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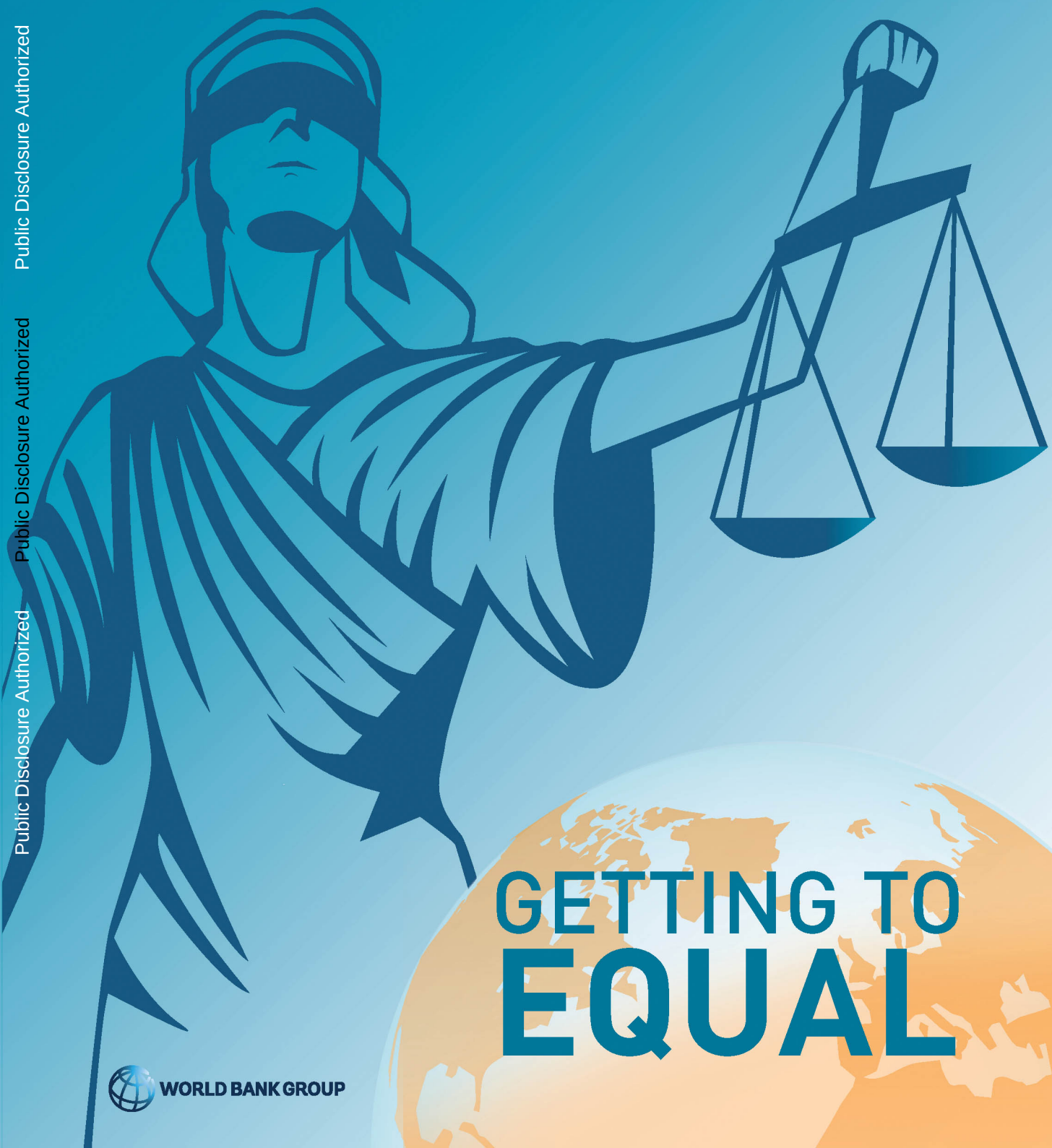
WOMEN, BUSINESS AND THE LAW 2016



GETTING TO EQUAL

WORLD BANK GROUP

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WOMEN, BUSINESS AND THE LAW 2016

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WORLD BANK GROUP

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Foreword

As societies become more equal and every individual's productive capacity is valued and engaged, economies become more resilient.To build such a society, the key is inclusiveness—to make sure that no group is kept at the margins and subjected to exploitation. One particular group that deserves special attention, if for no other reason than its constituting half the world's population, is women. It has often been pointed out that an economy cannot grow to its full potential if its women are not treated on par with men. This is likely true. But even if it were not, there is a case for treating men and women equally. We cannot forever remain victims of the idea that the agenda of inclusion and equality (pertaining not just to women but to any group) has to be justified as a means towards the end of higher economic growth. Indeed, what we need to argue is that, even if we had to sacrifice some economic growth in order to achieve inclusion and greater equality, the trade-off would be well worth it.

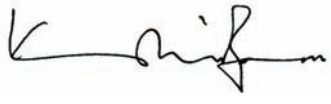
Fortunately, to the best of our knowledge there is no trade-off. There are plenty of studies that demonstrate how empowering women, be it in the market place, the office or the household, increases overall efficiency, well-being and the quality of decision-making.

However, despite such studies—and despite the fact that great strides have been made in enabling women to achieve greater potential—in most parts of the world their productive capacity and participation are still restricted, and they continue to be discriminated against and lead diminished lives. While this problem has many dimensions, the focus in this report is on the economy and the workplace. Since its inception in 2009, the World Bank Group's *Women, Business and the Law* project has been constructing a unique dataset on laws, regulations and policies that constrain women's economic choices. The data illuminate how government policies limit women's full economic participation through laws that restrict their ability to engage in entrepreneurial and employment activities.

This edition of *Women, Business and the Law* highlights the World Bank Group's commitment to generating objective data and building knowledge about gender equality. The report draws on readily comparable data across seven indicators: accessing institutions, using property, getting a job, providing incentives to work, building credit, going to court and protecting women from violence. It expands data coverage to 30 more economies than the previous edition in order to enhance global understanding of laws that affect women's economic opportunities.

The data reveal the magnitude of the challenge that the world still faces in the quest for gender equality. It seems clear from the evidence that while governments are working progressively to provide equality of opportunity for women, there are still laws that differentiate between women and men in ways that affect women's economic prospects: of the 173 economies covered, 155 have at least one law that differentiates between women and men. These inequalities impede development, hinder prosperity and undermine national competitiveness.

By informing research and policy discussions about the state of women's economic opportunities and outcomes, this report promotes the cause of inclusion. Our hope is that the report will celebrate the progress that has been made while emphasizing the work still to be done to ensure economic empowerment for all.



Kaushik Basu
Senior Vice President and Chief Economist
The World Bank

1. Key Findings

Highlights from *Women, Business and the Law 2016*

- Legal gender differences are widespread: 155 of the 173 economies covered have at least one law impeding women's economic opportunities.
- The total number of legal gender differences across 173 economies is 943.
- In 100 economies, women face gender-based job restrictions.
- 46 of the economies covered have no laws specifically protecting women from domestic violence.
- In 18 economies, husbands can legally prevent their wives from working.
- Lower legal gender equality is associated with fewer girls attending secondary school relative to boys, fewer women working or running businesses and a wider gender wage gap.
- Over the past two years, 65 economies carried out 94 reforms increasing women's economic opportunities.

What's new in this edition?

Since 2009, *Women, Business and the Law* has collected data about legal restrictions on women's entrepreneurship and employment in order to inform policy discussions and promote research on the linkages between the law and women's economic opportunities. *Women, Business and the Law 2016: Getting to Equal* is the fourth in the series.

The data focus on seven indicators: accessing institutions, using property, getting a job, providing incentives to work, going to court, building credit and protecting women from violence. New areas covered within these indicators include legislation on issues such as nondiscrimination in access to credit, care leave for sick relatives, the legal age of marriage and protection orders for victims of domestic violence.

This edition covers 173 economies, including 30 economies that were not previously covered: Afghanistan, Antigua and Barbuda, The Bahamas, Bahrain, Barbados, Belize, Bhutan, Brunei Darussalam, Djibouti, Dominica, Equatorial Guinea, Grenada, Guyana, Iraq, Luxembourg, Maldives, Malta, Myanmar, Qatar, São Tomé and Príncipe, Seychelles, South Sudan, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Swaziland, Timor-Leste, Tonga and Trinidad and Tobago.

The previous edition of *Women, Business and the Law* found that 90% of economies measured had at least one law impeding women's economic opportunities. This still holds true, even though this edition covers over 20% more economies.

However, over the past two years, 65 economies achieved 94 reforms increasing women's economic opportunities. Most of these reforms took place in developing economies, with 19 in Europe and Central Asia, 18 in Sub-Saharan Africa, and 16 in Latin America and the Caribbean. Economies in the Middle East and North Africa had 12 reforms, and those in East Asia and the Pacific had 11 reforms. The fewest reforms—3—were in South Asia.

Women, Business and the Law 2016 finds that lower legal gender equality is associated with fewer girls attending secondary school relative to boys, fewer women working or running businesses, and a wider gender wage gap. Where laws do not provide protection from domestic violence, women are likely to have shorter life spans. But where governments support childcare, women are more likely to receive wages.

How common are gender differences in laws?

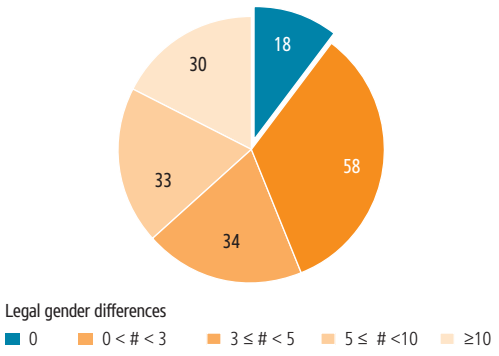
Women, Business and the Law measures legal restrictions on women's employment and entrepreneurship by identifying gender-based legal differences. The dataset has captured 21 differences in policies for unmarried women and 26 for married women that affect women's economic opportunities, for a total of 47 differences across five indicators (box 1.1).

Of the 173 economies covered by *Women, Business and the Law,* 155 maintain at least one barrier for women seeking opportunities that does not exist for men; on this simple measure (figure 1.1), the majority of economies have at least one legal gender difference.

The 30 economies with ten or more legal differences are in the Middle East and North Africa (18), Sub-Saharan Africa (8), East Asia and the Pacific (2) and South Asia (2).

The 18 economies with no legal differences between women and men in the areas measured are Armenia; Canada; the Dominican Republic; Estonia; Hungary; Kosovo; Malta; Mexico; Namibia; the Netherlands; New Zealand; Peru; Puerto Rico, territory of the United States; Serbia; the Slovak Republic; South Africa; Spain and Taiwan, China (figure 1.2).

FIGURE 1.1 MOST ECONOMIES HAVE AT LEAST ONE LEGAL GENDER DIFFERENCE



Source: Women, Business and the Law database.

Why were these areas chosen?

Of all the questions covered by *Women, Business and the Law*, only 47 are included in the measure of legal gender differences. Twenty-two questions contain explicit gender-based differences. Three questions pertain to constitutional rights: the absence of a nondiscrimination clause in the constitution with gender as a protected category, the validity of customary law even if it is contrary to constitutional nondiscrimination and

BOX 1.1 LEGAL DIFFERENCES FOR MARRIED AND UNMARRIED WOMEN

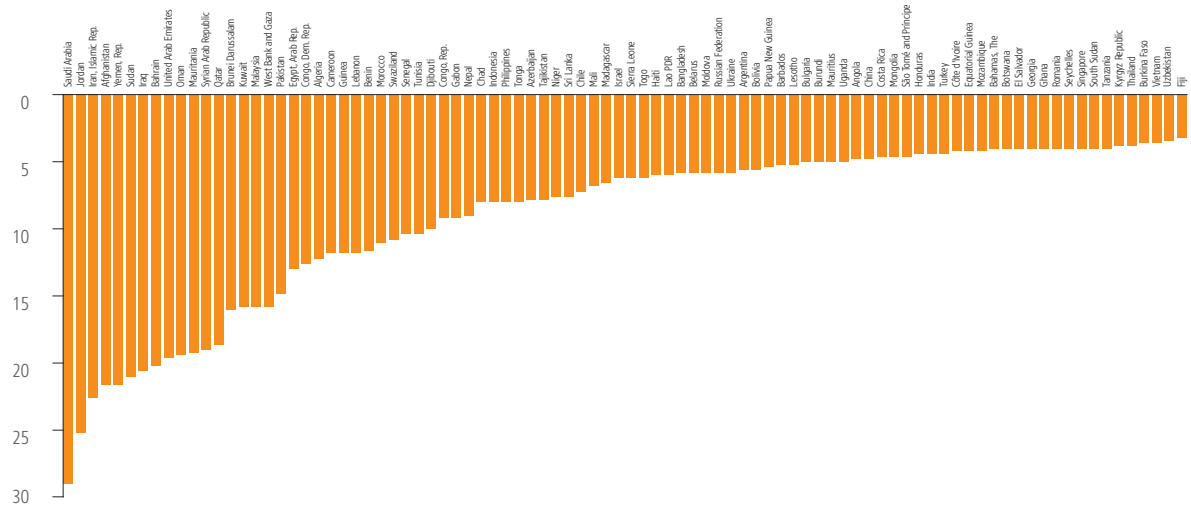
Women, Business and the Law examines differences by comparing men and women that have the same marital status in the following 21 areas:

1. Applying for a passport
2. Traveling outside the home
3. Traveling outside the country
4. Getting a job or pursuing a trade or profession without permission
5. Signing a contract
6. Registering a business
7. Being "head of household" or "head of family"
8. Conferring citizenship to their children
9. Opening a bank account
10. Choosing where to live
11. Obtaining a national identity card
12. Having ownership rights over property
13. Having inheritance rights over property
14. Working the same night hours
15. Doing the same jobs
16. Enjoying the same statutory retirement age
17. Enjoying the same tax deductions or credits
18. Having their testimony carry the same evidentiary weight in court
19. Having a gender or sex nondiscrimination clause in the constitution
20. Applying customary law if it violates the constitution
21. Applying personal law if it violates the constitution

The dataset also captures five other areas that apply only to married women:

22. Being legally required to obey their husbands
23. Being able to convey citizenship to a non-national husband
24. Administering marital property
25. Having legal recognition for nonmonetary contributions to marital property
26. Having inheritance rights to the property of their deceased husbands

FIGURE 1.2 NUMBER OF LEGAL GENDER DIFFERENCES, BY ECONOMY



Source: Women, Business and the Law database.

equality and the validity of personal law even if it is contrary to constitutional nondiscrimination and equality. These questions were selected because of the importance for gender equality of specific constitutional protections on nondiscrimination and on the assumption that customary and personal laws might include gender-based legal differences. One question pertains to the absence of legal recognition for nonmonetary contributions to marital property. This question was selected on the assumption that women are more likely to perform activities that benefit the household but are not paid, such as childcare.

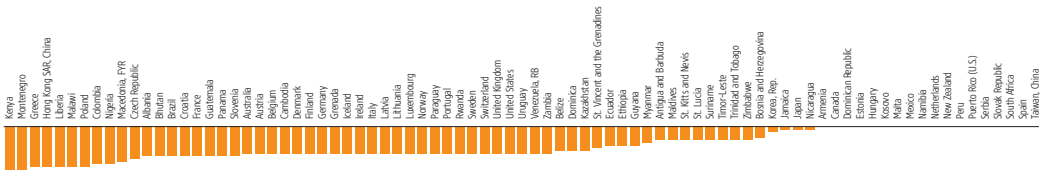
The measure of legal gender differences is constructed by summing the restrictions on married and unmarried women: 5 that apply only to married women are counted once and 21 that apply to both married and unmarried women are counted twice, for a total of 47 restrictions. For example, only married women can be legally required to obey their husbands, while both married and unmarried women may be prohibited from working in certain jobs. The measure of legal gender differences can sum to a whole number or a decimal for any economy because the question on job restrictions has ten sub-questions that examine specific restrictions on women's work. Each sub-question thus has a value of one-tenth. This represents the only difference in the construction of the measure from the 2014 edition of the *Women, Business and the Law* report. Previously, the question on job restrictions had 8 sub-questions each equal to one-eighth.

These categories of questions were not included in this measure of gender legal differences: (1) questions that are not gender-differentiated but may disproportionately affect women, such as credit reporting rules; (2) questions describing gender-neutral legal frameworks, for example, marital property regimes; and (3) questions from the protecting women from violence indicator, such as whether there are legal protections for victims of domestic violence.

The questions are not weighted by their importance to women or by the number of women affected. For example, prohibitions on women working in mines can affect women more intensely where mining is a major industry but would matter less in economies where it is not. In contrast, requirements that married women get their husbands' permission to travel outside the home affect all married women.

Why do these gender differences matter?

Equality of opportunity allows women to make the choices that are best for them, their families and their communities. However, opportunities for women are not equal where legal gender differences are prevalent. Such restrictions constrain women's ability to make economic decisions in a variety of ways, and can have far-reaching consequences. Moreover, they are associated with real economic outcomes. For example, families may decide it does not make sense for girls to continue with school where their employment prospects—and therefore



their earning potential—are more limited. Where resources are limited, families may choose to send boys to school instead of girls.[1]

Disparities in outcomes can persist throughout a woman's life: where there are more legal gender differences, not only is she less likely to go to secondary school, she is also less likely to be employed or run a business, and if she does manage to do either she is likely to earn less than a man would (figure 1.3).

Having laws on the books is not the only thing that matters. In many economies a more gender-equitable legislative base may coexist with high gender inequality resulting from poor implementation of the laws, whether due to poor enforcement, poor design, or low capacity. Thus for women, laws on paper do not necessarily reflect legal realities. Good mechanisms for implementing and adequate budgetary commitments for enforcing laws also matter. However, better rule of law is associated with having more gender equal laws on the books (figure 1.4).

The benefits of reform

Empowering women legally may have similar effects to empowering them politically, allowing them to better reflect their preferences in decision-making.

Moreover, there is evidence that after women were granted the right to vote, legislative decisions differed in such areas as child welfare and spending on public health. This may be because elected officials better incorporated women's preferences within their legislative agendas once women became a significant part of the electorate. For example, a study examining state voting rights for women in the United States found that within a year of voting rights being granted to women, voting patterns shifted to incorporate greater local public health spending by about 35%. This allowed for greater emphasis on local public health campaigns for issues such as hygiene, leading to a decrease in infectious childhood diseases and a decline in childhood mortality of about 8–15%.[2]

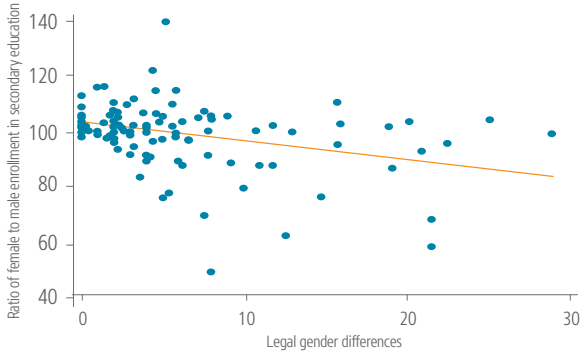
Reducing gender-based legal restrictions and promoting the use of women's talent in the labor force allows women to choose the opportunities which are best for them, their families and their communities.

Where are relationships between women and the law changing?

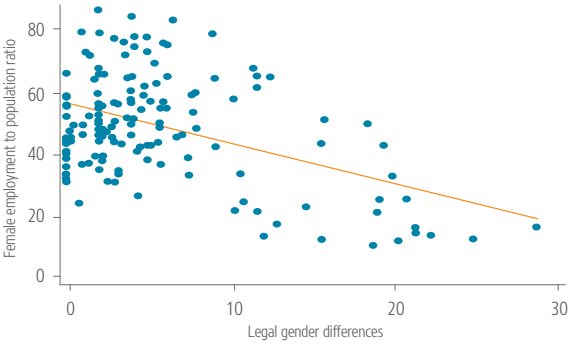
Since 2010, when *Women, Business and the Law* first published a baseline of gender legal differences affecting women's economic opportunities and started measuring reforms, the pace of reform has either remained relatively constant or has been increasing (figure 1.5).

The region with the fewest reforms over time is South Asia. While economies in South Asia have introduced quotas to

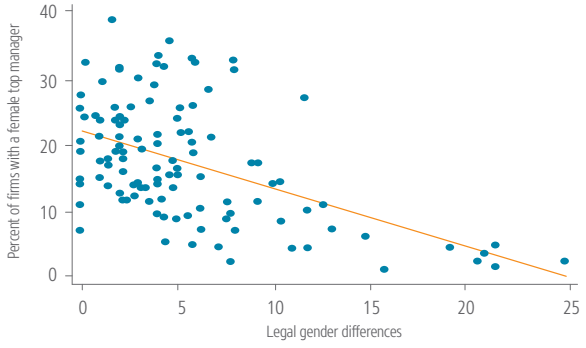
FIGURE 1.3 GREATER LEGAL GENDER INEQUALITY IS ASSOCIATED WITH FEWER GIRLS ATTENDING SECONDARY SCHOOL RELATIVE TO BOYS, FEWER WOMEN WORKING OR RUNNING BUSINESSES, AND A HIGHER GENDER WAGE GAP



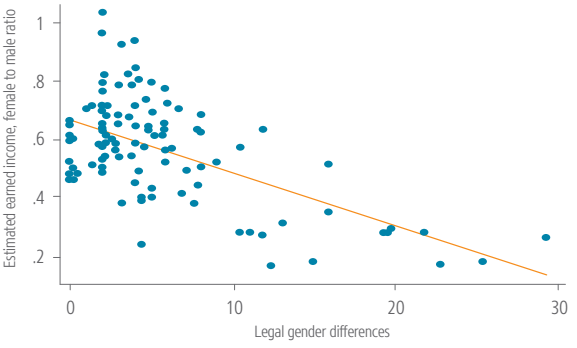
The negative relationship between the number of legal gender differences and the ratio of female to male enrollment in secondary education (2012) is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 96 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014). This statistical relationship should not be interpreted as causal.



The negative relationship between the number of legal gender differences and the percentage of women employed to the population (age 15+) (2013) is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 132 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.



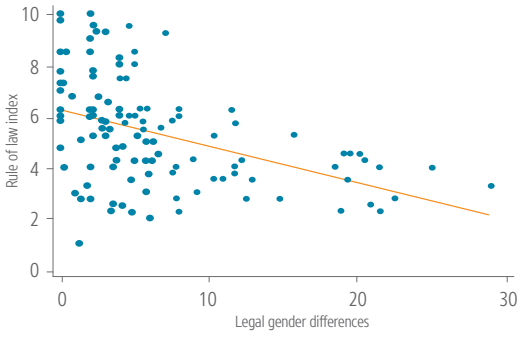
The negative relationship between legal gender differences and the percent of firms that have a female top manager is statistically significant at the 1% level after controlling for 2014 GNI per capita. The analysis is based on 106 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.



The negative relationship between the number of legal gender differences and the female to male ratio of estimated earned income (2014) is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 106 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

Source: Women, Business and the Law, World Development Indicators and Enterprise Surveys databases; World Economic Forum *Global Gender Gap Report 2014* (Table E3, p. 66).

FIGURE 1.4 IMPROVED RULE OF LAW IS ASSOCIATED WITH FEWER LEGAL GENDER DIFFERENCES



Source: Women, Business and the Law, World Development Indicators and Quality of Government Institute databases.

Note: The negative relationship between legal gender differences and the rule of law index (2012) (including: to what extent is there a working separation of powers; to what extent does an independent judiciary exist; to what extent are public office holders who abuse their positions prosecuted or penalized; to what extent are civil rights guaranteed and protected; and to what extent can citizens redress for violations of these rights?) is statistically significant at the 1% level after controlling for 2014 GNI per capita. The analysis is based on 106 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

increase women's representation and enacted legislation protecting women from violence, they have shown little reform in the economic domains measured by *Women, Business and the Law* over time.

In the most recent two-year period (ending in April 2015) 65 economies made 94 reforms increasing gender parity (table 1.1). Getting a job had the most reforms with 26, followed by protecting women from violence with 23, and accessing institutions with 18. Nine economies reformed in building credit, 7 in providing incentives to work and in going to court, and 4 in using property. Reform descriptions can be found in the Summaries of *Women, Business and the Law* Reforms section of this report.

The following sections examine new data and regional trends in each of the *Women, Business and the Law* indicators.

Accessing institutions

Women, Business and the Law's accessing institutions indicator explores women's legal ability to interact with public authorities and the private sector just as men do, by examining both legal capacity and rights, as well as quotas for the public and private sector.

Women's access to public education, health care and social benefits, such as those for low-income households, depend on

FIGURE 1.5 PERCENTAGE OF ECONOMIES THAT REFORMED IN AT LEAST ONE INDICATOR, BY REGION

Source: Women, Business and the Law database.

Note: The analysis is based on the list of questions and the 141 economies examined in the *Women, Business and the Law 2012* cycle, which was back calculated to 2010. Questions added to the dataset after the 2012 cycle, for example, on quotas or laws protecting women from violence are not considered here. Chile and Hungary are categorized as OECD high income in all three time intervals. South Asia is the only region with no reforms recorded during the three periods.

TABLE 1.1 CHANGES INCREASING GENDER PARITY OVER THE PAST TWO YEARS

Indicator	Changes increasing gender parity
Accessing institutions	Chile; Congo, Rep.; Egypt, Arab Rep.; Fiji; Germany; Haiti; India; Mexico; Nicaragua; Niger; Norway; Pakistan; Saudi Arabia; Senegal; Sudan; Suriname; Togo; Tunisia
Using property	Croatia; Hungary; Kenya; Nicaragua
Getting a job	Albania; Belarus; Croatia; Georgia; Guinea; Hong Kong SAR, China; Iran, Islamic Rep.; Israel; Jamaica; Kazakhstan; Lao PDR; Latvia; Lebanon; Macedonia, FYR; Mauritius; New Zealand; Nicaragua; Poland; São Tomé and Príncipe; Serbia; Singapore; Slovenia; South Africa; Taiwan, China; United Kingdom; Uruguay
Providing incentives to work	Belarus; Lao PDR; Malawi; Mexico; Oman; Tajikistan; Turkey
Building credit	Belarus; Jamaica; Lao PDR; Mongolia; Seychelles; Taiwan, China; United Arab Emirates; West Bank and Gaza; Zambia
Going to court	Chad; Colombia; Costa Rica; Fiji; Kazakhstan; Trinidad and Tobago; Tunisia
Protecting women from violence	Albania; Belarus; Belgium; Egypt, Arab Rep.; Georgia; Hungary; Israel; Italy; Kenya; Latvia; Lebanon; Luxembourg; Macedonia, FYR; Malawi; Mozambique; New Zealand; Nicaragua; Pakistan; Peru; Saudi Arabia; Tonga; Uruguay; Zimbabwe

Source: Women, Business and the Law database.

their ability to move freely, prove their identity, and easily and independently contract with others. These abilities are also necessary for dealing with private providers of goods and services, such as landlords and lenders.

Over the past century, women have been acquiring greater institutional access, beginning with voting rights. Over the last 50 years, many reforms have removed barriers to married women's legal capacity.[3] For example, in 1974, Indonesia granted married women the right to open individual bank accounts. Other economies, such as Spain (in 1978), Switzerland (in 1984) and Paraguay (in 1991), removed legal requirements that husbands grant their wives permission to work outside the home.

While progress has been made in many economies to allow women more access, legal restrictions on their ability to take action persist. In economies where husbands can prohibit their wives from working, women are less likely to have formal bank accounts, savings or credit.[4]

Access denied

Many laws remain restricting women from taking certain actions. *Women, Business and the Law* examines 11 areas where women may face constraints on their legal capacity to act or ability to conduct transactions. Each action or transaction is examined separately for married and unmarried women. The data show that most restrictions apply only to married women (table 1.2).

Among the obstacles to married women working are laws that allow the wife to work outside the home only if it is in the interest of the family. In some economies, a woman can lose her right to receive financial support from her husband if she works without his consent. For example, according to Article 1 of the Personal Status Law of the Arab Republic of Egypt, a married woman can leave the house only for purposes allowed by law or custom, otherwise she needs her husband's permission or she loses her right to financial support.

Other issues arise when women cannot convey nationality to their children or spouses. A mother's inability to pass her citizenship to her children may mean that they cannot access services, such as free public education or health care. It may also mean that when the children seek jobs, immigration laws will not allow them to work. This problem can be particularly acute in economies where the public sector is the largest employer and nationality is a prerequisite for public sector employment (box 1.2).

Of the economies examined by *Women, Business and the Law*, 22 do not allow married mothers to pass citizenship on to their children as fathers can, and 44 do not allow married women to pass citizenship to their spouses as married men can.

Recently, Suriname amended its Nationality and Residency Act to allow married women to pass on nationality to their children and non-national spouses in the same way that men can, and Niger reformed its Nationality Law to allow women to pass on citizenship to non-national spouses.

The importance of a legal identity

Before a woman can enter an employment contract or access finance, she must prove her identity. Where women face more hurdles than men in obtaining national identity (ID) cards, certain activities become difficult, if not impossible. One example is borrowing from a financial institution. A basic precursor to borrowing from banks is proof of identity. Proof of identity is necessary to prevent financial fraud and identity theft. However, where women face greater difficulty obtaining a national ID

TABLE 1.2 BLOCKING ACCESS

Action	Economies where married women cannot perform some actions in the same way as married men	
Apply for a passport	Afghanistan | Algeria | Bahrain | Barbados | Belize | Benin | Botswana | Cameroon | Congo, Rep. | Dominica | Egypt, Arab Rep. | Fiji Gabon | Grenada | Haiti | Iran, Islamic Rep. | Iraq | Jordan | Malawi | Mali | Myanmar | Oman | Pakistan | Philippines | Saudi Arabia Seychelles | St. Vincent and the Grenadines | Sudan | Trinidad and Tobago | Uganda | United Arab Emirates | Yemen, Rep.	32
Be head of household	Bahrain | Benin | Burundi | Cameroon | Chad | Chile | Congo, Dem. Rep. | Congo, Rep. | Djibouti | Gabon | Guinea | Honduras Indonesia | Iran, Islamic Rep. | Iraq | Jordan | Madagascar | Mali | Mauritania | Morocco | Niger | Oman | Philippines | Rwanda Saudi Arabia | Senegal | Sudan | Tunisia | United Arab Emirates | Yemen, Rep.	30
Choose where to live	Afghanistan | Bahrain | Benin | Brunei Darussalam | Burkina Faso | Cameroon | Chad | Congo, Dem. Rep. | Congo, Rep. Equatorial Guinea | Gabon | Guinea | Haiti | Iran, Islamic Rep. | Iraq | Jordan | Kuwait | Malaysia | Mali | Niger | Oman | Qatar Rwanda | Saudi Arabia | Senegal | Sudan | Syrian Arab Republic | United Arab Emirates | West Bank and Gaza | Yemen, Rep.	30
Confer citizenship to children	Bahamas, The | Bahrain | Barbados | Brunei Darussalam | Guinea | Iran, Islamic Rep. | Iraq Jordan | Kuwait | Lebanon | Madagascar | Malaysia | Mauritania | Nepal | Oman | Qatar Saudi Arabia | Sudan | Swaziland | Syrian Arab Republic | United Arab Emirates West Bank and Gaza	22
Get a job without permission	Bahrain | Bolivia | Cameroon | Chad | Congo, Dem. Rep. | Gabon | Guinea Iran, Islamic Rep. | Jordan | Kuwait | Mauritania | Niger | Qatar | Sudan Syrian Arab Republic | United Arab Emirates | West Bank and Gaza Yemen, Rep.	18
Travel outside the home	Afghanistan | Bahrain | Brunei Darussalam | Egypt, Arab Rep. Iran, Islamic Rep. | Iraq | Jordan | Kuwait | Malaysia | Oman Qatar | Saudi Arabia | Sudan | Syrian Arab Republic United Arab Emirates | West Bank and Gaza | Yemen, Rep.	17
Obtain a national identity card	Afghanistan | Algeria | Benin | Cameroon Egypt, Arab Rep. | Mauritius | Oman Pakistan | Saudi Arabia | Senegal	10
Travel outside the country	Iran, Islamic Rep. | Iraq Qatar | Saudi Arabia Sudan | Syrian Arab Republic	6
Register a business	Bhutan | Congo, Dem. Rep. Pakistan Suriname	4
Open a bank account	Congo, Dem. Rep. Niger	2
Sign a contract	Congo, Dem. Rep. Equatorial Guinea	2

Source: Women, Business and the Law database.

BOX 1.2 NATIONALITY MATTERS

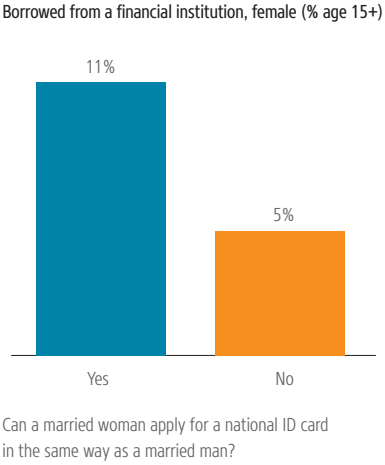
In Jordan, because married mothers are unable to convey citizenship to their children or spouses, children with Jordanian mothers and foreign fathers cannot obtain free public health care or education. As they grow older, it is difficult for them to obtain driver's licenses and work permits. Public school can cost up to 12 times more for noncitizens, and a one-year work permit for a foreign spouse or child can cost up to 5% of income per capita. The Jordanian government estimates there are almost 400,000 such children living in the country, of a total population of about 6.5 million.

In recognition of the challenges such families face, as of January 2015 children of Jordanian mothers and non-Jordanian fathers can apply for a special identification card that allows them to obtain such subsidized government benefits as free high school education and health care. Adult children of Jordanian mothers and non-Jordanian fathers will no longer have to pay for work permits and will have second priority for jobs after Jordanian citizens. They will also be able to own property and obtain driver's licenses.

In the first month almost 10,000 applications for these identification cards were submitted. However, for children to be eligible for benefits, their mother must have resided in Jordan for at least five years. This creates difficulties for those whose mothers reside outside Jordan, do not have records of when they entered the country or have died.

Source: "Over 9,000 Children of Women Married to Foreigners Apply for IDs," Rana Husseini, Jordan Times, January 27, 2015, www.jordantimes.com/news/local/over-9000-children-jordanian-women-married-foreigners-apply-ids; "Regional Dialogue on Gender Equality, Nationality and Statelessness: Overview and Key Findings," UNHCR and CRTD.A., 2011, www.unhcr.org/4f33ea656.pdf; "Jordan's Second-Class Citizens," Elizabeth Whitman, *Boston Review*, October 14, 2013.

FIGURE 1.6 WOMEN ARE LESS LIKELY TO BORROW FROM A FINANCIAL INSTITUTION WHERE PROCESSES FOR GETTING NATIONAL ID CARDS DIFFER BY GENDER



Source: Women, Business and the Law, Global Findex and World Development Indicators databases.

Note: The positive relationship between the percentage of females (age 15+) who borrowed from a financial institution and the legal ability of a married woman to apply for a national ID card in the same way as a man is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 117 economies for which data are available. The regression results remain statistically significant at the 5% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in tertiary education (2012). However, the results are sensitive to other levels of education largely due to two outlier economies. This statistical relationship should not be interpreted as causal.

card, they are less likely to borrow from a financial institution (figure 1.6).

In ten economies, married women need to provide additional documentation to get a national ID card—a requirement to which married men are not subject.

Sometimes, difficulty in obtaining a national ID card starts before a woman can even apply for one. Often, the first step to securing any form of identification is to produce a birth certificate. Women need birth certificates not only to interact with government institutions and conduct official transactions, but also to ensure that their children can access public services. However, women may not be able to register their children's births or obtain birth certificates (box 1.3).

