



Introduction

Dear __Data:FirstName__ __Data:LastName__,

Welcome to the World Bank Group's *Women, Business and the Law 2027 Labor Law* questionnaire for __Data:Survey_Economy__. We truly value your time and contribution.

This questionnaire asks you to:

- **Review and validate information on laws** affecting women's labor force participation, including their ability to enter and stay in the labor market, workplace protections, equal pay, family leave policies; the availability, public financing and quality of childcare services, and pension benefits;
- **Share your perception** of how well these laws are enforced; and
- **Review and validate information on policy instruments** that support the implementation of these laws.



For your convenience, the questionnaire already contains answers and sources from the [WBL database](#) (last updated on October 1, 2025), reflecting the information published by WBL. Please review them and provide updates as needed, including any relevant laws or policy instruments that are in force as of March 31, 2026.



The questionnaire takes approximately 60 minutes to complete if the provided information does not require updates.



You can save your progress and return at any time using the same questionnaire link.



We recommend completing this questionnaire on a desktop or laptop for optimal user experience.



If collaborating with other colleagues or experts, please ensure that only one person accesses the questionnaire at a time due to technical limitations.



Watch our [tutorial](#) for a guided overview of the questionnaire platform's features.

PRIVACY STATEMENT:

By voluntarily answering the below questionnaire, experts are consenting that their personal data, including contact information and demographics, will be retained in a password- and access-restricted database by the World Bank Group's Policy Indicators Group (DECIG). All data collected will be retained for the duration of the project. This information will be retained in line with the applicable [WBG Records Retention and Disposition Schedule](#) and with the consent provided. Contact information will be used for the sole purpose of contacting experts and extending invitations to relevant events, and anonymized demographic data will be used for conducting current and future research, in accordance with the [World Bank Group Privacy Policy](#). All personal data will remain strictly confidential within DECIG, will not be shared with third parties, and only specific personal data will be acknowledged on its website or publications per contributor



preferences indicated in this questionnaire. Experts can revoke at any time their consent for the processing of their personal data by contacting DECIG using the following email address: wbl@worldbank.org.

☐ I have read and agree to the privacy statement

Contributor Information


Please review the “Recorded Information” column to verify your existing details, as recorded in the WBL contributor database. If you are a new contributor or need to update your information, please enter the relevant details in the right column. *Demographic information (gender and age group) will never be disclosed at the individual or country level.*

	Recorded Information	Updated/New Information
Name		
Title:	__Data:Title__	
First name:	__Data:FirstName__	
Last name:	__Data:LastName__	
Demographic Information		
Gender:	__Data:Gender__	<ul style="list-style-type: none"> • Male • Female • Prefer not to say
Age group:	__Data:AgeGroup__	<ul style="list-style-type: none"> • Below 25 • 25-35 • 36-45 • 46-55 • Over 55 • Prefer not to say
Professional and Educational Information		
Position: e.g. <i>manager, associate, partner</i>	__Data:Position__	
Professional background:	__Data:ProfessionalBackground__	<ul style="list-style-type: none"> • Academic/researcher • Civil society representative • Gender expert • Graduate student in law • Legal professional • Policy or development professional • Other • Prefer not to say
Years of experience: <i>Years of experience refers to the amount of time an individual has spent working in a relevant field or profession.</i>	__Data:YearsOfExperience__	<ul style="list-style-type: none"> • Less than 2 years • 2-5 years • 6-10 years • 11-20 years • Over 20 years • Prefer not to say



Highest level of education obtained:	__Data:HighestLevelOfEducationObtained__	<ul style="list-style-type: none"> • Bachelor's • Master's • PhD • Other • Prefer not to say
Contact Information		
Firm/Institution name:	__Data:CompanyName__	
Firm/Institution website:	__Data:Website__	
Email address:	__Data:EmailAddress__	
Business phone:	__Data:PhoneNumber__	
Mobile phone:	__Data:MobileNumber__	



 *Skip Logic: This page applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors.*

Hypothetical Country Scenarios – Instructions and Assumptions

Instructions

This part of the questionnaire presents various scenarios in a hypothetical country, **Country A**. For each scenario, you will be asked to assess the extent to which laws are enforced or rights are upheld based on the details provided. This part of the questionnaire asks for your own **perceptions** and **does not require any additional research**.


Assumptions

- For the purposes of this questionnaire, it is assumed that the questions focus on a woman residing in the main business city of Country A.
- Unless otherwise indicated, the woman in question 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.
- The woman in question is a lawful citizen.

Definitions

- **Enforcement:** Actively ensuring compliance with the law. This term refers to both the practical implementation of laws and the legal obligation to uphold them.
- **Public authorities:** Executive, regulatory, and judicial bodies responsible for implementing, monitoring, and upholding laws.



 *Skip Logic: This page applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. Scenarios should be displayed in a random order within the question block.*

Hypothetical Country Scenarios

Hypothetical Scenario: In Country A, the law prohibits gender discrimination in employment, and while a few employers have begun to comply and set up internal complaint mechanisms, many employers either do not know the requirements or simply ignore them without facing any consequences. When women file claims, they are usually dismissed or disregarded during the internal mechanisms and/or in a labor court. Moreover, most filers fail to meet the one-month deadline due to the requirement for in-person filing coupled with long lines and irregular court hours caused by understaffing, resulting in automatic rejection of their cases.

Question: In your opinion, to what extent do public authorities enforce laws prohibiting gender-based discrimination in employment in Country A, in practice?

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

Hypothetical Scenario: In Country A, the law prohibits gender discrimination in employment. Some employers understand the legal requirements and have established internal complaint mechanisms, following media coverage of court cases where employers were heavily fined for gender discrimination. When women come forward, cases are often resolved through internal mechanisms and, if necessary, taken to the labor court. However, some filers miss the one-month deadline due to the requirement for in-person filing and the limited hours of the courts, leading to automatic rejection of their cases.

