

## **Measuring the Legal Environment in Practice**

The *Women, Business and the Law* implementation and enforcement pilot builds on the conceptual framework presented in the *Women, Business and the Law 2022* report which proposed indicators that can be analyzed to gain a broader understanding of the ways in which the law functions on the ground. The goal of this research is to build on the solutions presented by the *Women, Business and the Law* indicators and contribute to making gender equality a reality not only by law, but also through its implementation and enforcement. The pilot is comprised of two components examining not only the legal frameworks and good practices that create an enabling environment for working women, but also measuring expert opinions of implementation and progress toward de facto gender equality. Taken together, it is hoped that this research can complement the de jure data presented by the *Women, Business and the Law* index, providing a more complete picture of the life cycle of legislation and encouraging economies toward more efficient and comprehensive implementation of the law.

### *Assumptions:*

#### **It is assumed that the woman**

- resides in the economy's main business city.
- 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 the economy being examined.
- is a cashier in the food retail sector in a supermarket or grocery store that has 60 employees.
- 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.
- 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.

### *Economy Coverage:*

Albania; Argentina; Armenia; Azerbaijan; Bangladesh; Bolivia; Brazil; Canada; Chile; China; Colombia; Congo, Dem. Rep.; Congo, Rep.; Côte d'Ivoire; Egypt, Arab Rep.; Ethiopia; France; Gabon; Georgia; Hong Kong SAR, China; India; Indonesia; Kenya; Korea, Rep.; Kosovo; Lebanon; Libya; Mexico; Morocco; Mozambique; Myanmar; Nigeria; Oman; Pakistan; Panama; Papua New Guinea; Peru; Portugal; Saudi Arabia; South Africa; South Sudan; Spain; Tajikistan; Tanzania; Thailand; Timor-Leste; Togo; Tunisia; Türkiye; Uganda; United Kingdom; Venezuela, RB; Vietnam; Yemen, Rep.; and Zimbabwe

## **I. Supportive Frameworks for Primary Legislation**

The first component measures the presence of known good practices related to the implementation and enforcement environment around the eight indicators presented by the index. Similar to the composition of the *Women, Business and the Law* index, thirty-five data points associated to the existing indicators and composed of four to five binary questions were piloted. The data was collected via a dedicated questionnaire sent to *Women, Business and the Law* experts, and is current as of October 1, 2022. The team also collected data for 3 additional supportive framework questions, for research purposes.

## **Mobility**

- 1. Are there no judicial or administrative procedures that restrict women's ability to choose where to live?**
  - The answer is “Yes” if there are no judicial or administrative procedures that can restrict women’s ability to choose where to live.
  - The answer is “No” if there is a judicial or administrative procedure to enforce a father, husband, or guardian’s will, such as the ability to submit a request to a judge or government agency.
  - The answer is also “No” if a woman cannot legally choose where to live in the same way as a man.
- 2. Are there no judicial or administrative procedures that restrict women's travel outside the home?**
  - The answer is “Yes” if there are no judicial or administrative procedures that can restrict women’s ability to travel outside the home.
  - The answer is “No” if there is a judicial or administrative procedure to enforce a father, husband, or guardian’s will, such as the ability to submit a request to a judge or government agency.
  - The answer is also “No” if a woman cannot legally travel outside the home in the same way as a man.
- 3. Are there no differences in passport application processes for women and men?**
  - This question looks at differences in passport application processes, which can include, but are not limited to, additional signature or permission requirements (e.g., that of the father, husband, or guardian); additional information requirements (e.g., providing the name of the father, husband, or guardian); and additional documentation requirements (e.g., a marriage license).
  - The answer is “Yes” if there are no differences in passport application processes or passport application forms.
  - The answer is “No” if women are required to provide an additional signature or permission, additional information, or additional documentation.
- 4. Are there no judicial or administrative procedures that restrict women’s travel outside the country?**
  - The answer is “Yes” if there are no judicial or administrative procedures that can restrict women’s ability to travel outside the country.
  - The answer is “No” if there is a judicial or administrative procedure to enforce a father, husband, or guardian’s will, such as the ability to submit a request to a judge or government agency.
  - The answer is also “No” if a woman cannot legally travel outside the country in the same way as a man.