Increasing women's representation

In addition to reforming laws restricting women's legal capacity and ability to conduct transactions, many economies are establishing gender quotas to increase women's representation at the highest levels of government and the private sector.

Women, Business and the Law examines reserved seat and party list quotas for parliaments and local governments, and quotas for corporate boards.

The principle of equity is at the core of arguments in favor of gender quotas. Quotas can enable a more equitable representation of women in leadership positions, improving their descriptive representation—which may translate into more equitable representation of women's interests in decision making. The aim is to improve women's substantive representation.

Decisions by legislative bodies with more women involved in decision making may differ qualitatively from those by institutions with fewer women involved. A study of 265 village councils in two states in India where a third of the positions of council head had been reserved for women since 1993 found that women leaders invest more in infrastructure that is directly relevant to women's needs.[5] Another cross-country study analyzing government spending over more than 35 years found that countries with quotas for the number of female legislators spent more money on social services and welfare than countries which lacked such quotas.[6]

The use of quotas to boost women's political representation is widespread. Globally, over 40% of economies have quotas for women members of parliament and local government: for parliament 21 economies have reserved seat quotas and 52 have candidate list quotas, and for local governments 23 have reserved seat quotas and 42 have candidate list quotas (table 1.3).

Candidate list quotas determine the minimum number of women that must be on a party list. Reserved seat quotas for parliament range from 10% in Jordan to 33% in Kenya, and candidate list quotas range from 20% in Mongolia to 50% in Tunisia.

Although candidate list quotas in both Bolivia and the Democratic Republic of Congo are 50%, representation of women in the Bolivian parliament is 53% and in the Democratic Republic of Congo it is just 9%. This may be attributable to differences in placement requirements and sanctions between the two economies: in Bolivia there is a zipper system that requires political parties to alternate genders on candidate lists. Failure to comply results in rejection of the party list. In the Democratic Republic of Congo the law is silent on both placement requirements and sanctions for noncompliance. Other examples of sanctions used to enforce compliance of gender quotas in candidate lists are fines in El Salvador and the loss of state funding in Ireland.

Recently, Egypt introduced a 25% women's quota for local councils and a 10% women's quota for parliament. Tunisia's new electoral law introduced a 50% gender quota on candidate lists. Niger and Sudan both increased their reserved seat quotas for women in parliament, Niger to 15% and Sudan to 30%. Pakistan introduced a 22% quota for women in local governments and Haiti's new Electoral Law provides that one out of three city council members must be a woman. Saudi Arabia has introduced a 20% reserved seat quota for women at the national level.

Policy makers are also attempting to increase the number of women who serve on corporate boards. Some studies have found a positive correlation between companies with women on their boards and their financial success.[7] Recently, a survey of 6,500 companies showed that companies with greater female participation on boards were less likely to be hit by governance scandals involving bribery, fraud and other factors likely to depress business confidence.[8] Boosting the employment of women on corporate boards may be beneficial for economic growth by improving the quality of governance.

Of the economies measured by *Women, Business and the Law*, nine have quotas for publicly listed companies: Belgium, France, Germany, Iceland, India, Israel, Italy, Norway and Spain. The most recent quotas were introduced in Germany (30%) and India (at least one board member has to be a woman). Quotas range from

BOX 1.3 BARRIERS TO WOMEN OBTAINING BIRTH CERTIFICATES

Birth certificates are required when applying for a range of social benefits, including health care and school registration, and for most forms of civil identification. In some economies, such as Barbados, France and the Syrian Arab Republic, the father is legally responsible for registering the birth of a child.

Several economies make birth registration contingent on the existence of a marital relationship between parents. For example, in the Islamic Republic of Iran if the parents' marriage is not registered, both parents must appear before the civil registrar to register a child's birth. In Egypt a mother who cannot prove her marital relationship can register a birth only if a person who witnessed the child's birth testifies. In Senegal any person declaring the birth other than the father has to show a marriage certificate for the child's parents. And in Swaziland the law specifically requires the father to register the birth of a child.

In 2006 Nepal updated its legislation with more gender-neutral language for its birth registration procedures. Previously, notice of a birth was given by the head of household, and in his absence, by the eldest male member of the family. Women as well as men can now be designated head of household, and the eldest male member no longer provides birth notification if the head of household is absent.

Source: France, Civil Code, Art. 56; France, Circular of 28 October 2011; Iran, Islamic Rep., Registration of Personal Status Code, Art. 16; Egypt, Arab Rep., Civil Status Code, Law No. 143 of 1994, Art. 20; Egypt, Arab Rep., Law No. 12 of 1996 Promulgating the Child Law Amended by Law No. 126 of 2008, Art. 15; "Livret d'Informations Juridiques l'Etat Civil," Ministry of Justice of Senegal, January 2009; Nepal, Law Amending Some Nepal Acts to Maintain Gender Equality, 2063 (2006); Swaziland, Births, Marriages and Deaths Registration Act, 1983, Arts. 10 and 15; Syrian Arab Republic, Civil Status Law, Art. 23; UNICEF 2013.

TABLE 1.3 QUOTAS FOR PARLIAMENT AND LOCAL GOVERNMENT, BY REGION

Region	Quotas for parliament		Quotas for local government	
	Reserved seats	Candidate lists	Reserved seats	Candidate lists
East Asia & Pacific		China; Indonesia; Mongolia; Taiwan, China; Timor-Leste	Philippines; Taiwan, China; Timor-Leste	Indonesia; Mongolia
Europe & Central Asia	Kosovo	Albania; Armenia; Bosnia and Herzegovina; Croatia; Kyrgyz Republic; Macedonia, FYR; Montenegro; Serbia; Uzbekistan	Kosovo	Albania; Bosnia and Herzegovina; Croatia; Macedonia, FYR; Montenegro; Serbia; Uzbekistan
Latin America & Caribbean	Haiti	Argentina; Bolivia; Brazil; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Guyana; Honduras; Mexico; Nicaragua; Panama; Paraguay; Peru; Uruguay	Haiti	Argentina; Bolivia; Brazil; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Honduras; Mexico; Nicaragua; Paraguay; Peru; Uruguay
Middle East & North Africa	Djibouti; Egypt, Arab Rep.; Iraq; Jordan; Morocco; Saudi Arabia	Algeria; Tunisia; West Bank and Gaza	Egypt, Arab Rep.; Iraq; Jordan; Morocco; West Bank and Gaza	Algeria
OECD high income		Belgium; Chile; France; Greece; Ireland; Korea, Rep.; Poland; Portugal; Slovenia; Spain		Belgium; France; Greece; Italy; Korea, Rep.; Norway; Poland; Portugal; Slovenia; Spain
South Asia	Afghanistan; Bangladesh; Pakistan	Nepal	Bangladesh; India; Pakistan	Nepal
Sub-Saharan Africa	Burundi; Kenya; Mauritania; Niger; Rwanda; South Sudan; Sudan; Tanzania; Uganda; Zimbabwe	Burkina Faso; Congo, Dem. Rep.; Congo, Rep.; Guinea; Lesotho; Mauritania; Senegal; Togo	Burundi; Guinea; Kenya; Lesotho; Mauritania; Niger; Rwanda; Sierra Leone; South Sudan; Uganda	Burkina Faso; Congo, Dem. Rep.; Congo, Rep.; Mauritius; Namibia; Senegal; South Africa

Source: Women, Business and the Law database.

20% in France to 40% in Iceland, Norway and Spain. In Israel, as in India, publicly listed companies must have at least one woman on their boards. More movement is expected in this area due to recent European Union efforts encouraging member states to increase women's representation on corporate boards to 40%.[9]

Whether legislation sets corporate board quotas for the private sector or quotas for local governments and parliaments, the goal is clear: to make women better represented in all institutions, public and private.

Using property

The using property indicator examines women's ability to acquire, access, manage and control property—the ability to use property—by analyzing inheritance and marital property regimes to better understand how they affect women's access to assets.

The ability to use property is important to everyone, regardless of gender. Access to property not only increases women's financial security, but is also associated with their increased bargaining power within the household. Access to assets has also been linked to gains in family welfare, such as children's health.[10] In Ecuador, for example, women's share in couples' wealth is associated with a higher likelihood of joint decision-making about employment and spending. In Colombia women who own property are in a better bargaining position at home, and are more likely to be able to move freely, negotiate the right to work, and control their income.[11]

Despite these advances, regional and local gender asset gaps persist in property ownership, particularly of major assets.[12] Traditionally, women own less property than men and their property rights are less secure. And women in informal unions may have even less secure property rights than other groups of women. In Rwanda after evidence demonstrated that titling policies were systematically overlooking women in informal unions, land registration forms were revised to be more inclusive of them.[13]

In Ghana insecure property rights have been found to lead women to make farming decisions that have negative effects on land productivity.[14] One study found that increasing women's access to resources could raise agricultural output in developing countries by an estimated 2.5–4%.[15]

Inheritance

One reason for gaps between women's ownership of assets and men's may be inheritance. Often, inheritance offers the surest opportunity for both men and women to own land or housing; a

2014 study in Ghana found that 30% of owner-occupied dwellings were inherited or received as gifts.[16] Where inheritance rights for men and women are unequal under the law, women may be less likely to own land or housing.

Giving women greater access to assets through inheritance can change outcomes for children, particularly girls. In 1994, two states in India, Karnataka and Maharashtra, reformed the Hindu Succession Act to allow women and men the same rights to inherit joint family property. This altered control over assets within families and increased parental investments in daughters. The second-generation effects were even larger in such areas as daughters' education. For example, mothers who benefited from the reform spent twice as much on their daughters' education. Moreover, where the reforms occurred, women were more likely to have bank accounts and their households were more likely to have sanitary latrines, suggesting that legal empowerment gives women more bargaining power within the household and leads to better educational and financial outcomes for families.[17] Although the reform was initiated at the state level, it has now been implemented throughout India.

Access to assets through inheritance is particularly important for widows, who may depend on inheritance for economic security and survival. In 35 of the 173 economies covered by *Women, Business and the Law*, female surviving spouses do not have the same inheritance rights as their male counterparts. None of the OECD high-income economies, nor the economies in Europe and Central Asia and Latin America and the Caribbean, have legal restrictions on the ability of female surviving spouses to inherit. In East Asia and the Pacific, four economies—Brunei Darussalam, Indonesia, Malaysia and Tonga—do not grant widows equal inheritance rights. In South Asia, widows do not have equal inheritance rights in Afghanistan, Bangladesh, Nepal and Pakistan. In Sub-Saharan Africa, the law does not give equal inheritance rights to widows in nine economies: Burundi, Guinea, Kenya, Mauritania, Senegal, Sudan, Swaziland, Tanzania and Uganda. None of the economies in the Middle East and North Africa, except Malta, grant widows the same inheritance rights as widowers.

Women may also be pressured by relatives to give up the inheritances they do receive. In 2010, Jordan passed a law preventing women from waiving their inheritance and requiring any property they inherit to be registered in their name when the will is executed.[18] The law also requires that relatives challenging the bequest go to court to demonstrate valid reasons for nullifying a woman's inheritance.

Marital property regimes

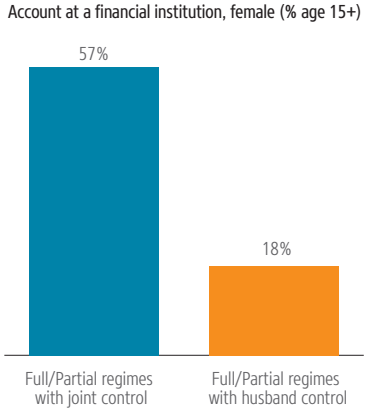
Marital property regimes determine the allocation of property ownership and management between spouses during the marriage and at its dissolution through death or divorce. These rules have a direct impact on women's financial inclusion and can help or deter their access to credit.

Different marital property regimes have different consequences for the allocation of property within households. Each economy sets its default regime in the family or personal status law. Full and partial default community property (joint property) regimes offer equal access to property, including land, for both spouses during and after marriage. These are generally beneficial to women as long as the effects of the marital property regimes are not negated by other laws. In the Democratic Republic of Congo, for example, the Family Code vests control of joint property solely in the husband.

Of the 173 economies covered by *Women, Business and the Law*, 79 have a full or partial community property regime; in six of these, however—Cameroon, Chad, Chile, Democratic Republic of Congo, Republic of Congo, Côte d'Ivoire—the husband has the right to administer the joint property.

Comparing *Women, Business and the Law* data with Global Findex data shows that women are more likely to have a bank account in economies with a community property regime;[19] however, where the husband has the right to administer the joint marital property, the share of women with a bank account decreases (figure 1.7).

FIGURE 1.7 **WHERE HUSBANDS CONTROL MARITAL PROPERTY, WOMEN ARE LESS LIKELY TO HAVE AN ACCOUNT AT A FINANCIAL INSTITUTION**



Source: Women, Business and the Law, Global Findex and World Development Indicators databases.

Note: The difference in the percentages illustrated is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 65 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

Four economies have reformed the use of marital property over the past two years. Croatia introduced special provisions on transactions related to the marital home that require written spousal consent to alienate or encumber property used as a family home. Hungary added new provisions to the family law section of its civil code that prevent either spouse from disposing of the marital home while property is held in community and requiring the consent of the other spouse even after the marriage is dissolved until tenancy rights are settled. Kenya's new law on matrimonial property makes partial community of property the standard, and both spouses now have equal rights to administer joint property. In Nicaragua, the new family code makes separation of property the default regime and repeals provisions giving judges the power to decide ownership of assets when spouses disagree.

Getting a job

The getting a job indicator assesses restrictions on women's work, such as prohibitions on working at night or in certain industries. This indicator also covers laws on work-related maternity, paternity and parental benefits. All the economies covered by *Women, Business and the Law* have labor regulations that treat men and women differently. Some of the differences may facilitate women's participation in the workforce, but many prevent it. Differences in how the law treats women and men can affect women's incentives and ability to get the job of their choice.

Restrictions on women's work

Of the 173 economies surveyed by *Women, Business and the Law*, 100 restrict non-pregnant and non-nursing women from pursuing the same economic activities as men; some directly prohibit women from holding particular jobs (table 1.4).

Restrictions on working hours, sectors and occupations limit the range of jobs that women can hold and can lead to occupational segregation and confinement of women to low-paying sectors and activities. In fact, many of the jobs prohibited for women are in highly paid industries, such as mining and manufacturing. This has real implications for their earning potential. Restrictions on the types of work that women pursue can also hurt firms and the overall competitiveness of an economy because the pool of qualified candidates for open positions is artificially halved, reducing the likelihood of getting the most talented people.

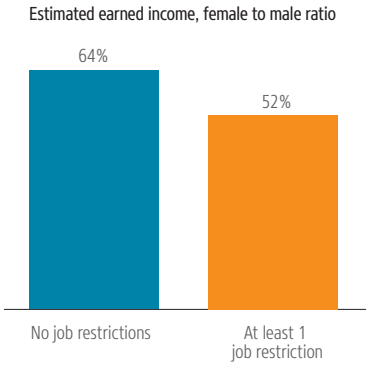
Such laws can curtail women's economic choices. For example, the Russian Federation had a high gender earnings differential during its transition to a market economy largely because of occupational gender segregation. That segregation was related more to gender-based job restrictions in Soviet-era labor regulations, than to gender differences in education or the higher incidence of part-time work among women. Because of their maternity and childcare functions, women were considered a specific labor force barred from "unsuitable" occupations and encouraged to concentrate in health care, education, light industry and white collar jobs.[20]

TABLE 1.4 TASKS AND OCCUPATIONS PROHIBITED TO WOMEN

Economy	Examples
Argentina	Producing or manipulating explosives, flammable or corrosive materials, or working in or around such areas; working as a machinist or fire-stoker; selling distilled or fermented alcoholic beverages in any location or space in which they are dispensed; distilling alcohol and producing or mixing liquors; sizing or polishing glass, working in any location or site that regularly contains dust or irritating or toxic vapors; greasing or cleaning machinery in movement; loading or unloading ships, cranes or derricks; transporting incandescent materials.
France	Women may not carry loads greater than 25 kilograms or transport loads of greater than 45 kilograms with a wheelbarrow.
Madagascar	Preparing, handling and selling printed literature, posters, drawings, engravings, paintings, emblems, images and other objects whose sale, offer, exposure, display or distribution is punishable under criminal laws or, that without falling afoul of the law, are contrary to morality.
Pakistan	Working in the same room as a cotton-opener in a factory; working inside any factory to clean, lubricate or adjust any part of machinery while that part is in motion, or working between moving parts or between fixed and moving parts of any machinery.
Russian Federation	Truck driver in agriculture; freight train conductor; deckhand (boatswain, skipper, assistant skipper and sailors of all denominations) on ships of all types of fleets as well as floating docks and cranes for loading grain, cement, coal and other dusty cargo; worker in integrated teams and longshoreman engaged in loading and unloading in ports and harbors; woodworker; installer of antennas at high places; mining rig operator; operator of chemical treatment of wells; lift machinist in oil and gas industry; bulldozer machinist; plumber involving the repair of sewer networks; metal and alloy smelter; driver of loading machine; pipe, furnace and flue cleaner; controller of speed of train wagons.
United Arab Emirates	Manufacturing lead monoxide or a number of other lead derivatives and compounds; working in the asphalt industry, tanneries, or in bars; working with fertilizer derived from animal droppings or blood; welding by oxygen, ethylene, or electricity; making mercury mirrors; extracting silver from lead ashes; cleaning the workshops used for the three previous jobs; managing and monitoring mechanical machines; repairing or cleaning mechanical machines; flaying, chopping, and depilating animals and melting their fats; manufacturing charcoal from the bones of animals except the operation of isolating the bones before burning them.

Source: Women, Business and the Law database.

FIGURE 1.8 THE WAGE GAP IS LIKELY TO BE SMALLER WHERE THERE ARE NO JOB RESTRICTIONS ON WOMEN'S WORK



Source: Women, Business and the Law and World Development Indicators databases; World Economic Forum *Global Gender Gap Report 2014* (Table E3, p. 66)

Note: The difference in the estimated earned income, female to male ratio (2014), in economies with no restrictions on women's work and economies with at least 1 restriction is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 121 economies for which data are available. The regression results remain significant at the 5% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

Currently women are prohibited from working in 456 specified jobs in Russia, ranging from driving a truck carrying agricultural produce to woodworking. In 2009, a woman applied to be an assistant driver in the St. Petersburg subway system and was turned down because the law prohibits women from holding such jobs. She challenged this in court on grounds of gender discrimination, but the Supreme Court of the Russian Federation rejected her argument and found the state's interest in protecting women's health a justifiable reason to enforce the prohibition.[21]

The getting a job indicator tracks 10 areas of job restrictions for women: mining, construction, factory work, metal work, weight-lifting limits, jobs deemed hazardous, jobs deemed arduous, jobs deemed morally inappropriate, other occupations not listed above, and other tasks not listed above.

Nearly every economy in the Middle East and North Africa has at least one restriction on women's work; 28 of 41 Sub-Saharan African economies examined have such restrictions, compared to only 8 of 32 OECD high-income economies examined. The OECD high-income economies that restrict the jobs women can do are Chile, Czech Republic, France, Israel, Japan, the Republic of Korea, Poland and Slovenia.

Women, Business and the Law finds that having restrictions on women's work lowers women's earning potential relative to men's (figure 1.8).

Maternity, paternity and parental leave

Women, Business and the Law measures the length of paid and unpaid maternity, paternity and parental leave, who pays it and the rate at which it is paid. Maternity, paternity and parental leave affects the choices women make and the opportunities available to them in the working world. But too much leave may undermine women's labor force participation if it makes women less competitive in the labor market and discourages employers from hiring women of child-bearing age.

Though maternity leave is standard in almost all economies, it varies greatly in duration, from a few weeks to a few years. Most maternity leave is paid, though economies vary on whether it is paid by employers, governments or both.

Of all the economies covered, only Tonga in East Asia and the Pacific and Suriname in Latin America and the Caribbean do not entitle parents to any kind of leave, paid or unpaid, when a child is born. Papua New Guinea provides unpaid maternity leave and the United States provides unpaid parental leave. All other economies provide paid maternity leave or offer maternity benefits through paid parental leave.

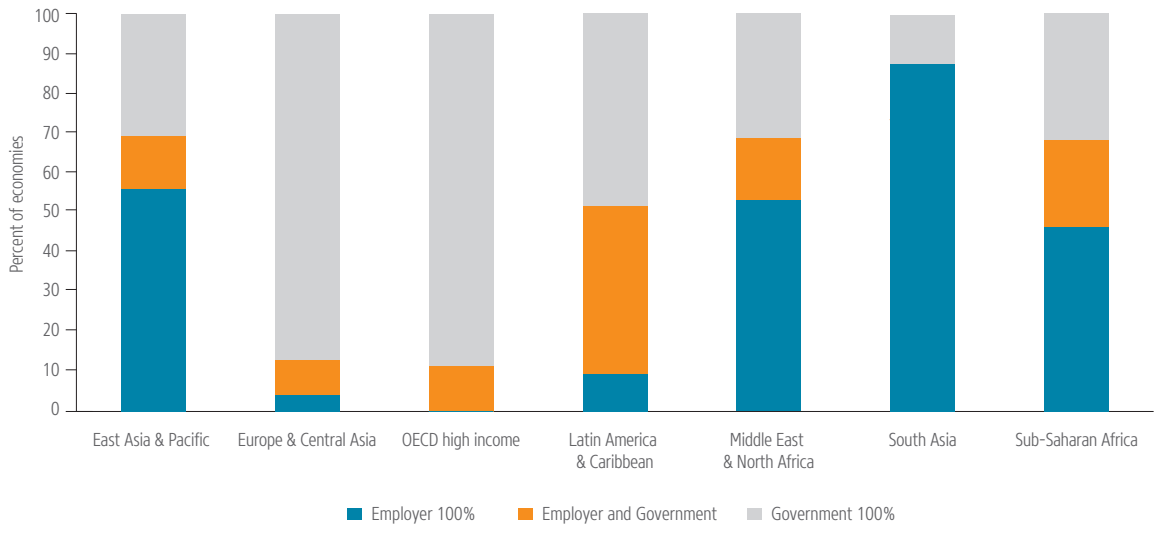
Of equal importance to having the benefit is the question of who pays for it. If firms must pay for maternity leave, from the employer perspective the cost of hiring women of reproductive age will be higher than the cost of hiring men. If, however, the cost of maternity leave is paid by the government, firms would not necessarily face higher costs for hiring women. In 51% of the economies that provide paid maternity leave, the government pays for maternity benefits, in 30% the employer pays the full cost and in 19% this cost is shared between the employer and the government (figure 1.9).

Parental benefits enabling mothers, fathers or both to take paid or unpaid time off to care for a newborn child can foster a more equitable division of childrearing responsibilities in the family. This in turn can give women greater opportunities for career advancement.

While 167 of 173 economies mandate maternity leave, paid or unpaid parental leave is still a rarity. Only 53 of the economies covered, none in Sub-Saharan Africa, have any form of parental leave (figure 1.10). And paternity leave is still only offered in half of economies.

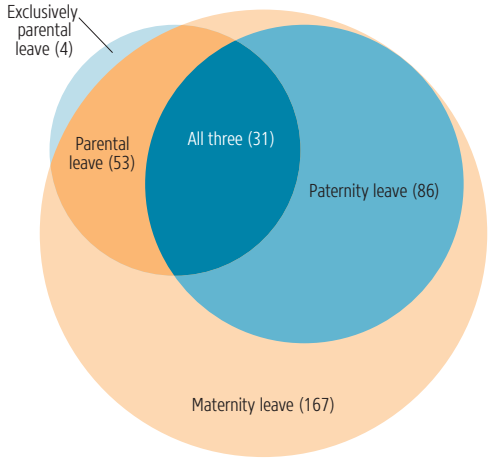
Providing options for who takes parental leave can give both parents more flexible work schedules. This is especially relevant for mothers, whose return to the workforce after maternity leave may depend on their ability to share child-rearing

FIGURE 1.9 WHO PAYS FOR MATERNITY LEAVE?



Source: Women, Business and the Law database.

FIGURE 1.10 JUST UNDER ONE-THIRD OF ECONOMIES PROVIDE FOR PARENTAL LEAVE



Source: Women, Business and the Law database.

responsibility with their spouses. Regulatory schemes allowing parents to better balance parenthood with employment vary.

In Estonia and Lithuania, for example, parental leave is a family entitlement and decisions about who takes it and for how long are made by both parents. Portugal uses bonuses to extend the total length of paid parental leave if both parents share it. Parents in Italy, Germany and Japan have similar options.

Recently, the Former Yugoslav Republic of Macedonia introduced unpaid parental leave, and Poland, Singapore and the United Kingdom introduced paid parental leave.

Providing incentives to work

Women, Business and the Law covers two areas that may affect a woman's incentive to work in paid employment: personal income tax regulations and the availability of public and/or subsidized private childcare.

Tax benefits

Gender differences in personal income tax regulations may affect a woman's decision to enter the workforce in the formal sector, especially if it means paying disproportionately higher taxes. In 16 of 173 economies—Benin, Brunei Darussalam, Burkina Faso, Cambodia, Republic of Congo, Fiji, Guinea, Indonesia, Iraq, the Lao People's Democratic Republic, Malaysia, Morocco, Niger, the Philippines, Togo and Tunisia— tax provisions directly favor men. These economies either grant men an explicit tax deduction or credit, or an implicit tax deduction or credit is granted to the male head of household.

In some of these economies, women can in limited circumstances also benefit from these provisions. For example, the

income tax law of Iraq grants women tax deductions if they are widowed or divorced. However, if women are married, the tax deduction is granted to the husband by default as the legal head of household. Other economies, such as Burkina Faso, allow women to claim the tax deduction if it has not already been claimed by their husbands. Only Israel, Singapore and Spain provide a specific tax credit or deduction to women.

Family care and women's employment

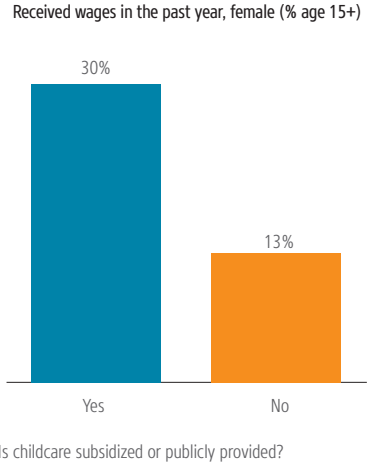
The ease, cost and availability of care for young children and free public education for school-age children can affect whether a mother decides to work outside the home for paid compensation or to stay at home with the children.

More public assistance for childcare may create opportunities for women to participate in the labor force because women are often the primary care-givers for children. The percentage of women who reported receiving wages in economies that provide public childcare was more than twice that in economies that do not (figure 1.11). Of the economies covered, 39 have no public childcare facilities; 27 of these are low and middle-income economies.

Tajikistan now has a law on preschool education, including direct public childcare, and Turkey has introduced free preschool education for children ages 4–5.

Governments sometimes take women's unpaid care work into consideration when designing leave policies because women must often balance employment with care responsibilities for children, sick relatives and the elderly. *Women, Business and the Law* finds that 70 of the covered economies provide paid or unpaid leave to care for a sick relative. The Employment and Labor Relations Act of Tanzania, for example, allows employees to take at least four paid days to care for a sick child.

FIGURE 1.11 MORE WOMEN RECEIVE WAGES WHERE GOVERNMENTS SUPPORT CHILDCARE



Source: Women, Business and the Law, Global Findex and World Development Indicators databases.

Note: The positive relationship between the percentage of females who report receiving salary or wages from an employer in the past 12 months (2014) and legislation subsidizing or mandating public provision of childcare for those too young for primary education is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 139 economies for which data are available. The regression results remain significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

Building credit

Building credit identifies the minimum value of loans tracked by private credit bureaus and public credit registries and assesses bureaus and registries that collect information from microfinance institutions, retailers and utility companies. This edition expands coverage to legislation on nondiscrimination in access to credit on the basis of gender and marital status.

Recent initiatives to improve the collection of data on women's access to credit[22] highlight the reality that women receive less credit than men. The reasons for women's credit constraints are often different from those of men.

Building a credit history

Where public credit registries and private credit bureaus only record loans above a certain threshold, they might exclude small borrowers, many of whom are female entrepreneurs. Where credit registries and bureaus do not record loans from microfinance institutions—for whom women make up a large share of borrowers—the good repayment histories of microfinance clients cannot be leveraged. Finally, where information from nonbank institutions, such as retailers and utilities, is not used to assess borrower creditworthiness, it excludes those who lack traditional banking relationships, many of whom are women.

Of the 173 economies covered by *Women, Business and the Law*, 30 do not have a public credit registry or private credit bureau that covers more than 5% of the population. Among the 143 economies that have credit reporting institutions covering more than 5% of the population, 14 have minimum loan thresholds higher than 1% of income per capita.

Nondiscrimination under the law

However, even with a credit rating based on successful payment of retail or utility bills, lenders may discriminate against women. This edition of *Women, Business and the Law* includes

new questions on whether legislation prohibits discrimination in access to credit based on either gender or marital status.

The United States led the way in nondiscrimination in access to credit with the Equal Credit Opportunities Act of 1974, thanks to the efforts of a female Representative who inserted the terms *sex* and *marital status* into the legislation and called out male committee members for their "oversight" in initially not including them as protected categories.[23] The law specifically prohibits discrimination based on sex and marital status with respect to any aspect of a credit transaction.

Globally, 46 economies require nondiscrimination in access to credit on the basis of gender (table 1.5).

The Australian Sex Discrimination Act, for example, prohibits discrimination on the grounds of sex when providing services relating to banking, insurance and the provision of grants, loans, credit or finance.[24]

Of the 46 economies that prohibit discrimination on the basis of gender, 24 also prohibit discrimination based on marital status: Australia; Austria; Bolivia; Bosnia and Herzegovina; Bulgaria; Canada; Croatia; France; Hong Kong SAR, China; Hungary; Ireland; Mexico; Mongolia; Morocco; the Netherlands; New Zealand; Peru; Philippines; Puerto Rico, territory of the United States; Slovak Republic; South Africa; Trinidad and Tobago; United Kingdom and the United States.

Even in economies that do not legislate nondiscrimination in access to credit, women's access can be bolstered by programs targeting women entrepreneurs, which exist in economies as varied as Brazil, Nigeria and Vietnam (box 1.4).

TABLE 1.5 WHERE DISCRIMINATION IN ACCESS TO CREDIT IS PROHIBITED

Region	Economies
East Asia & Pacific	Hong Kong SAR, China; Mongolia; Philippines; Vietnam (4)
Europe & Central Asia	Azerbaijan; Bosnia and Herzegovina; Bulgaria; Croatia; Kosovo; Kyrgyz Republic; Latvia; Lithuania; Moldova; Romania (10)
Latin America & Caribbean	Bolivia; Mexico; Peru; Puerto Rico (U.S.); Trinidad and Tobago (5)
Middle East & North Africa	Malta; Morocco (2)
OECD high income	Australia; Austria; Belgium; Canada; Czech Republic; Denmark; Finland; France; Germany; Greece; Hungary; Ireland; Italy; Luxembourg; Netherlands; New Zealand; Poland; Portugal; Slovak Republic; Slovenia; Spain; Sweden; United Kingdom; United States (24)
Sub-Saharan Africa	South Africa (1)

Source: Women, Business and the Law database.

BOX 1.4 SPOTLIGHT ON NIGERIA

In 2003, Nigeria's Federal Ministry of Women Affairs and Social Development in cooperation with the Bank of Industry established the Business Development Fund for Women (BUDFOW), a $1.5 million initiative that provides individual women entrepreneurs with low-interest loans, technical support and capacity-building training to expand their businesses. Any adult Nigerian woman can make the case to the BUDFOW that expansion of her business is stalled due to lack of access to funding. From 2011 to 2013, 56 female-run businesses received approximately $500,000 from the revolving loan scheme.

In another initiative, highlighting the country's commitment to decrease gender disparity, the Central Bank of Nigeria in 2011 formulated a policy target to increase women's access to financial services by 15 percent annually. To achieve this goal it set up the Micro, Small and Medium Enterprises Development Fund which provides microcredit loans. Sixty percent of funds amounting to roughly $810 million disbursed by partner financial institutions are reserved for women entrepreneurs.

Source: "Business Fund for Women," Bank of Industry Nigeria, accessed June 12, 2015. http://boinigeria.com/business-fund-for-women/; "Microfinance Policy Framework for Nigeria: Revised, April 29, 2011," Central Bank of Nigeria, http://www.cenbank.org/out/2011/pressrelease/gvd/revised%20microfinance%20policy%20july%2012%202011.pdf; "Micro, Small and Medium Enterprises Development Fund (MSMEDF) Guidelines, Revised, August 2014," Central Bank of Nigeria, http://www.cenbank.org/Out/2014/DFD/MSMEDF%20GUIDELINES%20%20.pdf; Federal Ministry of Women Affairs & Social Development, Economic Services Department, Nigeria, 2013, http://www.womenaffairs.gov.ng/index.php/department/economic-services; "2013 Ministerial Platform: A Mid-Term Report on the Progress & Achievements of President Goodluck Jonathan's Administration in the Federal Ministry of Women's Affairs and Social Development," June 25, 2013, http://fmi.gov.ng/wp-content/uploads/2013/06/2013-MP-WA.pdf.

Going to court

The going to court indicator examines women's access to justice by looking at the number of women justices in constitutional courts and examining whether there are small claims courts.

Women's access to justice can be hindered by limits on their representation in judicial institutions. The United Nations estimates that globally women account for 27% of all judges.[25] However, evidence is emerging that women judges can make a difference in cases where gender is an issue. For example, an analysis of U.S. federal appellate cases in 1999, 2000 and 2001 found that in cases involving sex discrimination or sexual harassment, plaintiffs were twice as likely to win when a woman was on the panel deciding the cases. The data showed both that women judges were significantly more likely than their male counterparts to find for the plaintiff and that having a woman on the panel increased the probability that male judges would support the plaintiff.[26]

Women justices may also matter in cases other than sex discrimination or sexual harassment cases. For example, in Tanzania the Hon. Ms. Munuo wrote a decision for the High Court in *Ndossi v. Ndossi* holding that the nondiscrimination clause of the Constitution entitled a widow to administer her estate on behalf of her children.[27] This decision expanded constitutional protections to women and domesticated international human rights instruments, including the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW).

Women, Business and the Law finds that in the 153 economies where there are constitutional courts, 122 have at least one female justice, and women are chief justices in 26 economies (figure 1.12). The regional distribution of female justices is disproportionate, however, as there is not one female chief justice in the Middle East and North Africa or in South Asia.