Question: In your opinion, to what extent do public authorities enforce laws prohibiting gender-based discrimination in employment in Country A, in practice?

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


Hypothetical Scenario: In Country A, the law prohibits gender discrimination in employment, and many employers understand the requirements and have set up internal complaint mechanisms, as the government regularly conducts inspections and imposes heavy fines on employers who do not comply. When women come forward, their cases are typically resolved through internal mechanisms and, if necessary, the labor court. While some complainants miss the one-month deadline and their cases are automatically rejected, the availability of online applications has made it easier for many women to meet the filing requirements.

Question: In your opinion, to what extent do public authorities enforce laws prohibiting gender-based discrimination in employment in Country A, in practice?



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



 *Skip Logic: This page applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors.*

Applicable Laws and Enforcement – Instructions and Assumptions

Instructions

In this part of the questionnaire, you will

1. Review pre-filled information on applicable laws in **__Data:Survey_Economy__** and to provide updates as needed.
2. Share your opinion on how well these laws are enforced in practice. Please assess enforcement of the legislation shown in the prefilled fields, irrespective of any subsequent amendments or reforms. **Your opinion should be based solely on your experience and does not require any external research.**

Definition of “Source”

For legal questions, a source is the binding legal instrument that provides the basis for the answer (for example, a law, code, regulation, or decree).

In some cases, the pre-filled source may state:

- **“No applicable provisions could be located”,** or
- **“No restrictions could be located”,** or
- **“Insufficient evidence located.”**


This means that, based on a review of relevant laws, the WBL team did not identify a legal provision or restriction that meets the criteria of the question. These statements do **not** rule out the possibility that relevant laws or restrictions exist in practice or outside codified sources.

Assumptions

- For the purposes of this questionnaire, it is assumed that the questions focus on a woman residing in the main business city, **__Data:Survey_City__**.
- Unless otherwise indicated, the woman in question 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.
- The woman in question is a lawful citizen of the economy being examined.

For more information on how to answer the questions, please refer to the [methodology page](#) on our website.



 *Skip Logic: This page applies only to public sector contributors and it is not included in questionnaires sent to private sector contributors.*

Applicable Laws – Instructions and Assumptions

Instructions

In this part of the questionnaire, you will be asked about laws in **__Data:Survey_Economy__** and to provide updates as needed.

Definition of “Source”

For legal questions, a source is the binding legal instrument that provides the basis for the answer (for example, a law, code, regulation, or decree).

In some cases, the pre-filled source may state:

- **“No applicable provisions could be located”,**
- **“No restrictions could be located”,** or
- **“Insufficient evidence located.”**

This means that, based on a review of relevant laws, the WBL team did not identify a legal provision or restriction that meets the criteria of the question. These statements do **not** rule out the possibility that relevant laws or restrictions exist in practice or outside codified sources.

Assumptions

- For the purposes of this questionnaire, it is assumed that the questions focus on a woman residing in the main business city, .
- Unless otherwise indicated, the woman in question 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.
- The woman in question is a lawful citizen of the economy being examined.

For more information on how to answer the questions, please refer to the [methodology page](#) on our website.

Section 1. Work


1.1. Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, or age?

The answer is “Yes” if the law explicitly prohibits employers from discriminating based on marital status, parental status, or age in recruitment. The answer is also “Yes” if the law mandates a broad prohibition of discrimination based on marital status, parental status, or age and a general prohibition of discrimination in recruitment.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Marital status	__Data:Answer__	__Data:Source__
Parental status	__Data:Answer__	__Data:Source__
Age	__Data:Answer__	__Data:Source__


In your opinion, to what extent do public authorities enforce legislation prohibiting discrimination in recruitment based on marital status, parental status, or age, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for the indicator-level question 1.1 is greater than zero.*

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.*

	Updated Answer	Updated Source
Marital status	<ul style="list-style-type: none"> • Yes • No 	
Parental status	<ul style="list-style-type: none"> • Yes • No 	
Age	<ul style="list-style-type: none"> • Yes 	



	<ul style="list-style-type: none"> No 	
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Please add any additional comments in the box below.

1.2. Does the law explicitly prohibit discrimination in employment based on gender?

The answer is "Yes" if the law prohibits employers from discriminating based on sex or gender or mandates equal treatment of women and men in employment. The answer is "No" if the law does not prohibit such discrimination or only prohibits it in one aspect of employment, such as pay or dismissal.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation prohibiting discrimination in employment based on gender, in practice?

Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for question 1.2 is "Yes".

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

Do the answer and/or source recorded in the WBL database need to be updated?

- No update needed
- Update answer only
- Update source only
- Update both
- Not my area of expertise

What is the updated answer?

Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.

- Yes
- No

Please indicate the new or different source in the text box below, including all relevant links.

Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.

Please add any additional comments in the box below.



1.3. Does a specialized independent body receive complaints about gender discrimination in employment?

A specialized independent body refers to an entity or an 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 such forms as a human rights commission, ombudsperson, labor tribunal, gender equality commission, etc. It is tasked to receive, investigate and adjudicate (or refer to the competent court) complaints of gender-based discrimination by public and private actors. In the case of discrimination in the workplace, employees do not have to exhaust internal structures before submitting a complaint to this specialized body.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> No update needed Update answer only Update source only Update both Not my area of expertise
What is the updated answer?
<input type="checkbox"/> Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.
<ul style="list-style-type: none"> Yes No
Please indicate the new or different source in the text box below, including all relevant links.
<input type="checkbox"/> Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.
<div></div>
Please add any additional comments in the box below.
<div></div>


1.4. Does the law allow employees to request flexible work?

Flexible work refers to the work arrangement where employees can choose the time or place of work (e.g., flextime and remote work). The answer is "Yes" if the law gives employees the right or option to request flexibility in time or place of work or if the law mandates equal treatment for employees using and not using flexible work. The answer is "No" if the law does not give employees the option to request flexibility in time or place of work.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Flex time	__Data:Answer__	__Data:Source__
Remote work	__Data:Answer__	__Data:Source__


In your opinion, to what extent do public authorities enforce legislation allowing employees to request flexible work, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for the indicator-level question 1.4 is greater than zero.*

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.*

	Updated Answer	Updated Source
Flex time	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>
Remote work	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>

Please add any additional comments in the box below.
<input type="text"/>

Are there any specific challenges to the enforcement of laws in practice relevant to this section that you would like to highlight?