## **Workplace**

- 1. Are there no judicial or administrative procedures that restrict women's ability to get a job?**
  - The answer is “Yes” if there are no judicial or administrative procedures that can restrict women’s ability to get a job.

- The answer is “No” if there is a judicial or administrative procedure to enforce a father, husband, or guardian’s will, such as the ability to submit a request to a judge or government agency.
  - The answer is also “No” if a woman cannot legally get a job in the same way as a man.
- 2. Has an anti-discrimination commission been established?**
- This question looks at institutions that have been established in addition to courts but are state bodies with a constitutional and/or legislative mandate to protect and promote principles of equality. Although they are part of the state apparatus and funded by the state, they operate and function independently from the government.
  - Commissions are specialized, independent bodies tasked with receiving complaints of gender discrimination. The bodies considered may take such forms as women’s commissions, ombudspersons, or national human rights institutions.
  - The answer is “Yes” if the commission is mandated to receive complaints of gender discrimination in employment by public and private actors.
  - The answer is “No” if:
    - there is no such commission, or
    - the body in question does not receive complaints of gender discrimination by public and private actors, or
    - the law does not prohibit gender-discrimination in employment.
- 3. Is there an entity responsible for defining and supporting the adoption of anti-harassment policies and measures by employers?**
- This question looks at government entities responsible for defining and supporting the adoption of anti-harassment policies and measures. These can include the mandate to design policies and programs to combat sexual harassment in the workplace. They can also include a mandate to provide employers with guidelines, model protocols, codes of conduct, training material. The entity may also support the creation of internal reporting mechanisms.
  - The answer is “Yes” if an entity with such mandate exists, and it is operational.
  - The answer is “No” if:
    - there is no legislation on sexual harassment in employment, or the law does not establish a dedicated entity, or
    - such entity is not operational in practice, or
    - it is responsible for labor-related policies, but it doesn’t specifically address sexual harassment in employment.
- 4. Is there a special procedure for cases of sexual harassment in employment?**
- The answer is “Yes” if:
    - there are special or modified rules of procedure for cases of sexual harassment in employment, or
    - there is a special unit, personnel or court for cases of sexual harassment in employment, or
    - there is a government agency or ministry in charge of receiving such complaints and referring them to a tribunal or court.
  - The answer is “No” if:
    - there are no special courts, personnel or units, nor special or modified rules of procedure for sexual harassment in employment, or

- there is a mandate only for employers to adopt internal procedures for such cases, or
- only limited or particular aspects of the rules of procedures are regulated, such as protection for whistleblowers or confidentiality, or
- there are no criminal penalties or civil remedies for sexual harassment in employment.

## **Pay**

### **1. Have wage transparency measures been introduced to address the pay gap?**

- This question looks at wage transparency measures, such as employer pay gap reporting, equal pay audits, certifications programs, gender-neutral job classification systems, or a combination of audits and pay equity plans.
- The answer is “Yes” if wage transparency measures have been introduced to address the pay gap, including any measures designed to address the undervaluation of women’s work.
- The answer is “No” if:
  - wage transparency measures have not been introduced, or
  - they are not mandatory for employers to implement, or
  - the law does not mandate equal remuneration for work of equal value.

### **2. Are there policies in place to protect and improve conditions for all night workers?**

- This question looks at policies to improve conditions for all night workers (working on night shifts or extended workdays who face specific health risks), regardless of gender. Policies may include health assessments, assistance to meet family and social responsibilities, opportunities for occupational advancement, limitations on shift duration in combination with rest periods, safe transportation and appropriate compensation.
- The answer is “Yes” if there are policies or provisions in place to protect and improve conditions for all-night workers (i.e., women and men).
- The answer is “No” if:
  - there are no policies in place to protect and improve conditions for all-night workers (i.e., women and men), or
  - there are gender differences in policies in place to protect and improve conditions for night workers, or
  - only appropriate compensation (remuneration premium) is provided for, or
  - women cannot work at night in the same way as men.

