

«Survey_Economy»

Dear «FirstName» «LastName»,

On behalf of the World Bank Group's *Women, Business and the Law* team, we invite you to serve as a local expert for our «Survey_Economy» labor law questionnaire. *Women, Business and the Law* measures gender inequality by examining the laws and regulations that affect women's entrepreneurship and employment.

Our latest study, *Women, Business and the Law 2019: A Decade of Reform*, was released on February 27, 2019 to widespread acclaim with over 500 media mentions and over 125,000 downloads, giving great exposure to our local experts. *Women, Business and the Law* is also active on social media, with over 62,000 fans on [Facebook](#) and more than 1,600 members on [LinkedIn](#).

To gain new insight into the ways in which discriminatory laws affect women's equality of opportunity, the study examined ten years of data through an index structured around the economic decisions women make as they navigate their lives and careers. Following the structure of the index, *Women, Business and the Law 2020* will update previous data to capture progress made since the last release.

To further our understanding of the legal environment, we would be honored to benefit from your expertise in our labor law questionnaire, which examines laws affecting women's decisions to enter the workforce and remain within it. We are particularly interested in reforms that have been passed since **June 2, 2017**. Links to previously cited laws can be found at <http://wbl.worldbank.org>. Your pro-bono contribution will be acknowledged on the World Bank Group's *Women, Business and the Law* website (<http://wbl.worldbank.org/local-experts>) and in the printed edition of the report.

Contributions like yours are essential for ensuring the quality and accuracy of the data we collect and analyze. Please return the completed questionnaire to WBLlabor@worldbank.org.

If you have any questions, please do not hesitate to contact us. Thank you for your continued support of *Women, Business and the Law* and the work of the World Bank Group.

Sincerely,

The *Women, Business and the Law* team
WBLlabor@worldbank.org.

Primary Contributor Information: Please check the box next to information you **do not** want us to **publish**.

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Additional Contributor(s): If there are more people whom you would like us to acknowledge, kindly send us an e-mail.

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 **Paperless Option for Complimentary Report and Certificate**

New this year: the paperless option is selected by default to reduce our environment footprint. Your certificate and report will be sent via email. Please remove the [X] below if you prefer to receive print versions via postal mail.

Please e-mail me an electronic copy of the report and my certificate of appreciation.

Referrals: Please help us expand our list of contributors by referring us to other experts in the private or public sector (lawyers, notaries, public officials or any expert on this field) who can respond to the questionnaire.

First name	Last name	Position	Firm	Address	Phone	E-mail
[]	[]	[]	[]	[]	[]	[]
[]	[]	[]	[]	[]	[]	[]

How to complete this questionnaire

1. This questionnaire presents a series of questions about the laws in «Survey_Economy» on: maternity, paternity and parental leave; workplace protections; restrictions on women's employment; and retirement and pension ages. Please answer the questions in the questionnaire based on the standardized assumptions (see below) and methodology (available [here](#)).
2. You will find the answers and legal bases that are currently published on our [website](#) for «Survey_Economy» under the “Last Cycle” columns in the questionnaire. Keep in mind that this pre-filled information should be correct as of **June 2, 2017**. Please input your answers and the legal citation under spaces marked “This Cycle.”
3. If you disagree with an answer or legal basis from the last report cycle, you may note a **correction** (the data presented is incorrect) or a **reform** (a modification in the law or the enactment of new legislation since **June 2, 2017**).

Assumptions

Assume the man or woman:

- Resides in «Survey_City» (the economy's main business city) and will remain there for his or her life time.
- Is a new labor market entrant who starts working on September 1, 2019 at age 25.
- Is capable of making decisions as an adult, is in good health and has no criminal record.
- Is a lawful citizen of «Survey_Economy».
- Is a cashier in the food retail sector in a supermarket or grocery store that has 60 employees.
- Is not a member of a union, unless membership is mandatory.

