost no women enjoy equal rights when getting a divorce.
- 1 - Some women enjoy equal rights when getting a divorce.
- 2 - About half of all women enjoy equal rights when getting a divorce.
- 3 - Most women enjoy equal rights when getting a divorce.
- 4 - Almost all women enjoy equal rights when getting a divorce.

**2.5. Are there any specific challenges or barriers faced by women in this area that you would like to highlight?** *For example: social and cultural norms, lack of regulations/guidelines, lack of*



*enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.*

## **Entrepreneurship**

*When answering the following questions, please consider the current situation of women compared to men in «Survey\_Economy» and their ability to start and run a business, have access to business opportunities such as public procurement tenders, and to financial services.*

### **2.6. In practice, do women enjoy the same opportunities to start and run a business as men?**

- 0 - Almost no women enjoy equal opportunities to start and run a business.
- 1 - Some women enjoy equal opportunities to start and run a business.
- 2 - About half of all women enjoy opportunities to start and run a business.
- 3 - Most women enjoy equal opportunities to start and run a business.
- 4 - Almost all women enjoy equal opportunities to start and run a business.

### **2.7. In practice, do women and men have equal access to credit?**

- 0 - Almost no women enjoy equal access to credit.
- 1 - Some women enjoy equal access to credit.
- 2 - About half of all women enjoy equal access to credit.
- 3 - Most women enjoy equal access to credit.
- 4 - Almost all women enjoy equal access to credit.

**2.8. Are there any specific challenges or barriers faced by women in this area that you would like to highlight?** *For example: social and cultural norms, lack of regulations/guidelines, lack of enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.*

## **Property Rights**

*When answering the following questions, please consider the current situation of women compared to men in «Survey\_Economy» and their ability to inherit assets, register their immovable property and use it as collateral.*

### **2.9. In practice, do women and men enjoy equal rights to immovable property?**

*Clarification: Immovable property rights include the right to acquire, possess, keep, inherit, and sell immovable property, including land or buildings. Limits on property rights may come from the state (which may legally limit rights or fail to enforce them); customary laws and practices; or religious or social norms. This question concerns the rights to immovable property, not to the actual ownership of immovable property.*

- 0 - Almost no women enjoy equal rights to immovable property.
- 1 - Some women enjoy equal rights to immovable property.
- 2 - About half of all women enjoy equal rights to immovable property.
- 3 - Most women enjoy equal rights to immovable property.
- 4 - Almost all women enjoy equal rights to immovable property.

**2.10. Are there any specific challenges or barriers faced by women in this area that you would like to highlight?** *For example: social and cultural norms, lack of regulations/guidelines, lack of enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.*

## **Labor and Employment**

The following questions are meant to assess women's ability to enter, remain in, and leave the labor force. Several factors may influence women's decisions in this area, from workplace protections to the availability of childcare services.

### ***Workplace Protections***

*When answering the following questions, please consider the current situation of women compared to men in «Survey\_Economy» and their ability to enter and remain in the workplace and enjoy flexible work arrangements.*

#### **3.1. In practice, do women enjoy the same opportunities to enter the workplace as men?**

*Clarification: Barriers for women to enter the workplace may include needing the husband's permission to enter the labor market, unfair recruitment, etc. Enjoying the same opportunities means no barriers are identified for women compared with men.*

- 0 - Almost no women enjoy equal opportunities to enter the workplace.
- 1 - Some women enjoy equal opportunities to enter the workplace.
- 2 - About half of all women enjoy equal opportunities to enter the workplace.
- 3 - Most women enjoy equal opportunities to enter the workplace.
- 4 - Almost all women enjoy equal opportunities to enter the workplace.

#### **3.2. In practice, do women enjoy the same opportunities to remain in the workplace as men?**

*Clarification: Barriers to remaining in the workplace include gender discrimination in training/promotion opportunities, unfair dismissals, sexual harassment, lack of work-life balance, etc. Enjoying the same opportunities means no barriers are identified for women compared with men.*

- 0 - Almost no women enjoy equal opportunities to remain in the workplace.
- 1 - Some women enjoy equal opportunities to remain in the workplace.
- 2 - About half of all women enjoy equal opportunities to remain in the workplace.
- 3 - Most women enjoy equal opportunities to remain in the workplace.
- 4 - Almost all women enjoy equal opportunities to remain in the workplace.

**3.3. Are there any specific challenges or barriers faced by women in this area that you would like to highlight?** *For example: social and cultural norms, lack of regulations/guidelines, lack of enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.*

### ***Equal Remuneration and Job Restrictions***

*When answering the following questions, please consider the current situation of women compared to men in «Survey\_Economy» and their ability to receive equal remuneration for work of equal value and access to high paying jobs, such as mining and construction industries.*

#### **3.4. In practice, do women enjoy equal remuneration for work of equal value?**

- 0 - Almost no women enjoy equal remuneration.
- 1 - Some women enjoy equal remuneration.
- 2 - About half of all women enjoy equal remuneration.
- 3 - Most women enjoy equal remuneration.
- 4 - Almost all women enjoy equal remuneration.



**3.5. In practice, do women and men have equal access to high paying jobs?**

- 0 - Almost no women have equal access to high paying jobs.
- 1 - Some women have equal access to high paying jobs.
- 2 - About half of all women have equal access to high paying jobs.
- 3 - Most women have equal access to high paying jobs.
- 4 - Almost all women have equal access to high paying jobs.