Section 2. Pay


2.1. Does the law mandate equal remuneration for work of equal value?

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.



Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation on equal remuneration for work of equal value between women and men, in practice?

 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for question 2.1 is "Yes".

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

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?
 Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.
 Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.
Please add any additional comments in the box below.




2.2. Are there pay transparency measures to address the gender pay gap or enforcement mechanisms to ensure compliance with equal pay legislation?

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Pay transparency measures Pay transparency measures include, but are not limited to, employer pay gap reporting, equal pay audits, certification programs, and gender-neutral job classification systems.	__Data:Answer__	__Data:Source__
Enforcement mechanisms Enforcement mechanisms include, but are not limited to, inspections through a dedicated entity or institution (e.g., labor inspectorates, government regulated auditors, specialized agencies, etc.), incentives (e.g., prizes and awards, certifications, or “naming and shaming”), or sanctions, or fines.	__Data:Answer__	__Data:Source__

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.

	Updated Answer	Updated Source
Pay transparency measures	<ul style="list-style-type: none"> • Yes • No 	<input type="checkbox"/>
Enforcement mechanisms	<ul style="list-style-type: none"> • Yes • No 	<input type="checkbox"/>

Please add any additional comments in the box below.


2.3. Can women work the same night hours as men?

Night hours refer to the legally defined period, typically during the late evening and early morning, during which work is performed and is classified as night work or night shifts, as established by labor laws or regulations. The answer is “No” if the law broadly prohibits women from working at night or limits the hours women can work at night or if the law allows public authorities (i.e. a Minister) to restrict or prohibit women from working at night.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__


In your opinion, to what extent do public authorities uphold equal rights between women and men to work at night, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for question 2.3 is “Yes”.*

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

(OR)



In your opinion, to what extent do public authorities enforce legislation restricting a woman’s right to work at night, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for question 2.3 is “No”.*

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

Do the answer and/or source recorded in the WBL database need to be updated?

- No update needed
- Update answer only
- Update source only
- Update both
- Not my area of expertise

What is the updated answer?  <i>Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.</i>
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.  <i>Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.</i>
<input type="text"/>
Please add any additional comments in the box below.
<input type="text"/>


2.4. Can a woman work in a job deemed dangerous in the same way as a man?

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.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Hazardous	__Data:Answer__	__Data:Source__
Arduous	__Data:Answer__	__Data:Source__
Morally inappropriate	__Data:Answer__	__Data:Source__


In your opinion, to what extent do public authorities uphold equal rights between women and men to work in jobs deemed dangerous, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for indicator-level question 2.4 is 1.*

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

(OR)

In your opinion, to what extent do public authorities enforce legislation that restricts a woman's right to work in jobs deemed dangerous, in practice?


 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for indicator-level question 2.4 is zero.*

- Not at all
- Rarely

- Moderately
- Mostly
- Fully

(OR)


For the types of jobs where a woman can work in the same way as a man, *in your opinion*, to what extent do public authorities uphold equal rights between women and men to work in those types of jobs, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for the indicator-level question 2.4 is between zero and 1.*

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

(AND)


For the types of jobs where a woman cannot work in the same way as a man, *in your opinion*, to what extent do public authorities enforce legislation restricting a woman's right to work in those types of jobs, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for the indicator-level question 2.4 is between zero and 1.*

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?	
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise 	

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if "Update answer only" OR "Update source only" OR "Update both" is selected.*

	Updated Answer	Updated Source
Hazardous	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>
Arduous	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>

Morally inappropriate	<ul style="list-style-type: none"> • Yes • No 	
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Please add any additional comments in the box below.


2.5. Can a woman work in different economic sectors in the same way as a man?

The answer is “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.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Mining	__Data:Answer__	__Data:Source__
Construction	__Data:Answer__	__Data:Source__
Manufacturing <i>e.g., factories</i>	__Data:Answer__	__Data:Source__
Agriculture <i>e.g., working with certain agricultural materials or equipment</i>	__Data:Answer__	__Data:Source__
Transportation <i>e.g., train drivers, truck drivers</i>	__Data:Answer__	__Data:Source__
Energy <i>e.g., electrician, working on oil rigs</i>	__Data:Answer__	__Data:Source__
Water <i>e.g., plumbers</i>	__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities uphold equal rights between women and men to work in different economic sectors, in practice?


 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for indicator-level question 2.5 is 1.

- Not at all
- Rarely
- Moderately
- Mostly

- Fully

(OR)


In your opinion, to what extent do public authorities enforce legislation that restricts a woman's right to work in different economic sectors in the same way as a man, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for indicator-level question 2.5 is zero.*

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

(OR)


For the sectors in which a woman can work in the same way as a man, ***in your opinion***, to what extent do public authorities uphold equal rights between women and men to work in those sectors, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for indicator-level question 2.5 is between zero and 1.*

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

(AND)

For the sectors in which a woman cannot work in the same way as a man, ***in your opinion***, to what extent do public authorities enforce legislation restricting a woman's right to work in those sectors, in practice?


