

WBL Methodology Workshop



WORLD BANK GROUP





Work



Work – Getting Started



Work – Motivation



- Removing obstacles for **women to work outside the home** enhances their economic independence, increases participation in skilled employment, and contributes to broader economic growth.
- Strong anti-discrimination laws are associated with an **8.6 percentage point increase** in women's employment and access to better career paths.
- Flexible work arrangements contribute to **greater female workforce retention** and a more equitable division of unpaid care work between men and women.



Pillar I – Work Legal Frameworks



Underlying questions

01

Does the Law Allow Women to Get a Job in the Same Way as a Man?

- No underlying data points

02

Does the Law Prohibit Discrimination in Recruitment Based on Marital Status, Parental Status, or Age?

- Does the law prohibit discrimination in recruitment based on marital status?
- Does the law prohibit discrimination in recruitment based on parental status?
- Does the law prohibit discrimination in recruitment based on age?

03

Does the Law Prohibit Discrimination in Employment Based on Gender?

- No underlying data points

04

Does the Law Allow Employees to Request Flexible Work?

- Does the law allow employees to request flexibility regarding the time of work?
- Does the law allow employees to request flexibility regarding the place of work?

Pillar I – Work Legal Frameworks – I.3.1



	Points	Rescaled Maximum Score
I.3.1 Does the Law Allow Women to Get a Job in the Same Way as a Man?	0 or 1	25

Question I.3.1 is **assigned a score of 1** if there are no restrictions in the laws on women's right to work independently.

A score of 1 is **only assigned** if the law **does not contain any of the following three constraints**:

- ▶ There are restrictions on a woman's legal capacity and ability to get a job or pursue a trade or profession; OR
- ▶ The law mandates that a woman must seek formal approval or provide additional documentation (such as written consent or authorization) from her husband or guardian; OR
- ▶ The law imposes legal consequences, such as loss of maintenance or financial support, on women who work against their husband's or family's wishes, treating it as a form of disobedience.

Pillar I – Work Legal Frameworks – I.3.2 (1)



	Points	Rescaled Maximum Score
I.3.2 Does the Law Prohibit Discrimination in Recruitment Based on Marital Status, Parental Status, or Age?	0 - 1	25
I.3.2.1 Does the law prohibit discrimination in recruitment based on marital status?	0 or 0.33	
I.3.2.2 Does the law prohibit discrimination in recruitment based on parental status?	0 or 0.33	
I.3.2.3 Does the law prohibit discrimination in recruitment based on age?	0 or 0.33	

I.3.2.1 Does the law prohibit discrimination in recruitment based on marital status?

Question I.3.2.1 is assigned a score of 0.33 if **one of the following two conditions** is met:

- ▶ The law explicitly prohibits employers from discriminating based on marital status during preemployment practices (that is, recruitment and hiring); OR
- ▶ The law mandates a broad prohibition of discrimination based on marital status together with a general prohibition of discrimination during pre-employment practices (that is, recruitment and hiring) for all workers.

Pillar I – Work Legal Frameworks – I.3.2 (2)



	Points	Rescaled Maximum Score
I.3.2 Does the Law Prohibit Discrimination in Recruitment Based on Marital Status, Parental Status, or Age?	0 - 1	25
I.3.2.1 Does the law prohibit discrimination in recruitment based on marital status?	0 or 0.33	
I.3.2.2 Does the law prohibit discrimination in recruitment based on parental status?	0 or 0.33	
I.3.2.3 Does the law prohibit discrimination in recruitment based on age?	0 or 0.33	

I.3.2.2 Does the law prohibit discrimination in recruitment based on parental status?

Question I.3.2.2 is assigned a score of 0.33 if **one of the following two conditions is met:**

- ▶ The law explicitly prohibits employers from discriminating based on parental status during preemployment practices (that is, recruitment and hiring); OR
- ▶ The law mandates a broad prohibition of discrimination based on parental status together with a general prohibition of discrimination during pre-employment practices (that is, recruitment and hiring) for all workers.

I.3.2.3 Does the law prohibit discrimination in recruitment based on age?