### **3. Is there an entity responsible for defining and supporting the adoption of occupational health and safety policies for dangerous jobs?**

- Entities are bodies specialized in occupational health and safety. They are usually tasked with developing policies and guidance, preparing annual reports, carrying out research, developing and delivering training, and monitoring employer compliance.
- The answer is “Yes” if an entity with such mandate exists, and it is operational.
- The answer is “No” if:
  - there is no occupational health and safety law, or the law does not establish a dedicated entity, or
  - the entity is not operational in practice, or
  - it only has an advisory role with no public facing functions, or
  - women cannot legally work in jobs deemed dangerous or hazardous in the same way as men.

**4. Are employers required to take gender differences into consideration and identify adequate protection measures during the workplace risk assessment process?**

- The answer is “Yes” if the employer is required to carry out and share with the employees a workplace risk assessment. And there is a mandate or practical guidance on how to take into consideration gender differences during the risk assessment process.
- The answer is “No” if:
  - the employer is not mandated to carry out a workplace risk assessment, or
  - the employer is not mandated to share the workplace risk assessment with employees, or
  - the employer doesn’t have to take into consideration gender differences during the risk assessment process.

**Marriage**

**1. Are there no judicial and administrative procedures that require married women to obey their husbands?**

- The answer is “Yes” if there are no judicial or administrative procedures that can require married women to obey their husbands.
- The answer is “No” if there is a judicial or administrative procedure to enforce a father, husband, or guardian’s will, such as the ability to submit a request to a judge or government agency.
- The answer is also “No” if the law is not free of legal provisions that require a married woman to obey her husband.

**2. Can a woman be considered head of household for tax and other administrative purposes?**

- The answer is “Yes” if there are no restrictions on a woman’s ability to be considered head of household for tax and other administrative purposes.
- The answer is “No” if laws or regulations, implicitly or explicitly, require the husband to be head of household for tax and other administrative purposes.
- The answer is also “No” if a woman cannot legally be “head of household” or “head of family” in the same way as a man.

**3. Are support services for women survivors of violence mandated?**

- The answer is “Yes” if the law mandates the government to establish comprehensive and integrated support services to assist survivors of violence which include legal aid, health care support (physical and psychological), and livelihood support at no cost to survivors. These services must be in place and operational in practice.
- The answer is “No” if:
  - the law does not mandate the government to establish such services, or
  - none or only some of these services are available and operational in practice, or
  - there is no legislation specifically addressing domestic violence.

**4. Is no-fault divorce allowed?**

- The answer is “Yes” if either party can file for divorce. No justification is required, or alternatively a period of separation is sufficient to demonstrate the irretrievable break down of marriage. The proceeding ends with the court, judge, or relevant entity issuing a final judgement or similar administrative act to legally declare the end of the marriage.
- The answer is “No” if:
  - no-fault divorce is only possible by mutual consent, or
  - the party filing for divorce has to substantiate the request by demonstrating fault. Courts usually require proof or evidence of adultery, mental illness,

alcoholism or substance abuse, violations of marital obligations, criminal behavior or conviction.

- The answer is also “No” if a woman cannot legally obtain a judgment of divorce in the same way as a man.
- 5. Are there no negative repercussions for women remarrying, such as loss of child custody or alimony?**
- The answer is “Yes” if there are no negative repercussions to women remarrying, such as loss of child custody, alimony, or restrictions on traveling with their children.
  - The answer is “No” if there are negative repercussions to women remarrying, such as loss of child custody, child support, alimony, or restrictions on traveling with their children. The same restrictions do not apply to men.
  - The answer is also “No” if a woman cannot legally remarry in the same way as a man.