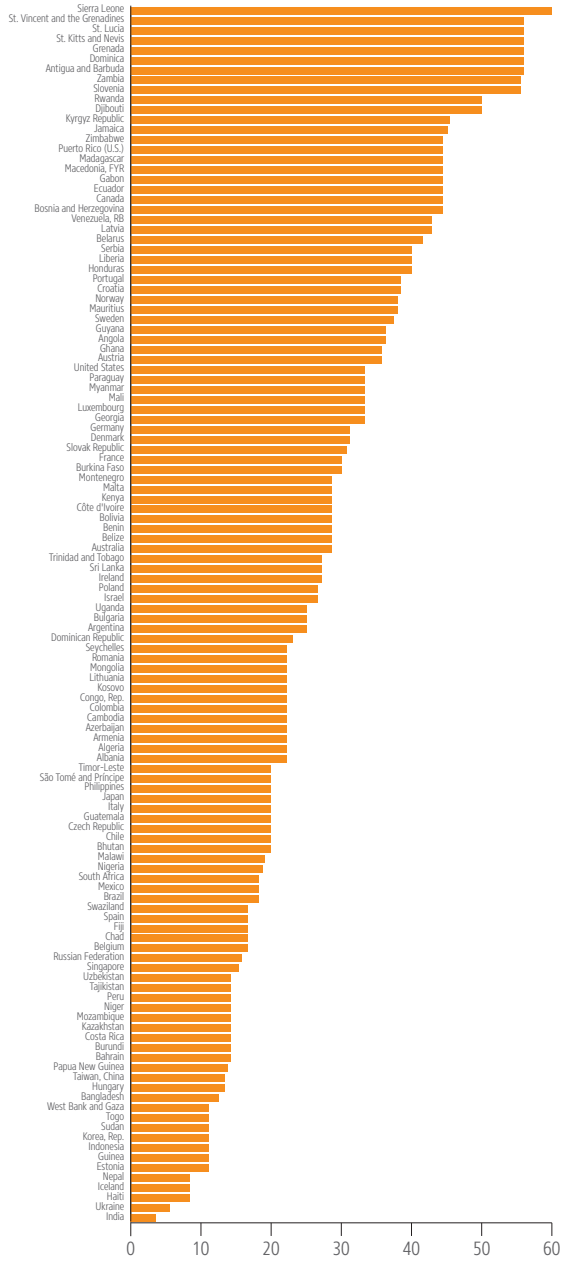
Small claims courts

Although most economies do not prevent women from accessing the court system, many do not make it easy for them to do so. Legal formalities and the costs of litigation, both direct and incidental, discourage poor people from accessing courts.[28] Even for relatively simple disputes, legal formalities are associated with lower enforceability of contracts, longer duration of cases and a perception among participants of lower-quality justice.[29]

Small claims courts have jurisdiction over civil cases when less than a specified monetary threshold is at issue. Procedures of these courts are simplified; the reduced cost and faster processes to render a judgment make them ideal for small businesses, many of which are owned by women.

Small claims courts expedite dispute resolution and improve access to justice for minor disputes of relatively low value. They do

FIGURE 1.12 PERCENTAGE OF FEMALE JUSTICES IN CONSTITUTIONAL COURTS



Source: Women, Business and the Law database.

Note: Thirty economies do not have a woman on the constitutional court. These economies are: Afghanistan; Cameroon; the Democratic Republic of Congo; the Arab Republic of Egypt; El Salvador; Equatorial Guinea; Hong Kong SAR, China; the Islamic Republic of Iran; Iraq; Jordan; Kuwait; Lebanon; Maldives; Mauritania; Moldova; Morocco; Namibia; Nicaragua; Pakistan; Panama; Qatar; Senegal; South Sudan; the Syrian Arab Republic; Thailand; Tonga; Turkey; United Arab Emirates; Uruguay and the Republic of Yemen. A further 20 economies do not have a constitutional court.

so by setting aside legal formalities and using simplified procedures. Simpler processes and more relaxed rules lower costs for claimants, who can file and present their own cases; filing fees are lower and judges issue decisions rapidly.[30] For small business owners, small claims courts can be a preferable forum for resolving simple disputes.[31]

Fifty-three economies do not have small claims courts or fast-track procedures for smaller claims. While more than 90% of OECD high-income economies have such courts, only 46% of economies in Sub-Saharan Africa do. A few economies have made positive changes in this area; Kazakhstan introduced small claims courts in 2014 and Chad, Colombia, Costa Rica and Trinidad and Tobago raised the maximum amount they can decide on.

Protecting women from violence

The protecting women from violence indicator examines laws on domestic violence against women and the existence and scope of laws on sexual harassment. The data for this edition expands coverage to whether women are protected from marital rape, what the legal age of marriage is for boys and girls, and whether protection orders can be authorized.

Violence affects women and girls of all ages, regardless of location, income level or social status. It can undermine women's economic empowerment by preventing employment and blocking access to other financial resources. In Tanzania, for example, the earnings of women in formal wage work who are exposed to severe partner violence are 60% lower than women who are not exposed.[32] Conversely, economic empowerment seems to protect women from violence: women living in wealthier households have a 45% lower risk of violence than those living in poorer households.[33]

Domestic violence: Greater protection at home

Globally, the most common form of violence women experience is from an intimate partner.[34] Almost one-third of all women who have been in a an intimate relationship have experienced physical or sexual violence. Indeed, intimate partners commit as many as 38% of all murders of women.[35] Legal protection against domestic violence is crucial to reduce impunity and open avenues for redress. *Women, Business and the Law* has found that life expectancy for women is higher where they are legally protected from domestic violence (figure 1.13).

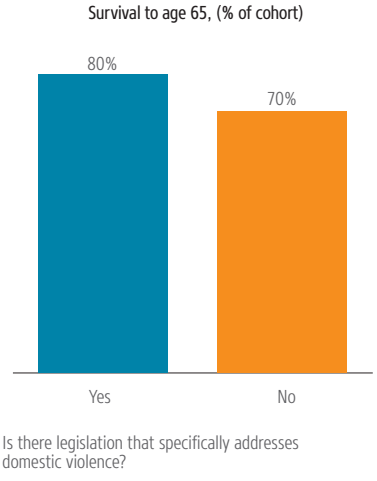
Domestic violence legislation varies greatly in scope and applicability. The data examine where economies have legislation on domestic violence and whether it covers different types of abuse (box 1.5).

Of the economies covered, 127 have laws on domestic violence, of which 95 cover both physical and sexual violence and 122 cover psychological violence. Economic violence, which can result in women being deprived of the economic means to leave an abusive relationship, is rarely covered. Subjecting women to economic violence is not addressed in 94 of the total 173 economies for which data has been collected.

Laws covering all four types of violence are prevalent in Europe and Central Asia, and in South Asia, where about 74% of economies examined cover physical, sexual, emotional, and economic abuse. This is also the case in 63% of economies in Latin America and the Caribbean, 44% in East Asia and the Pacific, 37% in Sub-Saharan Africa and 25% of OECD high-income economies.

In 2014, Lebanon adopted Law 293 on the Protection of Women and Family Members from Domestic Violence—the only law in the Middle East and North Africa to cover all four forms of violence. Additionally, Italy and FYR Macedonia, amended their domestic violence legislation to cover financial violence, and Belarus, Latvia, Saudi Arabia and Tonga enacted new laws on domestic violence.

FIGURE 1.13 WOMEN'S LIFE EXPECTANCY AND LEGAL PROTECTION FROM DOMESTIC VIOLENCE



Source: Women, Business and the Law and World Development Indicators databases.

Note: The positive relationship between female survival to age 65 (% of cohort; 2013) and laws that specifically address domestic violence is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 168 economies for which data are available. The regression results remain statistically significant at the 5% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

BOX 1.5 DEFINING DOMESTIC VIOLENCE

Domestic violence is gender-specific violence, commonly directed against women, occurring in the family and in interpersonal relationships. Interpersonal relationships can refer to partners who do not live together or are not married. The abuse can be physical, emotional or psychological, sexual, or financial or economic:

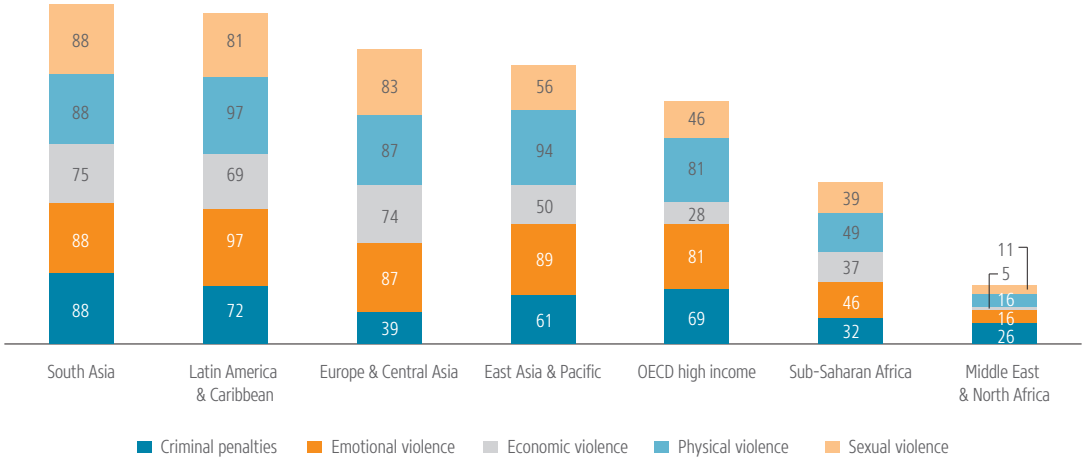
- *Physical violence* is any intentional behavior that offends a woman's bodily integrity or health.
- *Emotional or psychological violence* is any conduct or behavior that causes emotional damage, reduces self-worth or self-esteem or aims at degrading or controlling a woman's actions, behaviors, beliefs and decisions by means of threat, embarrassment, humiliation, manipulation, isolation, constant surveillance or pursuit, insult, intimidation, blackmail, ridicule, exploitation or any other behavior that damages a woman's psychological health.
- *Sexual violence* is any conduct or behavior that forces a woman to witness, maintain or participate in unwanted sexual contact or behavior by means of intimidation, threat, coercion or use of force, including sexual assault, marital rape or forcing any type of sexual activity without consent.
- *Financial or economic violence* is any conduct or behavior involving the use or misuse of the partner's consent regarding their financial resources or assets, including the deprivation, retention or subtraction of money or property or by other means making or attempting to make a woman financially dependent by maintaining control over financial resources.

Source: United Nations General Assembly, *Declaration on the Elimination of Violence against Women,* December 20, 1993; United Nations Economic and Social Council 1996; UNHCR 2005; United Nations 2010.

However, in many economies, women still have no legal protection. In fact, 46 out of the 173 covered economies have yet to enact laws to address domestic violence (figure 1.14). Seven economies—Belgium, Canada, Estonia, Iceland, Morocco, the Netherlands and Tunisia—have no explicit laws on domestic violence but have addressed the issue by intensifying penalties when criminal offences are committed against spouses or within the family.

In economies which have neither enacted legislation on domestic violence nor increased penalties for intra-family violence, violence within the family can still be prosecuted under general criminal laws such as assault. However, specific laws on

FIGURE 1.14 COVERAGE AND SCOPE OF DOMESTIC VIOLENCE LAWS, BY PERCENTAGE OF ECONOMIES IN A REGION



Source: Women, Business and the Law database.

Note: Data indicate percentage of economies in a region with legislation.

domestic violence provide clarity by addressing the unique elements of intra-family violence and incorporate mechanisms to protect and support women seeking assistance.

In Latin American and the Caribbean, East Asia and the Pacific and South Asia, only Haiti, Myanmar and Afghanistan have no laws on domestic violence. In Europe and Central Asia, Armenia, Russia and Uzbekistan have no laws on domestic violence.

Legislation on domestic violence is less prevalent in the Middle East and North Africa, where only 4 out of 19 economies covered have enacted such laws, and in Sub-Saharan Africa, where about half of the covered economies have done so.

Over the past 25 years, the number of economies introducing laws addressing domestic violence has risen precipitously from close to zero, to 118. This increase has been driven by international and regional human rights conventions and campaigns (figure 1.15).

Protection orders: Making laws more effective

Protection orders are among the most effective remedies available to victims of violence.[36] A 2009 study conducted in the United States, shows that protection orders are effective in reducing violence while increasing the victim's safety, and further have a positive impact in terms of cost savings for the state.[37] In 124 of 173 economies, victims of domestic violence may seek such measures to limit an abuser's behavior. Where protection orders exist, they generally allow for removal of the perpetrator from the common home and prohibit contact with the victim. Albania's Law on Measures against Violence in Family Relations, for example, provides for ordering the perpetrator to leave the common home and pay rent for the victim's residence. There are similar provisions in 113 other economies covered, and in 94% of the economies that have protection orders, the perpetrator can be prohibited from contacting the victim.

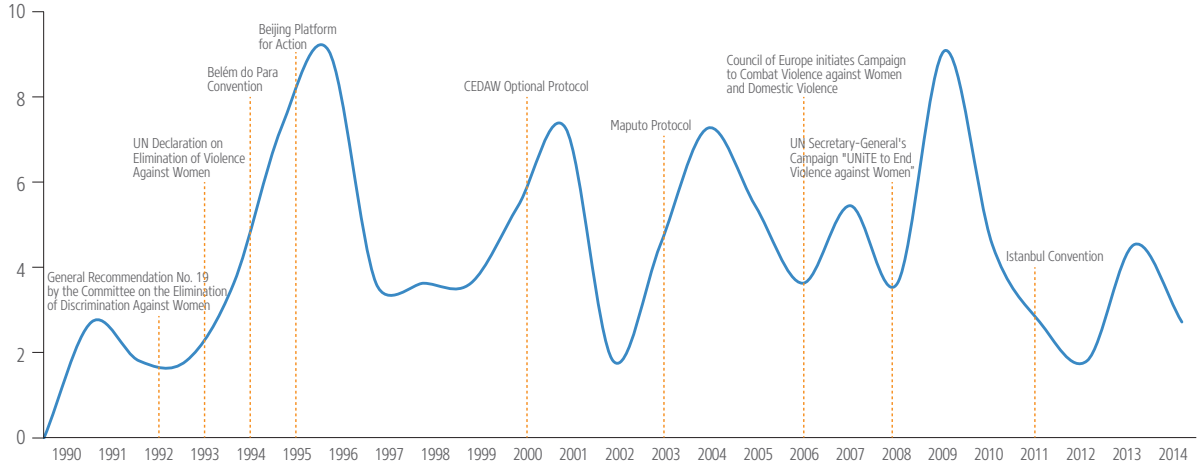
Establishing specialized courts or procedures for domestic violence cases may make legal action more effective. Approaches taken include setting up dedicated courts to handle all domestic violence cases, establishing fast-track procedures or authorizing specific orders of protection for domestic violence cases.

For example, Brazil's Maria da Penha Law provides for the creation of domestic and family violence courts. In Nepal, the supreme court mandated the establishment of fast-track courts in addition to the in-camera hearings that the Domestic Violence Crime and Punishment Act provides for.[38] Of the 173 economies covered, 117 have specialized courts or procedures for domestic violence cases.

Sexual harassment

Although women are statistically at greater risk of violence from an intimate partner, sexual harassment and other forms of sexual violence are common in many settings. Globally, 7% of women have been sexually assaulted by someone other than a partner. In New Zealand and Australia, 10% to 20% of women have experienced sexual violence from non-partners.[39] Women who have experienced

FIGURE 1.15 ECONOMIES INTRODUCING LAWS ON DOMESTIC VIOLENCE



Source: Women, Business and the Law database.

this are 2.3 times more likely to have alcohol use disorders and 2.6 times more likely to suffer from depression or anxiety.[40]

Sexual harassment is a common form of sexual violence against women. It affects women and girls not only at work and in educational institutions but also in public places. Within European Union economies, for example, 40% to 50% of women have experienced unwanted sexual advances, physical contact or other forms of sexual harassment at work.[41]

Women, Business and the Law data show that 41 economies out of the 173 examined have no laws against sexual harassment. Where laws do exist, they vary in the areas covered, such as employment, education and public places. Specific provisions covering sexual harassment in employment are the most common, having been enacted in 114 economies.

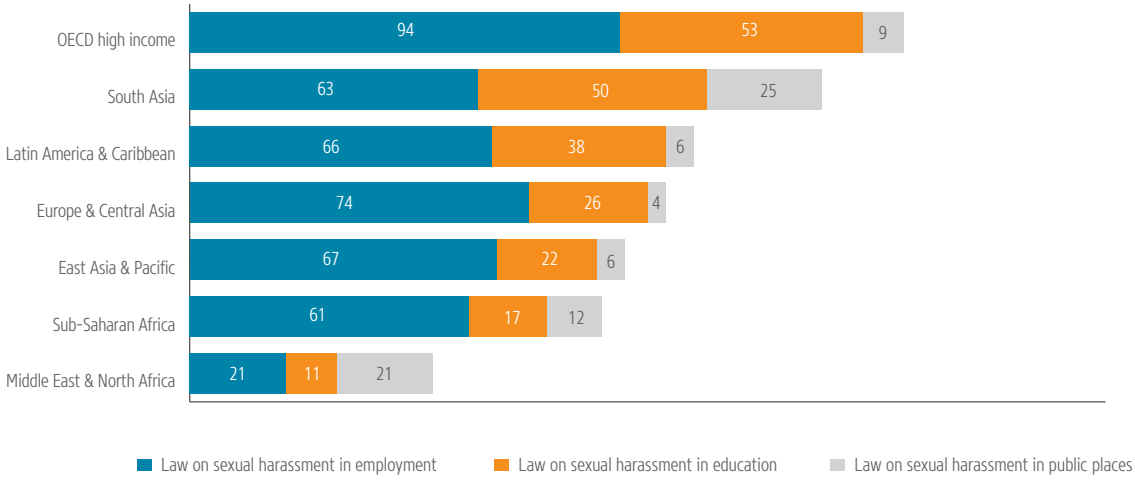
Laws on sexual harassment in education are less common: only 52 economies specifically protect girls from sexual harassment in schools. And only 18 economies specifically protect women from sexual harassment in public places. These laws are most prevalent in South Asia and the Middle East and North Africa (figure 1.16). The French government recently unveiled measures to curb sexual harassment in public transportation after a poll in which 100% of women surveyed said they had been confronted with the problem. Measures include introducing an emergency telephone number to report harassment and the creation of an app to geo-locate reported incidents.[42]

Recently, Egypt amended its criminal code to apply to sexual harassment. Peru introduced legislation on sexual harassment in public spaces, and Mozambique introduced legislation on sexual harassment in education.

Where laws fail to fully protect women

In recent years, regional and international human rights instruments have recognized the need for legal protection and called for enactment of laws covering all forms of violence against women. Despite progress, however, some economies still have no legal protections against domestic violence or sexual harassment. *Women, Business and the Law* data show that 18 economies have no legislation in either area: Afghanistan; Cameroon; Chad; Republic of Congo; Djibouti; Equatorial Guinea; Gabon; Guinea; Haiti; Islamic Republic of Iran; Liberia; Mali; Mauritania; Oman; Russia; South Sudan; Swaziland; and Uzbekistan.

FIGURE 1.16 SEXUAL HARASSMENT LAWS, BY PERCENTAGE OF ECONOMIES IN A REGION



Source: Women, Business and the Law database.

Note: Data indicate percentage of economies in a region with legislation.

Notes

1 World Bank 2011; UN Women 2015.

2 Miller 2008.

3 Historical Data: 50 Years of Women's Rights data, Women, Business and the Law, available at: http://wbl.worldbank.org/data/timeseries.

4 Demirguc-Kunt, Klapper and Singer 2013.

5 Chattopadhyay and Duflo 2004.

6 Chen 2010.

7 Credit Suisse 2012.

8 "Boards without Women Breed Scandal," Sophia Grene and Chris Newlands, *Financial Times*, March 8, 2015, http://www.ft.com/intl/cms/s/0/cdb790f8-c33d-11e4-ac3d-00144feab7de.html#axzz3k2S6jnmR.

9 The European Commission proposed a Directive to increase gender parity on corporate boards. The Commission, with the support of the European Parliament, recommends the adoption of binding legislation introducing measures to achieve representation of 40% of the under-represented sex in non-executive positions on the boards of publicly listed companies (excluding small and medium enterprises), though the directive does not use the word quota, instead recommending that companies establish criteria to attain the percentage. Member states would have to meet the target by 2020.

10 Allendorf 2007; Duflo 2003; Swaminathan, Lahoti and Suchitra, 2012.

11 Friedemann-Sánchez 2008; Deere and León 2001, 2003.

12 Deere and León 2003; Quisumbing and Hallman 2005; Deere and Doss 2006.

13 Ali, Deininger and Goldstein 2015.

14 Goldstein and Udry 2008.

15 FAO 2011.

16 Oduro 2014.

17 Deininger, Goyal and Nagarajan 2010; Deininger and others 2014.

18 World Bank 2013.

19 Note that Global Findex data do not distinguish between joint and individual bank accounts, so it is impossible to say whether a woman shares a bank account with her husband or has her own account.

20 Lebedev and Radevich 2014; Oglobin 1999.

21 Decision of the Supreme Court of the Russian Federation of 21 May 2009 N KAC09-196 available at: http://www.consultant.ru/document/cons_doc_LAW_88941/.

22 "Global Banking Alliance for Women Announces Partnership to Close Gender Data Gap in Finance," Multilateral Investment Fund, New York, December 15, 2014, http://www.fomin.org/en-us/Home/News/PressReleases/ArtMID/3819/ArticleID/2769/Global-Banking-Alliance-for-Women-announces-partnership-to-close-gender-data-gap-in-finance.aspx.

23 "Lindy Boggs, Longtime Representative and Champion of Women, Is Dead at 97," Douglas Martin, *New York Times*, July 27, 2013, http://www.nytimes.com/2013/07/28/us/politics/lindy-boggs-longtime-representative-from-louisiana-dies-at-97.html?_r=1.

24 Sex Discrimination Act 1984, Sec. 22.

25 UN Women 2011.

26 Peresie 2005.

27 Hallward-Driemeier and Hasan 2012.

28 Gloppen and Kanyongolo 2007.

29 Djankov, La Porta, Lopez-de-Silanes and Shleifer 2003.

30 Zucker and Herr 2003.

31 Yew 2008.

32 Klugman et al. 2014.

33 Klugman et al. 2014.

34 WHO 2013.

35 WHO 2013.

36 United Nations 2010.

37 Logan, Walker, Hoyt and Faragher 2009.

38 "Nepal: Fast-Track Courts Ordered for Cases Involving Women, Children," The Library of Congress, http://www.loc.gov/lawweb/servlet/lloc_news?disp3_l205401837_text.

39 United Nations 2006.

40 WHO 2013.

41 United Nations 2006.

42 "France Unveils Plan to Tackle Sexual Harassment," *The Local,* July 9, 2015, http://www.thelocal.fr/20150709/france-to-tackle-sexual-harassment-on-transport.

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2. About *Women, Business and the Law*

Though legal gender parity has improved around the world, major differences persist. Many laws continue to prevent women from improving their own well-being and that of their families by working or running a business.

Datasets such as the World Bank Group's *Enterprise Surveys* and *Doing Business* have led the way in providing information on the challenges confronting firms and entrepreneurs in starting and expanding their businesses and creating jobs.[1] But women often face additional constraints in starting businesses and navigating the workforce.

How can governments improve women's access to entrepreneurial and employment activities? Answering that question requires understanding many factors—from access to education and healthcare, to social and cultural norms, and many things beyond. One important factor is how laws, regulations and institutions differentiate between women and men in ways that affect women's incentives or capacity to work or to set up and run a business.

Since its inception in 2009, *Women, Business and the Law* has collected unique data on laws and regulations constraining women's entrepreneurship and employment. The dataset illuminates how government policies limit women's full economic participation through unequal laws and a business environment which does not adequately support the businesses women tend to concentrate in.

By gathering and analyzing comprehensive quantitative data to compare legal gender differences across economies and over time, *Women, Business, and the Law* offers objective and measurable benchmarks for assessing where reforms have occurred that can also be helpful in measuring global progress toward legal gender equality (box 2.1).

BOX 2.1 BEIJING + 20: MEASURING PROGRESS TOWARDS GENDER EQUALITY

Twenty years ago, the Beijing Declaration and Platform for Action brought together over 17,000 participants from across the world to promote women's empowerment and equality. The Platform for Action marked an ambitious agenda to advance women's rights in a variety of areas, such as power and decision-making, the girl child, the economy, poverty, violence, human rights and education.

Every five years in the ensuing two decades, the Commission on the Status of Women has reviewed progress on the Platform. Leading up to the Commission's 59th session in March 2015, a majority of UN member states reviewed the status of national implementation to guide the Commission in adopting a post-2015 agenda.

Positive outcomes were observed on poverty reduction, female political and economic participation and reforms conferring equal legal rights to men and women. Moreover, the gender gap in primary education has nearly closed globally. Concerns remain on the disproportionate impact of poverty on women, who are also more likely to do unpaid care and domestic work than men and are often paid less in formal employment. Discriminatory legislation, particularly in the area of family law, persists. And despite legislative advances, violence against women and girls is still a major problem in all regions. Worldwide an estimated 35% of women have been victims of intimate partner violence or non-partner sexual abuse. However, women also face many other forms of violence, including through early and forced marriage.

The Beijing Platform continues to serve as a landmark document setting out key issues on women's rights and reforms that have yet to be achieved.

Sources: UN Economic and Social Council 2014; UN Economic and Social Council 2013/18: *Future Organization and Methods of Work of the Commission on the Status of Women*, Resolution adopted by the Economic and Social Council, July 24, 2013; WHO 2013.

TABLE 2.1 EXPANDED GEOGRAPHIC COVERAGE

Region	Economies previously in the dataset	Economies added to the dataset
East Asia & Pacific	Cambodia; China; Fiji; Hong Kong SAR, China; Indonesia; Lao PDR; Malaysia; Mongolia; Papua New Guinea; Philippines; Singapore; Taiwan, China; Thailand; Vietnam	Brunei Darussalam; Myanmar; Timor-Leste; Tonga
Europe & Central Asia	Albania; Armenia; Azerbaijan; Belarus; Bosnia and Herzegovina; Bulgaria; Croatia; Georgia; Kazakhstan; Kosovo; Kyrgyz Republic; Latvia; Lithuania; Macedonia, FYR; Moldova; Montenegro; Romania; Russian Federation; Serbia; Tajikistan; Turkey; Ukraine; Uzbekistan	0
OECD high income	Australia; Austria; Belgium; Canada; Chile; Czech Republic; Denmark; Estonia; Finland; France; Germany; Greece; Hungary; Iceland; Ireland; Israel; Italy; Japan; Korea, Rep.; Netherlands; New Zealand; Norway; Poland; Portugal; Slovak Republic; Slovenia; Spain; Sweden; Switzerland; United Kingdom; United States	Luxembourg
Latin America & Caribbean	Argentina; Bolivia; Brazil; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Guatemala; Haiti; Honduras; Jamaica; Mexico; Nicaragua; Panama; Paraguay; Peru; Puerto Rico (U.S.); Uruguay; Venezuela, RB	Antigua and Barbuda; Bahamas, The; Barbados; Belize; Dominica; Grenada; Guyana; St. Kitts and Nevis; St. Lucia; St. Vincent and the Grenadines; Suriname; Trinidad and Tobago
Middle East & North Africa	Algeria; Egypt, Arab Rep.; Iran, Islamic Rep.; Jordan; Kuwait; Lebanon; Morocco; Oman; Saudi Arabia; Syrian Arab Republic; Tunisia; United Arab Emirates; West Bank and Gaza; Yemen, Rep.	Bahrain; Djibouti; Iraq; Malta; Qatar
South Asia	Bangladesh; India; Nepal; Pakistan; Sri Lanka	Afghanistan; Bhutan; Maldives
Sub-Saharan Africa	Angola; Benin; Botswana; Burkina Faso; Burundi; Cameroon; Chad; Congo, Dem. Rep.; Congo, Rep.; Côte d'Ivoire; Ethiopia; Gabon; Ghana; Guinea; Kenya; Lesotho; Liberia; Madagascar; Malawi; Mali; Mauritania; Mauritius; Mozambique; Namibia; Niger; Nigeria; Rwanda; Sierra Leone; Senegal; South Africa; Sudan; Tanzania; Togo; Uganda; Zambia; Zimbabwe	Equatorial Guinea; São Tomé and Príncipe; Seychelles; South Sudan; Swaziland

Women, Business and the Law 2016, the fourth in a series, provides data on legal and regulatory barriers to women's entrepreneurship and employment in 173 economies, up from 143 covered in the 2014 edition (table 2.1).

This expansion enhances the global data on laws and regulations that affect women's prospects as entrepreneurs and employees while also making it easier to compare economies. The inclusion of 30 additional economies will further inform research and policy discussions on improving women's economic opportunities and outcomes.

What does *Women, Business and the Law* measure?

Women, Business and the Law 2016 provides quantitative measures of laws and regulations that affect women's economic opportunities in seven areas: accessing institutions, using property, getting a job, providing incentives to work, going to court, building credit and protecting women from violence.[2]

- **Accessing institutions** explores women's legal ability to interact with public authorities and the private sector in the same ways as men. This indicator provides disaggregated information on 11 categories of legal ability, highlighting differences between married and unmarried women. It also assesses constitutional protections from discrimination and the use of gender quotas in government and the private sector. This edition expands the coverage on quotas to political party candidate lists.[3]
- **Using property** analyzes women's ability to own, manage, control and inherit property. It also examines women's ownership rights in the marital home and whether legislation accounts for nonmonetary contributions, such as unpaid care for children or the elderly.
- **Getting a job** assesses restrictions on women's work, such as prohibitions on working at night or in certain industries. This indicator also covers laws on work-related maternity, paternity and parental benefits and retirement ages.
- **Providing incentives to work** examines personal income tax liabilities, taking into account tax credits and deductions that may differ for women and men. This indicator covers both taxation and such public services as childcare and education.
- **Going to court** examines access to small claims courts, whether women's testimony in court is given the same evidentiary weight as that of men, and the number of women justices—including chief justices—in constitutional courts.
- **Building credit** identifies the minimum value of loans tracked by private credit bureaus and public credit registries and assesses bureaus and registries that collect

information from microfinance institutions, retailers and utility companies. This edition expands coverage to legislation on nondiscrimination in access to credit on the basis of gender and marital status.

- **Protecting women from violence** examines laws on domestic violence against women and the existence and scope of laws on sexual harassment. This edition expands coverage to whether women are protected from marital rape, what the legal age of marriage is for boys and girls and whether protection orders can be authorized.[4]

Women, Business and the Law presents two main types of indicators: those which capture legislation with direct gender dimensions and are based on a reading of laws from the perspective of women, and those which are not gender-specific but favor inclusiveness by supporting the businesses women tend to concentrate in—smaller, informal and more likely to be home-based.

Why this focus?

Gender equality favors a variety of positive development outcomes. Women tend to spend more household income on benefits for their families, such as children's nutrition, health and education, while men spend more on private goods.[5] Such spending patterns raise living standards and expand the pool of potential contributions to economic growth.[6] For instance, increased access to education for girls is one of many factors that brings down fertility rates.[7] When fertility rates are lower, rates of human capital and per capita income growth rise, creating a positive economic effect.[8] Thus, economies that integrate women into the workforce could experience higher economic growth. Conversely, restrictions on women's ability to work may have negative effects on prosperity.[9]

Legal gender differences are estimated to significantly decrease female labor force participation and undermine GDP growth.[10] The World Bank's *World Development Report on Gender Equality and Development* estimated that eliminating barriers discriminating against women working in certain sectors or occupations could increase labor productivity by as much as 25% in some economies, simply by increasing women's labor force participation.[11] This would also contribute to higher GDP growth. Research shows that legal gender equality is associated with lower gender gaps in labor force participation without any significant effect on male participation rates.[12]

Gender gaps in women's entrepreneurship and labor force participation account for estimated income losses of 27% in the Middle East and North Africa, 19% in South Asia, 14% in Latin America and the Caribbean and 10% in Europe.[13] Worldwide, if all women were excluded from the labor force, income per capita would be nearly 40% lower.[14] Similarly, it is predicted that in Bangladesh increasing the female labor force participation rate over the next decade from 34% to 82%, the current rate of male participation, would add 1.8 percentage points to potential GDP growth each year and help to lift the country to medium-income level by 2021.[15] To achieve this, policies should go beyond anti-poverty programs to focus on childcare, transportation and removing legal restrictions on women's work.[16]

The *Women, Business and the Law* indicators build on the growing body of research and empirical evidence that stresses the importance of legal and institutional frameworks in shaping women's economic opportunities and improving gender equality (table 2.2). Research has called into question the notion that economic growth alone increases gender equality. Rather, continuous policy commitments to gender equality might be required to achieve it.[17]

What does *Women, Business and the Law* not measure?

Equal opportunities for women in business and the workplace depend on an interplay of economic, social and cultural factors. For example, unless women have opportunities to get an education or build their skills, equalizing laws affecting entrepreneurship and employment mean little. Equalizing the ability to work might not result in more women entering the workforce if they are still expected to be the primary caregivers for their children and access to childcare is limited. Other factors, such as infrastructure—for example, safe transportation, might also affect women's ability and desire to work in certain locations or at night.

While recognizing that many issues affect women's economic opportunities, *Women, Business and the Law* focuses on the formal legal and regulatory environment that determines whether women can open their own businesses or work. Not everything of importance is covered by the indicators. Rather, the report is concerned with the laws governing the formal economy. Though most women in developing economies start businesses or work in the informal economy, a goal of this project is to define some of the features of the legal framework which make it more difficult for women to transition from the informal to the formal economy.

Customary law can exist in parallel with formal legal regimes. Where these systems exist together, customary law can determine a woman's rights in marriage or to property and inheritance, which are often different from the rights the statutory legal system grants. *Women, Business and the Law* tries to partially cover customary law by examining its constitutional treatment. In particular, the data examine whether customary law is exempt from constitutional provisions on nondiscrimination and equality. Actual application of customary law is not covered because it is often uncodified, which makes it difficult to define its rules. In Sub-Saharan Africa customary law plays a

TABLE 2.2 *WOMEN, BUSINESS AND THE LAW* INDICATORS AND ASSOCIATED RESEARCH

Indicator	Associated research
Accessing institutions	In 2000 Ethiopia revised its Family Code. Among other things, the reform eliminated a husband's ability to stop his wife from working. Though the reform has been implemented throughout Ethiopia, it was first introduced in three regions and two cities. Two nationally representative surveys, one before the reform and the other five years later, allowed researchers to estimate its impact. Where the reform occurred, women's labor force participation and work outside the home increased. Women were also more likely to work full-time and in higher-skilled jobs.[a]
Using property	The World Bank *Voice and Agency* study found a close relationship between marital property regimes and women's reported ownership of housing or land.[b] Not only are secure property rights important for women's welfare but the structure of marital property regimes also has a significant influence on the distribution of wealth within families.[c]
Getting a job	Restrictions on the hours women work or the industries they can work in also limit their ability to get the jobs they want and their earning potential. The Russian Federation had a high gender earnings differential during its transition to a market economy largely because of legal restrictions on the jobs women could perform.[d] Meanwhile, research shows a strong positive relationship between having legislation on nondiscrimination in hiring on the basis of gender and women's employment relative to men's in 58 developing countries.[e]
Providing incentives to work	Personal income tax liability can affect workers' decisions about how much or whether to work. Women, particularly those who are married, are more negatively affected by income tax rules.[f] In contrast, support for mothers—such as tax credits and the availability of childcare—increases women's participation in the labor force.[g]
Building credit	The gender asset gap can undermine women's bargaining power and capacity to engage in economic activities.[h] Access to formal credit relies heavily on asset-based lending.[i] For instance, banks in Ghana greatly prefer land and buildings as collateral,[j] but where women have more limited access to property, they have less ability to use property as collateral, limiting their access to credit.[k] That is why reputation collateral, such as a record of successful repayments to microfinance institutions or retailers, may help women build their credit histories and ultimately access finance.
Going to court	Both direct and incidental legal formalities and litigation costs discourage poor people—regardless of their gender—from accessing courts.[l] Even for relatively simple disputes, legal formalities are associated with less contract enforcement, longer cases and perceptions of lower-quality justice.[m] One-stop shops such as small claims courts can improve access to justice for both men and women.[n]
Protecting women from violence	In economies where there is a high prevalence of violence against women, women are less likely to have formal accounts, savings or credit.[o] In Tanzania, for example, women in formal wage work who are exposed to severe partner violence earn 60 percent less than women who are not exposed to such violence.[p]

[a] Hallward-Driemeier and Gajigo 2010. [b] World Bank 2014. [c] Deere et al. 2013. [d] Oglobin 2005. [e] Amin and Islam 2015. [f] Eissa 1995; Eissa and Hoynes 2004; Eissa, Kleven and Kreiner 2008. [g] Averett, Peters and Waldman 1997; Baker, Gruber and Milligan 2008. [h] Deere and León 2003; Quisumbing and Hallman 2005; Deere and Doss 2006; Fletschner and Kenney 2014. [i] IFC 2011. [j] Law and Development Partnership 2011. [k] IFC 2011. [l] Gloppen and Kanyongolo 2007. [m] Djankov and others 2003. [n] UN Women 2011. [o] Demirguc-Kunt, Klapper and Singer 2013. [p] World Bank 2014.

larger role than in other regions, therefore the results should be interpreted bearing this in mind.