Question I.3.2.3 is assigned a score of 0.33 if **one of the following two conditions is met:**

- ▶ The law explicitly prohibits employers from discriminating based on age during preemployment practices (that is, recruitment and hiring); OR
- ▶ The law mandates a broad prohibition of discrimination based on age together with a general prohibition of discrimination during pre-employment practices (that is, recruitment and hiring) for all workers.

Pillar I – Work Legal Frameworks – I.3.3



	Points	Rescaled Maximum Score
I.3.3 Does the Law Prohibit Discrimination in Employment Based on Gender?	0 or 1	25

Question I.3.3 is assigned a score of 1 if the following two conditions are met:

- ▶ The law prohibits employers from discriminating based on gender (OR) The law mandates equal treatment of women and men in employment; AND
- ▶ The law does not prohibit discrimination in only one aspect of employment, such as pay or dismissal.

Pillar I – Work Legal Frameworks – I.3.4



	Points	Rescaled Maximum Score
I.3.4 Does the Law Allow Employees to Request Flexible Work?	0 - 1	25
I.3.4.1 Does the law allow employees to request flexibility regarding the time of work?	0 or 0.50	
I.3.4.2 Does the law allow employees to request flexibility regarding the place of work?	0 or 0.50	

I.3.4.1 Does the law allow employees to request flexibility regarding the time of work?

Question I.3.4.1 is assigned a score of 0.50 if the **following two conditions** are met:

- ▶ The law grants employees the option of requesting flexible time; AND
- ▶ The option to request flexible time is not conditional on certain characteristics, such as parental status, disabilities, or age of children.

I.3.4.2 Does the law allow employees to request flexibility regarding the place of work?

Question I.3.4.2 is assigned a score of 0.50 if the **following two conditions** are met:

- ▶ The law grants employees the option of requesting remote work; AND
- ▶ The option to request remote work is not conditional on certain characteristics, such as parental status, disabilities, or age of children.



Pillar II – Work Supportive Frameworks

Underlying questions

01

Does a Specialized Body Receive Complaints about Gender Discrimination in Employment?

- No underlying data points

02

Does the Government Provide Awareness-Raising Measures on Fair Recruitment Policies Free from Discrimination Based on Gender?

- No underlying data points

03

Does the Government Provide Instructional Resources for the Private Sector to Adopt Flexible Work Arrangements?

- No underlying data points

04

Does a National Government Plan or Strategy Focus on Women's Access to the Labor Market?

- Does the plan or strategy include measures to increase women's access to the labor market?
- Does the plan or strategy include institutional arrangements to monitor the implementation of the plan or strategy?
- Does the plan or strategy include indicators and targets?

Pillar II – Work Supportive Frameworks – II.3.1



	Points	Rescaled Maximum Score
II.3.1 Does a Specialized Body Receive Complaints about Gender Discrimination in Employment?	0 or 1	25

Question II.3.1. is assigned a score of 1 if the **following three conditions are met**:

- ▶ A specialized and independent body has a mandate to receive, adjudicate, or refer to the competent courts, complaints made by public and private actors related to discrimination in employment based on gender; AND
- ▶ The mandate extends to cases about employment relations in the private sector; AND
- ▶ The body is operational.

In this indicator, a “specialized body” refers to an entity or institution that has been established in addition to courts with a constitutional and/or legislative mandate to protect and promote principles of equality. It may take forms such as a human rights commission, ombudsperson, labor tribunal, or gender equality commission, among others. It is tasked with receiving, adjudicating, or referring to the competent court, complaints of gender-based discrimination in employment by public and private actors.



Pillar II – Work Supportive Frameworks – II.3.2

	Points	Rescaled Maximum Score
II.3.2 Does the Government Provide Awareness-Raising Measures on Fair Recruitment Policies Free from Discrimination Based on Gender?	0 or 1	25

Question II.3.2 is **assigned a score of 1** if:

- ▶ A public entity has introduced awareness-raising measures or published other instructional resources; information provided by a private or nongovernmental agency is insufficient; (AND)
- ▶ The awareness measures provides private sector employers with information on how to implement non-discrimination based on gender in recruitment practices; (AND)
- ▶ The information has been released or updated within the past five years preceding the data collection cut-off date.