## **Parenthood**

- 1. Are at least 2/3 of wages paid during maternity leave?**
- The answer is “Yes” if the percentage of wages that mothers receive during maternity leave is equal to or more than 67%.
  - The answer is “No” if:
    - the percentage of wages that the mother receives is less than 67%, or
    - the mother is not compensated during maternity leave, or
    - the leave period guaranteed by law is less than 14 weeks (98 days).
- 2. Is it possible to apply for government maternity benefits through a single application or government agency?**
- The answer is “Yes” if official sources (e.g. law, regulation, official website) indicate that there is a single application form, online portal, or government agency through which beneficiaries can apply to obtain their leave benefits.
  - The answer is “No” if:
    - beneficiaries cannot apply to obtain leave benefits through a single application, or
    - the application process requires multiple steps, or
    - the application needs to be presented to several government agencies, or
    - leave benefits are not fully administered by a government entity.
- 3. Are there incentives in place to promote fathers’ uptake of leave?**
- The answer is “Yes” if laws or policies are in place that promote fathers’ uptake of paid paternity or parental leave, including but not limited to bonus payments, additional paid leave, and days reserved for each parent.
  - The answer is “No” if:
    - there are no laws or policies in place that promote fathers’ uptake of paid paternity or parental leave, or
    - there is no paid paternity or parental leave available to fathers.
- 4. Are the minimum amounts of paid leave available to mothers and fathers equal?**
- The answer is “Yes” if the parental leave benefit available to the father is equal to the parental leave benefit available to the mother. The benefit has to be an individual entitlement that each can take regardless of the other parent.
  - The answer is “No” if:
    - the father is not entitled to a dedicated period of parental leave, or

- the leave benefits are unequal, or
  - parents are not legally entitled to some form of full-time paid parental leave.
- 5. Has enforcement guidance on the prohibition of dismissal of pregnant workers been issued?**
- The answer is “Yes” if the government has issued official enforcement guidance on the prohibition of dismissal of pregnant workers. This can include extensive provisions in the relevant laws describing the duration of the protection period, the exceptions, any process specific to the dismissal of pregnant workers or the remedies available upon unfair dismissal. It can also include implementing regulations, guidelines or codes of practice.
  - The answer is “No” if:
    - no such enforcement guidelines have been issued, or
    - the law does not explicitly prohibit the dismissal of pregnant women.

## **Entrepreneurship**

- 1. Are banks or other financial institutions required to submit anonymized, sex-disaggregated data as part of their reporting obligations?**
- The answer is “Yes” if there is a clear and specific legally-binding provision that mandates banks to submit anonymized sex-disaggregated customer data as part of their reporting requirements.
  - The answer is “No” if:
    - banks and other financial institutions are not legally required to submit anonymized, sex-disaggregated data as part of their reporting requirements; or
    - banks do submit anonymized, sex-disaggregated data in practice but are not legally required to do so.
- 2. Is there a dedicated court that enforces, or a specialized body that monitors, the right to nondiscrimination in access to credit?**
- The answer is “Yes” if either of the following kinds of entities is currently operational:
    - an independent entity or body tasked with monitoring nondiscrimination in access to credit. This body may be mandated with the production of reports or studies using the sex-disaggregated data or court case data; or
    - a specialized court or entity that receives, investigates, and adjudicates cases of discrimination in access to credit based on gender.
  - The answer is “No” if:
    - no such court or body has been identified, or
    - the court or body is not currently operational, or
    - the law does not prohibit discrimination in access to credit based on gender.
- 3. Are there no differences in business registration processes between men and women-owned firms?**
- The answer is “Yes” if there are no differences in business registration forms and procedures for women and men.
  - The answer is “No” if women are required to provide an additional signature or permission (of the father, husband or guardian), additional information (providing the name of the father, husband or guardian), or additional documentation (e.g., a marriage license).
  - The answer is also “No” if women are not legally allowed to register a business in the same way as men.
- 4. Is there a national financial inclusion plan or strategy that promotes women’s access to credit?**



- The answer is “Yes” if:
  - there is an official, government-issued national financial inclusion strategy, plan, or policy currently in force that lists women’s financial inclusion as a main objective; or
  - women’s financial inclusion is similarly targeted in other broader strategies, plans, or policies currently in force.
- The answer is “No” if:
  - there is no such official, government-issued national strategy, plan, or policy currently in force, or
  - the strategy, plan, or policy in force does not include women’s financial inclusion as a main objective.

## **Assets**

### **1. Are incentives or programs such as joint titling between spouses in place to encourage women’s land tenure security?**

- The answer is “Yes” if the government has enacted a law, issued a policy or established a program that encourages joint titling between spouses (e.g. mandatory joint titling or land distribution programs), promote women’s awareness of property rights and registration, or incentivize women to register immovable property (e.g. tax incentives).
- The answer is “No” if no such law, policy or program is in place.
- The answer is also “No” if men and women do not legally have equal ownership rights to immovable property.