While focusing on written legislation, the report recognizes the often large gaps between the laws on the books and actual practice: women do not always have access to the equality which formal laws establish. One reason for this may be poor implementation of legislation due to weak enforcement or design, or low capacity.

Identifying legal differences is one step toward better understanding where women's economic rights may be restricted in practice. Of the countries covered by the report, only the Islamic Republic of Iran, Sudan, Tonga and the United States are not parties to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women.[18] Thus, most women in the economies covered should have access to formal equality. But as the report shows, that is not the case in the majority of economies.

Methodological strengths and limitations

The *Women, Business and the Law* methodology was designed to be an easily replicable way to benchmark the legal and regulatory environment for women as entrepreneurs and employees. This approach has advantages and limitations that should be understood when using the data.

A key consideration for the project is that the indicators are comparable in economies across the globe. The indicators are based on standardized assumptions. One, for instance, is that the location of the woman in question is the largest business city of the economy. However, in reality legislation may differ within federal economies, where laws affecting women can vary by state. Even in non-federal economies, women in rural areas and small towns may face more restrictive local legislation.

In addition, where several sets of personal law[19] prescribe different rights and obligations for different groups of women, the

data focus on the most populous group, which may mean that restrictions that apply only to minority populations are missed. A detailed explanation of the report's methodology and recent changes to it—including all the questions asked and assumptions made—is provided in the data notes.

Women, Business and the Law recognizes the limitations of standardized assumptions, but while such assumptions come at the expense of specificity, they also help ensure data comparability. The dataset does not include qualitative assessments. Outcome variables, such as female labor force participation rates, also are not part of the dataset, though they are used in analysis for this report.

The dataset complements a number of other sets of gender indicators which are constructed using both outcome variables and in some cases qualitative assessments (box 2.2). These indices take different approaches to developing gender indicators and present different views of women's position in society. However, *Women, Business and the Law* is one of the only global datasets measuring gender gaps in policies using quantitative, objective data.

Rules and regulations are directly controlled by policy makers—and they are often where policy makers start when they set out to change the incentives that govern women's economic lives. *Women, Business and the Law* not only shows where gender differences exist in the law, it also points to specific laws which may lend themselves to reform. Its quantitative measures support research on how specific regulations affect women's incentives to participate in economic activity. Moreover, the dataset is regularly updated every two years, making it possible to analyze variations over time.

How are the data collected?

The *Women, Business and the Law* data are based on domestic laws and regulations. The data cover small economies and some of the poorest economies, for which little or no data are available in other data sets. The new areas of coverage are based on consultations across the World Bank Group, including with the Gender and Jobs Cross-Cutting Solutions Areas and the Finance and Markets; Governance; Poverty; Social Protection and Labor; Trade and Competiveness; and Urban, Rural and Social Development Global Practices.

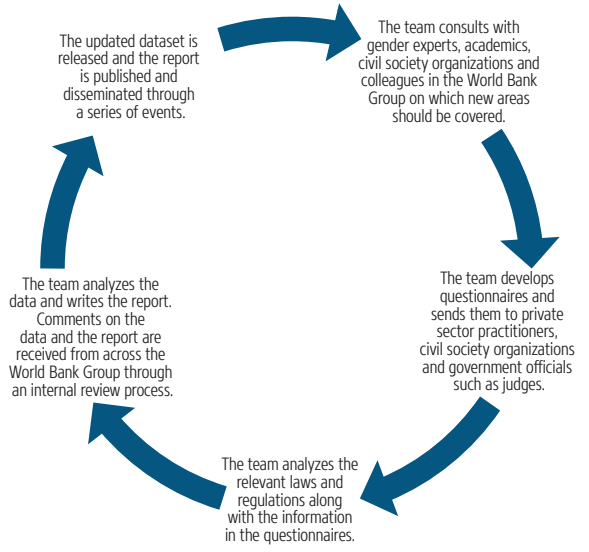
The report's indicators were constructed based on responses from practitioners with expertise in family, labor and criminal law, including lawyers, judges, academics and members of civil society organizations working on gender issues. The data were collected through several rounds of interaction with these respondents—through responses to questionnaires, conference calls, written correspondence and visits by the team (figure 2.1). The data in this report, covering May 2013 to April 2015, were collected between September 2014 and April 2015 and are current as of April 2015.

Besides filling out written questionnaires, *Women, Business and the Law* respondents provide references to the relevant laws and regulations. The *Women, Business and the Law* team collects the texts of the relevant laws and regulations and checks questionnaire responses for accuracy. Questionnaire responses are verified against codified sources of national law including constitutions, codes, laws, statutes, rules, regulations and procedures, in areas such as labor, social security, civil procedure, tax, violence against women, marriage and family, inheritance, nationality and land. *Doing Business 2016* surveys are also used to develop some questions in the building credit indicator.

BOX 2.2 OTHER GLOBAL GENDER INDICATORS

- **The Global Gender Gap Index**, published by the World Economic Forum, examines gender inequalities in 142 economies using criteria based on economics, politics, education and health. This index uses mainly quantitative outcome variables, such as the ratio of female to male labor force participation.
- **The Social Institutions and Gender Index** (SIGI) is a composite measure based on the Gender, Institutions and Development Database produced by the Organisation for Economic Co-operation and Development (OECD). The SIGI, which scores 160 economies on discrimination in social institutions, is an unweighted average of five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets and restricted civil liberties. The data are both quantitative and qualitative.
- **The United Nations Gender Inequality Index** (GII) provides a composite measure of gender disparity for 187 economies. This index identifies five indicators in three areas: reproductive health, empowerment (as measured by educational attainment and parliamentary representation) and the labor market. The indicators are based on quantitative outcome variables.
- **The United Nations Gender-Related Development Index** (GDI) adds a gender lens to data gathered for the UN Human Development Index in order to account for gender differences in development outcomes such as health, education and control over economic resources. The indicators are based on quantitative outcome variables and cover 187 economies.

FIGURE 2.1 HOW *WOMEN, BUSINESS AND THE LAW* DATA ARE COLLECTED



Women, Business and the Law requires each legal data point to have a citable legal source, and sources for every data point are posted on the project website (http://wbl.worldbank.org) to ensure that the data are transparent. More detailed data on each economy, including links to the legal sources, are also provided on the website. Feedback is welcome on all aspects of the report and can be offered through the website.

Because of the data verification and quality assurance process, the role of contributors centers on helping the *Women, Business and the Law* team find and understand relevant laws and regulations.

Women, Business and the Law can be used to raise awareness, inform policy discussions on gender differences in laws and encourage policymakers to take action to build up women's economic opportunities. The report is also designed to be used to further research into each economy and across economies on the links between legal gender differences and outcomes for women.

What's next?

Future editions of this report will seek to expand or refine current indicators in light of emerging research on gender equality.

Beyond what is already covered for the providing incentives to work and getting a job indicators, forthcoming reports may expand the data to cover such areas as the care economy, including childcare, as well as rules governing part-time work where women tend to be concentrated. More information will also be gathered on how men and women obtain birth certificates for their children—an essential precursor to obtaining any identity document. Processes for registering property that may disproportionately help women will also be examined, as will the existence of collateral registries. Finally, further work will be carried out on how taxation affects women's inclusion in the economy.

As progress is monitored on the seven indicators, it will become possible to identify which economies are more active in changing laws affecting women's economic participation over time, and what effect this has on economic outcomes for women.

Notes

1 See World Bank, *Enterprise Surveys*, http://www.enterprisesurveys.org; and World Bank Group, *Doing Business*, http://www.doingbusiness.org.

2 The protecting women from violence indicator was piloted in the 2014 report for a subset of 100 economies. Data covered laws, regulations and institutions that deal with domestic violence and sexual harassment. For this edition the data have expanded to all 173 economies and cover additional areas of violence against women.

3 Candidate list quotas require that political party candidate lists contain a minimum percentage of women eligible for election. Data coverage was expanded to candidate list quotas to capture different types of quota systems applicable for women.

4 A protection order is issued by a court or judge to protect a victim from harassment or abuse. Such orders may prohibit a perpetrator of domestic violence from contacting or harming the victim.

5 Duflo and Udry 2004; Robinson 2012; Duflo 2012.

6 Krogh, Hansen, Wendt and Elkjaer 2009.

7 Lagerlöf 2003.

8 Lagerlöf 2003.

9 Aguirre, Hoteit, Rupp and Sabbagh 2012.

10 Gonzales, Jain-Chandra, Kochhar and Newiak 2015.

11 World Bank 2011.

12 Gonzales, Jain-Chandra, Kochhar and Newiak 2015.

13 Cuberes and Teignier 2014.

14 Cuberes and Teignier 2014.

15 Hussain 2015.

16 Hussain 2015.

17 Duflo 2012; Kabeer et al. 2013.

18 The United States has signed but not ratified the convention.

19 Personal law refers to non-customary legal systems that stem from tradition or doctrinal texts, which are sometimes uncodified.

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3. Summaries of *Women, Business and the Law* Reforms

Women, Business and the Law reforms that affected all indicators, covering the period from May 2013 through April 2015:

✔ **Reform increasing gender parity**
o **Reform neutral to gender parity**
✘ **Reform decreasing gender parity**

Albania

✔ **Getting a job**

Albania is gradually removing gender differences in retirement ages for men and women so that they are equal by 2056.

✔ **Protecting women from violence**

Albania added criminal sanctions for sexual harassment to its penal code.

Belarus

✔ **Getting a job**

Belarus reduced the number of professions in which female work is prohibited from 252 to 182. Further, the Labor Code no longer distinguishes between prenatal and postnatal maternity leave, which gives mothers more flexibility about how to take their leave.

✔ **Building credit**

Belarus adopted a new law in 2014 that mandates micro finance institutions to report data on credit history to the national credit bureau.

✔ **Providing incentives to work**

Belarus introduced additional non-tax-related benefits for the state allowance to families with children.

✔ **Protecting women from violence**

Belarus adopted a law on domestic violence that criminalizes physical, sexual and psychological violence and establishes specialized procedures for cases of domestic violence, including provisions for protection orders.

Belgium

✔ **Protecting women from violence**

Belgium introduced civil remedies for victims of sexual harassment in the workplace.

Chad

✔ **Going to court**

Chad raised the maximum amount for the small claims court.

Chile

✔ **Accessing institutions**

Chile enacted an electoral reform ensuring a 40% quota for women at the national level.

Colombia

✔ **Going to court**

Colombia raised the maximum amount for small claims eligible for a fast-track procedure.

Congo, Rep.

✔ **Accessing institutions**

Republic of Congo increased its candidate list quotas for women from 15% to 30% for elections at the national level.

Costa Rica

✔ **Going to court**

Costa Rica raised the maximum amount for the small claims court.

Croatia

✔ **Using property**

Croatia introduced special provisions on transactions related to the marital home: written spousal consent is required to alienate or encumber property that is used as a family home.

✔ o **Getting a job**

Croatia increased the length of paid parental leave from 90 to 120 days per person.

Croatia is also gradually raising the retirement and early pensionable ages for both men and women.

Egypt, Arab Rep.

✔ **Accessing institutions**

The Arab Republic of Egypt added "sex" as a protected category in the nondiscrimination clause in its new constitution. The constitution also introduced reserved seat quotas for women in parliament (10%) and on local councils (25%).

o **Going to court**

The constitution altered the composition of the constitutional court.

✔ **Protecting women from violence**

The Arab Republic of Egypt adopted a law which criminalizes sexual harassment in employment, education and public spaces.

Fiji

✔ **Accessing institutions**

Fiji adopted a new constitution which no longer recognizes customary law as a source of law. Previously customary law was exempt from constitutional provisions on nondiscrimination.

✔ **Going to court**

The new constitution also establishes that the Supreme Court may review any matter concerning the application or interpretation of the constitution.

Georgia

✔ **Getting a job**

Georgia increased the length of paid maternity leave from 126 to 183 days. It also increased the length of unpaid maternity leave from 351 to 547 days.

✔ **Protecting women from violence**

Georgia amended its criminal code to explicitly penalize marital rape. The code also provides for removal of a perpetrator of domestic violence from the home and calls for criminal sanctions for the forced marriage of a minor.

Germany

✔ **Accessing institutions**

Germany introduced a 30% quota for women on corporate boards.

Guinea

✔ **Getting a job**

Guinea's new labor code mandates nondiscrimination in hiring based on gender.

Haiti

✔ **Accessing institutions**

A new electoral law provides that in Haiti one of three city council members must be a woman.

Hong Kong SAR, China

✔ **Getting a job**

Hong Kong SAR, China introduced three days of paid paternity leave.

Hungary

✔ **Using property**

Hungary reformed the family law section of its civil code. It added new provisions that prevent either spouse from disposing of the marital home while property is held in community and requires the consent of the other spouse even after dissolution of the marriage until the right of tenancy is settled.

✔ **Protecting women from violence**

Economic violence is now criminalized as a form of domestic violence.

India

✔ **Accessing institutions**

India introduced a quota on female representation on corporate boards: at least one board member of every listed company must be a woman.

Iran, Islamic Rep.

✔ **Getting a job**

Islamic Republic of Iran increased the length of paid maternity leave from 180 to 270 days and introduced 14 days of paid paternity leave.

Israel

✔ **Getting a job**

Israel introduced three days of unpaid paternity leave.

✔ **Protecting women from violence**

Israel raised the age of marriage for girls from 17 to 18.

Italy

✔ **Protecting women from violence**

In Italy economic violence is now criminalized as a form of domestic violence and a specialized procedure is established to hear such cases.

Jamaica

✔ **Getting a job**

Jamaica repealed legislation that had restricted night work for women.

✔ **Building credit**

Jamaica also has a new credit bureau which reports loans smaller than 1% GNI per capita.

Kazakhstan

✔ **Going to court**

Kazakhstan adopted a fast-track procedure for claims of a small value in its civil code.

✔ **Getting a job**

Kazakhstan is gradually removing gender differences in retirement ages for men and women so that they are equal by 2027.

Kenya

✔ **Using property**

Kenya's new law on matrimonial property makes partial community of property the standard regime. Both spouses now have equal rights to administering joint property.

o **Getting a job**

Kenya raised the age at which both men and women can retire and receive benefits to 60.

✔ **Protecting women from violence**

Kenya's new marriage act stipulates that the minimum legal age of marriage for both boys and girls is 18 and marriages that violate the age requirement are void. The law also establishes criminal penalties for underage marriage.

Korea, Rep.

o **Protecting women from violence**

The Republic of Korea lowered the age of majority, and therefore the age at which boys and girls can get married without parental consent, from 20 to 19.

Lao PDR

✔ **Providing incentives to work**

The Lao People's Democratic Republic enacted a new labor code which introduces leave to care for family members.

✔ ✘ **Getting a job**

The Lao People's Democratic Republic also introduced three days of paid paternity leave and increased the length of paid maternity leave from 90 to 105 days.

However, the new labor code does not mandate equal remuneration for work of equal value, as was previously the case.

✔ **Building credit**

The Lao People's Democratic Republic lowered to zero the minimum loan amount for inclusion in the credit registry.

Latvia

✔ **Getting a job**

Latvia increased the percentage of wages paid by the government during maternity and paternity leave from 68% to 80%.

✔ **Protecting women from violence**

For the first time Latvia adopted legislation on domestic violence. It comprehensively defines all forms of domestic violence and protects spouses, former spouses, partners in nonmarital intimate relationships and family members. A special procedure to hear these cases was also introduced.

Lebanon

✔ **Getting a job**

Lebanon increased the length of paid maternity leave from 49 to 70 days.

✔ **Protecting women from violence**

For the first time Lebanon adopted legislation on domestic violence. The law defines all forms of domestic violence and establishes clear criminal penalties. It protects spouses and family members and allows victims to apply for protection orders that can provide for removal of the perpetrator from the home and prohibition of contact with the survivor. It sets out a special procedure to hear these cases.

Lesotho

o **Accessing institutions**

Lesotho introduced national ID cards. The application process is the same for men and women.

Luxembourg

✔ **Protecting women from violence**

Luxembourg raised the age of marriage for girls from 16 to 18.

Macedonia, FYR

✔ **Getting a job**

The Former Yugoslav Republic of Macedonia introduced 90 days of unpaid parental leave.

✔ **Protecting women from violence**

It also passed a law on domestic violence which for the first time includes economic violence and a special procedure for domestic violence cases.

Malawi

✔ **Providing incentives to work**

Malawi's new education act provides for free and compulsory primary education.

✔ **Protecting women from violence**

The legal age of marriage has been raised for both boys and girls to 18.

Mauritius

✔ **Getting a job**

Mauritius now mandates equal remuneration for work of equal value.

Mexico

✔ **Accessing institutions**

Mexico increased gender quotas for party lists in federal district elections from 46% to 50%, and also introduced the requirement that male and female candidates alternate placement on the list.

✔ **Building Credit**

Mexico facilitated women's access to credit by amending its legislation to provide for equality between men and women when accessing goods and services.

✔ **Providing incentives to work**

Mexico has a new law that makes payments for childcare tax-deductible.

Mongolia

✔ **Building credit**

Credit reports in Mongolia now include negative payment information for communications services as well as full payment history for mobile phone leasing.

Mozambique

✔ **Protecting women from violence**

Mozambique enacted a new penal code which no longer allows charges for rape to be dropped when the perpetrator marries the victim. The code also incorporates protections against sexual harassment in education.

New Zealand

✔ **Getting a job**

New Zealand increased the length of paid maternity leave from 98 to 112 days.

✔ **Protecting women from violence**

It also introduced legislation to address economic violence as a form of domestic violence.

Nicaragua

✔ **Accessing institutions**

Nicaragua reformed its family code to give married men and women equal rights to be head of family and to choose the marital home.

✔ **Using property**

The new family code of Nicaragua makes separation of property the default regime and repeals the provisions that gave judges decision-making power about ownership of assets in case of disagreement between spouses. Thus, when property is divided, all separate property remains with its owner and assets over which spouses disagreed are presumed to be jointly owned in equal shares.

✔ **Getting a job**

Nicaragua introduced five days of paid paternity leave.

✔ **Protecting women from violence**

The new family code of Nicaragua also raised the minimum age of marriage for both boys and girls from 14 to 16.

Niger

✔ **Accessing institutions**

Niger reformed its nationality law to allow both men and women to pass on their citizenship to foreign spouses. It also raised the reserved seat quota for women at the national and local levels to 15%.

Norway

✔ **Accessing institutions**

Norway amended its constitution to include an equality provision.

o **Getting a job**

Though the total length of parental leave remains the same, Norway changed the allocations for mothers and fathers.

Oman

✔ **Providing incentives to work**

Oman introduced free and compulsory primary education.

Pakistan

✔ **Accessing institutions**

Pakistan introduced a 22% quota for women in local governments.

✔ **Protecting women from violence**

The legal age of marriage for both boys and girls is now set at 18, and there are criminal sanctions for men who contract and anyone who performs, facilitates or permits underage marriage.

Papua New Guinea

o **Accessing institutions**

Papua New Guinea introduced a national identification system. The application process for national ID cards is equal for men and women.

Peru

✔ **Protecting women from violence**

Peru enacted new legislation covering sexual harassment in public spaces.

Poland

✔ **Getting a job**

Poland introduced 182 days of paid parental leave.

Portugal

o **Getting a job**

Portugal raised the age at which both men and women can retire and receive benefits to 66.

São Tomé and Príncipe

✔ **Getting a job**

São Tomé and Príncipe raised the age at which women can retire and receive benefits so that it is now equal with the age at which men can retire and receive benefits.

Saudi Arabia

✔ **Accessing institutions**

Saudi Arabia introduced a 20% quota for women at the national level.

✔ **Protecting women from violence**

Saudi Arabia enacted its first law on domestic violence, which it defines to include physical, sexual and psychological violence. It provides criminal penalties and protects spouses and family members.

Senegal

✔ **Accessing institutions**

Senegal reformed its nationality law to grant women the same rights as men to transfer their nationality to their husbands and children.

Serbia

✔ **Getting a job**

Serbia is gradually removing gender differences in retirement ages for men and women so that they are equal by 2032. It also now obliges employers to provide break time for breast-feeding employees.

Seychelles

✔ **Building credit**

Seychelles established a new registry which reports loans smaller than 1% GNI per capita.

Singapore

✔ **Getting a job**

Singapore introduced seven days of paid paternity leave and seven days of paid parental leave.

Slovenia

✔ o **Getting a job**

Slovenia increased the length of paid paternity leave from 15 to 30 days.

It also made parental leave an individual entitlement but did not alter the total amount of days granted to the parents.

South Africa

✔ **Getting a job**

South Africa now mandates equal remuneration for work of equal value.

St. Vincent and the Grenadines

o **Getting a job**

St. Vincent and the Grenadines is gradually increasing the age at which men and women can retire and receive benefits to 65.

Sudan

✔ **Accessing institutions**

Sudan raised the reserved seat quota for women in national parliament to 30%.

Suriname

✔ **Accessing institutions**

Suriname reformed its nationality law to grant women the same rights as men to transfer their nationality to spouses and children.

Taiwan, China

✔ **Getting a job**

Taiwan, China increased the length of paid paternity leave from three to five days. It also lifted previous restrictions that prevented women from working in mining, jobs deemed hazardous and occupations that require heavy lifting.

✔ **Building credit**

Taiwan, China's Joint Credit Information Center is now collecting data on payment of utility services as part of the credit information they gather.

Tajikistan

✔ **Providing incentives to work**

Tajikistan now provides public childcare services.

Thailand

✘ **Accessing institutions**

Thailand's 2014 Constitution, meant as an interim constitution, addresses mostly the mechanisms of government and no longer includes a nondiscrimination clause. Drafting of a more comprehensive constitution with rights and liberties is currently underway.

Togo

✔ **Accessing institutions**

Togo reformed its family code to remove the provision that designated husbands to be head of household.

Tonga

✔ **Protecting women from violence**

Tonga enacted a new law which covers physical, sexual and economic domestic violence against former and current spouses and family members. The law criminalizes domestic violence, protects women in nonmarital intimate relationships and gives access to protection orders through specialized court procedures. Marital rape is explicitly criminalized.

Trinidad and Tobago

✔ **Going to court**

Trinidad and Tobago raised the maximum amount for the small claims court.

Tunisia

✔ **Accessing institutions**

Tunisia's new constitution specifies gender as a protected category in its nondiscrimination clause. Tunisia also introduced quotas for candidate lists in national elections.

✔ **Going to court**

The new constitution establishes a court with jurisdiction to examine the constitutionality of laws.

Turkey

✔ **Providing incentives to work**

Turkey enacted a new law that introduced one year of publicly provided pre-primary services.

Uganda

o **Accessing institutions**

Uganda introduced national identity cards in 2014. The application process is the same for men and women.

United Kingdom

✔ **Getting a job**

United Kingdom introduced 259 days of paid parental leave. It also introduced 91 days of unpaid parental leave.

United Arab Emirates

✔ **Building credit**

In United Arab Emirates the credit registry is now collecting data on the payment history of utilities as part of the information they gather.

Uruguay

✔ **Getting a job**

Uruguay increased the length of paid maternity leave from 84 to 98 days. It also increased the length of paternity leave from three to seven days. Paternity leave is now paid by the government instead of the employer.

✔ **Protecting women from violence**

Uruguay raised the minimum age of marriage with parental consent for both boys and girls to 16.

West Bank and Gaza

✔ **Building credit**

West Bank and Gaza's credit registry, managed by the Palestine Monetary Authority, has started reporting credit data from one home appliance retailer and one mobile phone utility, in addition to data from banks and microfinance institutions.

Zambia

✔ **Building credit**

In Zambia, the credit bureau is collecting data from retailers and utility companies as part of the information they gather.

Zimbabwe

✔ **Protecting women from violence**

Zimbabwe's new constitution now prevents child and early marriage by setting the legal age of marriage at 18 for boys and girls.

4. Data Notes

Women, Business and the Law highlights legal gender differences worldwide. Specifically, the report examines laws and regulations that affect women's ability to be entrepreneurs and employees. Legislation can affect women's economic potential directly and indirectly. Thus, the indicators covered in the report capture both laws that directly differentiate between men and women and laws that indirectly have a greater impact on women's ability to earn an income, start a business or get a job. The *Women, Business and the Law* project worked with contributors in each of the economies covered to determine the sources of gender differentiation in the law. Data from the surveys were checked for accuracy by referencing primary legal sources to revise or expand the information collected. The data was collected over a two-year period that ended in April 2015.

With regard to women's rights, different economies reflect different cultural norms and values in their legislation. Though there has been progress toward gender parity, restrictions that limit women's prospects as entrepreneurs and employees remain. This report provides objective, easily comparable data to inform dialogue and research about women's economic rights and opportunities.

Covering 173 economies, *Women, Business and the Law* provides comparable data on the following seven areas:

- **Accessing institutions** explores women's legal ability to interact with public authorities and the private sector in the same ways as men.
- **Using property** analyzes women's ability to access and use property based on their ability to own, manage, control and inherit it.
- **Getting a job** assesses restrictions on women's ability to work, such as prohibitions on working at night or in certain occupations. This indicator also covers laws on work-related maternity, paternity and parental benefits, retirement age, equal remuneration for work of equal value and nondiscrimination in hiring.
- **Providing incentives to work** examines personal income tax credits and deductions available to women relative to men and the provision of childcare and education services.
- **Building credit** identifies the minimum loan thresholds of private credit bureaus and public credit registries and tracks bureaus and registries that collect information from microfinance institutions, utilities and retailers.
- **Going to court** considers the ease and affordability of accessing justice by examining small claims courts, women's ability to testify in court and the incidence of women judges on constitutional courts.
- **Protecting women from violence** examines the existence of legislation on domestic violence, sexual harassment, marital rape, age of marriage and protection orders.

Since the publication of *Women, Business and the Law 2014* there have been methodological changes in the seven indicators, both in the number of questions covered and in the way the previously existing questions were analyzed. The principal methodological changes are summarized at the end of this chapter and new questions are footnoted throughout the text.

Economy coverage and characteristics

The economies covered in this report are listed in table 4.1.

This report is global in scope. It builds on the experience of the *Doing Business* project in developing objective indicators of impediments to entrepreneurship and employment by applying specific analysis to conditions for women. *Doing Business* analyzes regulations in 189 economies that apply to a business throughout its life cycle, including start-up and operations, trading across borders, paying taxes and resolving insolvency. As in the *Doing Business* project, *Women, Business and the Law* uses formal laws as a starting point for analysis.

The report's indicators were constructed using responses from expert country practitioners in family, labor and criminal law: including lawyers, judges, academics and members of civil society organizations working on gender issues. The data were collected through several rounds of interaction with these respondents, including standardized questionnaires, conference calls, written correspondence and visits by the team.

Besides filling out written questionnaires, *Women, Business and the Law* respondents provide references to the relevant

TABLE 4.1 ECONOMIES COVERED BY *WOMEN, BUSINESS AND THE LAW 2016*

Region	Number of economies	Economies by region
East Asia & Pacific	18	Brunei Darussalam; Cambodia; China; Fiji; Hong Kong SAR, China; Indonesia; Lao PDR; Malaysia; Mongolia; Myanmar; Papua New Guinea; Philippines; Singapore; Taiwan, China; Thailand; Timor-Leste; Tonga; Vietnam
Europe & Central Asia	23	Albania; Armenia; Azerbaijan; Belarus; Bosnia and Herzegovina; Bulgaria; Croatia; Georgia; Kazakhstan; Kosovo; Kyrgyz Republic; Latvia; Lithuania; Macedonia, FYR; Moldova; Montenegro; Romania; Russian Federation; Serbia; Tajikistan; Turkey; Ukraine; Uzbekistan
OECD high income	32	Australia; Austria; Belgium; Canada; Chile; Czech Republic; Denmark; Estonia; Finland; France; Germany; Greece; Hungary; Iceland; Ireland; Israel; Italy; Japan; Korea, Rep.; Luxembourg; Netherlands; New Zealand; Norway; Poland; Portugal; Slovak Republic; Slovenia; Spain; Sweden; Switzerland; United Kingdom; United States
Latin America & Caribbean	32	Antigua and Barbuda; Argentina; Bahamas, The; Barbados; Belize; Bolivia; Brazil; Colombia; Costa Rica; Dominica; Dominican Republic; Ecuador; El Salvador; Grenada; Guatemala; Guyana; Haiti; Honduras; Jamaica; Mexico; Nicaragua; Panama; Paraguay; Peru; Puerto Rico (U.S.); St. Kitts and Nevis; St. Lucia; St. Vincent and the Grenadines; Suriname; Trinidad and Tobago; Uruguay; Venezuela, RB
Middle East & North Africa	19	Algeria; Bahrain; Djibouti; Egypt, Arab Rep.; Iran, Islamic Rep.; Iraq; Jordan; Kuwait; Lebanon; Malta; Morocco; Oman; Qatar; Saudi Arabia; Syrian Arab Republic; Tunisia; United Arab Emirates; West Bank and Gaza; Yemen, Rep.
South Asia	8	Afghanistan; Bangladesh; Bhutan; India; Maldives; Nepal; Pakistan; Sri Lanka
Sub-Saharan Africa	41	Angola; Benin; Botswana; Burkina Faso; Burundi; Cameroon; Chad; Congo, Dem. Rep.; Congo, Rep.; Côte d'Ivoire; Equatorial Guinea; Ethiopia; Gabon; Ghana; Guinea; Kenya; Lesotho; Liberia; Madagascar; Malawi; Mali; Mauritania; Mauritius; Mozambique; Namibia; Niger; Nigeria; Rwanda; São Tomé and Príncipe; Seychelles; Sierra Leone; Senegal; South Africa; South Sudan; Sudan; Swaziland; Tanzania; Togo; Uganda; Zambia; Zimbabwe

laws and regulations. The *Women, Business and the Law* team collects the texts of relevant laws and regulations and checks questionnaire responses for accuracy. Questionnaire responses are verified against codified sources of national law, including constitutions, marriage and family codes, labor laws, passport procedures, citizenship rules, inheritance statutes, tax regulations, land laws, gender equality laws, civil procedure rules, electoral laws, social security codes, criminal laws and laws on violence against women. *Doing Business 2016* surveys were also used to develop some of the questions in the building credit indicator.

Women, Business and the Law requires each legal data point to have a citable legal source, and to ensure transparency of the data the source is provided for every data point on the project website (wbl.worldbank.org). The website also provides more detailed data on each economy, with links to the legal sources used.

The report team welcomes feedback on the methodology and construction of the indicators with the hope of improving both its coverage and scope. Feedback on all aspects of the report can be offered through the project website.

The *Women, Business and the Law* methodology has several useful characteristics:

- It is transparent and uses factual information derived directly from laws and regulations.
- Because the assumptions used when collecting the data are standardized, comparisons are valid across economies.
- The data identify both potential obstacles to women in business and legislative sources that can be changed as a result of the new information.

While *Women, Business and the Law* focuses on written laws, there is often a large gap between law on the books and actual practice. Thus, women do not always have access to the equality they are legally entitled to. What this project attempts to do, however, is to identify areas where there is still formal legal differentiation and clarify how these legal differences affect women.

The following 142 questions were asked about the seven main topics for 173 economies, producing a total of 24,566 data points. Each question is followed by information on how the answers were standardized and made comparable across all economies. Any assumptions are also listed.

ECONOMY CHARACTERISTICS

Gross national income per capita

Women, Business and the Law 2016 reports 2014 income per capita as published in the World Bank's World Development Indicators 2015. For cost indicators expressed as a percentage of income per capita, 2014 gross national income (GNI) Atlas method in current U.S. dollars is used as a denominator. GNI data based on the Atlas method were not available for Austria; Bahrain; Barbados; Belize; Brunei Darussalam; Czech Republic; Djibouti; Finland; the Islamic Republic of Iran; Jamaica; Kuwait; Luxembourg; Malta; New Zealand; Oman; Papua New Guinea; Puerto Rico (U.S.); Saudi Arabia; Slovak Republic; Slovenia; Spain; Suriname; Switzerland; the Syrian Arab Republic; Taiwan, China; Trinidad and Tobago; Tunisia; West Bank and Gaza; and the Republic of Yemen. In these cases GDP or GNP per capita data and growth rates from other sources, such as the International Monetary Fund's World Economic Outlook database and the Economist Intelligence Unit were used.

Region and income group

Women, Business and the Law uses the World Bank regional and income group classifications, available at http://data.worldbank.org/about/country-and-lending groups. Regional averages presented in figures and tables in the *Women, Business and the Law* report include economies from all income groups (low, lower middle, upper middle and high income), though high income OECD economies are assigned the "regional" classification OECD high income.

Female population and labor force participation rate

Women, Business and the Law 2016 reports midyear 2014 female population data as published in the World Bank's World Development Indicators 2015. That publication was also used to obtain data on the female labor force participation rate, as percentage of the female population age 15–64.

Accessing institutions

Assumptions

It is assumed that the woman

- Resides in the main business city of the economy being examined.
- Has reached the legal age of majority and is capable of making decisions as an adult; if there is no legal age of majority, the woman is assumed to be 30 years old.
- Is sane, competent, in good health and has no criminal record.
- Is a lawful citizen of the economy examined.
- Where the question assumes the woman or man is married, the marriage is monogamous and registered with the authorities.
- Where the question assumes the woman or man is unmarried, she or he has never been married.
- Where the answer differs according to the legal system applicable to the woman in question (as may be the case in economies where there is legal plurality), the answer used will be the one that applies to the majority of the population.

Answers to the questions are based on codified law and not how that law is applied in practice. Therefore, customary law is not taken into account unless it has been codified. Questions on the status of customary law within the legal system refer to its existence and position within the hierarchy of legislation but do not assess its content. Reciprocal restrictions that govern the conduct of both spouses are not covered; this indicator measures only restrictions that govern the conduct of the wife, but not the husband.

Constitutional rights

This subtopic analyzes constitutional provisions that are relevant for gender equality. In economies that do not have a unified written constitution but do have basic laws or similar documents that have been recognized as having the same legal force as a constitution, for example a supreme court decision, or economies that have enacted a charter of fundamental rights, these documents are used as the basis for the questions. For economies without a written constitution, these questions do not apply.

The seven questions for this subtopic are:

1. Does the constitution contain a clause on nondiscrimination?
    - For the answer to be "Yes," the constitution must use either the word discrimination or the word nondiscrimination.
    - The answer is also "Yes" even when there is a "claw-back" provision granting exceptions to the nondiscrimination clause for certain areas of the law, such as inheritance, family and customary law.
    - The answer is "No" if
        - there is no nondiscrimination provision, or

- the nondiscrimination language is present in the preamble but not in an article of the constitution, or
- there is a provision that merely stipulates that the sexes are equal, or the sexes have equal rights and obligations—this is considered to be an equality clause, or
- there is merely a provision stipulating that people are equal before the law, but no provision is dedicated to nondiscrimination, or
- there is merely language negating privileges based on categories, such as "There shall be no privileges based on birth, sex, class or religion," or
- the constitution refers to an international treaty that addresses discrimination but does not have its own nondiscrimination provision, or
- the constitution does not ban discrimination but empowers the legislative branch to enact laws fostering nondiscrimination.

