



# WOMEN, BUSINESS AND THE LAW

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## **FAQ – WBL 2025**

### **Methodology Workshops**

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## WORK

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**1. Why did you choose only three characteristics (marital status, parental status, and age) to measure discrimination in recruitment and hiring? Have you ever considered pregnancy?**

*Women, Business and the Law* focuses on three criteria: marital status, parental status, and age. These criteria are chosen because they represent personal characteristics that are legally measurable, globally relevant, and have a demonstrable impact on women's economic participation. The selection of these criteria aims to more effectively capture the intersectional nature of discrimination that women face when entering or advancing in the labor market.

In this context, pregnancy is considered part of the broader concept of "parental status," but only when legal protections against discrimination in recruitment are not limited solely to pregnancy or childbirth. The goal is to evaluate whether the law provides broader protection that extends beyond the pregnancy stage and encompasses the entire scope of parenthood, including the period after the child is born.

**2. When you talk about flexible work arrangements and nondiscrimination in employment, do you consider measures that are put into place by companies in the private sector?**

*Women, Business and the Law* focuses on the legal and regulatory frameworks established by governments, rather than voluntary policies adopted by private companies. As such, when evaluating areas like flexible work arrangements or nondiscrimination in employment, the assessment is based on whether these rights and protections are guaranteed in national laws, regulations, or official government policies.

While private sector initiatives are valuable in advancing gender equality, *Women, Business and the Law* does not take company-level practices into account unless they are mandated by law or explicitly supported by the Legal Frameworks. This ensures a consistent and comparable analysis across all 190 economies.

**3. When assessing the Supportive Frameworks of the Work topic, particularly the awareness-raising measures on fair recruitment policies, do you consider how widely the resources were promoted and disseminated, or is the focus primarily on whether they were simply published or made available?**

*Women, Business and the Law* evaluates awareness-raising measures on fair recruitment policies by examining whether such initiatives or resources have been officially introduced and made publicly available by the government. The focus is on the existence and publication of these measures, rather than their implementation or reach. At this stage, *Women, Business and the Law* does not systematically assess the extent of dissemination or public outreach—such as how broadly the resources were promoted or how many individuals were reached.

**4. When the WBL questionnaire refers to flexible work arrangements in terms of time, does that include part-time jobs?**

In the context of *Women, Business and the Law*, flexible work arrangements related to time refer specifically to options such as flexible working hours or remote work for individuals employed full time. Research has shown that part-time employment can negatively impact women's long-term labor force participation, limiting opportunities for wage growth, career advancement, and pension accumulation. In contrast, full-time flexible work arrangements are associated with improved work-life balance and more sustainable employment for women, particularly when supported by family-friendly policies. For more information, please refer to pages 76 and 82 of the [Methodology Handbook](#).

**5. Do you assess whether work-supportive or nondiscrimination policies specifically target Afro-descendants, Indigenous women, and women in all their diversities?**

Currently, *Women, Business and the Law* does not break down its legal assessment by specific population groups, such as Afro-descendants, Indigenous women, or other distinct groups. Instead, the analysis focuses on whether national legal frameworks ensure equal rights and protections for all women, without specifically assessing whether particular groups are explicitly mentioned in the law.

The measurement approach relies on parameters described on page 19 of the [Methodology Handbook](#) and necessary to ensure comparability across 190 economies. While this facilitates consistent cross-country comparisons, it has limitations in capturing the full diversity of women's lived experiences. *Women, Business and the Law* recognizes that women face intersectional forms of discrimination not only based on gender and sex, but also on sexuality, race, gender identity, religion, family status, ethnicity, nationality, disability, and other factors.