 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for indicator-level question 2.5 is between zero and 1.*

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise



Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.

	Updated Answer	Updated Source
Mining	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>
Construction	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>
Manufacturing e.g., factories	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>
Agriculture e.g., working with certain agricultural materials or equipment	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>
Transportation e.g., train drivers, truck drivers	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>
Energy e.g., electrician, working on oil rigs	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>
Water e.g., plumbers	<ul style="list-style-type: none"> • Yes • No 	<input type="text"/>

Please add any additional comments in the box below.

Are there any specific challenges to the enforcement of laws or the upholding of rights in practice relevant to this section that you would like to highlight?

Section 3. Parenthood

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 the birth of a healthy child takes place on March 31, 2026.


3.1. How many days of paid leave are mothers legally entitled to for each of the leave types listed in the table below?

"Days" refers to calendar days.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Paid maternity leave <i>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.</i>	__Data:Answer__	__Data:Source__
Paid shared parental leave <i>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.</i>	__Data:Answer__	__Data:Source__
Paid parental leave reserved for the mother <i>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.</i>	__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation on paid leave for mothers, in practice?

 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for question 3.1 is greater than zero.


- Not at all



- Rarely
- Moderately
- Mostly
- Fully

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.

	Updated Answer	Updated Source
Paid maternity leave	<input type="text"/>	<input type="text"/>
Paid shared parental leave	<input type="text"/>	<input type="text"/>
Paid parental leave reserved for the mother	<input type="text"/>	<input type="text"/>

Please add any additional comments in the box below.
<input type="text"/>

3.2. Who pays or administers maternity and parental leave cash benefits?


Assume the employee earns the minimum wage for the food retail sector. In addition:

- The answer is “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.
- The answer is “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.
- The answer is “Employer and Government” if the employer is directly liable for paying a portion of the benefits.
- The answer is “N/A” if there is no paid leave.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Maternity leave cash benefits	__Data:Answer__	__Data:Source__
Parental leave cash benefits	__Data:Answer__	__Data:Source__


In your opinion, to what extent do public authorities enforce legislation regarding who pays or administers maternity and parental leave cash benefits, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for question 3.2 is coded as greater than zero.*

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.*

	Updated Answer	Updated Source
Maternity leave cash benefits	<ul style="list-style-type: none"> • Government • Employer and Government • Employer • N/A 	
Parental leave cash benefits	<ul style="list-style-type: none"> • Government • Employer and Government • Employer • N/A 	

Please add any additional comments in the box below.


3.3. How many days of paid leave are fathers legally entitled to for each of the leave types listed in the table below?

“Days” refers to calendar days.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Paid paternity leave <i>Paternity leave refers to leave available only to the father for the birth of a child.</i>	__Data:Answer__	__Data:Source__
Paid parental leave reserved for the father <i>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.</i>	__Data:Answer__	__Data:Source__


In your opinion, to what extent do public authorities enforce legislation on paid leave for fathers, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for question 3.3 is greater than zero.*

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.*

	Updated Answer	Updated Source
Paid paternity leave		
Paid parental leave reserved for the father		

Please add any additional comments in the box below.

3.4. Are incentives in place to encourage fathers to take paternity leave upon the birth of a child?

Incentives that promote fathers' uptake of leave may include, but are not limited to, compulsory paternity leave, bonus/cash payments, bonus parental leave, guaranteed job protection, flexible or part-time paternity leave, or higher wage replacement.


Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?


- No update needed
- Update answer only
- Update source only
- Update both
- Not my area of expertise

What is the updated answer?

 *Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.*

- Yes
- No

Please indicate the new or different source in the text box below, including all relevant links.

 *Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.*

Please add any additional comments in the box below.

3.5. Is dismissal of pregnant workers prohibited?


The answer is "Yes" if pregnancy and childbirth cannot serve as grounds for termination of a contract or if dismissal of pregnant workers and workers who underwent childbirth is considered a form of unlawful termination, unfair dismissal or wrongful discharge. The answer is "No" if there are no provisions prohibiting the dismissal of pregnant workers and workers who underwent childbirth, 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.





Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation prohibiting dismissal of pregnant workers, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for the question 3.5 is “Yes”.*

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

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?
 <i>Skip Logic: This question should only be answered if “Update answer only” OR “Update both” is selected.</i>
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.
 <i>Skip Logic: This question should only be answered if “Update source only” OR “Update both” is selected.</i>
<div></div>
Please add any additional comments in the box below.
<div></div>

Are there any specific challenges to the enforcement of laws in practice relevant to this section that you would like to highlight?

Section 4. Childcare

Availability of childcare services


4.1. Does the law establish the provision of center-based childcare services by any of the following?

Center-based childcare services: early childhood care and education services offered to children aged 0-2 years (including 2 years and 11 months) on a regular basis at formally registered nurseries, day cares, crèches, or preschools. The primary objective of childcare as a service is caring for children while parents are working while ensuring children are safe and have opportunities to learn and play.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Government <i>Services offered at center-based facilities operated and funded by the government.</i>	__Data:Answer__	__Data:Source__
Private centers <i>Privately-run childcare centers can be non-profit or for-profit entities and are not operated nor funded by the government.</i>	__Data:Answer__	__Data:Source__
Employers <i>Services can be on-site on company premises, off-or-near site not on company premises, including in communities where employees live, and not conditional on the presence of female employees in a company.</i>	__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation establishing center-based childcare services, in practice?


 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for indicator-level question 4.1 is 1.

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



Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 Skip Logic: This question should only be answered if "Update answer only" OR "Update source only" OR "Update both" is selected.