2. If there is a nondiscrimination clause in the constitution, does it mention gender?

- The answer is "Yes" if
  - the constitution explicitly states that gender or sex is a protected category for nondiscrimination, or
  - the nondiscrimination clause does not explicitly mention gender or sex but specifies that male and female citizens are equal without discrimination.
- The answer is also "Yes" if there is a clawback provision granting exceptions to the nondiscrimination clause for certain areas of the law, such as inheritance, family and customary law.
- The answer is "N/A" if there is no nondiscrimination provision.
- The answer is "No" if
  - there is no nondiscrimination provision, or
  - there is a nondiscrimination provision that does not specify gender or sex as protected categories, or
  - the nondiscrimination language that includes sex is present in the preamble but not in an article of the constitution, or
  - there is merely a provision stipulating that the sexes are equal or the sexes have equal rights and obligations—this is considered to be an equality clause, or
  - there is merely a stipulation that the sexes are equal before the law but there is no provision dedicated to nondiscrimination, or
  - there is merely language negating privileges based on sex, or
  - there is merely a provision entitling both sexes to fundamental rights without use of the word discrimination, although a phrase such as "without regard to sex" or "whatever his sex" is used.

3. Does the constitution contain a clause on equality?

- The answer is "Yes" if there is an equal protection or a general equality provision in the constitution, and the provision applies generally to "all citizens" and does not specify women as a protected category.
- The answer is "No" if there is no equal protection or general equality provision in the constitution.

4a. Is customary law recognized as a valid source of law under the constitution?

- The answer is "Yes" if
  - the constitution explicitly recognizes customary law or customary law courts, or
  - the constitution refers to methods by which customary law will be aligned with constitutional principles, or by which customary law is to be determined, or the constitution refers to requirements that customary chiefs be consulted before enactment of legislation, or
  - the constitution allows laws that applied before the constitution comes into force to continue to have the force of law, if the country had a robust system of customary law in place at the time.
- The answer is "No" if
  - there is no explicit constitutional recognition of customary sources or systems of law, or
  - the constitution recognizes customary law to be applied only in certain limited territorial areas.
- This question does not include customary contractual terms or other forms of implied usage.

4b. If customary law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?

- The answer is "Yes" if
  - the constitution provides that customary law is considered invalid if it violates other provisions of constitutional law, or

- the constitution makes reference to methods by which customary law will be aligned with constitutional principles on nondiscrimination or equality, or
- the constitution establishes that customary laws or rights are guaranteed equally to men and women.

- The answer is "No" if customary law takes precedence over constitutional nondiscrimination or equality provisions or the constitution is silent with regard to a hierarchy of laws or provisions.
- The answer is "N/A" if there are no constitutional provisions on nondiscrimination or equality, or the constitution does not explicitly state that customary law is considered a valid source of law.

5a. Is personal law recognized as a valid source of law under the constitution?

- The answer is "Yes" if
  - the constitution explicitly recognizes personal or religious law, or
  - the constitution makes reference to methods by which personal law will be aligned with constitutional principles or by which personal law is to be determined, or provides for a religious council or other body to advise on the passage of personal laws, or recognizes religious systems of law or religious sources of law, or
  - the constitution allows laws that applied before the constitution came into force to remain valid, if the country had a robust system of personal law in place at the time.
- The answer is "No" if there is no explicit constitutional recognition of religious sources or systems of law.

5b. If personal law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?

- The answer is "Yes" if the constitution provides that personal or religious law is considered invalid if it violates other provisions of constitutional law.
- The answer is "No" if
  - personal or religious law takes precedence over constitutional provisions on nondiscrimination or equality, or
  - religious law is declared to be the basis of all legislation, and the constitution either contains a supremacy clause or is silent with regard to a hierarchy of laws or provisions.
- The answer is "N/A" if there are no constitutional provisions on nondiscrimination or equality, or if personal or religious laws are not considered valid sources of law under the constitution.

Quotas

This subtopic focuses on the existence of quotas for corporate boards, parliaments and local governments. The five questions capture mandatory quotas concerning the number of seats reserved for women or the proportion of women on candidate lists that parties submit for elections. In hybrid quota systems where both candidate list and reserved seat mechanisms are used to determine the women's quota, the more dominant system that ultimately establishes the quota is counted. In cases of cumulative quota systems where the final quota is determined by adding together a reserved seat and a candidate list system, both are counted.

6. What are the quotas for women on corporate boards?

- Proportions are entered in percentage terms, e.g., 40%.
- If the quota is an absolute number and does not depend on the size of the corporate board, the answer is > 0.
- "No quota" means there is no quota in place.
- Percentages are entered if there are quotas for private sector companies, even if they apply only to certain companies, such as those of a certain size or those listed on a stock market.
- The answer is "N/A" if quotas exist only for public sector or government-owned companies.
- The question does not cover voluntary or recommended quotas.

7. What are the quotas for women representatives in parliament?

- Quotas reflect reserved seats and proportions are entered in percentage terms, e.g., 40%.
- "No quota" means there is no quota in place.
- The question does not cover voluntary or recommended quotas.
- If the parliament has two chambers and the law specifies a quota for one but not the other, the answer reflects the quota only for the chamber that has a quota.
- If both parliamentary chambers have quotas, only the quota for the lower chamber, e.g., the national or people's assembly, is counted.

8. What are the quotas for women representatives in local government?

- This question aims to capture seat quotas for the municipal level.
- Where the main business city is both a municipal and a federal entity, it is treated as a municipality.
- Where municipal gender quotas vary, the quota for the municipality that includes the main business city will be reflected.
- Proportions are entered in percentage terms, e.g., 40%.
- "No quota" means there is no quota in place.
- The question does not cover voluntary or recommended quotas.

9. What are the quotas for women representatives on candidate lists in national elections?[1]

- If there is a quota for candidate lists, the percentage will be indicated.
- If the quota refers not to a percentage but to where women must be placed on the list (e.g., every third candidate must be a woman), this information is converted to a percentage format (in this example, 33%).
- If the quota is an absolute number, the answer is > 0.
- If the quota varies depending on the length of the candidate list or the number of seats contested, the highest quota is recorded.
- "No quota" means there is no quota for candidate lists.
- The question does not apply to quotas for internal party elections.
- If the parliament has two chambers, and the law specifies a quota for one but not the other, the answer reflects the quota only for the chamber that has the quota. If both parliamentary chambers have quotas, only the quota for the lower chamber, e.g., the national or people's assembly, is counted.

10. What are the quotas for women representatives on candidate lists in local elections?[2]

- This question aims to capture quotas for the municipal level.
- Where the main business city is both a municipal and a federal entity, it is treated as a municipality.
- If there is a quota for candidate lists, the percentage will be indicated.
- If the quota refers not to a percentage but to where women must be placed on the list (e.g., every third candidate must be a woman), this information is converted to a percentage format (in this example, 33%).
- If the quota varies depending on the length of the candidate list or the number of seats contested, the highest quota is recorded.
- If the quota is an absolute number, the answer is > 0.
- "No quota" means there is no quota for candidate lists.
- This question does not apply to quotas for internal party elections.

Rights of married and unmarried women

This subtopic addresses whether a woman can engage in certain legal transactions in the same way as a man. It also addresses whether the marital status of the woman makes a difference. Married and unmarried men and women may not be able do things in the same way when, for instance, women must have permission or an additional signature in order to complete certain transactions, or when they must provide documentation not required of men, such as a marriage license or a proof of name change. Differences related to property transactions are taken into account only for the using property indicator. Accessing institutions does not count this type of difference.

This subtopic has 22 questions covering 11 transactions that are either legal or relate to women's freedom of movement.

In the data tables, the 22 questions for accessing institutions are condensed into 11 questions with two possible answers each, one for married and one for unmarried women:

11a. Can an unmarried woman apply for a passport in the same way as an unmarried man?

- The answer is "Yes" if, upon reaching the legal age of majority, all civil acts can be completed and there are no differences in the way an unmarried woman or man obtains a passport.
- The answer is "No" if
  - an adult unmarried woman needs the permission or signature of a guardian to apply for a passport, or
  - the passport application of an adult unmarried woman requires a reference to her father's name or any other male relative or guardian.

11b. Can a married woman apply for a passport in the same way as a married man?

- The answer is "Yes" if upon reaching the legal age of majority, all civil acts can be completed and there are no differences in the way a married woman or man obtains a passport.
- The answer is "No" if
  - an adult married woman needs the permission or signature of her husband in order to apply for a passport, or
  - documentation is required from a married woman that is not required from a married man, e.g., a marriage certificate, or a married woman's application requires reference to her husband's name.

12a. Can an unmarried woman obtain a national ID card in the same way as an unmarried man?

- The answer is "Yes" if there are no inequalities in the process for obtaining a national identity card.
- The answer is "No" if
  - an unmarried woman requires additional signatures, such as those of her father or guardian, which are not required from an unmarried man, or
  - an unmarried woman must indicate the name of her father or guardian, but an unmarried man is not required to do so, or
  - identity cards are optional for a woman, but required for a man.
- The answer is "N/A" if there is no national identity card.

12b. Can a married woman obtain a national ID card in the same way as a married man?

- The answer is "Yes" if there are no inequalities in the process for obtaining a national identity card. If married men must provide a marriage certificate or birth certificate as proof of name, whereas married women must provide a marriage certificate, the answer is still "Yes."
- The answer is "No" if
  - a married woman must provide a marriage certificate, but a married man need not, or
  - a married woman, but not a married man, must provide additional signatures, such as those of the husband, father or guardian, or
  - a married woman must indicate the name of her spouse, but a married man is not so required, or
  - identity cards are optional for women, but required for men, or
  - the identity card of a married woman displays the name of her spouse, but the identity card of a married man does not.
- The answer is "N/A" if there is no national identity card.

13a. Can an unmarried woman travel outside the country in the same way as an unmarried man?

- The answer is "Yes" if there are no restrictions on an unmarried woman travelling alone internationally.
- The answer is "No" if an unmarried woman has to have permission or additional documentation to leave the country; however, this permission must be different from what is required to get a passport, which is covered in a separate question.

13b. Can a married woman travel outside the country in the same way as a married man?

- The answer is "Yes" if there are no restrictions on a married woman travelling alone internationally.
- The answer is "No" if
  - permission or additional documentation is required for a married woman to leave the country; however, this permission must be different from that required to get a passport, which is covered in a separate question, or
  - the law requires a married woman to accompany her husband out of the country if he so wishes.

14a. Can an unmarried woman travel outside her home in the same way as an unmarried man?

- The answer is "Yes" if there are no restrictions on an unmarried woman travelling alone domestically.
- The answer is "No" if
  - permission, additional documentation or the presence of a guardian is required for her to travel domestically, or
  - an unmarried woman must justify her reasons to her father or guardian for leaving the home.

14b. Can a married woman travel outside her home in the same way as a married man?

- The answer is "Yes" if there are no restrictions on a married woman travelling alone domestically.

- The answer is "No" if
  - permission, additional documentation or the presence of her husband or a guardian is required for a married woman to travel domestically, or
  - a married woman must justify her reasons to her husband for leaving the home, or
  - leaving the home without a valid reason is considered disobedience with consequences under the law, for example, loss of her right to financial maintenance.

15a. Can an unmarried woman get a job or pursue a trade or profession in the same way as an unmarried man?

- The answer is "Yes" if
  - no permission is needed for an unmarried woman to get a job or practice a trade or profession, or
  - there is no restriction in family or civil law on an unmarried woman's ability to work.
- The answer is "No" if permission or additional documentation is required, or if a guardian can prevent an unmarried woman from working.

15b. Can a married woman get a job or pursue a trade or profession in the same way as a married man?

- The answer is "Yes" if
  - no permission is needed for a married woman to get a job or practice a trade or profession, or
  - there is no restriction in family or civil law on a married woman's ability to work.
- The answer is "No" if
  - the husband can prevent his wife from getting or keeping a job or pursuing a trade or profession, or
  - permission or additional documentation is required for a married woman to get a job, or
  - a married man can go to court to get his wife's employer to fire her from her job or force her to leave her profession, or
  - it is considered a form of disobedience with legal ramifications for a wife to engage in employment contrary to her husband's wishes or the interests of the family.

16a. Can an unmarried woman sign a contract in the same way as an unmarried man?

- The answer is "Yes" if full legal capacity is obtained upon the age of majority and there are no restrictions on an unmarried woman signing legally binding contracts.
- The answer is "No" if an unmarried woman has limited legal capacity to sign a binding contract.

16b. Can a married woman sign a contract in the same way as a married man?

- The answer is "Yes" if full legal capacity is obtained upon the age of majority and there are no restrictions on a married woman signing legally binding contracts.
- The answer is "No" if a married woman has limited legal capacity to enter into contracts or needs the signature, consent or permission of her husband to legally bind herself.
- This question does not concern restrictions on married women signing contracts specifically related to marital property governed by the default marital property regime; these are covered under the using property indicator.

17a. Can an unmarried woman register a business in the same way as an unmarried man?

- The answer is "Yes" if a woman obtains full legal capacity upon reaching the age of majority and there are no restrictions on an unmarried woman registering a business.
- The answer is "No" if
  - an unmarried woman has limited legal capacity to register a business; this would include situations in which a woman may not bind herself to a legal document, or
  - the registration process requires additional information or documentation for unmarried women not required of unmarried men.
- The answer is also "No" for member states of regional bodies, such as the *Organisation pour l'Harmonisation en Afrique du Droit des Affaires* (OHADA) for which supranational law applies (e.g., OHADA *Acte Uniforme Révisé sur le Droit Commercial Général*) when domestic law contravenes these supranational rules and limits the legal capacity of women.

17b. Can a married woman register a business in the same way as a married man?

- The answer is "Yes" if full legal capacity is obtained upon the age of majority and there are no restrictions on a married woman registering a business.
- The answer is "No" if a married woman
  - has limited legal capacity to register a business, as when she may not legally bind herself to a contract, or

- needs her husband's permission, signature or consent to register a business, or
- must provide information or documentation at any stage of the registration process, and the requirement does not apply to a married man.

- The answer is also "No" for member states of regional bodies, such as the *Organisation pour l'Harmonisation en Afrique du Droit des Affaires* (OHADA) for which supranational law applies (e.g., OHADA *Acte Uniforme Révisé sur le Droit Commercial Général*) when domestic law contravenes these supranational rules and limits the legal capacity of women.

18a. Can an unmarried woman open a bank account in the same way as an unmarried man?

- The answer is "Yes" if there are no restrictions on an unmarried woman opening a bank account. Only provisions from the body of family law are systematically reviewed; any that exist in other types of law, such as banking regulations, are not included here.
- The answer is "No" if specific provisions limit the ability of an unmarried woman to open a bank account, such as required permissions or additional documentation.

18b. Can a married woman open a bank account in the same way as a married man?

- The answer is "Yes" if
  - there are no restrictions on a married woman opening a bank account—only provisions from the body of family law are systematically reviewed, or
  - the law explicitly states that a married woman may open a bank account, or that both spouses may open bank accounts in their own names.
- The answer is "No" if
  - specific legal provisions limit the ability of a married woman to open a bank account, such as those stating that a married woman who is separately employed from her husband may open a bank account in her own name, because that implies that a woman without a separate income stream may not do so, or
  - specific provisions limit the capacity of a married woman and prevent her from opening a bank account in her own name, such as required permissions or additional documentation.

19a. Can an unmarried woman choose where to live in the same way as an unmarried man?

- The answer is "Yes" if there are no restrictions on an unmarried woman choosing where to live.
- The answer is "No" if there are explicit restrictions on an unmarried woman choosing her place of residence.

19b. Can a married woman choose where to live in the same way as a married man?

- The answer is "Yes" if there are no explicit restrictions on a married woman choosing where her family may live.
- The answer is "No" if the husband chooses the family residence or marital home or has more weight in determining where the family will live.

20a. Can an unmarried woman confer citizenship on her children in the same way as an unmarried man?

- The answer is "Yes" if
  - both the mother and the father can convey citizenship to the child in the same manner, regardless of where the child is born, or
  - there are additional procedures that must be completed by men but not by women (e.g., proof of paternity).
- The answer is "No" if
  - only the father can convey citizenship to the child, wherever that child may have been born, or
  - additional procedures are required when citizenship is conveyed by the mother.
- Where a citizenship law and the constitution conflict on the passage of citizenship, the answer is coded according to whichever came later in time.

20b. Can a married woman confer citizenship on her children in the same way as a married man?

- The answer is "Yes" if
  - both the married mother and father may convey citizenship to their children in the same manner, wherever the children are born, or
  - there are additional procedures that must be completed by men but not by women (e.g., proof of paternity).
- The answer is "No" if only the married father can convey citizenship to the child, wherever that child may have been born, or if additional requirements exist when citizenship is conveyed by the mother.

- Where a citizenship law and the constitution conflict on the passage of citizenship, the answer is coded according to whichever came later in time.

21a. Can an unmarried woman be "head of household" or "head of family" in the same way as an unmarried man?

- The answer is "Yes" if the definition of head of household is codified, and there are no explicit restrictions on an unmarried woman becoming "head of household" or "head of family."
- The answer is "No" if there is an explicit restriction on an unmarried woman becoming "head of household" or "head of family;" e.g., a provision stating that only men can be designated "head of household" or "head of family" or that men "lead the family."
- The answer is "N/A" if the definition of head of household is not codified.

21b. Can a married woman be "head of household" or "head of family" in the same way as a married man?

- The answer is "Yes" if the definition of head of household is codified, and there are no explicit restrictions on a married woman becoming "head of household" or "head of family."
- The answer is "No" if
  - there is an explicit restriction on a married woman becoming "head of household" or "head of family," e.g., a provision stating that only husbands can be so designated or that husbands "lead the family" or "represent the family," or
  - a male is designated as the default family member who receives the family book or equivalent document that is necessary for access to services.
- The answer is "N/A" if the definition of head of household is not codified.

Division of responsibility within marriage

The three questions in this subtopic address potential legal inequalities that apply to married women:

22. Can a woman convey citizenship to a non-national spouse in the same way as a man?

- This question compares the ability of an adult married woman to legally convey her citizenship to her non-national husband with the ability of an adult married man to do the same for his non-national wife.
- The answer is "Yes" if
  - marriage to a national male or female equally confers some preference in naturalization to the non-national spouse, or
  - neither spouse may convey citizenship to the other; citizenship must be obtained through the general naturalization procedures with no preference of any sort given to the spouse of a national.
- The answer is "No" if
  - a national husband can convey citizenship to his non-national wife, but a national wife may not do so for her non-national husband, or
  - the ability to convey citizenship to a spouse is procedurally differentiated by gender, e.g., a woman married to a national receives automatic citizenship rights upon her marriage, but a man married to a national must wait a specific number of years to become a citizen.

23. Are married women required by law to obey their husbands?

- The answer is "Yes" if
  - there is an explicit provision stating that a married woman must obey her husband, or
  - a provision states that disobedience toward her husband has legal ramifications for the wife, such as loss of maintenance.
- The answer is "No" if there is no provision that a married woman must obey her husband.

24. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?

- The answer is "Yes" if
  - there is an explicit provision stating that spouses have joint or shared legal responsibility for financially maintaining their family, even if husbands are primarily responsible, or
  - spouses have equal rights and responsibilities within marriage, or
  - the law is silent on the matter.
- The answer is "No" if there are provisions stating that husbands are solely responsible for the financial support of the family.

Using property

Assumptions

It is assumed that the woman

- Resides in the economy's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult; if there is no legal age of majority, the woman is assumed to be 30 years old.

- Is sane, competent, in good health and has no criminal record.
- Is a lawful citizen of the economy being examined.
- Where the question assumes that the woman or man is unmarried, she or he has never been married.
- Where the question assumes that the woman or man is married, the marriage is monogamous and registered with the authorities.
- Where the question assumes that the woman or man is married, the marital property regime under which she or he is married is assumed to be the default marital property regime, and it is also assumed that the marital property regime will not change during the course of the marriage.
- Where the answer differs according to the legal system that applies to the woman—as may occur in economies where legal plurality exists—the answer used will be the one that applies to the majority of the population.

The answers to these questions are based on the law as codified in the main business city and not the practice of that law. Therefore, customary law is not taken into account unless it has been codified. Social or cultural norms are also not taken into account.

The questions for the using property indicator are designed to determine what management and control of marital property looks like in the default marital property regime in each economy covered. For all questions relating to the ability of married women to carry out activities independently of their husbands, the key concern is reciprocity. Unequal treatment is counted only where a married man can carry out the activity, and his wife is not able to do so equally.

Marital property regime

The main areas of differentiation between women and men in exercising property rights lie in the rights granted under various marital property regimes: Some of these grant spouses equal treatment in property ownership. Other regimes grant husbands administrative control over jointly owned marital property. Still others grant husbands administrative control over their wives' property. The marital property regime also determines property ownership and administrative rights when a marriage is dissolved.

Women, Business and the Law identifies the main characteristics of the default marital property regime by asking two questions:

25. What is the default marital property regime?

- **The default marital property regime** is the set of rules that apply to the ownership and management of property within marriage and when the marriage ends, when there is no prenuptial agreement. Default marital property regimes are classified as follows:
- **Separation of property:** All assets and income acquired by the spouses both before they marry and during the marriage remain the separate property of the acquiring spouse. At the time of divorce or the death of one of the spouses, each spouse retains ownership of all assets and income brought to the marriage or acquired during marriage by that person and any value that has accrued to that property.
- **Partial community of property:** Assets acquired before marriage are regarded as the separate property of the acquiring spouse, and assets and income acquired after marriage, with a few exceptions specified by law, are regarded as joint property of the couple. This regime also applies to cases where assets acquired before marriage and assets acquired during marriage are regarded as the separate property of the acquiring spouse but the accrued value of the property acquired by any of the spouses is considered joint property. At the time of dissolution of the marriage by divorce or death, the joint property or its accrued value is divided equally between the spouses.
- **Full community of property:** All assets and income whether brought into the marriage and acquired during the marriage, with a few exceptions specified by law, become the joint property of the couple. If the marriage is dissolved, all joint property is divided equally between the spouses.
- **Deferred full or partial community of property:** The rules of full or partial community of property apply at the time the marriage is dissolved; until then, separation of property applies.
- **Other:** This occurs in economies where the default property regime does not fit any of the four descriptions above.
- **There is no default marital property regime:** This alternative applies in economies where the law requires the spouses to opt into the marital property regime of their choice—with legal alternatives provided—before or at the time of marriage. In economies where there is no default marital property regime, the most common regime is used instead.

26. Who legally administers marital property?

The answer to this question assumes that the default marital property regime applies and is classified as follows:

- **Original owner:** Each spouse retains administrative power over the assets he or she brings into or acquires during the marriage and their accrued value. No consent is needed from the other spouse for

transactions in separate property. This administrative scheme is usually found in separation of property regimes and can also be found in deferred full or partial community regimes. It does not cover special provisions concerning the marital home.

- **Separate with spousal consent:** Each spouse administers his or her separate property but for major transactions needs spousal consent. This administrative scheme is mostly found in separation of property regimes but can also be found in deferred full or partial community and in partial community regimes.
- **Both must agree:** Both spouses have equal rights in administration and transaction of joint property; they perform all acts of administration together and, if one of the spouses has been delegated administrative rights by the other, spousal consent is implied. This administrative scheme is mostly seen in full and partial community property regimes.
- **Husband:** The husband has administrative rights over all property, including any separate property of the wife. This scheme is found only in partial community regimes.
- **Other:** This alternative applies wherever the administrative scheme does not fit into any of the previous categories. It includes, for example, cases in which in principle the law provides for both spouses to administer marital property but if they disagree, either the husband is given the power to ultimately decide, or other members of the family have a say in how the property is administered. Where there is disagreement on how to administer marital property, a court may decide.

Protecting a wife's interests

This subtopic focuses on two areas: (1) legal provisions that limit transactions concerning major assets; and (2) legal recognition of married women's nonremunerated contributions. The related questions are:

27. If the husband administers property, is spousal consent required for major transactions?

- This question is designed to measure whether the law sets limits to the administrative rights granted to the husband over property to prevent deterioration that may be detrimental to the wife.
- The answer is "Yes" where the law requires the wife to give consent to any major transaction in property the husband administers, such as selling or pledging the property as collateral.
- The answer is "No" where there is no legal requirement for the wife to consent to transactions performed by the husband in the property he administers.
- The answer is "N/A" where the husband does not solely administer marital property.

28. Are there special provisions for major transactions concerning the marital home?

- This question is designed to measure specific legal protections concerning the marital home, regardless of the default marital property regime.
- The answer is "Yes" where the law has provisions related to administration of the marital home, such as a requirement that both spouses agree to any major transaction involving the home, including selling or pledging it as collateral, or that the court will intervene when the spouses disagree. Such provisions are particularly relevant where separation or deferred full or partial community are the default regimes.
- The answer is "No" if the general rules on transactions related to property within marriage are followed.

29. Does the law provide for valuation of nonmonetary contributions?

- This question is designed to measure if, at the time a marriage is dissolved, the division of property benefits both spouses. The process of dividing property upon divorce is examined to identify whether caring for minor children, taking care of the family home, or any other nonmonetized contribution from the stay-at-home spouse, usually the wife, is taken into consideration.
- The answer is "Yes"
  - where an explicit legal recognition of such contributions is found and the law provides for equal or equitable division of the property based on the nonmonetary contributions, or
  - when the default marital property regime is full community, partial community or deferred full or partial community, because these regimes implicitly recognize nonmonetary contributions at the time of property division and benefit both spouses regardless of which of them actually purchased it or holds title to it.
- The answer is "No" where
  - the default marital property regime is separation of property or other, and there is no explicit legal provision providing for equal or equitable division of property based on nonmonetary contributions.

Property rights

This subtopic deals with the following two legal transactions:

30a. Do unmarried men and unmarried women have equal ownership rights to property?

- Ownership rights as used here covers the ability to manage, control, administer, access, encumber, receive, dispose of and transfer property.
- The answer is "Yes" when there is no specific legal restriction related to property applied to single women or men based on gender.
- The answer is "No" when legal restrictions on property ownership are applied to single women or men, based on gender.

30b. Do married men and married women have equal ownership rights to property?

- Ownership rights as used here covers the ability to manage, control, administer, access, encumber, receive, dispose of and transfer property. The answer to this question is based on whether husbands and wives married under the default property regime have equal ownership rights over property.
- The answer is "Yes" when there is no specific restriction or difference in legal treatment applied to married women or men based on gender.
- The answer is "No" when there are gender differences in the legal treatment of spousal property, for example, if husbands are granted administrative control over marital property.

Inheritance rights

This subtopic focuses on the law that applies where there is no will. In economies where codified law applies only to individuals who have affirmatively renounced customary law, the presumption is that an affirmative renunciation has been made.

31. Do sons and daughters have equal rights to inherit assets from their parents?

- This question examines whether there are gender-based differences in the rules of intestate succession (there is no will) for transfer of property from parents to children.
- The answer is "Yes" when the law recognizes children as heirs to property without any restrictions based on gender.
- The answer is "No" when there are gender-based differences in the recognition of children as heirs to property.

32. Do female and male surviving spouses have equal rights to inherit assets?

- For purposes of this question, it is assumed that the deceased spouse left no children or any heirs other than the surviving spouse.
- This question examines whether both spouses have equal rank and rights to inherit assets when there is no will.
- The answer is "Yes" when surviving spouses of either gender have the same legal rights.
- The answer is "No" where there are gender-based differences in inheritance.

Going to court

Assumptions

It is assumed that the woman

- Resides in the economy's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult.
- Is sane, competent, in good health and has no criminal record.
- Where the answer differs according to the legal system that applies to the woman—as may be the case in economies where legal plurality exists—the answer used will be the one that applies to the majority of the population.

The answers are based on codified law and not whether it is applied in practice. Therefore, customary law is not taken into account unless it has been codified.

This topic assesses both indirect and direct differentiation in the law with relation to women's access to the judicial system. For the first subtopic on equality of access, three questions examine the existence of courts to adjudicate matters of customary or personal law and assess the value of a woman's testimony in court relative to a man's.

Equality of access

33. Does the law recognize customary courts?

- The answer is "Yes" if the constitution or another law establishes or recognizes the authority of a judicial body (e.g., a court or tribunal) that is competent to exclusively hear cases and apply customary law, codified or not.
- The answer is "No" if the constitution or another law establishes or recognizes the authority of a judicial body that applies customary law, codified or not, in addition to laws other than customary law.

34. Does the law recognize personal law courts?

- The answer is "Yes" if the constitution or another law establishes or recognizes the authority of a judicial body (e.g., court or tribunal) that is competent to exclusively hear cases and apply personal law, codified or not.
- The answer is "No" if the constitution or another law establishes or recognizes the authority of a judicial body that is competent to hear cases and apply personal law, codified or not, in addition to laws other than personal law.

35. Does a woman's testimony carry the same evidentiary weight in court as a man's?

- This question covers all types of court cases.
- The answer is "No" if the law explicitly differentiates between the evidentiary value of a woman's testimony and that of a man.
- The answer is "Yes" if the law does not differentiate between the evidentiary value of a woman's testimony and that of a man.

Judicial representation

For this subtopic, three questions look at women's representation on constitutional courts and other court-like institutions that are mandated to review legislative and executive acts and interpret the constitution.

36. How many justices are on the constitutional court?

- For the purposes of this question, constitutional courts and court-like institutions mandated with the determination of constitutionality of laws and regulations are examined.
- When a specific number of justices is set by law, the data reflect that number of justices.
- When the number of justices set by law is a minimum, a maximum or a range, the data reflect the actual number of justices.
- When a separate chamber of the highest court carries out constitutional review, the question reflects the composition of that chamber.

37. Of those, how many are women?

- This question reflects how many members of constitutional courts or court-like institutions mandated with the determination of constitutionality of laws and regulations are women.

38. Is the Chief Justice a woman?

- This question reflects if the Chief Justice of the constitutional court or the court-like body mandated with the determination of constitutionality of laws and regulations is a woman.

Efficiency of procedure

For this subtopic, questions examine the existence of small claims courts and the threshold for claims that they can adjudicate.

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

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

40. If yes, what is the maximum amount for a small claim?

- This indicates the highest amount for claims that can be heard in a small claims court; when different amounts apply to civil and commercial cases, the amount that applies to civil cases is used.
- The answer is "N/A" if the economy in question has no small claims courts or fast-track procedures for civil claims of small value.
- The answer is presented as a percentage of income per capita.

Providing incentives to work

Taxes and the provision of certain public services can make it either easier or more difficult for women to participate in the labor force. Questions on this topic are:

Personal income tax

41. Are childcare payments tax deductible?

- The answer is "Yes" if childcare expenses are listed as deductible items in the personal income tax code; for this purpose, childcare expenses cover, e.g., fees for kindergartens or crèches, daycare centers, after-school centers, in-home care and child-minding arrangements.
- The answer is "No" if the childcare allowance granted by the government is not taxable.

42a. Are there tax deductions or credits specific to men?

- This question is designed to determine whether the tax code differentiates between men and women on deductions and credits and covers instances where tax-specific deductions and credits can only be claimed by male heads of household.
- The answer is "Yes" if
  - the personal income tax code specifies that a tax deduction or credit applies only to male taxpayers, or
  - the code provides for a tax deduction or credit that can only go to the head of household, and only men can legally be the head of household.

42b. Are there tax deductions or credits specific to women?

- The answer is "Yes" if the personal income tax code provides for a tax credit or deduction that can only be claimed by female taxpayers.

Childcare and education

43. Does the government support or provide childcare services?

- For purposes of this question, childcare for children too young for primary education may take such forms as kindergartens or crèches, preschools, daycare centers, after-school centers, in-home care and child-minding arrangements.
- The answer is "Yes" if
  - public authorities fund childcare facilities and services (public or private), or
  - public authorities subsidize the use of private childcare facilities and services, as well as the hiring of child-minders.

44. Does the government provide free and compulsory primary education?

- The answer is "Yes" if elementary education is mandated by the Constitution or another law and is publicly funded.

Financial support and care

45. Does the government provide a child allowance to parents?[3]

- This question covers financial support granted by the government to parents for children not yet old enough for primary school. Support may take such forms as vouchers or preschool fee waivers and transfers. Payments are granted while mothers work. The payments are not tax benefits and do not require attendance at preschool.
- The answer is "Yes"
  - if allowance is granted up to a certain age and is not associated with maternity, paternity, or parental leave, or
  - even if the allowance is granted to only one of the parents.
- The answer is "No" if the allowance is granted to a specific class of people (e.g., parents of children with disabilities).

46. Must employers provide leave to care for sick relatives?[4]

- Family care leave is granted to the employee specifically for the purpose of caring for a sick relative and does not include maternity, paternity or parental leave.
- The answer is "Yes" if
  - the leave is to take care of a sick parent, child or other relative, or
  - the law specifies that the employer has an obligation to grant an employee leave to take care of a sick relative, or
  - the leave is granted in exceptional circumstances related to family matters.
- The answer is "No" if the law
  - gives the employer the option to grant such leave, or
  - provides that such leave is subject to collective bargaining agreements or any other agreement, including the employer's consent, or
  - allows an employee to work part-time or have a flexible work schedule to care for a sick relative.

Building credit

Registries and bureaus

The background information for these questions comes from the depth-of-credit-information index that is part of the *Doing Business 2016* getting credit indicator. That index covers rules affecting the scope, accessibility and quality of credit information available through private credit bureaus and public credit registries. Credit bureaus and registries are only considered if their coverage extends to at least 5% of the adult population within an economy. Four questions related to areas that could affect women's ability to build credit were examined:

47. What is the minimum loan amount covered in the private credit bureau or public credit registry?

- This number reflects the lowest minimum loan amount of any credit bureau or registry in the economy in question.
- If a credit bureau or registry collects data on loans worth less than 1% of income per capita, it is treated as if it collects data on loans of any value; thus an answer of zero here means either that there is no minimum loan amount in at least one credit bureau or registry, or that at least one credit bureau or registry collects data on loans worth less than 1% of income per capita;
- The answer is "N/A" if there is no credit bureau or registry in the economy.
- The answer is presented as a percentage of income per capita.

48a. Do retailers provide information to private credit bureaus or public credit registries?

- For purposes of this question, it is sufficient that any private credit bureau or public credit registry in the economy in question collects information from any retailer.
- The answer is "N/A" if there is no private credit bureau or public credit registry.

48b. Do utility companies provide information to private credit bureaus or public credit registries?

- For purposes of this question, it is sufficient that any private credit bureau or public credit registry in the economy in question collects information from a utility company.
- The answer is "N/A" if there is no private credit bureau or public credit registry.

48c. Do microfinance institutions provide information to private credit bureaus or public credit registries?

- High-income economies are not included in this sample because microfinance institutions are far more prevalent in developing economies. Also, because traditional bank financing is generally widely available to women in high-income economies, microfinance is less critical to women's quest for capital.
- For purposes of this question, it is sufficient that any private credit bureau or public credit registry in the economy in question collects information from microfinance institutions.
- The answer is "N/A" if
  - the economy in question is high-income, or
  - there is no private credit bureau or public credit registry.

Discrimination

49a. Does the law prohibit discrimination by creditors on the basis of gender in access to credit?[5]

- The answer is "Yes" if
  - the law prohibits discrimination on the basis of gender or sex, or provides for equal access for both sexes when conducting financial transactions, such as applying for credit or loans, or
  - the law prohibits discrimination on the basis of gender or sex when conducting entrepreneurial activities or receiving financial assistance, or
  - the law prohibits discrimination on the basis of gender or sex when accessing goods and services, and the definition of services in law, regulation or government-published explanations/promotional material covers financial services, or
  - banking and financial services are not listed as services exempt from nondiscrimination laws.
- The answer is "No" if the law does not prohibit such discrimination.