Applicable law(s)

Please provide information about the main labor law(s) (such as a labor code or an employment act) applicable to the private sector in «Survey_City». *If there are different labor laws that apply to different sectors, please cite the law that governs employment in a grocery store or supermarket.*

Name of law:

Year last amended:

Link to website with law:

Additional comments:

1. Maternity, Paternity, Parental and Family Leave

Additional Instructions:

- Assume that the woman and man are married and have no other children, that this is the couple's first pregnancy, that the woman is pregnant with only one child, that the pregnancy and birth have no complications and that the birth of a healthy child takes place on **September 1, 2019**.
- If paid leave not contiguous with the birth of a child is provided, it is not considered paid maternity/paternity/parental leave because it can be taken at any point after the child is born.
- **Maternity leave** refers to leave available only to the mother for the birth of a child. Please do not use parental leave that is available to both parents to answer the questions referring to maternity leave.
- **Paternity leave** refers to leave available only to the father for the birth of a child. Please do not use parental leave that is available to both parents to answer the questions referring to paternity leave.
- **Parental leave** refers to leave that can be either shared by the mother or the father or leave for the birth of a child that an employee can take regardless of gender. If parental leave is an individual rather than a family entitlement, the assumption is that only one parent takes the full entitlement.
- **Family care leave** refers to a leave, other than maternity, paternity and parental leave, which is granted to the employee specifically for the purpose of taking care of a sick relative. It does not include sick leave unless there is an explicit provision that allows the employee to take a sick leave to care for a sick relative.

1.1. How many days of paid leave are employees legally entitled to for each of the following (in calendar days)? *This is the minimum number of days of leave that legally have to be paid for by the government, the employer or both. The length of paternity leave is calculated in work days when it is under a month.*

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
Maternity	«WBL_gj_Paid Maternity Min Days»		«WBL_gj_Paid Maternity Min Days_LegalBasis»	
Paternity	«WBL_gj_Paid Paternity Min Days»		«WBL_gj_Paid Paternity Min Days_LegalBasis»	
Parental	«WBL_gj_Paid Parental Min Days»		«WBL_gj_Paid Parental Min Days_LegalBasis»	

1.2. If paid parental leave can be shared amongst both parents, and places restrictions on the amount of leave that can be taken by either parent, what is the minimum amount that must be taken (in calendar days)?

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
By the mother	«WBL_gj_Paid Parental Mother Min Days»		«WBL_gj_Paid Parental Mother Min Days_LegalBasis»	
By the father	«WBL_gj_Paid Parental Father Min Days»		«WBL_gj_Paid Parental Father Min Days_LegalBasis»	

1.3. What percentage of wages is paid during the following types of leave?

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
Maternity	«WBL_gj_Paid Maternity Percentage Wages»		«WBL_gj_Paid Maternity Percentage»	

			Wages_LegalBasis»	
Parental	«WBL_gj_Paid Parental Percentage Wages»		«WBL_gj_Paid Parental Percentage Wages_LegalBasis»	

1.4. If the law does not stipulate an exact percentage, please describe the manner in which the portion of wages or benefits are determined. For example, this may be a flat rate or a percentage of wages subject to a benefits ceiling or floor. In such cases, previous cycle answers are based on the minimum wage salary in the food retail sector.

1.5. Who pays the following benefits? These questions cover whether benefits are paid by the government, the employer or both. If only the employer pays the benefits, the employer bears the entire cost of the benefits and is paying the employee directly.

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
Maternity	«WBL_gj_Paid Maternity Who Pays»	-Click to Select-	«WBL_gj_Paid Maternity Who Pays_LegalBasis»	
Parental	«WBL_gj_Paid Parental Who Pays»	-Click to Select-	«WBL_gj_Paid Parental Who Pays_LegalBasis»	

1.6. If both the employer and the government pay maternity benefits, please describe the percentage paid by each. “Government” refers to social insurance (such as social security) or public funds. Employer contributions to government funds (such as social security) that pay maternity benefits are not considered employer payment of maternity benefits for purposes of these questions.

1.7. Must employers provide employees with leave to care for sick relatives? This question captures provisions that allow employees to take family leave specifically to care for a sick relative. For the purpose of this question, “relative” includes children and spouses. Special leaves for unexpected circumstances are included if they are associated with the employee's family matters.