**3.6. Are there any specific challenges or barriers faced by women in this area that you would like to highlight?** *For example: social and cultural norms, lack of regulations/guidelines, lack of enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.*

### **Family Leave Policies**

*When answering the following questions, please consider the current situation of women and men in «Survey\_Economy» and their ability to receive leave and benefits after the birth of a child, as well as their ability to enjoy protection from dismissal during pregnancy.*

**3.7. In practice, do women have access to paid leave for the birth of a child?**

- 0 - Almost no women have access to paid leave for the birth of a child.
- 1 - Some women have access to paid leave for the birth of a child.
- 2 - About half of all women have access to paid leave for the birth of a child.
- 3 - Most women have access to paid leave for the birth of a child.
- 4 - Almost all women have access to paid leave for the birth of a child.

**3.8. In practice, do men have access to paid leave for the birth of a child?**

- 0 - Almost no men have access to paid leave for the birth of a child.
- 1 - Some men have access to paid leave for the birth of a child.
- 2 - About half of all men have access to paid leave for the birth of a child.
- 3 - Most men have access to paid leave for the birth of a child.
- 4 - Almost all men have access to paid leave for the birth of a child.

**3.9. Are there any specific challenges or barriers faced by women in this area that you would like to highlight?** *For example: social and cultural norms, lack of regulations/guidelines, lack of enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.*

### **Childcare**

*When answering the following questions, please consider the current situation of women in «Survey\_Economy» and their ability to access center-based affordable and quality childcare services for children aged 0-2.*

*Clarification: Center-based childcare services are 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, and creches. The primary objective of childcare as a service is caring for children while parents are working, ensuring that children are safe and have opportunities to learn and play.*

**3.10. In practice, do women have access to affordable and quality childcare services?**

- 0 - Almost no women have access to affordable and quality childcare services.
- 1 - Some women have access to affordable and quality childcare services.
- 2 - About half of all women have access to affordable and quality childcare services.
- 3 - Most women have access to affordable and quality childcare services.
- 4 - Almost all women have access to affordable and quality childcare services.

**3.11. Are there any specific challenges or barriers faced by women in this area that you would like to highlight?** *For example: social and cultural norms, lack of regulations/guidelines, lack of enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.*

### **Retirement and Pensions**

*When answering the following questions, please consider the current situation of women compared to men in similar jobs in «Survey\_Economy» and their ability to retire with correspondingly similar pension benefits.*

**3.12. In practice, do women and men enjoy equal pension benefits after retirement?**

- 0 - Almost no women enjoy equal pension benefits after retirement.
- 1 - Some women enjoy equal pension benefits after retirement.
- 2 - About half of all women enjoy equal pension benefits after retirement.
- 3 - Most women enjoy equal pension benefits after retirement.
- 4 - Almost all women enjoy equal pension benefits after retirement.

**3.13. Are there any specific challenges or barriers faced by women in this area that you would like to highlight?** *For example: social and cultural norms, lack of regulations/guidelines, lack of enforcement/implementing agencies, lack of budget, lack of proper training, no information campaigns, prohibitive time and cost to access services, prohibitive procedural requirements.*



# WOMEN, BUSINESS AND THE LAW

## Questionnaire Feedback

On behalf of the *Women, Business and the Law* (WBL) team, we thank you for your contribution to the *Women, Business and the Law 2024* report. Contributions like yours are essential for ensuring the quality and accuracy of the data we collect and analyze. As such, we would be extremely grateful for your continued support of our ongoing efforts.

The *Women, Business and the Law* team is very keen on collaborating with you in the future to continue our efforts to identify barriers to women's economic participation and encourage the reform of discriminatory laws. To ensure future contributions, we would appreciate it if you could share with us how we can improve our questionnaires by answering the following questions.

**1. In your opinion, what are the benefits of responding to *Women, Business and the Law* questionnaires?** Please select the top three options based on your preference.

- Building expertise in gender equality and women's economic empowerment
- Association with high quality data and research produced by the World Bank
- Interest in being a member of a global network of experts
- Acknowledgement on the website
- Obtaining a certificate of completion
- Helping to reform laws in my country to empower women and girls
- Other

If "Other", please specify:

**2. How easy was it to respond to the questionnaire?**

Difficult	Somewhat difficult	Somewhat easy	Easy

**2.1. In your opinion, what can be improved? Please check all that apply.**

Questionnaire design	<input type="checkbox"/>
Questionnaire length	<input type="checkbox"/>
Communication around the questionnaire (reminders, follow up)	<input type="checkbox"/>
Instructions on how to complete the questionnaire	<input type="checkbox"/>
Deadline to complete the questionnaire	<input type="checkbox"/>
Other	<input type="checkbox"/>

Please specify:

**3. How likely are you to recommend responding to a *Women, Business and the Law* questionnaire to a colleague, and why?**

Not likely	Somewhat likely	Likely	Highly likely

Please specify:

**4. Would you be interested in contributing to other topics? Yes/No**

**4.1. If the answer is "Yes," please check all that apply:**

- Family Law



## WOMEN, BUSINESS AND THE LAW

- *Examines laws affecting women's agency, mobility, and access to property.*
- Labor Law
  - *Examines laws affecting women's ability to enter, remain in, and leave the labor force.*
- Laws Protecting Women from Violence
  - *Examines laws protecting women from domestic violence, sexual harassment and harmful practices.*
- Laws on Provision of Childcare Services
  - *Examines laws affecting women's ability to access affordable and quality childcare services.*
- Potential Areas for Future Research

If you select "Potential Areas for Future Research", please specify:

**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.