49b. Does the law prohibit discrimination by creditors on the basis of marital status in access to credit?[6]

- The answer is "Yes" if
  - the law specifically prohibits discrimination on the basis of marital status or provides for equal access irrespective of marital status when conducting financial transactions, such as applying for credit or loans, or

- the law prohibits discrimination on the basis of marital status when conducting entrepreneurial activities or receiving financial assistance, or
- the law prohibits discrimination on the basis of marital status when accessing goods and services, and the definition of services in law, regulation or government-published explanations/promotional material covers financial services, or
- banking and financial services are not listed as services exempt from nondiscrimination law.

- The answer is "No" if the law does not prohibit such discrimination.

Getting a job

Assumptions

It is assumed that the woman

- Resides in the economy's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult.
- Is a lawful citizen of the economy being examined.
- For purposes of determining the retirement and pensionable age, that she is currently 40 years old and started working at age 25.
- For purposes of determining maternity or parental leave, that she gave birth to her first child without complications on or after January 1, 2014, at age 30, and her child is in good health.
- Is sane, competent, in good health and has no criminal record.
- Has been working long enough to accrue all benefits, including any maternity, parental or retirement benefits.
- Will be nursing until the child is one year old.
- For purposes of determining the retirement and pensionable age, that she has raised only one child.
- Is working as a cashier in the food retail sector in a supermarket or grocery store of at least 60 employees.

It is assumed that the man

- Resides in the country's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult.
- Is a lawful citizen of the economy being examined.
- For purposes of determining the retirement and pensionable age, that he is currently 40 years old and started working at age 25.
- For purposes of determining paternity leave or parental leave, has a first child who was born on or after January 1, 2014, without complications, was 30 years old when his child was born, and the child is in good health.
- Is sane, competent, in good health and has no criminal record.
- Has been working long enough to accrue all benefits, including any paternity, parental or retirement benefits.
- Is working as a cashier in the food retail sector in a supermarket or grocery store of at least 60 employees.
- Has completed infant care training courses, which sometimes serve as a prerequisite for extended paternity leave.

In general, the answers to the questions in the getting a job indicator are based on written law and not collective bargaining agreements; however, the latter are taken into account when two conditions are met:

- They cover more than 50% of the work force in the food retail sector.
- They apply to individuals who were not party to the original collective bargaining agreement.

Parental benefits

The subtopic on parental benefits contains 19 questions on maternity, paternity and parental benefits. Maternity covers benefits that apply only to the mother, and paternity covers benefits that apply only to the father. Parental covers benefits that apply to both, even if the distribution of benefits between the two parents is unequal.

50a. Does the law mandate paid or unpaid maternity leave?

- Maternity leave may be paid or unpaid, as long as the government explicitly mandates the right to some form of maternity leave.
- Maternity leave is defined as leave available only to the mother; it does not cover parental leave that is available to both parents.
- Provisions for circumstantial leave by which an employee is entitled to a certain number of days of paid leave (usually fewer than five days) upon the birth of a child are considered paternity leave; even if the law is gender-neutral, such leave is not considered maternity leave if the law covers maternity leave elsewhere.

50b. Does the law mandate paid or unpaid paternity leave?

- Paternity leave may be paid or unpaid as long as the government explicitly mandates the right to some form of paternity leave.

- Paternity leave is defined as leave available only to the father; it does not include leave available to both parents.
- Provisions for circumstantial leave in which an employee is entitled to a certain number of days of paid or unpaid leave (usually fewer than five days) upon the birth of a child are considered paternity leave; even if the law is gender-neutral, such leave is not considered maternity leave as long as maternity leave is covered elsewhere by the law. For example, if the labor code provides that a worker may take a "one-day leave for the birth of a child" as an unpaid justified absence, the term "worker" is gender-neutral, and maternity leave is covered in another article of the code, the one-day unpaid justified absence is considered paternity leave.

50c. Does the law mandate paid or unpaid parental leave?

- Parental leave may be paid or unpaid as long as the government explicitly mandates the right to some form of parental leave shared between mother and father; parental leave may also be an individual entitlement.
- Allowances for a fixed number of days per year applied to family emergencies or child-related responsibilities are not considered parental leave; the leave must be contiguous with the birth of the child and with maternity or paternity leave.

51a. What is the length of paid maternity leave?

- This is the mandatory minimum number of calendar days of maternity leave that legally must be paid by the government, the employer or both.
- Maternity leave is defined as leave available only to the mother; it does not cover parental leave that is available to both parents.
- If paid leave not contiguous with the birth of a child is provided, it is not considered paid maternity leave because it can be taken at any point after the child is born.

51b. What is the length of paid paternity leave?

- This is the mandatory minimum number of calendar days of paternity leave that legally must be paid by the government, the employer or both.
- Paternity leave is defined as leave available only to the father; it does not include leave available to both parents.
- If a father can take paid paternity leave only if the mother does not take her maternity leave, the assumption is that the mother takes her full entitlement to maternity leave.

51c. What is the length of paid parental leave?

- This is the mandatory minimum number of calendar days of parental leave which by law must be paid by the government, the employer or both.
- If parental leave is an individual rather than a family entitlement, the assumption is that only one parent takes the full entitlement.
- If the law mandates that the length of parental leave is not a specified amount of time but is rather worded "until the child reaches a [*certain*] age," postnatal maternity leave days are subtracted from the number of parental leave days.
- Parental leave is counted only if it is contiguous with maternity and paternity leave.
- It is assumed that the mother and the father both take the full maternity and paternity leave available to them before taking parental leave.
- If there are several parental leave schemes that the parents or family can choose from, it is assumed that parents select the scheme that pays the most.

52a. Who pays maternity leave benefits?

- This question covers whether maternity leave benefits are funded by the government, the employer or both; if only the employer funds the benefits, the employer bears the entire cost and pays the employee directly.
- Employer contributions to government funds (such as social security) that pay maternity benefits are not considered employer payment of maternity benefits.
- If the law provides that the government must reimburse the employer for all maternity leave benefits paid to employees, the answer is "government 100%." If the government only reimburses a portion of the benefits, the answer is "government and employer."
- If the answer is "N/A," no paid maternity leave is available.

52b. Who pays paternity leave benefits?

- This question covers whether paternity leave benefits are funded by the government, the employer or both; if only the employer funds paternity leave benefits, the employer bears the entire cost and pays the employee directly.
- Employer contributions to government funds (such as social security) that pay paternity benefits are not considered employer payments of paternity benefits.

- If the law provides that the government must reimburse the employer for paternity leave benefits paid to employees, it is considered a government payment of the portion reimbursed.
- If the answer is "N/A," no paid paternity leave is available.

52c. Who pays parental leave benefits?

- This question covers whether parental leave benefits are funded by the government, the employer or both; if the employer alone funds parental leave benefits, the employer bears the entire cost and pays the employee directly.
- Employer contributions to government funds, such as social security, that pay parental benefits are not considered employer payments of parental benefits.
- If the law provides that the government must reimburse the employer for parental leave benefits paid to employees, the government is considered to be paying the portion reimbursed.
- If the answer is "N/A," no paid parental leave is available.

53a. What percentage of wages is paid during maternity leave?

- This is the total percentage of wages covered by all sources during paid maternity leave; when different percentages of wages are covered at different stages of maternity leave, a weighted average is calculated; weights are proportional to the duration of each stage.
- If the law sets a maximum amount of maternity benefits that can be paid or does not stipulate an exact percentage, it is assumed that the woman earns the equivalent of the average value-added per worker. The average value-added per worker is the ratio of an economy's GNI per capita to the working-age population as a percentage of the total population.
- If the answer is "N/A," no paid maternity leave is available.

53b. What percentage of wages is paid during paternity leave?

- This is the total percentage of wages covered by all sources during paid paternity leave; when different percentages of wages are covered at different stages of paternity leave, a weighted average is calculated; weights are proportional to the duration of each stage.
- If the law sets a maximum amount of paternity benefits that can be paid or does not stipulate an exact percentage, it is assumed that the man earns the equivalent of the average value-added per worker. The average value-added per worker is the ratio of an economy's GNI per capita to the working-age population as a percentage of the total population.
- If the answer is "N/A," no paid paternity leave is available.

53c. What percentage of wages is paid during parental leave?

- This is the total percentage of wages covered by all sources during paid parental leave.
- The answer is "Partially paid" if the total percentage of wages paid is less than 100%.
- If the answer is "N/A," no paid parental leave is available.

54a. What is the length of unpaid maternity leave?

- This is the mandatory minimum number of calendar days of unpaid maternity leave that an employer must allow an employee to take, whether or not she elects to take it. Parental leave that is optional for both parents is not covered here.
- If leave is provided but is not contiguous with the birth, the leave is not considered unpaid maternity leave because it can be taken at any point after the child is born.
- Unpaid maternity leave is in addition to any paid maternity leave available.

54b. What is the length of unpaid paternity leave?

- This is the mandatory minimum number of calendar days of unpaid paternity leave that an employer must allow an employee to take; parental leave that is optional for both parents is not included here.
- If a father can take unpaid paternity leave only if the mother does not take her maternity leave, it is assumed that the mother takes her full entitlement of maternity leave.
- Unpaid paternity leave is in addition to any paid paternity leave available.

54c. What is the length of unpaid parental leave?

- This is the number of calendar days of unpaid parental leave that an employer must allow an employee to take.
- Unpaid parental leave is in addition to any paid parental leave available.

- If unpaid parental leave is an individual rather than a family entitlement, the assumption is that only one parent takes it.

55a. How many days of unpaid parental leave must be taken by the mother?

- The question captures whether there is a minimum number of calendar days of unpaid parental leave that can be taken only by the mother and therefore cannot be shared with the father.
- If the answer is "N/A," no unpaid parental leave is available.

55b. How many days of unpaid parental leave must be taken by the father?

- The question captures whether there is a minimum number of calendar days of unpaid parental leave that can be taken only by the father and therefore cannot be shared with the mother.
- If the answer is "N/A," no unpaid parental leave is available.

56a. How many days of paid parental leave must be taken by the mother?

- The question captures whether there is a minimum number of calendar days of paid parental leave that can be taken only by the mother and therefore cannot be shared with the father.
- If the answer is "N/A," no paid parental leave is available.

56b. How many days of paid parental leave must be taken by the father?

- The question captures whether there is a minimum number of calendar days of paid parental leave that can be taken only by the father and therefore cannot be shared with the mother.
- If the answer is "N/A," no paid parental leave is available.

Workplace protections

For this subtopic seven questions examine women's legal rights in the workplace:

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

- This question captures whether employers are legally obliged to pay equal remuneration to male and female employees who do 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 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.

58. Does the law mandate nondiscrimination based on gender in hiring?

- This question is designed to determine whether the law specifically prevents or penalizes gender-based discrimination in the hiring process; the law may prohibit discrimination in employment on the basis of gender but be silent about whether job applicants are protected from discrimination.
- Hiring refers to the process of employing a person for wages and making a selection by presenting a candidate with a job offer.
- Job advertisements, selection criteria and recruitment, although equally important, are not considered "hiring" for purposes of this question.

59. Is it prohibited for prospective employers to ask about family status?

- This question is designed to determine whether an employer is allowed to inquire about the family status of a prospective employee during a job interview; the law may prohibit discrimination based on this information but be silent about whether employers are allowed to ask for it in the first place.
- Family status refers to both whether the applicant is married and has children.
- The answer is "Yes" if the employer may not ask whether the applicant is married or has children.
- If the law prohibits employers from asking prospective employees personal information, it is assumed that family status constitutes personal information.

60. Is dismissal of pregnant workers prohibited?

- This question is designed to determine whether pregnancy can serve as grounds for dismissal.
- The answer is "Yes" if the law explicitly prohibits or penalizes the dismissal of pregnant women.

61. Are mothers guaranteed an equivalent position after maternity leave?

- The question takes into account paid and unpaid maternity leave and captures whether the employer has

a legal obligation to reinstate the returning employee in an equivalent or better position and salary than the employee had pre-leave.

- Where the maternity leave regime explicitly states that the employee may not be indefinitely replaced, the answer is assumed to be "Yes."
- Where the maternity leave regime explicitly establishes a suspension of the employee's contract, the answer is assumed to be "Yes."
- In economies that also have parental leave and the law guarantees return after the leave to the same or an equivalent position paid at the same rate but is silent on guaranteeing the same position after maternity leave, the answer is "Yes."
- The answer is "N/A" if no paid or unpaid maternity leave is available.

62. Are employers required to provide break time for nursing mothers?

- The answer is "Yes" if the law specifically requires firms and employers to provide break time for nursing mothers who breastfeed at work; such a requirement may depend on the size of the firm or the proportion of women it employs.

63. Are parents entitled to flexible/part-time schedules?

- The answer is "Yes" if the law offers employees who have minor children easier access to flexible work schedule arrangements or part-time work than employees who are not parents of minor children.

Retirement and pensions

For this subtopic there are six questions on retirement and pensions. The following assumptions are specific to this subtopic:

- If retirement is governed not by age but by number of years worked or number of years in which contributions have been made, or if transitional provisions increase or decrease the retirement age over a period of years, it is assumed that the worker is currently 40 years old and started working at age 25.
- Answers are rounded to the nearest year.

64a. What is the age at which a man can retire and receive full benefits?

- It is assumed that the retiree has completed all the necessary qualifications to retire and receive full benefits.
- If there is no national law on retirement benefits, the answer is "N/A."

64b. What is the age at which a woman can retire and receive full benefits?

- It is assumed that the retiree has completed all the necessary qualifications to retire and receive full benefits.
- If there is no national law on retirement benefits, the answer is "N/A."

65a. What is the age at which a man can retire and receive partial benefits?

- This is the age at which a man can retire but not with full pension benefits, either because he did not accumulate enough work experience or contributions, or because he has not reached the age that would qualify him for a full pension.
- If there is no specified age at which a man can retire and receive partial benefits, the answer is the same as the age at which a man can retire and receive full benefits (see 64a).
- If there is no national law on retirement benefits, the answer is "N/A."

65b. What is the age at which a woman can retire and receive partial benefits?

- This is the age at which a woman can retire but not with full pension benefits, either because she did not accumulate enough work experience or contributions, or because she did not reach the age that would qualify her for full pension.
- If there is no specified age at which a woman can retire and receive partial benefits, the answer is the same as the age at which she can retire and receive full benefits (see 64b).
- If there is no national law on retirement benefits, the answer is "N/A."

66a. What is the mandatory retirement age for men?

- This is the age at which a man must cease employment or loses the right to continue working for his employer. Even if the law allows employers and employees to contract for work beyond that age, retirement is still considered mandatory because the employer can legally oblige the employee to retire.
- "N/A" means there is no age at which a man is required to retire.

66b. What is the mandatory retirement age for women?

- This is the age at which a woman must cease employment or loses the right to continue working for her employer. Even if the law allows employers and

employees to contract for work beyond that age, retirement is still considered mandatory because the employer can legally oblige the employee to retire.

- "N/A" means there is no age at which a woman is required to retire.

Working hours and industry restrictions

The 12 questions for this subtopic cover working hour and job-specific restrictions on women. Restrictions specific to pregnant women or nursing mothers are not covered here. For purposes of this section, it is assumed that the woman gave all necessary permissions, including written consent. The assumption that the woman is employed in the food retail sector does not apply here; restrictions for all industries are counted.

67. Can nonpregnant and nonnursing women work the same night hours as men?

- This question is designed to determine whether nonpregnant and nonnursing women—but not men—are prohibited from working at night. Night-hour restrictions on women in specified industries are captured in later questions.
- The answer is "Yes" if there are no restrictions on women working at night. If the law conditions women's ability to work at night on employer compliance with safety measures (such as providing transportation to and from work), the answer is also "Yes."
- The answer is "No" if the law
  - broadly prohibits women from working at night, or
  - broadly prohibits women from working at night but provides for exceptions, such as in cases of force majeure.
- Where the law indicates that a given ministry or minister may promulgate regulations restricting women's work at night, this is considered a restriction.

68. Can nonpregnant and nonnursing women do the same jobs as men?

- This question is designed to determine if there are specific jobs that women explicitly or implicitly cannot perform except in limited circumstances.
- Both partial and full restrictions on women's work are counted as restrictions. For example, if women are only allowed to work in certain jobs within the mining industry, e.g., as health care professionals within mines but not as miners, this is a restriction.
- Explicit restrictions on women doing certain jobs, such as mining, are examined, as are implicit restrictions stating that women cannot work in "hazardous" or "arduous" conditions, or in jobs deemed morally or socially inappropriate.
- Where the law indicates that a given ministry or minister may promulgate regulations restricting women's work in particular industries, this is considered a restriction.

Questions 69a to 71c disaggregate the information collected in question 68 to determine in which job categories women face restrictions.

Implicit restrictions

69a. Can nonpregnant and nonnursing women work in jobs deemed hazardous in the same way as men?

- The answer is "Yes" if there are no laws that prohibit women from working in a broad and subjective category of jobs deemed "hazardous."
- The answer is "No" if the employer can determine whether particular jobs are too hazardous for women but not for men. In such cases, the law explicitly uses the term "hazardous" or its synonyms to describe a broad category of jobs that women—but not men—are prohibited from doing. Work of a hazardous nature includes, for example, jobs that could have a harmful effect on or increased risk to women's lives or health, given women's psycho-physical qualities, or jobs not deemed to have a harmful effect on or increased risk to men's life or health given men's psycho-physical qualities.
- Where the law indicates that a given minister or ministry may promulgate regulations restricting women's work in hazardous jobs, the answer is "No."

69b. Can nonpregnant and nonnursing women work in jobs deemed morally or socially inappropriate[7] in the same way as men?

- The answer is "Yes" if there are no laws that prohibit women from working in a broad and subjective category of jobs deemed morally or socially inappropriate.
- The answer is "No" if the employer can determine whether particular jobs are morally inappropriate or socially harmful for women but not for men. In such cases, the law explicitly uses the term "morally inappropriate" or its synonyms to describe a broad category of jobs that women—but not men—are prohibited from doing. Work that is morally inappropriate includes, for example, employment that is considered not in accordance with the "moral development" only of women.
- Where the law indicates that a given minister or ministry may promulgate regulations restricting women's

work in morally or socially inappropriate jobs, the answer is "No."

69c. Can nonpregnant and nonnursing women work in jobs deemed arduous in the same way as men?

- The answer is "Yes" if there are no laws that prohibit women from working in a broad and subjective category of jobs deemed arduous.
- The answer is "No" if the employer can determine whether particular jobs are too arduous for women but not for men. In such cases, the law explicitly uses the term "arduous" or its synonyms to describe a broad category of jobs that women—but not men—are prohibited from doing. Work of an arduous nature includes jobs that involve particularly hard manual labor or jobs that are considered to exceed women's capabilities.
- Where the law indicates that a given minister or ministry may promulgate regulations restricting women's work in arduous jobs, the answer is "No."

Explicit restrictions on occupations and sectors

70a. Can nonpregnant and nonnursing women work in mining in the same way as men?

- The answer is "Yes" if there are no restrictions on women working in the mining industry.
- The answer is "No" if there are full or partial restrictions on women working in the mining industry.

70b. Can nonpregnant and nonnursing women work in factories in the same way as men?

- The answer is "Yes" if there are no restrictions on women working in factories.
- The answer is "No" if there are full or partial restrictions on women working in factories.

70c. Can nonpregnant and nonnursing women work in construction in the same way as men?

- The answer is "Yes" if there are no restrictions on women working in construction.
- The answer is "No" if there are full or partial restrictions on women working in construction.

70d. Can nonpregnant and nonnursing women work in the same occupations as men?[8]

- The answer is "Yes" if there are no restrictions on women working in specific occupations or sectors other than mining, construction and factory work.
- The answer is "No" if there are restrictions on women working in specific occupations or sectors other than mining, construction and factory work.

Explicit restrictions on job-related tasks

71a. Can nonpregnant and nonnursing women work in metalworking in the same way as men?

- The answer is "Yes" if there are no restrictions on women working in metal work.
- The answer is "No" if there are full or partial restrictions on women working in metal work.

71b. Can nonpregnant and nonnursing women engage in jobs requiring lifting weights above a threshold in the same way as men?

- The answer is "Yes" if there are no restrictions on women engaging in jobs with a minimum weight-lifting requirement, or if there are no differences between the amount of weight men and women can lift.
- The answer is "No" if there are full or partial restrictions on women engaging in such jobs.
- The answer is also "No" if women cannot perform work requiring heavy lifting, for example, if the law prohibits women from working in jobs that involve the loading and unloading of goods.

71c. Can nonpregnant and nonnursing women do the same job-related tasks as men?[9]

- Job-related tasks refers to specified actions women are prohibited from doing, materials or substances women are prohibited from working with, or particular settings women are prohibited from working in. For purposes of this question, metalwork and lifting weights above a set threshold are not included because they are captured separately in previous questions.
- The answer is "Yes" if there are no restrictions on women doing the same job-related tasks as men.
- The answer is "No" if there are restrictions on women doing particular job-related tasks but not on men doing them.

Protecting women from violence

The indicator on protecting women from violence examines the existence and scope of laws covering domestic violence, sexual harassment, marital rape, age of marriage and protection orders.

Assumptions

It is assumed that the woman

- Resides in the main business city of the economy being examined.
- Has reached the legal age of majority and is capable of making decisions as an adult. If there is no legal age of majority, the woman is assumed to be 30 years old.
- Is sane, competent, in good health, has no criminal record and is a lawful citizen of the economy where she resides.

The answers to the questions below are based on statutory or codified law for civil law systems, and on case law, which for common law systems is law established by judicial decisions in cases that set binding precedents. Customary law is not taken into account unless it has been codified or upheld by case law. The answers are based solely on the letter of the law and not on how the law is applied in practice.

Domestic violence

This subtopic covers the existence and scope of laws on domestic violence. Domestic violence is gender-specific, commonly directed against women, and occurring within the family and in intimate relationships. Intimate relationships may be with either spouses or unmarried intimate partners. The violence can take the form of physical, sexual, emotional or financial abuse. There are 14 questions for this subtopic:

72. Is there domestic violence legislation?

- The answer is "Yes" if
  - there is legislation addressing domestic violence: violence between spouses, within the family or members of the same household, or in interpersonal relationships, including intimate partner violence that is subject to criminal sanctions or provides for protection orders for domestic violence, or
  - the legislation addresses "cruel, inhuman or degrading treatment" or "harassment" that clearly affects physical or mental health, and it is implied that such behavior is considered domestic violence.
- The answer is "No" if
  - there is no legislation addressing domestic violence, or what does so refers to or prohibits domestic violence but does not provide for sanctions or orders of protection, or
  - the provision enables a woman to obtain a protection order only if the husband has been convicted of the offense or the wife has ceased to reside in the common home, or
  - the provision protects only a specific category of women (e.g., pregnant) or defines the offense in terms of specific motives (e.g., violence against a person in connection with performing a professional or civil duty), or
  - there is only a provision that heightens penalties for general crimes covered in the criminal code if committed between spouses or within the family.

73. If there is no legislation specifically protecting against domestic violence, are there aggravating penalties[10] for crimes against a spouse or family member?[11]

- The answer is "Yes" if penalties are increased for offenses committed by a spouse, family member or intimate partner but there is no other provision on domestic violence.

74. Are there clear criminal penalties for domestic violence?[12]

- The answer is "Yes" if
  - the law addressing domestic violence clearly establishes criminal penalties for domestic violence offenses, or
  - the domestic violence law does not prescribe criminal sanctions but states that domestic violence offenses will be sanctioned in accordance with the criminal code, or
  - domestic violence is addressed in the criminal code, which criminalizes violence by or against a spouse, a family member or an intimate partner, or
  - the criminal code provides for aggravated penalties if an offense is committed by or against a spouse, a family member or an intimate partner.
- The answer is "No" if
  - the domestic violence law does not provide for criminal sanctions or the provision on sanctions does not protect individuals from violence by or against a spouse, a family member or an intimate partner, or
  - the provision addressing domestic violence prohibits only the conduct or establishes only noncriminal penalties or penalties for violating a protection order.

75a. Does domestic violence legislation cover physical violence?

- The answer is "Yes" if
  - the term "physical" violence or abuse is clearly defined or stated in the law or provision as a form of domestic violence, or

- the language in the provision can clearly be interpreted as treating physical violence or abuse as a form of domestic violence, including cruel or inhuman treatment, or harassment if stated as affecting physical health.

- The answer is "No" if the domestic violence law does not use the term "physical" violence or abuse or other language that can clearly be interpreted as physical violence or abuse.

75b. Does domestic violence legislation cover sexual violence?

- The answer is "Yes" if
  - the term "sexual" violence or abuse is clearly defined or stated in the law or provision as a form of domestic violence, or
  - language in the provision can clearly be interpreted as treating sexual violence or abuse as a form of domestic violence, including rape between spouses.
- The answer is "No" if
  - the domestic violence law does not contain the term "sexual" violence or abuse or other language that can clearly be interpreted as referring to sexual violence or abuse, or
  - the provision on sexual abuse is not classified as occurring within the context of domestic violence, or if legislation on sexual abuse covers only female genital mutilation or rape.

75c. Does domestic violence legislation cover emotional violence?

- The answer is "Yes" if
  - the term "psychological" or "emotional" violence or abuse is clearly defined or stated in the law as a form of domestic violence, or
  - the law contains language that can clearly be interpreted as psychological or emotional violence or abuse being a form of domestic violence, such as outrages upon personal dignity, humiliating and degrading treatment and harassment, if affecting mental health, and harm, if interpreted as emotional harm.
- The answer is "No" if the domestic violence law does not contain the term "psychological" or "emotional" violence or abuse or other language that can clearly be interpreted as psychological or emotional violence or abuse.

75d. Does domestic violence legislation cover economic violence?

- The answer is "Yes" if
  - the term "financial" or "economic" violence or abuse is clearly defined or stated in the law as a form of domestic violence, or
  - the law contains language that can clearly be interpreted as financial or economic violence or abuse, or
  - a provision covers the use of violence that causes or results in consequences affecting the livelihood of the victim.
- The answer is "No" if the domestic violence provision does not use the term "financial" or "economic" violence or abuse, or other language that can clearly be interpreted as financial or economic violence or abuse.

76. Does legislation on domestic violence protect family members?[13]

- The answer is "Yes" if
  - the law addressing domestic violence clearly protects spouses or married couples, or
  - the law clearly protects family members or members of the same household, including cohabiting individuals.
- The answer is "No" if the law addressing domestic violence does not cover married couples, spouses, family members or members of the same household.

77. Does domestic violence legislation protect former spouses?[14]

- The answer is "Yes" if it clearly protects former partners or spouses.
- The answer is "No" if it does not clearly protect former partners or spouses.

78. Does domestic violence legislation protect unmarried intimate partners?

- The answer is "Yes" if the legislation clearly protects women in unmarried, intimate relationships, including cohabiting and noncohabiting partners.
- The answer is "No" if the legislation only covers married couples or spouses and does not protect women in unmarried, intimate relationships.
- The answer is also "No" if the legislation covers de facto spouses, defined as persons who have gone through a form of ceremony recognized as a marriage but that has not been registered or is not capable of being registered.

79. Do protection orders for domestic violence exist?[15]

- The answer is "Yes" if victims of domestic violence can obtain a protection order in cases of domestic violence.

80. Do protection orders provide for removal of the perpetrator from the home?[16]

- The answer is "Yes" if the protection order obtained in cases of domestic violence provides for removal of the perpetrator from the home or ensures the perpetrator does not approach the home.

81. Do protection orders cover prohibition of contact and maintaining distance from the survivor?[17]

- The answer is "Yes" if the protection order obtained in cases of domestic violence provides for prohibiting contact with the survivor and/or requiring the perpetrator to maintain a geographic distance from the survivor or contains similar language.

82. Is there a specialized court or procedure for cases of domestic violence?

- The answer is "Yes" if the law
  - establishes a court with exclusive jurisdiction on matters related to domestic violence, or
  - provides revised rules of civil procedure or specially trained judges for matters related to domestic violence in a nonspecialized court, or
  - establishes special procedures for protection or restraining orders for cases of domestic violence.
- The answer is "No" if there are no special courts, procedures or protection or restraining orders for cases of domestic violence.

Sexual harassment

Sexual harassment is any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another.[18] Such harassment may be but is not necessarily of a form that interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. There are nine questions for this subtopic.

83a. Is there legislation that specifically addresses sexual harassment?

- The question is meant to capture whether there is a law or specific provisions on sexual harassment; provisions may be general or apply only to employment.
- The answer is "Yes" if
  - legislation specifically addresses and protects against sexual harassment, including unwelcome sexual advances; requests for sexual favors; verbal or physical conduct or gestures of a sexual nature; annoyance, if understood to include harassment with sexual content; or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, or
  - sexual harassment is considered "discrimination," and legislation protects against discrimination, or
  - there is a provision protecting against sexual harassment in employment, including provisions on inducing indecent or lewd behavior coupled with financial or official dependence or authority, abuse of position or authority, or language that can be clearly interpreted to mean such dependence or abuse.
- The answer is "No" if
  - the law does not specifically address sexual harassment, or
  - the behavior or gesture of sexual nature is performed using force or violence or the threat of force or violence, which is understood to constitute a crime, e.g., sexual assault or abuse, or
  - the conduct covered in the legislation is not directed at a specific individual, or
  - the legislation allows an employee to terminate employment based on sexual harassment but provides for no other protection (however, a provision allowing the employer to terminate an employee's contract for committing sexual harassment will be considered), or
  - the legislation protects only a specific category of women or those in a specific area or sector of employment, e.g., protection from sexual harassment in political functions, or applies only to government or state-owned enterprises, or
  - the legislation accounts only for sexual acts, including intercourse or copulation, as clearly involving contact of or with genital organs, or
  - the legislation states only that the employer has a duty to prevent sexual harassment, but there are no provisions to prohibit or provide sanctions for sexual harassment, or
  - the legislation addresses harassment in general but makes no reference to acts of a sexual nature or contact.

83b. Are there civil remedies for sexual harassment?[19]

- The question covers whether the law provides for civil remedies such as compensation for victims of sexual harassment or recovery of monetary damages.
- The answer is "Yes" if
  - the legislation provides for civil remedies or compensation for victims of sexual harassment, or
  - there is a provision on sexual harassment in the criminal code that provides for reparation of damages for offenses covered by the code.

83c. Are there criminal penalties for sexual harassment?

- The answer is "Yes" if legislation specifies criminal sanctions, such as fines and imprisonment, for sexual harassment.
- The answer is "No" if
  - there are no criminal sanctions for sexual harassment, or
  - the legislation on sexual harassment refers to penalties for more serious offenses in the criminal code, such as sexual assault, or
  - the law prohibits only sexual harassment in employment and sets forth only that the employer should apply discretionary sanctions.

84a. Is there legislation on sexual harassment in employment?

- The question covers provisions on sexual harassment in the workplace or in employment, whether or not sanctions apply.
- The answer is "Yes" if
  - there is legislation that specifically protects against sexual harassment in employment, including unwelcome sexual advances, requests for sexual favors, verbal or physical conduct or gestures of a sexual nature, annoyance if understood to include harassment with sexual content, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another in connection with employment, including provisions on inducing indecent or lewd behavior coupled with financial or official dependence or authority, abuse of position or authority, or language that can be clearly interpreted to mean such dependence or abuse, or
  - sexual harassment is deemed discrimination in employment, and the law protects against discrimination.
- The answer is "No" if
  - there is no legislation specifically addressing sexual harassment in employment, or
  - a behavior or gesture of sexual nature uses force or violence or the threat of force or violence, which is understood to constitute a crime, e.g., sexual assault or abuse, or
  - the conduct covered by legislation is not directed at a specific individual, or
  - the legislation allows an employee to terminate an employment contract based on sexual harassment but provides for no other protection, although a provision allowing the employer to terminate an employee's contract for committing sexual harassment will be taken into account, or
  - the legislation covers only public or only private sector employees, but not both, or
  - the legislation protects only a specific category of women or only a specific area of employment, e.g., protection from sexual harassment in political functions, or applies only to government or state-owned enterprises, or
  - the legislation refers only to sexual acts, including intercourse or copulation, as clearly involving contact of or with genital organs, or
  - the legislation states only that the employer has a duty to take measures to prevent sexual harassment, but there are no provisions prohibiting or providing sanctions for sexual harassment, or
  - the legislation addresses harassment in general but makes no reference to acts of a sexual nature or contact.

84b. Are there civil remedies for sexual harassment in employment?[20]

- The question covers whether the law provides for civil remedies for sexual harassment in employment, such as compensation for victims or recovery of monetary damages.
- The answer is "Yes" if
  - the legislation provides for civil remedies or compensation for victims of sexual harassment in employment, or
  - there is a provision on sexual harassment in the workplace in the criminal code that provides for reparation of damages for offenses covered by the code.

84c. Are there criminal penalties for sexual harassment in employment?

- The question covers sanctions such as imprisonment or fines specifically for sexual harassment in the workplace.
- The answer is "Yes" if the legislation specifies criminal sanctions, such as fines and imprisonment, for sexual harassment in employment.
- The answer is "No" if
  - there are no criminal sanctions for sexual harassment in employment, or
  - the law on sexual harassment refers to penalties for more serious offenses in the criminal code, such as for sexual assault, or
  - the law prohibits sexual harassment in employment but states only that the employer should apply discretionary sanctions.

85. Is there legislation on sexual harassment in education?

- The question covers provisions addressing sexual harassment in education, educational facilities, schools or where the offender is in the role of educator, professor or in charge of the education of the victim, whether or not there are sanctions associated with the provision.
- The answer is "Yes" if the legislation specifically covers sexual harassment in education or contains language that can clearly be interpreted as sexual harassment in education.
- The answer is "No" if
  - the legislation does not specifically cover sexual harassment in education, or
  - it covers sexual harassment only in public or only in private education, but not in both.

86. Is there legislation on sexual harassment in public places?

- The answer is "Yes" if the legislation specifically covers sexual harassment in public places, including public spaces, in the public life or sphere, or in transportation.
- The answer is "No" if the legislation does not cover sexual harassment in public places, public spaces, in public, in the public life or sphere, or in transportation.

Child and early marriage

87a. What is the legal age of marriage for boys?[21]

- The legal age of marriage for boys is the age at which boys can be married without parental or another authority's consent.
- The legal age of marriage for boys is also the age before which boys are not allowed to be married, assuming no exceptions are provided for.

87b. What is the legal age of marriage for girls?[22]

- The legal age of marriage for girls is the age at which girls can be married without parental or another authority's consent.
- The legal age of marriage for girls is also the age before which girls are not allowed to be married, assuming no exceptions are provided for.

88. Are there any exceptions to the legal age of marriage?[23]

- The answer is "Yes" if girls or boys may get married before the specified legal age of marriage with the consent of, e.g., a parent, guardian, the judge, the court, or any other authority.

89. Does the law prohibit or invalidate child or early marriage?[24]

- The answer is "Yes" if there are provisions that prevent the marriage of girls, boys, or both before they reach the legal age for marriage or the age of marriage with consent, including, for example, a prohibition on registering the marriage or provisions stating that such a marriage is null and void.
- The answer is "No" if
  - there are no provisions invalidating the marriage or prohibiting the registration under a minimum age, or
  - the marriage is invalid based on lack of consent of the parent or guardian when the law does not set a minimum age.

90. Are there penalties in the law for authorizing or knowingly entering into child or early marriage?[25]

- The answer is "Yes" if there are enforcement measures or sanctions in the law against anyone who allows, registers or celebrates the marriage of girls or boys violating the legal age requirements, including for any party to the marriage who is over the legal age of marriage and knowingly marries someone not of legal age.