	Updated Answer	Updated Source
Government	<ul style="list-style-type: none"> • Yes • No 	
Private Centers	<ul style="list-style-type: none"> • Yes • No 	
Employers	<ul style="list-style-type: none"> • Yes • No 	

Please add any additional comments in the box below.

4.2. Is there a publicly available registry or database of childcare providers?

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?  Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.  Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.

Please add any additional comments in the box below.


Financing childcare services

4.3. Does the law establish any of the following forms of support for families for childcare services?

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Financial support <i>Financial support refers to vouchers, allowances, subsidies, cash grants, reimbursements, a one-time payment, or other.</i>	__Data:Answer__	__Data:Source__
Tax incentives <i>Tax incentives refer to credits, deductions or exemptions.</i>	__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation establishing financial support and/or tax incentives for families for childcare services, in practice?


 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for indicator-level question 4.3 is “Yes”.

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?

- No update needed
- Update answer only
- Update source only
- Update both
- Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 **Skip Logic:** This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.

	Updated Answer	Updated Source
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Financial Support	<ul style="list-style-type: none"> • Yes • No 	
Tax Incentives	<ul style="list-style-type: none"> • Yes • No 	

Please add any additional comments in the box below.

4.4. Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?

- No update needed
- Update answer only
- Update source only
- Update both
- Not my area of expertise

What is the updated answer?

Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.

- Yes
- No

Please indicate the new or different source in the text box below, including all relevant links.

Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.

Please add any additional comments in the box below.

4.5. Does the law establish any form of financial support for the following nonstate childcare providers?

Financial support refers to vouchers, allowances, subsidies, cash grants, reimbursements, a one-time payment, or other.


Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Private centers	__Data:Answer__	__Data:Source__
Employers	__Data:Answer__	__Data:Source__



Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 Skip Logic: This question should only be answered if "Update answer only" OR "Update source only" OR "Update both" is selected.



	Updated Answer	Updated Source
Private Centers	<ul style="list-style-type: none"> • Yes • No 	
Employers	<ul style="list-style-type: none"> • Yes • No 	

Please add any additional comments in the box below.

4.6. Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers (private centers or employers)?

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?  Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.  Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.

Please add any additional comments in the box below.


4.7. Does the law establish any form of tax support for the following nonstate childcare providers?

Tax support refers to credits, deductions or exemptions.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Private centers	__Data:Answer__	__Data:Source__
Employers	__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation establishing financial support and/or tax incentives for nonstate childcare providers (private centers or employers), in practice?


 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer to the indicator-level question is “Yes” (which considers financial and tax support).*

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?

- No update needed
- Update answer only
- Update source only
- Update both
- Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.*

	Updated Answer	Updated Source
Private Centers	<ul style="list-style-type: none"> • Yes • No 	
Employers	<ul style="list-style-type: none"> • Yes • No 	

Please add any additional comments in the box below.


Quality of childcare services

4.8. Does the law establish any of the following quality standards for the provision of center-based childcare services (public or private)?

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Caregiver-to-child ratio or a maximum group size	__Data:Answer__	__Data:Source__
Minimum level of specialized education or training for educators	__Data:Answer__	__Data:Source__
Mandatory periodic inspection of childcare centers by authorized bodies or periodic reporting by childcare centers to authorized bodies	__Data:Answer__	__Data:Source__


***In your opinion*, to what extent do public authorities enforce legislation establishing quality standards for center-based childcare services, in practice?**

 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer under indicator-level question 4.8 is greater than zero.

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 **Skip Logic:** This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.

	Updated Answer	Updated Source
--	----------------	----------------

Caregiver-to-child ratio or a maximum group size	<ul style="list-style-type: none"> • Yes • No 	
Minimum level of specialized education or training for educators	<ul style="list-style-type: none"> • Yes • No 	
Mandatory periodic inspection of childcare centers by authorized bodies or periodic reporting by childcare centers to authorized bodies	<ul style="list-style-type: none"> • Yes • No 	

Please add any additional comments in the box below.

4.9. Does the government publish the following types of reports on the quality of childcare services (public or private)?


Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Reports of a <i>broad nature</i> benchmarking the quality of childcare services	__Data:Answer__	__Data:Source__
Reports that assess <i>individual</i> childcare providers on the quality of provided services	__Data:Answer__	__Data:Source__

Do any of the answers and/or sources recorded in the WBL database need to be updated?

- No update needed
- Update answer only
- Update source only
- Update both
- Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 **Skip Logic:** This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.

	Updated Answer	Updated Source
Reports of a <i>broad nature</i> benchmarking the quality of childcare services	<ul style="list-style-type: none"> • Yes • No 	



Reports that assess <i>individual</i> childcare providers on the quality of provided services	<ul style="list-style-type: none"> • Yes • No 	
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Please add any additional comments in the box below.

Are there any specific challenges to the enforcement of laws in practice relevant to this section that you would like to highlight?

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Section 5. Pension

Assumptions


- Assume that the woman gave birth without complications to two healthy children.
- Assume that the insured person is seeking to retire on March 31, 2026.
- 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 “NS”.

5.1. What are the ages at which a woman and a man can retire and receive full and partial pension benefits?

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Ages to retire and receive full pension benefits		
Woman	__Data:Answer__	__Data:Source__
Man	__Data:Answer__	__Data:Source__
Ages to retire and receive partial pension benefits <i>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.</i>		
Woman	__Data:Answer__	__Data:Source__
Man	__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation on retirement ages and benefits, in practice?