### **2. Is there a procedure in place to enforce equal inheritance rights?**

- The answer is “Yes” if there is a procedure in place, such as a registration program, mandatory waiting period, judicial proceeding or freeze on renunciation.
- The answer is “No” if there are no such procedures to enforce equal inheritance rights.
- The answer is also “No” if sons and daughters do not have equal rights to inherit assets from their parents.

### **3. Are there special provisions for major transactions concerning the marital home?**

- This question looks at specific legal protections concerning the marital home, intended as the legal residence of husband and wife, in which they live during the period of the marriage.
- The answer is “Yes” if:
  - there is a provision in the law requiring the consent of both spouses for any major transactions concerning the marital home, such as selling it or pledging it as collateral, or
  - a court can intervene in case of disagreement by issuing a court order or one of the spouses can appeal to the court to request the annulment of the transaction.
- The answer is “No” if there is no special provision for major transactions concerning the marital home.

### **4. Is spousal approval required to transfer or sell immovable marital property?**

- This question looks at specific legal protections concerning immovable marital property, intended as immovable property acquired during marriage and/or jointly owned by the spouses.
- The answer is “Yes” if there is a provision in the law requiring the consent of both spouses to transfer or sell immovable marital property.



- The answer is “No” if there is no such provision in the law.
  - The answer is also “No” if the law does not grant spouses equal administrative authority over assets during marriage.
- 5. Have procedures, guidelines, or binding legal precedent been issued to calculate nonmonetary contributions equitably?**
- Nonmonetary contributions include caring for minor children, taking care of the family home, or any other nonmonetized contribution from a stay-at-home spouse.
  - The answer is “Yes” if:
    - a legally binding precedent, or clear guidelines issued by the government, exist on the calculation of nonmonetary contributions at the time of divorce, or
    - the law provides for equal division of marital property between spouses.
  - The answer is “No” if no such guidelines have been issued.
  - The answer is also “No” if the law does not provide for the valuation of nonmonetary contributions.

## **Pension**

- 1. Are there no penalties for early retirement?**
- The answer is “Yes” if there are no additional penalties for women retiring early nor special circumstances that further decrease the early retirement age for women, exposing them to lower benefits and poverty in old age.
  - The answer is “No” if:
    - there are additional penalties for women retiring early or special circumstances that further decrease the early retirement age for women, such as the number of children born during a woman’s working life (with no compensation for childcare in pension benefits), or
    - there is no mandatory pension system, or it is not in force.
- 2. Are there programs or incentives in place to increase women’s working lives?**
- The answer is “Yes” there are incentives in place, such as tax breaks for voluntary savings, contributions to be carried forward, a subsidy to join the pension scheme early, financial incentives to work beyond the age of retirement, or the possibility of counting high school/academic education years towards retirement benefits.
  - The answer is “No” if:
    - there are no such incentives, or
    - there is no mandatory pension system, or it is not in force.
- 3. Are there no differences in the pension application process for women and men?**
- The answer is “Yes” if:
    - there are no differences for men and women in the pension application process and forms, or
    - differences exist, but they are meant to ascertain the applicant’s identity or they lead to an increase in women’s total pension benefits.
  - The answer is “No” if:
    - women have to provide an additional signature or permission (of the father, husband, or guardian), additional information (providing the name of the father, husband, or guardian), or additional documentation (e.g., a marriage license), or
    - there is no mandatory pension system, or it is not in force.

**4. Is there a procedure in place for pension beneficiaries to challenge their statements?**

- The answer is “Yes” if there is an administrative appeal procedure, a dedicated court (Labor Tribunal, Social Security Tribunal, etc.), or a procedure or online form managed by the social security agency, through which pension beneficiaries can challenge the decisions of the competent authority regarding their benefits.
- The answer is “No” if:
  - no such procedure is provided for by law or in practice, or
  - there is no mandatory pension system, or it is not in force.