Marital rape

91. Does legislation explicitly criminalize marital rape?[26]

- The answer is "Yes" if
  - there is legislation that explicitly criminalizes the act of marital rape by providing that rape or sexual assault provisions apply "irrespective of the nature of the relationship" between the perpetrator and complainant or by stating that "no marriage or other relationship shall constitute a defense to a charge of rape or sexual assault under the legislation," or
  - there is legislation that explicitly criminalizes the act of rape between (i) persons in marital relationships; (ii) relatives, when the law explicitly considers spouses relatives (but not for relatives in general); or (iii) persons in situations of abuse or dependency of family position (but not of dependency in general), when the law clearly includes spouses within the definition of family; or when legislation that explicitly criminalizes the act of rape states that the spouse is a potential offender or is not exempt from charges, or
  - marital relationships are an aggravating factor for the crimes of rape and sexual assault that includes elements of rape, or if the law sets out conditions in which the penalty for marital rape or rape by the husband is mitigated so that the criminalization of marital rape can be inferred.
- The answer is "No" if
  - there are no criminal sanctions for the offense (i.e., the law only "prohibits" the act, provides for the application of protection orders, or "allows a judge to order a husband not to rape his wife"), or
  - the provision on marital rape applies only if the spouses are separated or in the process of getting separated, or
  - the provision covers only relationships of dependency in general, or financial or official dependence, or
  - the provision on rape applies only in certain circumstances, such as sickness, or
  - the provision applies only to family members, and spouses are not clearly included in the definition of family.

92. If there is no specific provision that explicitly criminalizes marital rape, can a woman otherwise file a criminal complaint against her husband for rape?[27]

- The answer is "Yes" if legislation entitles a woman to file a complaint for rape against her husband or partner, and does not exclude spouses from its application.
- The answer is "No" if
  - the legislation on rape or sexual assault contains exemptions that prevent spouses from being charged with the offense or states that there is no crime of rape between husband and wife or within marriage, or
  - rape is not a codified crime.

93. Is the husband exempt from facing criminal penalties for rape (marital rape exemption)?[28]

- The answer is "Yes" if
  - the legislation on rape or sexual assault, or general criminal law, exempts husbands or spouses from being charged with the offense or clearly states that there is no crime of rape between husband and wife or within marriage, or
  - the provision on rape between spouses is conditioned on the act being committed with violence.

94. Are perpetrators exempt from facing criminal charges for rape if they marry the victim?[29]

- The answer is "Yes" if
  - the legislation on rape or sexual assault, or general criminal law, exempts the perpetrator from being charged with the offense if he marries the victim after the crime, or
  - the legislation provides for mitigated penalties if the perpetrator marries the victim after the crime.

Summary of methodology changes

There were several changes of methodology between *Women, Business and the Law 2014* and *Women, Business and the Law 2016.* For that reason, the data presented on the website were recomputed to match the new methodology. In six of the topics there were changes of methodology as follows:

Accessing institutions: includes new questions on whether legislative quotas exist for women candidates on candidate lists in national parliament and local government elections. Where such quotas exist the applicable percentage is stated. These new questions complement previous questions on reserved

seat quotas, allowing for a more accurate representation of how women's political representation is promoted in a diversity of political systems. The methodology for the question on whether customary law is recognized by the constitution has been revised to capture only cases in which customary law is widely applicable. The question no longer captures instances where customary law may only be applied by indigenous communities in restricted territories.

Going to court: explicit restrictions on women's testimony relative to men's are taken into account. Unwritten laws, including unwritten religious laws, are excluded from this question. The questions on customary law and personal law courts only cover courts with exclusive jurisdiction.

Providing incentives to work: the question on childcare now covers public childcare services, including preschools, which are either provided directly by the government or by government-subsidized private childcare institutions. New questions were added covering financial support provided by the government to parents with children under the age of primary education and the availability of a leave for employees specifically to care for a sick relative.

Building credit: includes new questions that examine whether the law prohibits discrimination on the basis of gender and marital status by creditors in access to credit.

Getting a job: the assumption that the woman or man is a non-managerial employee in the manufacturing sector working for a firm of at least 50 employees has been modified. It is now assumed that the woman or man is a cashier in the food retail sector working for a supermarket or grocery store of at least 60 employees. For questions on the length of paid and unpaid parental leave, an assumption has been added that only one parent takes the full parental leave entitlement where parental leave is an individual entitlement. The questions on industry restrictions for women's work have been further disaggregated into 10 specific areas, rather than the previous 8. A question has been added to capture if there is any other sector where women cannot work apart from mining, construction and factories, which are considered separately. Additionally a question has been added to capture whether there are any other job-related tasks that women cannot do, apart from metalwork or lifting weights above a certain threshold, which are examined separately. The question on whether non-pregnant and non-nursing women can work the same night hours as men now captures laws that broadly restrict women from working at night. Previously, restrictions on women working at night in factories were also captured by this question, as it was assumed that the woman works in the manufacturing sector. Where the law conditions women's ability to work at night on employer compliance with safety measures (such as providing transportation to and from work), a restriction is not counted, as legislating safety measures can facilitate women's ability to work at night.

Protecting women from violence: the question on whether there is legislation specifically addressing domestic violence was revised to exclude provisions that only provide for aggravated penalties in case of crimes committed between spouses or family members and a new question was added to capture such provisions. The question addressing protection of victims of domestic violence was further disaggregated to determine whether the law specifically covers spouses or family members and former spouses or partners. A new question was added to determine whether the legislation establishes criminal penalties for domestic violence. Four new questions were included to cover explicit provisions on marital rape, the availability of general criminal law to prosecute for rape, and exemptions for perpetrators of rape when they are married or subsequently marry the victim. New questions were added examining the availability of protection orders for victims of domestic violence and whether they provide for removing the perpetrator from the home and prohibiting contact with the victim. Additionally, new questions were added to capture the legal age of marriage of boys and girls, exceptions to the legal age of marriage, provisions invalidating or prohibiting child or early marriage and penalties for authorizing or knowingly entering into child marriages. The questions on sexual harassment provisions were further disaggregated to cover the availability of civil remedies for victims of sexual harassment.

Notes

1 This is a new question.

2 This is a new question.

3 This is a new question.

4 This is a new question.

5 This is a new question.

6 This is a new question.

7 "Morally inappropriate" jobs are often not defined objectively but are left to employers to determine subjectively. However, some economies categorize such jobs as distributing images, working in casinos, or producing alcohol as morally inappropriate.

8 This is a new question.

9 This is a new question.

10 "Aggravated penalties" refers to circumstances that heighten the severity of the criminal act, leading to an increase in the perpetrator's penalty or punishment.

11 This is a new question.

12 This is a new question.

13 This is a new question.

14 This is a new question.

15 This is a new question.

16 This is a new question.

17 This is a new question.

18 UNHCR. 2005. "UNHCR's Policy Framework on Harassment, Sexual Harassment and Abuse of Authority." http://www.un.org/womenwatch/osagi/UN_system_policies/(UNHCR)policy_on_harassment.pdf

19 This is a new question.

20 This is a new question.

21 This is a new question.

22 This is a new question.

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24 This is a new question.

25 This is a new question.

26 This is a new question.

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28 This is a new question.

29 This is a new question.

Economy Tables

	AFGHANISTAN		ALBANIA	
REGION	South Asia		Europe & Central Asia	
INCOME GROUP	Low income		Upper middle income	
FEMALE POPULATION	15,422,818		1,445,100	
FEMALE LABOR FORCE PARTICIPATION	16%		52%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	No		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	27%		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		30%	
10. What are the quotas for women on candidate lists for local government?	No quota		30%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	No	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	No	No	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	Yes		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	No	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	No		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		9	
37. Of those, how many are women?	0		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		No	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	AFGHANISTAN	ALBANIA
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A	0%
48. Do the following provide information to credit agencies:	Retailers: N/A; Utilities: N/A; Microfinance institutions: N/A	Retailers: No; Utilities: No; Microfinance institutions: Yes
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Marital Status: No; Gender: No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No	Yes	No	No
51. How much of such leave is paid (days)?	90	10	N/A	365	N/A	N/A
52. Who pays for such leave?	Emp	Emp	N/A	Gov	N/A	N/A
53. What % of wages are paid?	100%	100%	N/A	65%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	0	N/A	0	N/A	N/A
	Mother	Father		Mother	Father	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
Workplace protections						
57. Does the law mandate equal remuneration for work of equal value?	No			No		
58. Does the law mandate nondiscrimination based on gender in hiring?	No			Yes		
59. Is it prohibited for prospective employers to ask about family status?	No			No		
60. Is dismissal of pregnant workers prohibited?	No			Yes		
61. Are mothers guaranteed an equivalent position after maternity leave?	No			No		
62. Are nursing mothers entitled to nursing breaks?	Yes			Yes		
63. Are parents entitled to flexible/part-time schedules?	No			No		
Retirement & pensions	Women	Men		Women	Men	
64. When can one retire and get full benefits?	N/A	N/A		64	65	
65. When can one retire and get partial benefits?	N/A	N/A		61	62	
66. What is the mandatory retirement age?	65	65		N/A	N/A	
Working hours and industry restrictions						
67. Can women and men work the same night hours?	No			Yes		
68. Can women and men do the same jobs?	No			No		
69. Can women work in these types of jobs in the same way as men:	Hazardous: No; Morally inappropriate: Yes; Arduous: No	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: No; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	No			Yes		
73. If not, are there aggravated penalties for offenses between spouses/family members?	No			N/A		
74. Are there clear criminal penalties for domestic violence?	No			Yes		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	16			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	No				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	ALGERIA		ANGOLA	
REGION	Middle East & North Africa		Sub-Saharan Africa	
INCOME GROUP	Upper middle income		Upper middle income	
FEMALE POPULATION	19,745,898		11,158,094	
FEMALE LABOR FORCE PARTICIPATION	16%		65%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	50%		No quota	
10. What are the quotas for women on candidate lists for local government?	35%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	No	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		11	
37. Of those, how many are women?	2		4	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		No	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	ALGERIA				ANGOLA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				N/A			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		N/A	N/A	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	98	3	N/A		90	0	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		28	1	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	No				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	54	57			59	60		
65. When can one retire and get partial benefits?	45	50			59	60		
66. What is the mandatory retirement age?	54	60			59	60		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	No				No			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		No	No	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	No				No			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	19	19			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	Yes				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				Yes			

	ANTIGUA AND BARBUDA		ARGENTINA	
REGION	Latin America & Caribbean		Latin America & Caribbean	
INCOME GROUP	High income		High income	
FEMALE POPULATION	47,463		21,342,720	
FEMALE LABOR FORCE PARTICIPATION	..		55%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	No		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		30%	
10. What are the quotas for women on candidate lists for local government?	No quota		30%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Separate with spousal consent	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	25		4	
37. Of those, how many are women?	14		1	
38. Is the Chief Justice a woman?	Yes		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	4%		5%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	ANTIGUA AND BARBUDA				ARGENTINA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		No	Yes	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	91	N/A	N/A		90	2	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	78%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	No				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	65		
65. When can one retire and get partial benefits?	60	60			60	65		
66. What is the mandatory retirement age?	N/A	N/A			66	66		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	Yes		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	Yes	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	No				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	Yes				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	ARMENIA		AUSTRALIA	
REGION	Europe & Central Asia		High income: OECD	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	1,453,506		11,802,936	
FEMALE LABOR FORCE PARTICIPATION	58%		71%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		No	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	20%		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		7	
37. Of those, how many are women?	2		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		15%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	ARMENIA	AUSTRALIA
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: Yes; Microfinance institutions: No	Retailers: Yes; Utilities: Yes; Microfinance institutions: N/A
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Yes	Yes
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	Yes	No	No	Yes
51. How much of such leave is paid (days)?	140	0	0	N/A	N/A	126
52. Who pays for such leave?	Gov	N/A	N/A	N/A	N/A	Gov
53. What % of wages are paid?	100%	N/A	N/A	N/A	N/A	Partially paid
54. How much of such leave is unpaid (days)?	0	60	1025	N/A	N/A	239
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	0	0	0	0
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	0	0
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	Yes
58. Does the law mandate nondiscrimination based on gender in hiring?	No	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	Yes
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	N/A
62. Are nursing mothers entitled to nursing breaks?	Yes	No
63. Are parents entitled to flexible/part-time schedules?	Yes	Yes
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	63	63	67	67
65. When can one retire and get partial benefits?	63	63	67	67
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	Yes
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	No	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	No	Yes
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No	Yes
77. Does domestic violence legislation protect former spouses?	No	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	No	Yes
79. Do protection orders for domestic violence exist?	No	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	Yes
81. Do protection orders for domestic violence prohibit contact?	No	Yes
82. Is there a specialized court/procedure for domestic violence?	No	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	No	Yes	No	No
84. Do the following exist concerning sexual harassment in employment:	Yes	No	No	Yes	No	No
85. Is there legislation on sexual harassment in education?	No	Yes
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	17	18	18
88. Are there exceptions?	No	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	No	Yes
Marital rape		
91. Is marital rape explicitly criminalized?	No	Yes
92. If not, can a wife or partner file a complaint?	Yes	N/A
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	AUSTRIA		AZERBAIJAN	
REGION	High income: OECD		Europe & Central Asia	
INCOME GROUP	High income		Upper middle income	
FEMALE POPULATION	4,364,011		4,796,225	
FEMALE LABOR FORCE PARTICIPATION	71%		68%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		No	
2. If yes, does it mention gender?	N/A		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	14		9	
37. Of those, how many are women?	5		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	39%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	Yes		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	AUSTRIA				AZERBAIJAN			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	N/A		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	Yes		Yes		No		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	112	N/A	0		126	0	1039	
52. Who pays for such leave?	Gov	N/A	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	647		0	14	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			60	63		
65. When can one retire and get partial benefits?	65	65			60	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				No			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	Yes		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	Yes				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	BAHAMAS, THE		BAHRAIN	
REGION	Latin America & Caribbean		Middle East & North Africa	
INCOME GROUP	High income		High income	
FEMALE POPULATION	195,338		510,506	
FEMALE LABOR FORCE PARTICIPATION	76%		41%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	No		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		No	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	N/A		7	
37. Of those, how many are women?	N/A		1	
38. Is the Chief Justice a woman?	N/A		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	24%		47%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	BAHAMAS, THE				BAHRAIN			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		Yes	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	91	0	N/A		60	1	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	7	N/A		15	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			55	60		
65. When can one retire and get partial benefits?	60	60			40	45		
66. What is the mandatory retirement age?	N/A	N/A			60	60		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				No			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				No			
74. Are there clear criminal penalties for domestic violence?	No				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				Yes			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	15		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				No			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	No				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	Yes				No			
94. Are rape perpetrators exempt if they marry the victim?	No				Yes			

	BANGLADESH		BARBADOS	
REGION	South Asia		Latin America & Caribbean	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	78,362,971		143,333	
FEMALE LABOR FORCE PARTICIPATION	60%		77%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		No	
3. Does the constitution contain a clause on equality?	Yes		No	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	14%		No quota	
8. What are the quotas for women in local government?	23%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	8		N/A	
37. Of those, how many are women?	1		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	33%		30%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

BUILDING CREDIT

Credit agencies

	BANGLADESH	BARBADOS
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	55%	N/A

48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions
BANGLADESH	No	No	No
BARBADOS	N/A	N/A	N/A

Discrimination

49. Is discrimination in access to credit prohibited based on:	Marital Status	Gender
BANGLADESH	No	No
BARBADOS	No	No

GETTING A JOB

Parental benefits

	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No
51. How much of such leave is paid (days)?	112	N/A	N/A
52. Who pays for such leave?	Emp	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A
BARBADOS			
50. Does the law mandate the following types of leave:	Yes	No	No
51. How much of such leave is paid (days)?	84	N/A	N/A
52. Who pays for such leave?	Gov	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A

	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A
BARBADOS		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A

Workplace protections

	BANGLADESH	BARBADOS
57. Does the law mandate equal remuneration for work of equal value?	Yes	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	No	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	Yes
62. Are nursing mothers entitled to nursing breaks?	No	No
63. Are parents entitled to flexible/part-time schedules?	No	No

Retirement & pensions

	Women	Men
64. When can one retire and get full benefits?	60	60
65. When can one retire and get partial benefits?	60	60
66. What is the mandatory retirement age?	60	60
BARBADOS		
64. When can one retire and get full benefits?	67	67
65. When can one retire and get partial benefits?	64	64
66. What is the mandatory retirement age?	N/A	N/A

Working hours and industry restrictions

	BANGLADESH	BARBADOS
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	No

69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate	Arduous
BANGLADESH	No	Yes	Yes
BARBADOS	Yes	Yes	Yes

70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other
BANGLADESH	No	No	Yes	Yes
BARBADOS	Yes	Yes	Yes	Yes

71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other
BANGLADESH	Yes	Yes	No
BARBADOS	Yes	Yes	No

PROTECTING WOMEN FROM VIOLENCE

Domestic violence

	BANGLADESH	BARBADOS
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	Yes	No

	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes
BARBADOS	Yes	No	Yes	Yes

	BANGLADESH	BARBADOS
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	Yes	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	No	No
79. Do protection orders for domestic violence exist?	Yes	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	Yes
81. Do protection orders for domestic violence prohibit contact?	Yes	Yes
82. Is there a specialized court/procedure for domestic violence?	Yes	Yes

Sexual harassment

	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	No	No
BARBADOS			
83. To protect against sexual harassment, do the following exist:	No	No	No
84. Do the following exist concerning sexual harassment in employment:	No	No	No

	BANGLADESH	BARBADOS
85. Is there legislation on sexual harassment in education?	Yes	No
86. Is there legislation on sexual harassment in public places?	Yes	No

Child and early marriage

	Boys	Girls
87. What is the legal age of marriage for:	21	18
BARBADOS	18	18

	BANGLADESH	BARBADOS
88. Are there exceptions?	No	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	Yes

Marital rape

	BANGLADESH	BARBADOS
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	No	No
93. Are rape perpetrators exempt if they are married to the victim?	Yes	Yes
94. Are rape perpetrators exempt if they marry the victim?	No	No

	BELARUS		BELGIUM	
REGION	Europe & Central Asia		High income: OECD	
INCOME GROUP	Upper middle income		High income	
FEMALE POPULATION	5,077,124		5,714,264	
FEMALE LABOR FORCE PARTICIPATION	62%		62%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	No		No	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		33%	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		50%	
10. What are the quotas for women on candidate lists for local government?	No quota		50%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	12		12	
37. Of those, how many are women?	5		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		7%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	BELARUS	BELGIUM
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	1%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: Yes	Retailers: Yes; Utilities: No; Microfinance institutions: N/A
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No / Yes
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	Yes	Yes	Yes	Yes
51. How much of such leave is paid (days)?	126	N/A	1095	105	10	120
52. Who pays for such leave?	Gov	N/A	Gov	Gov	Emp & Gov	Gov
53. What % of wages are paid?	100%	N/A	Partially paid	86%	80%	Partially paid
54. How much of such leave is unpaid (days)?	0	N/A	0	0	0	0
	Mother	Father		Mother	Father	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
56. In paid parental leave is there a portion that must be taken by the:	0	0		0	0	
Workplace protections						
57. Does the law mandate equal remuneration for work of equal value?	Yes			Yes		
58. Does the law mandate nondiscrimination based on gender in hiring?	No			Yes		
59. Is it prohibited for prospective employers to ask about family status?	No			No		
60. Is dismissal of pregnant workers prohibited?	Yes			Yes		
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes			Yes		
62. Are nursing mothers entitled to nursing breaks?	Yes			Yes		
63. Are parents entitled to flexible/part-time schedules?	Yes			No		
Retirement & pensions	Women	Men		Women	Men	
64. When can one retire and get full benefits?	55	60		65	65	
65. When can one retire and get partial benefits?	55	60		65	65	
66. What is the mandatory retirement age?	N/A	N/A		N/A	N/A	
Working hours and industry restrictions						
67. Can women and men work the same night hours?	Yes			Yes		
68. Can women and men do the same jobs?	No			Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous: No; Morally inappropriate: Yes; Arduous: No	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: No; Construction: No; Other: No	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: No; Heavy lifting: No; Other: No	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	Yes
74. Are there clear criminal penalties for domestic violence?	No	Yes
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	No				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	Yes				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	BELIZE		BENIN	
REGION	Latin America & Caribbean		Sub-Saharan Africa	
INCOME GROUP	Upper middle income		Low income	
FEMALE POPULATION	170,087		5,315,341	
FEMALE LABOR FORCE PARTICIPATION	52%		69%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	No	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		Yes	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		7	
37. Of those, how many are women?	2		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	53%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

BUILDING CREDIT

Credit agencies

	BELIZE	BENIN
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A	1235%

48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions
BELIZE	N/A	N/A	N/A
BENIN	No	No	No

Discrimination

49. Is discrimination in access to credit prohibited based on:	Marital Status	Gender
BELIZE	No	No
BENIN	No	No

GETTING A JOB

Parental benefits

	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No
51. How much of such leave is paid (days)?	98	N/A	N/A
52. Who pays for such leave?	Gov	N/A	N/A
53. What % of wages are paid?	80%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A
BENIN			
50. Does the law mandate the following types of leave:	Yes	Yes	No
51. How much of such leave is paid (days)?	98	3	N/A
52. Who pays for such leave?	Emp & Gov	Emp	N/A
53. What % of wages are paid?	100%	100%	N/A
54. How much of such leave is unpaid (days)?	0	0	N/A

	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A
BENIN		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A

Workplace protections

	BELIZE	BENIN
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	No	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	Yes
62. Are nursing mothers entitled to nursing breaks?	No	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No

Retirement & pensions

	Women	Men
64. When can one retire and get full benefits?	60	60
65. When can one retire and get partial benefits?	60	60
66. What is the mandatory retirement age?	N/A	N/A
BENIN		
64. When can one retire and get full benefits?	60	60
65. When can one retire and get partial benefits?	55	55
66. What is the mandatory retirement age?	N/A	N/A

Working hours and industry restrictions

	BELIZE	BENIN
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	No

69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate	Arduous
BELIZE	Yes	Yes	Yes
BENIN	No	Yes	No

70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other
BELIZE	No	No	No	Yes
BENIN	No	No	No	Yes

71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other
BELIZE	Yes	Yes	No
BENIN	No	No	No

PROTECTING WOMEN FROM VIOLENCE

Domestic violence

	BELIZE	BENIN
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	Yes	Yes

	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes
BENIN	Yes	Yes	Yes	Yes

	BELIZE	BENIN
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	Yes	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	Yes
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	Yes	Yes

Sexual harassment

	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No
BENIN			
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes

	BELIZE	BENIN
85. Is there legislation on sexual harassment in education?	Yes	Yes
86. Is there legislation on sexual harassment in public places?	No	Yes

Child and early marriage

	Boys	Girls
87. What is the legal age of marriage for:	18	18
BENIN	18	18

	BELIZE	BENIN
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	No

Marital rape

	BELIZE	BENIN
91. Is marital rape explicitly criminalized?	No	Yes
92. If not, can a wife or partner file a complaint?	No	N/A
93. Are rape perpetrators exempt if they are married to the victim?	Yes	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	BHUTAN		BOLIVIA	
REGION	South Asia		Latin America & Caribbean	
INCOME GROUP	Lower middle income		Lower middle income	
FEMALE POPULATION	354,222		5,428,762	
FEMALE LABOR FORCE PARTICIPATION	69%		66%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		50%	
10. What are the quotas for women on candidate lists for local government?	No quota		50%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	No	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Other		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	5		7	
37. Of those, how many are women?	1		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		No	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	No		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	BHUTAN				BOLIVIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		Yes	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	56	5	N/A		90	3	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	N/A	N/A			57	58		
65. When can one retire and get partial benefits?	N/A	N/A			49	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				No			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	No		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	No				Yes			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				Yes			
92. If not, can a wife or partner file a complaint?	N/A				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	BOSNIA AND HERZEGOVINA		BOTSWANA	
REGION	Europe & Central Asia		Sub-Saharan Africa	
INCOME GROUP	Upper middle income		Upper middle income	
FEMALE POPULATION	1,958,149		1,011,825	
FEMALE LABOR FORCE PARTICIPATION	42%		75%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	No		No	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	40%		No quota	
10. What are the quotas for women on candidate lists for local government?	40%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		N/A	
37. Of those, how many are women?	4		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	140%		14%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		No	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	BOSNIA AND HERZEGOVINA				BOTSWANA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	Yes		Yes	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	Yes		Yes		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	365	7	N/A		84	N/A	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	60%	100%	N/A		50%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				No			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get partial benefits?	55	60			65	65		
66. What is the mandatory retirement age?	65	65			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		No	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	Yes				No			
86. Is there legislation on sexual harassment in public places?	Yes				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	21		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				No			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	Yes				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	BRAZIL		BRUNEI DARUSSALAM	
REGION	Latin America & Caribbean		East Asia & Pacific	
INCOME GROUP	Upper middle income		High income	
FEMALE POPULATION	102,721,419		208,876	
FEMALE LABOR FORCE PARTICIPATION	65%		56%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		No	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	30%		No quota	
10. What are the quotas for women on candidate lists for local government?	30%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		No default	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	No	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	11		N/A	
37. Of those, how many are women?	2		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	117%		22%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	Yes		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	BRAZIL				BRUNEI DARUSSALAM			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	Yes		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	120	5	N/A		91	N/A	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		14	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	65			60	60		
65. When can one retire and get partial benefits?	50	55			60	60		
66. What is the mandatory retirement age?	65	70			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				No			
93. Are rape perpetrators exempt if they are married to the victim?	No				Yes			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	BULGARIA		BURKINA FASO	
REGION	Europe & Central Asia		Sub-Saharan Africa	
INCOME GROUP	Upper middle income		Low income	
FEMALE POPULATION	3,717,047		8,753,094	
FEMALE LABOR FORCE PARTICIPATION	64%		80%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		30%	
10. What are the quotas for women on candidate lists for local government?	No quota		30%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	12		10	
37. Of those, how many are women?	3		3	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		No	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	BULGARIA				BURKINA FASO			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				1425%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	Yes		Yes		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	410	15	365		98	3	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	90%	90%	Partially paid		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	Yes				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	63	65			56	56		
65. When can one retire and get partial benefits?	63	65			56	56		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	Yes	No	No	Yes	Yes	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	Yes	No		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				No			
74. Are there clear criminal penalties for domestic violence?	No				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	Yes				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			20	20		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				No			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	Yes				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	Yes				No			

	BURUNDI		CAMBODIA	
REGION	Sub-Saharan Africa		East Asia & Pacific	
INCOME GROUP	Low income		Low income	
FEMALE POPULATION	5,303,902		7,886,298	
FEMALE LABOR FORCE PARTICIPATION	84%		82%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	30%		No quota	
8. What are the quotas for women in local government?	30%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Full community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		9	
37. Of those, how many are women?	1		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	223%		24%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	No		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	BURUNDI				CAMBODIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	223%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	84	4	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		50%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			55	55		
65. When can one retire and get partial benefits?	60	60			55	55		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	21	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	CAMEROON		CANADA	
REGION	Sub-Saharan Africa		High income: OECD	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	11,410,432		17,900,562	
FEMALE LABOR FORCE PARTICIPATION	65%		75%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	No	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Husband		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	No		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	6		9	
37. Of those, how many are women?	0		4	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	1436%		46%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	CAMEROON				CANADA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		Yes	Yes	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	Yes	
51. How much of such leave is paid (days)?	98	3	N/A		105	N/A	245	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	N/A		34%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	N/A		14	N/A	14	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				Yes			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			65	65		
65. When can one retire and get partial benefits?	50	50			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	No		No	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	No	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				Yes			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	No	No	No	No
76. Does domestic violence legislation protect family members?	No				No			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	No				No			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				No			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				Yes			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	21	21			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				No			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	Yes				No			

	CHAD		CHILE	
REGION	Sub-Saharan Africa		High income: OECD	
INCOME GROUP	Low income		High income	
FEMALE POPULATION	6,593,973		8,982,586	
FEMALE LABOR FORCE PARTICIPATION	65%		55%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		40%	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	..	..	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Husband		Husband	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	No		Yes	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	Yes	No	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	6		10	
37. Of those, how many are women?	1		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	20%		269%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	CHAD	CHILE
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	2%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: No	Retailers: Yes; Utilities: No; Microfinance institutions: N/A
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No
51. How much of such leave is paid (days)?	98	1	N/A
52. Who pays for such leave?	Gov	Emp	N/A
53. What % of wages are paid?	50%	100%	N/A
54. How much of such leave is unpaid (days)?	0	0	N/A
	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	No
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men
64. When can one retire and get full benefits?	60	60
65. When can one retire and get partial benefits?	55	55
66. What is the mandatory retirement age?	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	No	Yes
68. Can women and men do the same jobs?	No	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: No; Morally inappropriate: No; Arduous: Yes	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: No; Construction: No; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: No; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	No	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	No	N/A
74. Are there clear criminal penalties for domestic violence?	No	No
	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	No	Yes
77. Does domestic violence legislation protect former spouses?	No	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	No	Yes
79. Do protection orders for domestic violence exist?	No	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	Yes
81. Do protection orders for domestic violence prohibit contact?	No	Yes
82. Is there a specialized court/procedure for domestic violence?	No	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	No	No	No	Yes	No	No
84. Do the following exist concerning sexual harassment in employment:	No	No	No	Yes	No	No
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls
87. What is the legal age of marriage for:	21	21	18	18
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	Yes
Marital rape		
91. Is marital rape explicitly criminalized?	No	Yes
92. If not, can a wife or partner file a complaint?	Yes	N/A
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	CHINA		COLOMBIA	
REGION	East Asia & Pacific		Latin America & Caribbean	
INCOME GROUP	Upper middle income		Upper middle income	
FEMALE POPULATION	657,033,636		24,878,046	
FEMALE LABOR FORCE PARTICIPATION	70%		60%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	> 0		30%	
10. What are the quotas for women on candidate lists for local government?	No quota		30%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Deferred community of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		Yes	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	N/A		9	
37. Of those, how many are women?	N/A		2	
38. Is the Chief Justice a woman?	N/A		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	49%		173%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

	CHINA				COLOMBIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		Yes	Yes	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	128	3	N/A		98	10	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	60			57	62		
65. When can one retire and get partial benefits?	50	60			57	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		No	No	Yes		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	No	No		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	22	20			18	18		
88. Are there exceptions?	No				Yes			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	CONGO, DEM. REP.		CONGO, REP.	
REGION	Sub-Saharan Africa		Sub-Saharan Africa	
INCOME GROUP	Low income		Lower middle income	
FEMALE POPULATION	34,905,563		2,279,702	
FEMALE LABOR FORCE PARTICIPATION	72%		70%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	50%		30%	
10. What are the quotas for women on candidate lists for local government?	50%		30%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	No	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	No	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	No	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	Yes		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Husband		Husband	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	Yes		Yes	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	Yes	No	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		9	
37. Of those, how many are women?	0		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	656%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

	CONGO, DEM. REP.	CONGO, REP.
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A	1%
48. Do the following provide information to credit agencies:	Retailers: N/A; Utilities: N/A; Microfinance institutions: N/A	Retailers: No; Utilities: No; Microfinance institutions: No
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Marital Status: No; Gender: No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No	Yes	No	No
51. How much of such leave is paid (days)?	98	2	N/A	105	N/A	N/A
52. Who pays for such leave?	Emp	Emp	N/A	Emp & Gov	N/A	N/A
53. What % of wages are paid?	67%	100%	N/A	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	0	N/A	0	N/A	N/A
	Mother	Father		Mother	Father	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	No
61. Are mothers guaranteed an equivalent position after maternity leave?	No	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	60	65	52	52
65. When can one retire and get partial benefits?	60	65	52	52
66. What is the mandatory retirement age?	60	65	57	57
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: No; Morally inappropriate: No; Arduous: No	Hazardous: Yes; Morally inappropriate: No; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: No; Construction: No; Other: Yes	Mining: No; Factories: No; Construction: No; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: No; Other: No	Metalwork: Yes; Heavy lifting: No; Other: No
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	No	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	No	No
74. Are there clear criminal penalties for domestic violence?	No	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	No	No	No	No
76. Does domestic violence legislation protect family members?	No	No
77. Does domestic violence legislation protect former spouses?	No	No
78. Does domestic violence legislation protect unmarried intimate partners?	No	No
79. Do protection orders for domestic violence exist?	No	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	No
81. Do protection orders for domestic violence prohibit contact?	N/A	No
82. Is there a specialized court/procedure for domestic violence?	No	No
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes	No	No	No
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes	No	No	No
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	21	18
88. Are there exceptions?	No	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	No
Marital rape		
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	Yes	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	COSTA RICA		CÔTE D'IVOIRE	
REGION	Latin America & Caribbean		Sub-Saharan Africa	
INCOME GROUP	Upper middle income		Lower middle income	
FEMALE POPULATION	2,430,743		10,209,279	
FEMALE LABOR FORCE PARTICIPATION	51%		53%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	No		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	50%		No quota	
10. What are the quotas for women on candidate lists for local government?	50%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property		Partial community of property	
26. Who administers marital property?	Original owner		Husband	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		Yes	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	No	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		7	
37. Of those, how many are women?	1		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	57%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		No	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	COSTA RICA				CÔTE D'IVOIRE			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				1279%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	Yes	No		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	120	N/A	N/A		98	2	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			55	55		
65. When can one retire and get partial benefits?	60	62			50	50		
66. What is the mandatory retirement age?	N/A	N/A			55	55		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	No				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	No		No	Yes	Yes		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	Yes				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	21		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	CROATIA		CZECH REPUBLIC	
REGION	Europe & Central Asia		High income: OECD	
INCOME GROUP	High income		High income	
FEMALE POPULATION	2,192,467		5,334,852	
FEMALE LABOR FORCE PARTICIPATION	58%		65%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		No	
2. If yes, does it mention gender?	N/A		N/A	
3. Does the constitution contain a clause on equality?	Yes		No	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	> 0		No quota	
10. What are the quotas for women on candidate lists for local government?	> 0		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	13		15	
37. Of those, how many are women?	5		3	
38. Is the Chief Justice a woman?	Yes		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	13%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	CROATIA				CZECH REPUBLIC			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	Yes		Yes		No		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	208	N/A	120		196	N/A	1095	
52. Who pays for such leave?	Gov	N/A	Gov		Gov	N/A	Gov	
53. What % of wages are paid?	100%	N/A	Partially paid		70%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	795		0	N/A	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				Yes			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	66	66			67	67		
65. When can one retire and get partial benefits?	62	62			62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	No	No	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	Yes				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				No			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	DENMARK		DJIBOUTI	
REGION	High income: OECD		Middle East & North Africa	
INCOME GROUP	High income		Lower middle income	
FEMALE POPULATION	2,840,857		441,157	
FEMALE LABOR FORCE PARTICIPATION	76%		39%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		No	
2. If yes, does it mention gender?	N/A		N/A	
3. Does the constitution contain a clause on equality?	No		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		10%	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	16		12	
37. Of those, how many are women?	5		6	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	14%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		No	

BUILDING CREDIT

Credit agencies

	DENMARK	DJIBOUTI
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	973%

48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions
DENMARK	Yes	Yes	N/A
DJIBOUTI	No	No	No

Discrimination

49. Is discrimination in access to credit prohibited based on:	Marital Status	Gender
DENMARK	No	Yes
DJIBOUTI	No	No

GETTING A JOB

Parental benefits

	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	Yes
51. How much of such leave is paid (days)?	126	14	224
52. Who pays for such leave?	Gov	Gov	Gov
53. What % of wages are paid?	50%	50%	Partially paid
54. How much of such leave is unpaid (days)?	0	0	0

	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	0	0

Workplace protections

	DENMARK	DJIBOUTI
57. Does the law mandate equal remuneration for work of equal value?	Yes	Yes
58. Does the law mandate nondiscrimination based on gender in hiring?	No	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	No	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No