 **Skip Logic:** This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for question 5.1 is greater than zero.

- Not at all
- Rarely
- Moderately
- Mostly

- Fully

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.*

	Updated Answer	Updated Source
Ages to retire and receive full pension benefits		
Woman	<input type="text"/>	<input type="text"/>
Man	<input type="text"/>	<input type="text"/>
Ages to retire and receive partial pension benefits		
Woman	<input type="text"/>	<input type="text"/>
Man	<input type="text"/>	<input type="text"/>

Please add any additional comments in the box below.
<input type="text"/>


5.2. What are the mandatory retirement ages for women and men?

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.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Woman	<input type="text" value="__Data:Answer__"/>	<input type="text" value="__Data:Source__"/>
Man	<input type="text" value="__Data:Answer__"/>	<input type="text" value="__Data:Source__"/>

In your opinion, to what extent do public authorities enforce legislation establishing mandatory retirement ages, in practice?


 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question does not apply if the pre-filled answer for question 5.2 is “N/A”. This question should only be answered if the pre-filled answer for question 5.2 is greater than zero.*

- Not at all

- Rarely
- Moderately
- Mostly
- Fully

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.*

	Updated Answer	Updated Source
Woman	<input type="text"/>	<input type="text"/>
Man	<input type="text"/>	<input type="text"/>

Please add any additional comments in the box below.
<input type="text"/>


5.3. Are periods of absence due to childcare accounted for in the calculation of 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 (e.g., 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.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):



Answer	Source
__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation accounting for periods of absence due to childcare in pension benefits, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for the question 5.3 is “Yes”.*

- Not at all
- Rarely
- Moderately
- Mostly

- Fully

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?
 <i>Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.</i>
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.
 <i>Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.</i>
<input type="text"/>
Please add any additional comments in the box below.
<input type="text"/>


5.4. Does the law mandate the provision of equal benefits for surviving spouses?

Surviving spouses are widows or widowers who are legally recognized as the spouses (husbands or wives) of a deceased insured person and who, upon the insured's death, are entitled to receive survivor pension benefits.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Equal eligibility criteria	__Data:Answer__	__Data:Source__
Equal qualifying age	__Data:Answer__	__Data:Source__
Paid periodically	__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation mandating equal survivor benefits for spouses, in practice?


 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for question 5.4 is greater than zero.*

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

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed

- Update answer only
- Update source only
- Update both
- Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.*

	Updated Answer	Updated Source
Equal eligibility criteria	<ul style="list-style-type: none"> • Yes • No 	<input type="checkbox"/>
Equal qualifying age	<ul style="list-style-type: none"> • Yes • No 	<input type="checkbox"/>
Paid periodically	<ul style="list-style-type: none"> • Yes • No 	<input type="checkbox"/>

Please add any additional comments in the box below.

5.5. Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

Procedures may include, but are not limited to, the ability to submit a claim to a judge or government agency to challenge pension benefit decisions. Examples of competent authorities include, but are not limited to, social security institutions, social security administrations, national pension offices, labor or social security tribunals, pension funds, etc.


Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?

- No update needed
- Update answer only
- Update source only
- Update both
- Not my area of expertise


What is the updated answer?

 *Skip Logic: This question should only be answered if “Update answer only” OR “Update both” is selected.*

- Yes
- No

Please indicate the new or different source in the text box below, including all relevant links.



 Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.

Please add any additional comments in the box below.

Are there any specific challenges to the enforcement of laws in practice relevant to this section that you would like to highlight?

Section 6. Procurement


6.1. Does the law require gender-responsive criteria or measures in public procurement processes?

Gender-responsive criteria or measure considers gender equality in selecting services, goods, and works. Please consider “Yes” if the law includes (a) gender-responsive measures (e.g., quotas, reserved contracts, certifications); (b) selection or exclusion criteria based on gender (e.g., workplace equality, gender-based violence protections); (c) tie-breaking rules favoring gender-inclusive businesses; or (d) explicit references to sex, gender, or women (general sustainability references are not sufficient).



Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

In your opinion, to what extent do public authorities enforce legislation on including gender-responsive criteria for public procurement processes, in practice?

 *Skip Logic: This question applies only to private sector contributors and it is not included in questionnaires sent to public sector contributors. This question should only be answered if the pre-filled answer for the question 6.1 is “Yes”.*

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

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?
 <i>Skip Logic: This question should only be answered if “Update answer only” OR “Update both” is selected.</i>
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.
 <i>Skip Logic: This question should only be answered if “Update source only” OR “Update both” is selected.</i>
<div></div>
Please add any additional comments in the box below.
<div></div>

6.3. Are there any specific challenges to the enforcement of laws in practice relevant to this section that you would like to highlight?



Policy Instruments – Instructions

Instructions

In this part of the questionnaire, you will review information on policy instruments that support the implementation of laws and to provide updates as needed.

Policy instruments may include national policies and action plans, institutions responsible for monitoring and enforcing laws, access to justice measures, government programs and services, and statistical data. Only instruments that are in place and operational should be considered.

Definition of “Source”

For policy instrument questions, a source is the document or official reference that provides the basis for the answer. Sources can include, for example, the title of an action plan and its issuing agency, the names of institutions, courts, police units, governmental agencies, or the title of sex-disaggregated datasets and their respective issuing agencies.

In some cases, the pre-filled source may state “**Insufficient evidence located.**” This means that, based on a review of relevant documents and official sources, the WBL team could not identify documentary evidence that meets the requirements of the question. This does **not** rule out the possibility that the policy instrument exists in practice or that relevant information may be available through informal or unpublished sources.

Section 1. Work



Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, or budget allocation in **__Data:Survey_Economy__** regarding each of the following aspects of workplace protection issues for women.

1.1. Does the government provide awareness measures on fair recruitment policies free from discrimination based on gender such as guidelines, trainings, or campaigns?

Awareness measures refer to a set of actions taken by the government 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.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?
 <i>Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.</i>
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.
 <i>Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.</i>
<div></div>
Please add any additional comments in the box below.
<div></div>

1.2. Does the government provide instructional resources for the private sector to adopt flexible work arrangements?

- *Flexible work refers to the work arrangement where employees can choose the time or place of work (e.g., flextime and remote work).*
- *Instructional resources refer to materials produced and published by the government to sensitize the private sector on how to implement flexible work arrangements. They include, but are 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.