In this indicator, “awareness-raising measures” refers to a set of actions taken by the government, published in the language spoken by the majority group of the population, to sensitize the private sector on how to implement fair recruitment practices. This includes, but is not limited to, the development of education and training, campaigns and public service announcements, publication and distribution of guidance notes, booklets, and best practice manuals, and the availability of free, comprehensive, and accurate information online through official government websites.

Pillar II – Work Supportive Frameworks – II.3.3



	Points	Rescaled Maximum Score
II.3.3 Does the Government Provide Instructional Resources for the Private Sector to Adopt Flexible Work Arrangements?	0 or 1	25

Question II.3.3 is **assigned a score of 1** if a public entity has provided instructional resources to private sector employers with information on how to implement flexible work arrangements.

In this indicator, “instructional resources” refers to materials produced and published by the government to sensitize the private sector on how to implement flexible work arrangements. This includes, but is not limited to, the development of education and training, campaigns and public service announcements, publication and distribution of guidance notes, guidebooks, booklets, and best practice manuals, and the availability of free, comprehensive, and accurate information online through official government websites.

Pillar II – Work Supportive Frameworks – II.3.4



	Points	Rescaled Maximum Score
II.3.4 Does a National Government Plan or Strategy Focus on Women's Access to the Labor Market?	0 - 1	25
II.3.4.1 Does the plan or strategy include measures to increase women's access to the labor market?	0 or 0.33	
II.3.4.2 Does the plan or strategy include institutional arrangements to monitor the implementation of the plan or strategy?	0 or 0.33	
II.3.4.3 Does the plan or strategy include indicators and targets?	0 or 0.33	

II.3.4.1 Does the plan or strategy include measures to increase women's access to the labor market?

Question II.3.4.1 is assigned a score of 0.33 if the **following two conditions are met:**

- ▶ There is a government-issued national plan or strategy that includes specific measures to increase women's access to the labor market, such as initiatives to attract and retain women in the workforce (labor demand), training and capacity-building programs for job seekers (labor supply), or efforts to facilitate job matching and placement with a gender focus; AND
- ▶ The plan or strategy is in effect during the reporting cycle or has been published within the past five years preceding the data collection cutoff date if there is no expiration date specified in the document.

Pillar II – Work Supportive Frameworks – II.3.4



	Rescaled Maximum Score	Points
II.3.4 Does a National Government Plan or Strategy Focus on Women's Access to the Labor Market?	0 - 1	25
II.3.4.1 Does the plan or strategy include measures to increase women's access to the labor market?	0 or 0.33	
II.3.4.2 Does the plan or strategy include institutional arrangements to monitor the implementation of the plan or strategy?	0 or 0.33	
II.3.4.3 Does the plan or strategy include indicators and targets?	0 or 0.33	

II.3.4.2 Does the plan or strategy include institutional arrangements to monitor the implementation of the plan or strategy?

Question II.3.4.2 is assigned a score of 0.33 if the **following three conditions are met:**

- ▶ There is a government-issued national plan or strategy that includes specific measures to increase women's access to the labor market; AND
- ▶ The plan or strategy includes institutional arrangements to monitor its implementation; AND
- ▶ The plan or strategy is in effect during the reporting cycle or has been published within the past five years preceding the data collection cutoff date if there is no expiration date specified in the document.

II.3.4.3 Does the plan or strategy include indicators and targets?

Question II.3.4.3 is assigned a score of 0.33 if the **following three conditions are met:**

- ▶ There is a government-issued national plan or strategy that includes specific measures to increase women's access to the labor market; AND
- ▶ The plan or strategy includes indicators and targets to guide its implementation; AND
- ▶ The plan or strategy is in effect during the reporting cycle or has been published within the past five years preceding the data collection cutoff date if there is no expiration date specified in the document.



Pillar III – Work Enforcement Perceptions

01

In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Restricting a Woman's Right to Get a Job in Practice? (OR)

In Your Opinion, To What Extent Do Public Authorities Uphold Equal Rights between Women and Men in Getting a Job in Practice?