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
«WBL_pi_Family Care_short term leave»		-Click to Select-	«WBL_pi_Family Care_short term leave_LegalBasis»	

1.8. If 1.7 is “Yes,” is it paid?

Answer	Legal Basis (please cite law and article)
-Click to Select-	

1.9. Please include any additional comments and links to laws relevant to this section:

2. Workplace Protections

2.1. Does the law mandate that women and men be given equal remuneration for work of equal value? Equal 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 out of 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.

Answer		Legal Basis (please cite law and article)	
Last cycle	This cycle	Last cycle	This cycle
«WBL_gj_Law-EqualPay4EqualWork ILO standard»	-Click to Select-	«WBL_gj_Law-EqualPay4EqualWork ILO standard LegalBasis»	

2.2. Are there laws penalizing or preventing the dismissal of pregnant women?

Answer		Legal Basis (please cite law and article)	
Last cycle	This cycle	Last cycle	This cycle
«WBL_gj_Law-Dismissal of Pregnant W»	-Click to Select-	«WBL_gj_Law-Dismissal of Pregnant W LegalBasis»	

2.3. Does the law specifically prohibit or penalize discrimination based on gender in employment?

Answer		Legal Basis (please cite law and article)	
Last cycle	This cycle	Last cycle	This cycle
«WBL_gj_Law-NonDiscrim in Employment»	-Click to Select-	«WBL_gj_Law-NonDiscrim in Employment_LegalBasis»	

2.4. Please include any additional comments and links to laws relevant to this section:

3. Restrictions on Women's Employment

Additional Instructions:

- Restrictions on pregnant or nursing mothers are not included in these questions. Assume the woman in question is 25 years old, *not* pregnant and *not* nursing.
- Select "Yes" if no restrictions on women exist or if men and women can equally work in the industry.
- Only include a legal basis where the answer is "No."

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

Answer		Legal Basis (please cite law and article)	
Last cycle	This cycle	Last cycle	This cycle
«WBL_gj_NightHours»	-Click to Select-	«WBL_gj_NightHours_Le galBasis»	

3.2. Can women work in the following industries in the same way as men? Select "Yes" if no restrictions on women exist, i.e. if men and women can equally work in the industry.

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
Mining	«WBL_gj_Industries Mining»	-Click to Select-	«WBL_gj_Industries Mining LegalBasis»	
Construction	«WBL_gj_Industries Construction»	-Click to Select-	«WBL_gj_Industries Construction_Legal Basis»	
Factories	«WBL_gj_Industries Factories»	-Click to Select-	«WBL_gj_Industries Factories_LegalBasi s»	

Transportation (i.e. train drivers, truck drivers)	«WBL_gj_Industries Transportation»	-Click to Select-	«WBL_gj_Industries Transportation_LegalBasis»	
Agriculture (i.e. working with certain agricultural materials or equipment)	«WBL_gj_Industries Agriculture»	-Click to Select-	«WBL_gj_Industries Agriculture_LegalBasis»	
Energy (i.e. electrician, working on oil rigs)	«WBL_gj_Industries Energy»	-Click to Select-	«WBL_gj_Industries Energy_LegalBasis»	
Water (i.e. plumbers)	«WBL_gj_Industries Water»	-Click to Select-	«WBL_gj_Industries Water_LegalBasis»	

3.3. Can women engage in jobs requiring carrying or lifting the same amount of weight in the same way as men? Select “Yes” if no restrictions on women exist or if men and women can equally work in the industry.

Answer		Legal Basis (please cite law and article)	
Last cycle	This cycle	Last cycle	This cycle
«WBL_gj_Industries WeightLifting»	-Click to Select-	«WBL_gj_Industries WeightLifting_LegalBasis»	

3.4. If the law prohibits women from doing other jobs or activities not listed above, please describe:

3.5. Can women work in any of the following types of activities in the same way as men? 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. In most cases, such jobs are not objectively defined in the law. In other cases, they may be enumerated in subsidiary legislation.