- Guidelines are printed or digital materials prepared by the relevant public authority and available publicly. These contain specific information about flexible work arrangements and provide definitions, instructions, tools and/or best practices to help employers offer alternative arrangements to their employees.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?
Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.
Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.
<input type="text"/>
Please add any additional comments in the box below.
<input type="text"/>

1.3. Does a national government plan or strategy focus on women's access to the labor market?



National action plan or strategy refers to a government-issued, formally adopted document that explicitly aims to increase women's access to the labor market. It includes specific measures addressing labor demand (such as initiatives to attract and retain women in the workforce), labor supply (including training and capacity-building programs for women job seekers), and/or gender-focused job matching and placement. The plan or strategy also establishes institutional arrangements to monitor implementation and sets indicators and targets to guide and track progress.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?



<ul style="list-style-type: none">• No update needed• Update answer only• Update source only• Update both• Not my area of expertise
What is the updated answer?  Skip Logic: This question should only be answered if “Update answer only” OR “Update both” is selected.
<ul style="list-style-type: none">• Yes• No
Please indicate the new or different source in the text box below, including all relevant links.  Skip Logic: This question should only be answered if “Update source only” OR “Update both” is selected.
<input type="text"/>
Please add any additional comments in the box below.
<input type="text"/>

Section 2. Pay

Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, existence of sex-disaggregated data or budget allocation in **__Data:Survey_Economy__** regarding each of the following aspects of equal pay and job restriction issues for women.

2.1. Does the government publish anonymized sex-disaggregated data on employment and salaries in different economic sectors?


Sex-disaggregated data on employment include separate information about the number or share of women and men employed across sectors and industries. **Sex-disaggregated data on salaries** paid to workers in different economic sectors include separate information about the salaries, remuneration, pay, or wages presented in either exact figures or percentages. Data must be collected and published by a public entity, such as the national statistics office.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Employment	__Data:Answer__	__Data:Source__
Salaries	__Data:Answer__	__Data:Source__

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 **Skip Logic:** This question should only be answered if “Update answer only” OR “Update source only” OR “Update both” is selected.

	Updated Answer	Updated Source
Employment	<ul style="list-style-type: none"> • Yes • No 	<input type="checkbox"/>
Salaries	<ul style="list-style-type: none"> • Yes • No 	<input type="checkbox"/>

Please add any additional comments in the box below.
<input type="text"/>

2.2. Are there gender-sensitive occupational safety and health (OSH) public policies applicable to the private sector?



Gender-sensitive refers to the ability to acknowledge gender differences and incorporate those into strategies and actions.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer? Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links. Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.
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Please add any additional comments in the box below.
<div></div>



2.3. Are there government-led initiatives aimed at incentivizing women to work in science, technology, engineering and mathematics (STEM) fields?

Initiatives refer to structured programs, policies, or a set of actions undertaken and/or supported by governments and public institutions to incentivize women to work in STEM fields. These initiatives may include public policy programs, public awareness campaigns, provision of support services, informational or training programs, scholarships, mentorship, and job placement services, among others.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__
Do the answer and/or source recorded in the WBL database need to be updated?	
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise 	
What is the updated answer?	



 Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.
<ul style="list-style-type: none">• Yes• No
Please indicate the new or different source in the text box below, including all relevant links.  Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.
<input type="text"/>
Please add any additional comments in the box below.
<input type="text"/>

Section 3. Parenthood



Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, existence of sex-disaggregated data or budget allocation in **__Data:Survey_Economy__** regarding each of the following aspects of family leave issues for women and men.

3.1. Is it possible to apply for maternity benefits using a single government application process?

A single government application process refers to applying for maternity benefits through a single application without additional steps or different government agencies.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?  <i>Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.</i>
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.  <i>Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.</i>
<div></div>
Please add any additional comments in the box below.
<div></div>



3.2. Does the government publish anonymized sex-disaggregated data on unpaid care work?

Sex-disaggregated data on unpaid care work include separate information about the time spent by women and men performing tasks related to unpaid care work. Data must be collected and published by a public entity, such as the national statistics office.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?



<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?  Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.  Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.
<input type="text"/>
Please add any additional comments in the box below.
<input type="text"/>

3.3. Are there government-led initiatives aimed at promoting equal sharing of unpaid domestic and care work responsibilities between men and women?

Initiatives are defined as structured programs, policies, or set of actions undertaken and/or supported by governments and public institutions aimed at promoting the equitable distribution of unpaid domestic and care work between men and women. These initiatives may include but are not limited to public policy programs, public awareness campaigns, provision of support services, informational or training programs, among others.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?  Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.  Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.
<input type="text"/>
Please add any additional comments in the box below.
<input type="text"/>

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Section 4. Pension



Please answer questions about the regulations, enforcement/implementing agencies, processes, incentives, or budget allocation in **__Data:Survey_Economy__** regarding each of the following aspects of retirement and pension issues for women.

4.1. Are incentives in place to increase women's pension benefits?

Incentives include, but are not limited to, tax breaks for voluntary savings, contributions that can be carried forward, a subsidy to join the pension scheme early, financial incentives for those with a low income, or other payments and concessions.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__



Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?  <i>Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.</i>
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.  <i>Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.</i>
<div></div>
Please add any additional comments in the box below.
<div></div>

4.2. Are awareness measures in place to improve access to information about pensions such as guidelines, trainings, or campaigns?