**Additional Research Questions**

**1. Are there dedicated and specialized family courts?**

- The answer is “Yes” if there are dedicated and specialized secular courts, a dedicated chamber within the secular court system, or a specialized secular judge that concentrate on issues of family law, such as marriage, divorce, custody, and alimony.
- The answer is “No” if:
  - there is a family court but significant exceptions to coverage of issues exist, or
  - a dedicated or specialized family court or chamber is available only at the highest level, or
  - no dedicated and specialized family court has been established.

**2. Is there a timeline within which applications for maternity benefits must be decided?**

- The answer is “Yes” if official sources (e.g. law, regulation, official website) explicitly indicate the expected or lawful duration (in days, weeks or months), from the moment an application for leave benefits is submitted to the moment it is approved/rejected by the competent government entity.
- The answer is “No” if:
  - no such timeline is explicitly stated, or
  - leave benefits are not fully administered by a government entity.

**3. Is there a small claims court or fast-track procedure for small claims?**

- Small claims courts hear only civil cases between private litigants involving relatively small amounts of money; though the names of such courts vary by jurisdiction, common features generally include relaxed rules of civil procedure, the appearance of adversaries without legal representation, the use of plain language, and relaxed evidentiary rules. Fast-track and simplified procedural rules for small claims operate similarly, but cases are tried in courts of more general jurisdiction.
- The answer is “Yes” if the following two conditions are met:
  - there is either a small claims court or a fast-track procedure for civil claims of small value, and there is a maximum value of cases that may be heard in a small claims court or fast-track procedure, and
  - the small claims court or fast-track procedure has jurisdiction to hear at least general civil cases.
- The answer is “No” if:
  - there is a small claims court or fast-track procedure, but it is competent only to hear commercial claims, not all civil claims, or
  - only a few types of civil disputes are within the jurisdiction of the small-claims court (e.g., rent disputes only), or
  - there is no small claims court or fast-track procedure.

## II. Expert Opinions of Laws in Practice

The second component of *Women, Business and the Law*'s implementation exercise pilots a study of expert opinion on the operation of the laws measured by the index, whether good practice or discriminatory. The questionnaire aims to gauge the opinions of existing *Women, Business and the Law* local experts on the effectiveness of the laws in achieving their stated goals and the uptake of the legal rights and discriminatory provisions measured by the eight indicators in the index.

Reflecting the 35 questions currently comprising the *Women, Business and the Law* index, the expert opinion questionnaire presents generalized statements before asking respondents the extent to which they agree or disagree. Respondents are then prompted to select the level to which they agree, taking into consideration their familiarity with the current applicable laws relating to this question. All answers are scored on a scale from 0 (strongly disagree) to 4 (strongly agree) for ease of analysis. For those that are unsure, a "not within my area of expertise" option is also available.

This preliminary format sought to understand experts' opinion of the effectiveness of the legal framework and its implementing mechanisms in practice. It also allowed the scale to remain consistent across questions, whether they focus on the absence of a restriction, enforcement of a right, or provision of benefits. Respondents were encouraged to choose the answer that best reflects how the legal framework corresponding to the lack of a restriction, the existence of a principle, or provision of benefit operates in practice. The table below lists the *Women, Business and the Law* data points with their corresponding expert opinion statement.

Scale of responses and associated numerical value:

N/A: Not within my area of expertise

0: Strongly disagree

1: Disagree

2: Neither agree nor disagree

3: Agree

4: Strongly agree

Indicator	<i>Women, Business and the Law</i> Legal Question	Expert Opinion Statement
Mobility	Can a woman choose where to live in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal right to choose where to live.
	Can a woman travel outside her home in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal right to travel outside their homes.
	Can a woman apply for a passport in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal right to apply for a passport.
	Can a woman travel outside the country in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal right to travel outside their homes.
Workplace	Can a woman get a job in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal right to seek and take up employment.