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
Hazardous	«WBL_gj_Activities Hazardous»	-Click to Select-	«WBL_gj_Activities Hazardous_LegalBasis»	
Arduous	«WBL_gj_Activities Arduous»	-Click to Select-	«WBL_gj_Activities Arduous_LegalBasis»	
Morally or socially inappropriate	«WBL_gj_Activities Morally Inappropriate»	-Click to Select-	«WBL_gj_Activities Morally Inappropriate_LegalBasis»	

3.6. Please include any additional comments and links to laws relevant to this section:

4. Retirement and Pensions

Additional Instructions:

- For the purpose of these questions, if transitional provisions gradually increase or decrease retirement ages, please reflect 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, the answer is “N/A.”

4.1. What is the age at which a person can retire and receive full benefits?

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
For men	«WBL_gj_RetireAgeMen»		«WBL_gj_RetireAgeMen_LegalBasis»	
For women	«WBL_gj_RetireAgeWomen»		«WBL_gj_RetireAgeWomen_LegalBasis»	

4.2. What is the age at which one can retire and receive partial benefits? This is the age at which one can retire but not with full pension benefits, because he/she did not accumulate enough work experience or contributions, has not reached the age that would qualify him/her for a full pension or continues to work part-time upon reaching the retirement age. This does not include early retirement for health reasons or any other exceptional condition or reason. If there is no specified age to qualify for retirement with partial benefits, the answer is “N/A.”

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
For men	«WBL_gj_PensionAgeMen»		«WBL_gj_PensionAgeMen_LegalBasis»	
For women	«WBL_gj_PensionAgeWomen»		«WBL_gj_PensionAgeWomen_LegalBasis»	

4.3. At what age is it mandatory to retire? Please indicate “N/A” if there is no mandatory retirement age.

	Answer		Legal Basis (please cite law and article)	
	Last cycle	This cycle	Last cycle	This cycle
For men	«WBL_gj_Mandatory retirement age men»		«WBL_gj_Mandatory retirement age men_LegalBasis»	
For women	«WBL_gj_Mandatory retirement age women»		«WBL_gj_Mandatory retirement age women_LegalBasis»	

4.4. Does the law establish explicit pension credits for periods of childcare?

Additional Instructions:

- For this question, if the availability of a pension credit is conditioned on the number of children, a woman is assumed to have given birth without complications to two healthy children and will work long enough to be entitled to maternity and/or parental benefits, where applicable. The woman also 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.

Answer	Legal Basis (please cite law and article)
-Click to Select-	

4.5. Please include any additional comments and links to laws relevant to this section:

5. Case Law, Reforms and Pending Legislation

5.1. Have there been any relevant **court cases**, such as challenging the current laws or to address gaps in legislation, applicable to the issues contained in this questionnaire **since June 2, 2017?**

-Click to Select-

5.2. If **“Yes,”** please describe in detail including relevant court decisions and, if possible, include a link or [attach](#) a copy of the case.

5.3. Have there been any **reforms in the laws and regulations** relating to this questionnaire **since June 2, 2017?**

-Click to Select-

5.4. If **“Yes,”** please describe in detail and, if possible, include a link or [attach](#) a copy of the new legislation or regulation. Please also consider any relevant court decisions.

5.5. Are you aware of any **reforms in the laws and regulations** relating to this questionnaire that are expected **to be adopted PRIOR TO September 1, 2019?**

-Click to Select-

5.6. If **“Yes,”** please describe in detail and, if possible, include a link or [attach](#) a copy of the new legislation or regulation. Please also consider any relevant court decisions.

5.7. Are you aware of any **reforms in the laws and regulations** relating to this questionnaire that **are ongoing and are expected to be adopted AFTER September 1, 2019?**

-Click to Select-

5.8. If **“Yes,”** please describe in detail and, if possible, include a link or [attach](#) a copy of the new legislation or regulation. Please also consider any relevant court decisions.

Thank you for completing our questionnaire!

We appreciate your contribution to the *Women, Business and the Law* project. The results will appear in the next *Women, Business and the Law* report and on our website: <http://wbl.worldbank.org>

Your work will be gratefully acknowledged in both if you so choose.