Awareness measures include but are not limited to detailed information on pensions or financial security in retirement that is published on a government website (in the language spoken by the majority) or government-led initiatives such as learning activities, programs or informational materials.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

Answer	Source
__Data:Answer__	__Data:Source__

Do the answer and/or source recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise
What is the updated answer?
 <i>Skip Logic: This question should only be answered if "Update answer only" OR "Update both" is selected.</i>
<ul style="list-style-type: none"> • Yes • No
Please indicate the new or different source in the text box below, including all relevant links.
 <i>Skip Logic: This question should only be answered if "Update source only" OR "Update both" is selected.</i>
<div></div>
Please add any additional comments in the box below.
<div></div>

4.3. Does the government publish anonymized sex-disaggregated data on actual retirement ages and actual amounts of pension benefits?


Sex-disaggregated data must be collected and published by a public entity, such as the national statistics office or social security or pension administration.

Please review the answer and source recorded in the WBL database (last updated on October 1, 2025):

	Answer	Source
Actual retirement ages	__Data:Answer__	__Data:Source__
Actual amount of received pension benefits	__Data:Answer__	__Data:Source__

Do any of the answers and/or sources recorded in the WBL database need to be updated?
<ul style="list-style-type: none"> • No update needed • Update answer only • Update source only • Update both • Not my area of expertise

Please provide updates only for the underlying questions that require changes, including all relevant links. Leave fields blank if no update is needed.

 *Skip Logic: This question should only be answered if "Update answer only" OR "Update source only" OR "Update both" is selected.*



	Updated Answer	Updated Source
Actual retirement ages	<ul style="list-style-type: none"> • Yes • No 	
Actual amount of received pension benefits	<ul style="list-style-type: none"> • Yes • No 	

Please add any additional comments in the box below.

Acknowledgement

We will gladly acknowledge your contribution on our [website](#), with your authorization. Please fill out the information below and select “Yes” or “No” depending on whether you would like us to publish it.

Information	Publish
Full name	Yes/No
Firm/Institution name*	Yes/No
Firm/Institution website	Yes/No
Business phone	Yes/No

**If you are not associated with a Firm/Institution, your selected professional background in the “Contributor Information” page will be published instead. Kindly fill out this field accordingly.*

Would you like us to acknowledge a colleague or expert you collaborated with on this questionnaire?

- Yes
- No

How many additional colleagues or experts would you like to add?

 Skip Logic: This question should only be answered if the answer to the previous question is “Yes”.

- 1
- 2
- 3

Additional colleague/expert(s): If there are more people whom you would like us to acknowledge, enter their information here. If this includes more than three people, kindly send us an email at WBLlabor@worldbank.org

 Skip Logic: The following form will repeat based on the selected number (1, 2, or 3).

	Additional Colleagues/Experts 1/2/3	Publishing Preference
Name		
Title:	<input type="text"/>	
First name:	<input type="text"/>	Yes/No
Last name:	<input type="text"/>	Yes/No
Demographic Information		
Gender:	<ul style="list-style-type: none"> • Male • Female • Prefer not to say 	
Age group:	<ul style="list-style-type: none"> • Below 25 	

	<ul style="list-style-type: none"> • 25-35 • 36-45 • 46-55 • Over 55 • Prefer not to say 	
Professional and Educational Information		
Position: <i>e.g. manager, associate, partner</i>		
Professional background:	<ul style="list-style-type: none"> • Academic/researcher • Civil society representative • Gender expert • Graduate student in law • Legal professional • Policy or development professional • Other • Prefer not to say 	
Years of experience: <i>Years of experience refers to the amount of time an individual has spent working in a relevant field or profession.</i>	<ul style="list-style-type: none"> • Less than 2 years • 2-5 years • 6-10 years • 11-20 years • Over 20 years • Prefer not to say 	
Highest level of education obtained:	<ul style="list-style-type: none"> • Bachelor's • Master's • PhD • Other • Prefer not to say 	
Contact Information		
Firm/Institution name:		Yes/No
Firm/Institution website:		
Email address:		
Business phone:		Yes/No
Mobile phone:		

Referrals: Please help us by referring us to other experts who can respond to the questionnaire.

	First name	Last name	Firm	Phone	Email
Referral 1					
Referral 2					

Engagement and Feedback

On behalf of the *Women, Business and the Law* (WBL) team, we thank you for your contribution to the WBL 2027 report. Your support is essential to ensuring data quality, and we appreciate your continued engagement.

Interest in contributing to other topics

1. Please indicate any additional topic that you would be interested in contributing to:

- ☐ Family Law
 - ① *Examines laws affecting women's agency, entrepreneurship, mobility, and access to property.*
- ☐ Laws Protecting Women from Violence
 - ① *Examines laws and policies protecting women from child marriage, sexual harassment domestic violence, and femicide.*


Women, Business and the Law impact

1. Please share any stories or insights on how WBL data has impacted women's lives in your country.

2. What are the benefits of responding to WBL questionnaires? Please select the top three options based on your preference.

- ☐ Building expertise in gender equality and women's economic empowerment
- ☐ The opportunity to contribute to 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:


 *Skip Logic: This question should only be answered if "Other" is selected.*

Questionnaire feedback

1. How would you rate your overall experience completing the questionnaire?

- Very positive
- Positive
- Neutral (Neither positive nor challenging)
- Challenging

1.2 Please share with us what made it challenging to respond in the text box below.

 *Skip Logic: This question should only be answered if "Challenging" is selected.*

2. In your opinion, which aspects of the questionnaire could be improved? Please check all that apply.

- ☐ Questionnaire design
- ☐ Questionnaire length
- ☐ Communication around the questionnaire (reminders, follow up)



- ☐ Instructions on how to complete the questionnaire
- ☐ Timeframe to complete the questionnaire
- ☐ Other

Please specify:

3. Please share any additional comments or insights with the WBL team.

If you wish to invite your colleagues to participate in the WBL questionnaire, please encourage them to complete the [“Share your expertise”](#) form available on our website.

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.