	Does the law prohibit discrimination in employment based on gender?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal right to work in all jobs.
	Is there legislation on sexual harassment in employment?	In your experience, laws, supportive frameworks, and practice effectively deter sexual harassment in employment.
	Are there criminal penalties or civil remedies for sexual harassment in employment?	In your experience, laws, supportive frameworks, and practice ensure that women can effectively access remedies in instances of sexual harassment in employment.
<b>Pay</b>	Does the law mandate equal remuneration for work of equal value?	In your experience, laws, supportive frameworks, and practice effectively ensure that women do not face gender-based discrimination in remuneration.
	Can a woman work at night in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively ensure that women can work night hours.
	Can a woman work in a job deemed dangerous in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively ensure that women are not prevented from performing the same tasks at work as men.
	Can a woman work in an industrial job in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively ensure that women are not prevented from working in specific industries.
<b>Marriage</b>	Is the law free of legal provisions that require a married woman to obey her husband?	In your experience, laws, supportive frameworks, and practice effectively ensure that married women are not required to obey their husbands.
	Can a woman be head of household in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively ensure that married women have equal rights to be head of household.
	Is there legislation specifically addressing domestic violence?	In your experience, laws, supportive frameworks, and practice effectively ensure that women have recourse in instances of domestic violence.
	Can a woman obtain a judgment of divorce in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively ensure that women can obtain a divorce.
	Does a woman have the same rights to remarry as a man?	In your experience, laws, supportive frameworks, and practice effectively ensure that women can remarry.
<b>Parenthood</b>	Is paid leave of at least 14 weeks available to mothers?	In your experience, laws, supportive frameworks, and practice effectively support women's access to adequate paid leave after giving birth.
	Does the government administer 100% of maternity leave benefits?	In your experience, laws, supportive frameworks, and practice effectively support the administration of maternity benefits by the government.
	Is there paid leave available to fathers?	In your experience, laws, supportive frameworks, and practice effectively support paid leave for fathers.
	Is there paid parental leave?	In your experience, laws, supportive frameworks, and practice effectively support access to paid parental leave.
	Is dismissal of pregnant workers prohibited?	In your experience, laws, supportive frameworks, and practice effectively support the protection of pregnant workers from dismissal.
<b>Entrepreneurship</b>	Does the law prohibit discrimination in access to credit based on gender?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal access to credit.

	Can a woman sign a contract in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively protect women’s right to sign contracts.
	Can a woman register a business in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively protect women’s ability to register businesses.
	Can a woman open a bank account in the same way as a man?	In your experience, laws, supportive frameworks, and practice effectively protect women’s ability to open a bank account.
<b>Assets</b>	Do men and women have equal ownership rights to immovable property?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal ownership rights to immovable property.
	Do sons and daughters have equal rights to inherit assets from their parents?	In your experience, laws, supportive frameworks, and practice effectively protect women’s equal rights to inherit assets from their parents.
	Do female and male surviving spouses have equal rights to inherit assets?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal rights to inherit assets from their spouse.
	Does the law grant spouses equal administrative authority over assets during marriage?	In your experience, laws, supportive frameworks, and practice effectively protect women's equal administrative authority over assets during marriage.
	Does the law provide for the valuation of nonmonetary contributions?	In your experience, laws, supportive frameworks, and practice provide for the effective valuation of nonmonetary contributions.
<b>Pension</b>	Is the age at which men and women can retire with full pension benefits the same?	In your experience, laws, supportive frameworks, and practice effectively protect women’s ability to retire with full pension benefits.
	Is the age at which men and women can retire with partial pension benefits the same?	In your experience, laws, supportive frameworks, and practice effectively protect women's ability to retire with partial pension benefits.
	Is the mandatory retirement age for men and women the same?	In your experience, laws, supportive frameworks, and practice effectively support a mandatory retirement age that is the same for women and men.
	Are periods of absence due to childcare accounted for in pension benefits?	In your experience, laws, supportive frameworks, and practice effectively account for periods of absence due to childcare in pension benefits.

More detailed data on each economy included in the study appear on the project website at <https://wbl.worldbank.org>. The full dataset for the Measuring the Legal Environment in Practice pilot exercise is also available for download. The team welcomes feedback on the methodology and construction of this set of indicators, and it looks forward to improving their coverage and scope. Comments can be offered by contacting the *Women, Business and the Law* team at [wbl@worldbank.org](mailto:wbl@worldbank.org).