Likert Scale Responses

- Fully enforced (OR) Not at all upheld
- Mostly enforced (OR) Rarely upheld
- Moderately enforced (OR) Moderately upheld
- Rarely enforced (OR) Mostly upheld
- Not at all enforced (OR) Fully upheld

02

In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Prohibiting Discrimination in Recruitment Based on Marital Status, Parental Status, or Age in Practice?

03

In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Prohibiting Discrimination in Employment Based on Gender in Practice?

04

In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Allowing Employees to Request Flexible Work in Practice?

- Not at all enforced
- Rarely enforced
- Moderately enforced
- Mostly enforced
- Fully enforced

Pillar III – Work Enforcement Perceptions – III.3.1.1 and III.3.1.2



The Enforcement Perception questions III.3.1.1 and III.3.1.2 are displayed according to the score of I.3.1 Does the Law Allow Women to Get a Job in the Same Way as a Man?

If the score is 0:

III.3.1.1 In Your Opinion, To What Extent Do Public Authorities **Enforce** Existing Legislation Restricting a Woman's Right to Get a Job in Practice?

If the score is 1:

III.3.1.2 In Your Opinion, To What Extent Do Public Authorities **Uphold** Equal Rights between Women and Men in Getting a Job in Practice?

Likert Scale	Scores (0-4)	Weighted Score (0-100)
Not at all enforced	4	100
Rarely enforced	3	75
Moderately enforced	2	50
Mostly enforced	1	25
Fully enforced	0	0

Likert Scale	Scores (0-4)	Weighted Score (0-100)
Not at all upheld	0	0
Rarely upheld	1	25
Moderately upheld	2	50
Mostly upheld	3	75
Fully upheld	4	100



Pillar III – Work Enforcement Perceptions – III.3.2

The Enforcement Perception question III.3.2 is displayed according to the score of I.3.2 Does the Law Prohibit Discrimination in Recruitment Based on Marital Status, Parental Status, or Age?

If the score is 0:

No Enforcement Perception question is asked.

The economy obtains a score of 0 on indicator III.3.2

If the score is greater than 0:

III.3.2 In Your Opinion, To What Extent Do Public Authorities **Enforce** Existing Legislation Prohibiting Discrimination in Recruitment Based on Marital Status, Parental Status, or Age in Practice?

Likert Scale	Scores (0-4)	Weighted Score (0-100)
Not at all enforced	0	0
Rarely enforced	1	25 multiplied by question score for I.3.2
Moderately enforced	2	50 multiplied by question score for I.3.2
Mostly enforced	3	75 multiplied by question score for I.3.2
Fully enforced	4	100 multiplied by question score for I.3.2

Pillar III – Work Enforcement Perceptions – III.3.3



The Enforcement Perception question III.3.3 is displayed according to the score of I.3.3 Does the Law Prohibit Discrimination in Employment Based on Gender?

If the score is 0:

No Enforcement Perception question is asked.

The economy obtains a score of 0 on indicator III.3.3

If the score is 1:

III.3.3 In Your Opinion, To What Extent Do Public Authorities **Enforce** Existing Legislation Prohibiting Discrimination in Employment Based on Gender in Practice?

Likert Scale	Scores (0-4)	Weighted Score (0-100)
Not at all enforced	0	0
Rarely enforced	1	25
Moderately enforced	2	50
Mostly enforced	3	75
Fully enforced	4	100

Pillar III – Work Enforcement Perceptions – III.3.4



The Enforcement Perception question III.3.4 is displayed according to the score of I.3.4 Does the Law Allow Employees to Request Flexible Work?

If the score is 0:

No Enforcement Perception question is asked.

The economy obtains a score of 0 on indicator III.3.4

If the score is greater than 0:

III.3.4 In Your Opinion, To What Extent Do Public Authorities **Enforce** Existing Legislation Allowing Employees to Request Flexible Work in Practice?

Likert Scale	Scores (0-4)	Weighted Score (0-100)
Not at all enforced	0	0
Rarely enforced	1	25 multiplied by question score for I.3.4
Moderately enforced	2	50 multiplied by question score for I.3.4
Mostly enforced	3	75 multiplied by question score for I.3.4
Fully enforced	4	100 multiplied by question score for I.3.4