Retirement & pensions

	Women	Men
64. When can one retire and get full benefits?	67	67
65. When can one retire and get partial benefits?	67	67
66. What is the mandatory retirement age?	N/A	N/A
DJIBOUTI	55	60
DJIBOUTI	55	60
DJIBOUTI	60	60

Working hours and industry restrictions

	DENMARK	DJIBOUTI
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	No

69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate	Arduous
DENMARK	Yes	Yes	Yes
DJIBOUTI	Yes	Yes	Yes

70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other
DENMARK	Yes	Yes	Yes	Yes
DJIBOUTI	Yes	Yes	Yes	Yes

71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other
DENMARK	Yes	Yes	Yes
DJIBOUTI	Yes	Yes	Yes

PROTECTING WOMEN FROM VIOLENCE

Domestic violence

	DENMARK	DJIBOUTI
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	No
74. Are there clear criminal penalties for domestic violence?	Yes	No

	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	Yes	No
DJIBOUTI	No	No	No	No

	DENMARK	DJIBOUTI
76. Does domestic violence legislation protect family members?	Yes	No
77. Does domestic violence legislation protect former spouses?	No	No
78. Does domestic violence legislation protect unmarried intimate partners?	No	No
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	Yes	No

Sexual harassment

	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes
DJIBOUTI	No	No	No
DJIBOUTI	No	No	No

	DENMARK	DJIBOUTI
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No

Child and early marriage

	Boys	Girls
87. What is the legal age of marriage for:	18	18
DJIBOUTI	18	18

	DENMARK	DJIBOUTI
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	No	Yes
90. Is child marriage penalized?	No	Yes

Marital rape

	DENMARK	DJIBOUTI
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	Yes	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	DOMINICA		DOMINICAN REPUBLIC	
REGION	Latin America & Caribbean		Latin America & Caribbean	
INCOME GROUP	Upper middle income		Upper middle income	
FEMALE POPULATION	..		5,264,218	
FEMALE LABOR FORCE PARTICIPATION	..		56%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	No		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		33%	
10. What are the quotas for women on candidate lists for local government?	No quota		33%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	25		13	
37. Of those, how many are women?	14		3	
38. Is the Chief Justice a woman?	Yes		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	52%		1%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

BUILDING CREDIT

Credit agencies

	DOMINICA	DOMINICAN REPUBLIC
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A	0%

48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions
DOMINICA	N/A	N/A	N/A
DOMINICAN REPUBLIC	Yes	Yes	No

Discrimination

	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on: DOMINICA	No	No
DOMINICAN REPUBLIC	No	No

GETTING A JOB

Parental benefits

	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave: DOMINICA	Yes	No	No
DOMINICAN REPUBLIC	Yes	Yes	No
51. How much of such leave is paid (days)? DOMINICA	84	N/A	N/A
DOMINICAN REPUBLIC	84	2	N/A
52. Who pays for such leave? DOMINICA	Gov	N/A	N/A
DOMINICAN REPUBLIC	Emp & Gov	Emp	N/A
53. What % of wages are paid? DOMINICA	60%	N/A	N/A
DOMINICAN REPUBLIC	100%	100%	N/A
54. How much of such leave is unpaid (days)? DOMINICA	0	N/A	N/A
DOMINICAN REPUBLIC	0	0	N/A

	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the: DOMINICA	N/A	N/A
DOMINICAN REPUBLIC	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the: DOMINICA	N/A	N/A
DOMINICAN REPUBLIC	N/A	N/A

Workplace protections

	DOMINICA	DOMINICAN REPUBLIC
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	No	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	No	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No

Retirement & pensions

	Women	Men
64. When can one retire and get full benefits? DOMINICA	65	65
DOMINICAN REPUBLIC	60	60
65. When can one retire and get partial benefits? DOMINICA	65	65
DOMINICAN REPUBLIC	55	55
66. What is the mandatory retirement age? DOMINICA	N/A	N/A
DOMINICAN REPUBLIC	N/A	N/A

Working hours and industry restrictions

	DOMINICA	DOMINICAN REPUBLIC
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	Yes

69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate	Arduous
DOMINICA	Yes	Yes	Yes
DOMINICAN REPUBLIC	Yes	Yes	Yes

70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other
DOMINICA	No	No	No	Yes
DOMINICAN REPUBLIC	Yes	Yes	Yes	Yes

71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other
DOMINICA	Yes	Yes	No
DOMINICAN REPUBLIC	Yes	Yes	Yes

PROTECTING WOMEN FROM VIOLENCE

Domestic violence

	DOMINICA	DOMINICAN REPUBLIC
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	Yes	Yes

75. Does domestic violence legislation cover the following abuse:	Physical	Sexual	Emotional	Economic
DOMINICA	Yes	Yes	Yes	Yes
DOMINICAN REPUBLIC	Yes	Yes	Yes	No

	DOMINICA	DOMINICAN REPUBLIC
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	Yes	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	Yes
79. Do protection orders for domestic violence exist?	Yes	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	Yes
81. Do protection orders for domestic violence prohibit contact?	Yes	Yes
82. Is there a specialized court/procedure for domestic violence?	Yes	Yes

Sexual harassment

	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist: DOMINICA	No	No	No
DOMINICAN REPUBLIC	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment: DOMINICA	No	No	No
DOMINICAN REPUBLIC	Yes	Yes	Yes

	DOMINICA	DOMINICAN REPUBLIC
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No

Child and early marriage

	Boys	Girls
87. What is the legal age of marriage for: DOMINICA	18	18
DOMINICAN REPUBLIC	18	18

	DOMINICA	DOMINICAN REPUBLIC
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	Yes

Marital rape

	DOMINICA	DOMINICAN REPUBLIC
91. Is marital rape explicitly criminalized?	No	Yes
92. If not, can a wife or partner file a complaint?	No	N/A
93. Are rape perpetrators exempt if they are married to the victim?	Yes	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	ECUADOR		EGYPT, ARAB REP.	
REGION	Latin America & Caribbean		Middle East & North Africa	
INCOME GROUP	Upper middle income		Lower middle income	
FEMALE POPULATION	7,993,615		41,511,797	
FEMALE LABOR FORCE PARTICIPATION	58%		26%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		10%	
8. What are the quotas for women in local government?	No quota		25%	
9. What are the quotas for women on candidate lists for parliament?	50%		No quota	
10. What are the quotas for women on candidate lists for local government?	50%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	No	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Other		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		11	
37. Of those, how many are women?	4		0	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	81%		171%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	ECUADOR	EGYPT, ARAB REP.
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: Yes; Utilities: Yes; Microfinance institutions: Yes	Retailers: Yes; Utilities: No; Microfinance institutions: Yes
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Marital Status: No; Gender: No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No	Yes	No	No
51. How much of such leave is paid (days)?	84	12	N/A	90	N/A	N/A
52. Who pays for such leave?	Emp & Gov	Emp	N/A	Emp & Gov	N/A	N/A
53. What % of wages are paid?	100%	100%	N/A	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	0	N/A	0	N/A	N/A
	Mother	Father		Mother	Father	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	No
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	60	60	60	60
65. When can one retire and get partial benefits?	60	60	45	45
66. What is the mandatory retirement age?	N/A	N/A	60	60
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: No; Arduous: No
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: Yes; Construction: Yes; Other: Yes	Mining: No; Factories: No; Construction: No; Other: No
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: No; Other: Yes	Metalwork: No; Heavy lifting: No; Other: No
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	No
74. Are there clear criminal penalties for domestic violence?	Yes	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes	No
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	No
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	Yes	No
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes	Yes	No	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes	Yes	No	Yes
85. Is there legislation on sexual harassment in education?	Yes	Yes
86. Is there legislation on sexual harassment in public places?	Yes	Yes
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	18	18
88. Are there exceptions?	Yes	No
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	Yes
Marital rape		
91. Is marital rape explicitly criminalized?	Yes	No
92. If not, can a wife or partner file a complaint?	N/A	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	EL SALVADOR		EQUATORIAL GUINEA	
REGION	Latin America & Caribbean		Sub-Saharan Africa	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	3,361,085		379,731	
FEMALE LABOR FORCE PARTICIPATION	51%		82%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	30%		No quota	
10. What are the quotas for women on candidate lists for local government?	30%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	..	..
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	No	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property		Partial community of property	
26. Who administers marital property?	Original owner		Separate with spousal consent	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	No	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	5		5	
37. Of those, how many are women?	0		0	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	654%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	EL SALVADOR	EQUATORIAL GUINEA
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: Yes; Utilities: No; Microfinance institutions: Yes	Retailers: No; Utilities: No; Microfinance institutions: No
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Marital Status: No; Gender: No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No	Yes	Yes	No
51. How much of such leave is paid (days)?	84	3	N/A	84	3	N/A
52. Who pays for such leave?	Gov	Emp	N/A	Gov	Emp	N/A
53. What % of wages are paid?	100%	100%	N/A	75%	100%	N/A
54. How much of such leave is unpaid (days)?	0	0	N/A	0	0	N/A
	Mother	Father		Mother	Father	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	Yes
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	55	60	60	60
65. When can one retire and get partial benefits?	55	60	60	60
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: No; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	No
74. Are there clear criminal penalties for domestic violence?	Yes	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes	No
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	No
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	Yes	No
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes	No	No	No
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes	No	No	No
85. Is there legislation on sexual harassment in education?	Yes	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	23	23
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	Yes
Marital rape		
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	Yes	No
93. Are rape perpetrators exempt if they are married to the victim?	No	Yes
94. Are rape perpetrators exempt if they marry the victim?	No	Yes

	ESTONIA		ETHIOPIA	
REGION	High income: OECD		Sub-Saharan Africa	
INCOME GROUP	High income		Low income	
FEMALE POPULATION	704,249		48,229,992	
FEMALE LABOR FORCE PARTICIPATION	72%		81%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		Yes	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		N/A	
37. Of those, how many are women?	1		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	14%		46%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		No	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	ESTONIA				ETHIOPIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				N/A			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	N/A		N/A	N/A	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	No	
51. How much of such leave is paid (days)?	140	10	435		90	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	100%	100%	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	590		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	Yes				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	63	63			60	60		
65. When can one retire and get partial benefits?	60	60			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	Yes		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	No				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	Yes				Yes			
86. Is there legislation on sexual harassment in public places?	No				Yes			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				No			
93. Are rape perpetrators exempt if they are married to the victim?	No				Yes			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	FIJI		FINLAND	
REGION	East Asia & Pacific		High income: OECD	
INCOME GROUP	Upper middle income		High income	
FEMALE POPULATION	435,616		2,778,257	
FEMALE LABOR FORCE PARTICIPATION	39%		73%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Deferred community of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	6		N/A	
37. Of those, how many are women?	1		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	59%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	No		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

BUILDING CREDIT

Credit agencies

	FIJI	FINLAND
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%

48. Do the following provide information to credit agencies:	FIJI			FINLAND		
	Retailers	Utilities	Microfinance institutions	Retailers	Utilities	Microfinance institutions
	Yes	Yes	Yes	No	No	N/A

	FIJI		FINLAND	
Discrimination	**Marital Status**	**Gender**	**Marital Status**	**Gender**
49. Is discrimination in access to credit prohibited based on:	No	No	No	Yes

GETTING A JOB

Parental benefits	FIJI			FINLAND		
	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No	Yes	Yes	Yes
51. How much of such leave is paid (days)?	84	N/A	N/A	147	24	215
52. Who pays for such leave?	Emp	N/A	N/A	Gov	Gov	Gov
53. What % of wages are paid?	100%	N/A	N/A	58%	58%	Partially paid
54. How much of such leave is unpaid (days)?	0	N/A	N/A	0	0	0

	FIJI		FINLAND	
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	0	0

Workplace protections	FIJI	FINLAND
57. Does the law mandate equal remuneration for work of equal value?	Yes	Yes
58. Does the law mandate nondiscrimination based on gender in hiring?	No	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	No	No
63. Are parents entitled to flexible/part-time schedules?	No	Yes

Retirement & pensions	FIJI		FINLAND	
	Women	Men	Women	Men
64. When can one retire and get full benefits?	55	55	63	63
65. When can one retire and get partial benefits?	55	55	63	63
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A

Working hours and industry restrictions	FIJI	FINLAND
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	Yes

69. Can women work in these types of jobs in the same way as men:	FIJI			FINLAND		
	Hazardous	Morally inappropriate	Arduous	Hazardous	Morally inappropriate	Arduous
	Yes	Yes	Yes	Yes	Yes	Yes

70. Can women work in these occupations in the same way as men:	FIJI				FINLAND			
	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes

71. Can women work on these tasks in the same way as men:	FIJI			FINLAND		
	Metalwork	Heavy lifting	Other	Metalwork	Heavy lifting	Other
	Yes	Yes	Yes	Yes	Yes	Yes

PROTECTING WOMEN FROM VIOLENCE

Domestic violence

	FIJI	FINLAND
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	No	No

	FIJI				FINLAND			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	No	Yes	No

	FIJI	FINLAND
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	Yes
79. Do protection orders for domestic violence exist?	Yes	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	Yes
81. Do protection orders for domestic violence prohibit contact?	Yes	Yes
82. Is there a specialized court/procedure for domestic violence?	Yes	Yes

Sexual harassment	FIJI			FINLAND		
	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No	Yes	Yes	Yes
85. Is there legislation on sexual harassment in education?	Yes			Yes		
86. Is there legislation on sexual harassment in public places?	Yes			No		

Child and early marriage	FIJI		FINLAND	
	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	18	18
88. Are there exceptions?	No		Yes	
89. Is child marriage void or prohibited?	No		No	
90. Is child marriage penalized?	Yes		No	

Marital rape	FIJI	FINLAND
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	Yes	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	FRANCE		GABON	
REGION	High income: OECD		Sub-Saharan Africa	
INCOME GROUP	High income		Upper middle income	
FEMALE POPULATION	34,135,260		850,885	
FEMALE LABOR FORCE PARTICIPATION	67%		58%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		No	
2. If yes, does it mention gender?	N/A		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	20%		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	50%		No quota	
10. What are the quotas for women on candidate lists for local government?	50%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Other	
26. Who administers marital property?	Both must agree		Other	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	No	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	10		9	
37. Of those, how many are women?	3		4	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	12%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	Yes		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	FRANCE	GABON
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: N/A	Retailers: No; Utilities: No; Microfinance institutions: No
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	Yes	Yes	No	No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	Yes	Yes	No	No
51. How much of such leave is paid (days)?	112	11	0	98	N/A	N/A
52. Who pays for such leave?	Gov	Gov	N/A	Gov	N/A	N/A
53. What % of wages are paid?	73%	73%	N/A	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	0	1025	0	N/A	N/A
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	0	0	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	No
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	67	67	57	57
65. When can one retire and get partial benefits?	62	62	57	57
66. What is the mandatory retirement age?	70	70	57	57
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: No; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: No; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	No
74. Are there clear criminal penalties for domestic violence?	Yes	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes	No
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	No
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	Yes	No
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes	No	No	No
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes	No	No	No
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	21	21
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	Yes
Marital rape		
91. Is marital rape explicitly criminalized?	Yes	No
92. If not, can a wife or partner file a complaint?	N/A	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	GEORGIA		GERMANY	
REGION	Europe & Central Asia		High income: OECD	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	2,380,984		41,167,323	
FEMALE LABOR FORCE PARTICIPATION	61%		72%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		No	
2. If yes, does it mention gender?	N/A		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		30%	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Deferred community of property	
26. Who administers marital property?	Both must agree		Separate with spousal consent	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		16	
37. Of those, how many are women?	3		5	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	31%		2%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	GEORGIA				GERMANY			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	Yes	Yes		Yes	Yes	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	Yes	
51. How much of such leave is paid (days)?	183	N/A	N/A		98	N/A	360	
52. Who pays for such leave?	Gov	N/A	N/A		Emp & Gov	N/A	Gov	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	547	N/A	N/A		0	N/A	679	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			60	60		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	No				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	65			67	67		
65. When can one retire and get partial benefits?	60	65			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	No		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	No		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	GHANA		GREECE	
REGION	Sub-Saharan Africa		High income: OECD	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	13,316,516		5,549,303	
FEMALE LABOR FORCE PARTICIPATION	69%		59%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		33%	
10. What are the quotas for women on candidate lists for local government?	No quota		33%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	14		N/A	
37. Of those, how many are women?	5		N/A	
38. Is the Chief Justice a woman?	Yes		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		31%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	GHANA	GREECE
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: Yes	Retailers: No; Utilities: No; Microfinance institutions: N/A
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No / Yes
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No	Yes	Yes	Yes
51. How much of such leave is paid (days)?	84	N/A	N/A	119	2	0
52. Who pays for such leave?	Emp	N/A	N/A	Gov	Emp	N/A
53. What % of wages are paid?	100%	N/A	N/A	100%	100%	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A	0	0	120
	Mother	Father		Mother	Father	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		0	0	
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
Workplace protections						
57. Does the law mandate equal remuneration for work of equal value?	No			Yes		
58. Does the law mandate nondiscrimination based on gender in hiring?	No			No		
59. Is it prohibited for prospective employers to ask about family status?	No			No		
60. Is dismissal of pregnant workers prohibited?	Yes			Yes		
61. Are mothers guaranteed an equivalent position after maternity leave?	No			Yes		
62. Are nursing mothers entitled to nursing breaks?	Yes			Yes		
63. Are parents entitled to flexible/part-time schedules?	No			Yes		
Retirement & pensions	Women	Men		Women	Men	
64. When can one retire and get full benefits?	60	60		65	65	
65. When can one retire and get partial benefits?	55	55		60	60	
66. What is the mandatory retirement age?	N/A	N/A		N/A	N/A	
Working hours and industry restrictions						
67. Can women and men work the same night hours?	Yes			Yes		
68. Can women and men do the same jobs?	Yes			Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	Yes	Yes
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	No				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	GRENADA		GUATEMALA	
REGION	Latin America & Caribbean		Latin America & Caribbean	
INCOME GROUP	Upper middle income		Lower middle income	
FEMALE POPULATION	53,026		8,121,898	
FEMALE LABOR FORCE PARTICIPATION	..		51%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	No		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	25		5	
37. Of those, how many are women?	14		1	
38. Is the Chief Justice a woman?	Yes		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	46%		36%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	GRENADA				GUATEMALA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		Yes	Yes	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	90	N/A	N/A		84	2	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	88%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			62	62		
65. When can one retire and get partial benefits?	60	60			62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	No		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				Yes			
92. If not, can a wife or partner file a complaint?	N/A				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	GUINEA		GUYANA	
REGION	Sub-Saharan Africa		Latin America & Caribbean	
INCOME GROUP	Low income		Lower middle income	
FEMALE POPULATION	6,010,600		395,411	
FEMALE LABOR FORCE PARTICIPATION	67%		45%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	30%		No quota	
9. What are the quotas for women on candidate lists for parliament?	30%		33%	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	..	..	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		11	
37. Of those, how many are women?	1		4	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		6%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	No		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	GUINEA				GUYANA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				N/A			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		N/A	N/A	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	98	N/A	N/A		91	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		70%	N/A	N/A	
54. How much of such leave is unpaid (days)?	270	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				Yes			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	55			60	60		
65. When can one retire and get partial benefits?	55	55			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	Yes	Yes	Yes	Yes	No	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	Yes	No		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	21	21			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	HAITI		HONDURAS	
REGION	Latin America & Caribbean		Latin America & Caribbean	
INCOME GROUP	Low income		Lower middle income	
FEMALE POPULATION	5,292,357		4,127,197	
FEMALE LABOR FORCE PARTICIPATION	63%		45%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	30%		No quota	
8. What are the quotas for women in local government?	33%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		40%	
10. What are the quotas for women on candidate lists for local government?	No quota		40%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Deferred community of property	
26. Who administers marital property?	Other		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	12		5	
37. Of those, how many are women?	1		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	67%		108%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	HAITI	HONDURAS
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	201%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: No	Retailers: Yes; Utilities: Yes; Microfinance institutions: Yes
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	No	No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No	Yes	No	No
51. How much of such leave is paid (days)?	42	N/A	N/A	84	N/A	N/A
52. Who pays for such leave?	Emp	N/A	N/A	Emp & Gov	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	42	N/A	N/A	0	N/A	N/A
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	55	55	60	65
65. When can one retire and get partial benefits?	55	55	60	65
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: No; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	No	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	No	N/A
74. Are there clear criminal penalties for domestic violence?	No	Yes
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No	Yes
77. Does domestic violence legislation protect former spouses?	No	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	No	Yes
79. Do protection orders for domestic violence exist?	No	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	Yes
81. Do protection orders for domestic violence prohibit contact?	No	Yes
82. Is there a specialized court/procedure for domestic violence?	No	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	No	No	No	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment:	No	No	No	Yes	Yes	Yes
85. Is there legislation on sexual harassment in education?	No	Yes
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	21	21
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	Yes
Marital rape		
91. Is marital rape explicitly criminalized?	No	Yes
92. If not, can a wife or partner file a complaint?	Yes	N/A
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	HONG KONG SAR, CHINA		HUNGARY	
REGION	East Asia & Pacific		High income: OECD	
INCOME GROUP	High income		High income	
FEMALE POPULATION	3,852,616		5,174,659	
FEMALE LABOR FORCE PARTICIPATION	60%		58%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	4		15	
37. Of those, how many are women?	0		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	16%		32%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	HONG KONG SAR, CHINA				HUNGARY			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	Yes		Yes		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	70	3	N/A		168	5	590	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	Emp	Gov	
53. What % of wages are paid?	80%	80%	N/A		70%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get partial benefits?	60	60			65	65		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		No	No	No	
85. Is there legislation on sexual harassment in education?	Yes				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	21	21			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				Yes			
92. If not, can a wife or partner file a complaint?	N/A				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	ICELAND		INDIA	
REGION	High income: OECD		South Asia	
INCOME GROUP	High income		Lower middle income	
FEMALE POPULATION	162,643		612,195,535	
FEMALE LABOR FORCE PARTICIPATION	82%		29%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	40%		> 0	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		33%	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	12		28	
37. Of those, how many are women?	1		1	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		10%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	ICELAND				INDIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	No	N/A		No	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	No	
51. How much of such leave is paid (days)?	90	90	90		84	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	49%	49%	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			58	58		
65. When can one retire and get partial benefits?	67	67			50	50		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	No		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	Yes				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	18		
88. Are there exceptions?	Yes				No			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				No			
93. Are rape perpetrators exempt if they are married to the victim?	No				Yes			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	INDONESIA		IRAN, ISLAMIC REP.	
REGION	East Asia & Pacific		Middle East & North Africa	
INCOME GROUP	Lower middle income		Upper middle income	
FEMALE POPULATION	125,649,068		39,036,275	
FEMALE LABOR FORCE PARTICIPATION	54%		18%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	No		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	30%		No quota	
10. What are the quotas for women on candidate lists for local government?	30%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	No	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	No	Yes	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	No		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		No	
32. Do female and male surviving spouses have equal inheritance rights?	No		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		No	
Judicial representation				
36. How many justices are on the constitutional court?	9		12	
37. Of those, how many are women?	1		0	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		No	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

BUILDING CREDIT

Credit agencies

	INDONESIA	IRAN, ISLAMIC REP.
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: Yes	Retailers: No; Utilities: No; Microfinance institutions: No

Discrimination

	INDONESIA	IRAN, ISLAMIC REP.
	Marital Status	Gender	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	No	No

GETTING A JOB

Parental benefits

	INDONESIA			IRAN, ISLAMIC REP.		
	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No	Yes	Yes	No
51. How much of such leave is paid (days)?	90	2	N/A	270	14	N/A
52. Who pays for such leave?	Emp	Emp	N/A	Gov	Gov	N/A
53. What % of wages are paid?	100%	100%	N/A	67%	100%	N/A
54. How much of such leave is unpaid (days)?	0	0	N/A	0	0	N/A
	Mother	Father		Mother	Father	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	

Workplace protections

	INDONESIA	IRAN, ISLAMIC REP.
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	No
61. Are mothers guaranteed an equivalent position after maternity leave?	No	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No

Retirement & pensions

	INDONESIA		IRAN, ISLAMIC REP.	
	Women	Men	Women	Men
64. When can one retire and get full benefits?	55	55	55	60
65. When can one retire and get partial benefits?	55	55	45	55
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A

Working hours and industry restrictions

	INDONESIA	IRAN, ISLAMIC REP.
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: Yes; Arduous: No
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: No; Other: Yes

PROTECTING WOMEN FROM VIOLENCE

Domestic violence

	INDONESIA	IRAN, ISLAMIC REP.
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	No
74. Are there clear criminal penalties for domestic violence?	Yes	No

	INDONESIA				IRAN, ISLAMIC REP.			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	No				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			

Sexual harassment

	INDONESIA			IRAN, ISLAMIC REP.		
	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	No	No	No	No	No	No
84. Do the following exist concerning sexual harassment in employment:	No	No	No	No	No	No
85. Is there legislation on sexual harassment in education?	No			No		
86. Is there legislation on sexual harassment in public places?	No			No		

Child and early marriage

	INDONESIA		IRAN, ISLAMIC REP.	
	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	21	21	15	13
88. Are there exceptions?	Yes		Yes	
89. Is child marriage void or prohibited?	Yes		No	
90. Is child marriage penalized?	Yes		No	

Marital rape

	INDONESIA	IRAN, ISLAMIC REP.
91. Is marital rape explicitly criminalized?	Yes	No
92. If not, can a wife or partner file a complaint?	N/A	No
93. Are rape perpetrators exempt if they are married to the victim?	No	Yes
94. Are rape perpetrators exempt if they marry the victim?	No	No

	IRAQ		IRELAND	
REGION	Middle East & North Africa		High income: OECD	
INCOME GROUP	Upper middle income		High income	
FEMALE POPULATION	16,953,380		2,320,825	
FEMALE LABOR FORCE PARTICIPATION	16%		63%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	25%		No quota	
8. What are the quotas for women in local government?	25%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		30%	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	No	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	No	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	No	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	Yes		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		11	
37. Of those, how many are women?	0		3	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		6%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	IRAQ				IRELAND			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				1%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		No	No	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	Yes	
51. How much of such leave is paid (days)?	72	N/A	N/A		182	N/A	0	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		35%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		112	N/A	126	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	No				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	55			68	68		
65. When can one retire and get partial benefits?	50	55			68	68		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	No				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		No	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	Yes				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	Yes				No			

	ISRAEL		ITALY	
REGION	High income: OECD		High income: OECD	
INCOME GROUP	High income		High income	
FEMALE POPULATION	4,144,558		31,520,325	
FEMALE LABOR FORCE PARTICIPATION	67%		54%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		No	
2. If yes, does it mention gender?	N/A		N/A	
3. Does the constitution contain a clause on equality?	No		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	> 0		33%	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		33%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	15		15	
37. Of those, how many are women?	4		3	
38. Is the Chief Justice a woman?	Yes		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	26%		19%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	Yes	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	ISRAEL				ITALY			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	Yes	N/A		No	No	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	98	0	0		150	1	300	
52. Who pays for such leave?	Gov	N/A	N/A		Gov	Gov	Gov	
53. What % of wages are paid?	100%	N/A	N/A		80%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	3	365		0	0	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62	67			66	66		
65. When can one retire and get partial benefits?	60	60			66	66		
66. What is the mandatory retirement age?	67	67			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	Yes				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	JAMAICA		JAPAN	
REGION	Latin America & Caribbean		High income: OECD	
INCOME GROUP	Upper middle income		High income	
FEMALE POPULATION	1,381,405		65,306,963	
FEMALE LABOR FORCE PARTICIPATION	62%		65%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Other	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	31		15	
37. Of those, how many are women?	14		3	
38. Is the Chief Justice a woman?	Yes		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	179%		15%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	JAMAICA				JAPAN			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		Yes	No	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	Yes	
51. How much of such leave is paid (days)?	56	N/A	N/A		98	N/A	309	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	N/A	N/A		67%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	28	N/A	N/A		0	N/A	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get partial benefits?	65	65			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	No	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	Yes	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			20	20		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	No				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	Yes				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	JORDAN		KAZAKHSTAN	
REGION	Middle East & North Africa		Europe & Central Asia	
INCOME GROUP	Upper middle income		Upper middle income	
FEMALE POPULATION	3,237,104		8,969,881	
FEMALE LABOR FORCE PARTICIPATION	16%		75%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	No		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	10%		No quota	
8. What are the quotas for women in local government?	25%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	No	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	No	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	Yes		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	No		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	12		7	
37. Of those, how many are women?	0		1	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		51%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

	JORDAN	KAZAKHSTAN
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	525%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: No	Retailers: No; Utilities: No; Microfinance institutions: Yes
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	No	No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No	Yes	No	Yes
51. How much of such leave is paid (days)?	70	N/A	N/A	126	N/A	0
52. Who pays for such leave?	Gov	N/A	N/A	Emp	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A	0	N/A	1039
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A	0	0
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	No	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	Yes
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	55	60	63	63
65. When can one retire and get partial benefits?	50	50	63	63
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	No	Yes
68. Can women and men do the same jobs?	No	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: Yes; Arduous: No
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: No; Construction: Yes; Other: No	Mining: No; Factories: No; Construction: No; Other: No
71. Can women work on these tasks in the same way as men:	Metalwork: No; Heavy lifting: No; Other: No	Metalwork: No; Heavy lifting: No; Other: No
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	No	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	No	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	No	Yes
79. Do protection orders for domestic violence exist?	Yes	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	No
81. Do protection orders for domestic violence prohibit contact?	Yes	Yes
82. Is there a specialized court/procedure for domestic violence?	Yes	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes	No	No	No
84. Do the following exist concerning sexual harassment in employment:	No	No	No	No	No	No
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	18	18
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	No	No
Marital rape		
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	No	Yes
93. Are rape perpetrators exempt if they are married to the victim?	Yes	No
94. Are rape perpetrators exempt if they marry the victim?	Yes	No

	KENYA		KOREA, REP.	
REGION	Sub-Saharan Africa		High income: OECD	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	22,824,526		25,355,149	
FEMALE LABOR FORCE PARTICIPATION	63%		56%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	33%		No quota	
8. What are the quotas for women in local government?	33%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		50%	
10. What are the quotas for women on candidate lists for local government?	No quota		50%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Other	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		9	
37. Of those, how many are women?	2		1	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	43%		67%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	KENYA	KOREA, REP.
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: Yes	Retailers: No; Utilities: Yes; Microfinance institutions: N/A
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No
51. How much of such leave is paid (days)?	90	14	N/A
52. Who pays for such leave?	Emp	Emp	N/A
53. What % of wages are paid?	100%	100%	N/A
54. How much of such leave is unpaid (days)?	0	0	N/A
	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	No	Yes
63. Are parents entitled to flexible/part-time schedules?	No	Yes
Retirement & pensions	Women	Men
64. When can one retire and get full benefits?	60	60
65. When can one retire and get partial benefits?	50	55
66. What is the mandatory retirement age?	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: No	Mining: No; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	No	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	No	N/A
74. Are there clear criminal penalties for domestic violence?	No	Yes
	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	No	Yes	Yes
76. Does domestic violence legislation protect family members?	No	Yes
77. Does domestic violence legislation protect former spouses?	No	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	No	Yes
79. Do protection orders for domestic violence exist?	No	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	Yes
81. Do protection orders for domestic violence prohibit contact?	No	Yes
82. Is there a specialized court/procedure for domestic violence?	No	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes	Yes	No	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes	Yes	No	Yes
85. Is there legislation on sexual harassment in education?	Yes	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls
87. What is the legal age of marriage for:	18	18	19	19
88. Are there exceptions?	No	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	No
Marital rape		
91. Is marital rape explicitly criminalized?	No	Yes
92. If not, can a wife or partner file a complaint?	No	N/A
93. Are rape perpetrators exempt if they are married to the victim?	Yes	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	KOSOVO		KUWAIT	
REGION	Europe & Central Asia		Middle East & North Africa	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	..		1,400,030	
FEMALE LABOR FORCE PARTICIPATION	..		45%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	30%		No quota	
8. What are the quotas for women in local government?	30%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		No	
Judicial representation				
36. How many justices are on the constitutional court?	9		5	
37. Of those, how many are women?	2		0	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	16%		41%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

	KOSOVO	KUWAIT
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: Yes	Retailers: Yes; Utilities: No; Microfinance institutions: No
Discrimination	Marital Status	Gender	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	Yes	No	No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	Yes	Yes	No	No
51. How much of such leave is paid (days)?	270	2	3	70	N/A	N/A
52. Who pays for such leave?	Emp & Gov	Emp	Emp	Emp	N/A	N/A
53. What % of wages are paid?	63%	100%	100%	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	90	14	0	0	N/A	N/A
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	0	0	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	No
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	No
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	No
62. Are nursing mothers entitled to nursing breaks?	No	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	65	65	N/A	N/A
65. When can one retire and get partial benefits?	65	65	N/A	N/A
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	No
68. Can women and men do the same jobs?	Yes	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: No; Arduous: No
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: No; Factories: No; Construction: No; Other: No
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: No; Heavy lifting: Yes; Other: No
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	No
74. Are there clear criminal penalties for domestic violence?	No	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes	No
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	No
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	Yes	No
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes	Yes	No	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes	No	No	No
85. Is there legislation on sexual harassment in education?	Yes	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	17	15
88. Are there exceptions?	Yes	No
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	No
Marital rape		
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	Yes	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	KYRGYZ REPUBLIC		LAO PDR	
REGION	Europe & Central Asia		East Asia & Pacific	
INCOME GROUP	Lower middle income		Lower middle income	
FEMALE POPULATION	2,956,715		3,460,737	
FEMALE LABOR FORCE PARTICIPATION	60%		80%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	30%		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	..	..
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Other	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	11		N/A	
37. Of those, how many are women?	5		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		No	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	KYRGYZ REPUBLIC				LAO PDR			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		Yes		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	126	0	0		105	3	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Emp	Emp	N/A	
53. What % of wages are paid?	19%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	5	1039		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	Yes				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	58	63			55	60		
65. When can one retire and get partial benefits?	58	63			55	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		No	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	No	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	Yes	No	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				No			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	Yes				No			
93. Are rape perpetrators exempt if they are married to the victim?	No				Yes			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	LATVIA		LEBANON	
REGION	Europe & Central Asia		Middle East & North Africa	
INCOME GROUP	High income		Upper middle income	
FEMALE POPULATION	1,080,003		2,220,844	
FEMALE LABOR FORCE PARTICIPATION	73%		26%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	No		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Other		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		10	
37. Of those, how many are women?	3		0	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	18%		665%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	LATVIA				LEBANON			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		Yes		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	No	
51. How much of such leave is paid (days)?	112	10	547.5		70	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	80%	80%	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	Yes				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				No			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			64	64		
65. When can one retire and get partial benefits?	65	65			60	60		
66. What is the mandatory retirement age?	N/A	N/A			64	64		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	Yes	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			..	..		
88. Are there exceptions?	Yes				..			
89. Is child marriage void or prohibited?	Yes				..			
90. Is child marriage penalized?	No				..			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				No			
93. Are rape perpetrators exempt if they are married to the victim?	No				Yes			
94. Are rape perpetrators exempt if they marry the victim?	No				Yes			

	LESOTHO		LIBERIA	
REGION	Sub-Saharan Africa		Sub-Saharan Africa	
INCOME GROUP	Lower middle income		Low income	
FEMALE POPULATION	1,060,985		2,181,703	
FEMALE LABOR FORCE PARTICIPATION	60%		60%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	33%		No quota	
9. What are the quotas for women on candidate lists for parliament?	50%		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	..	..	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	N/A		5	
37. Of those, how many are women?	N/A		2	
38. Is the Chief Justice a woman?	N/A		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	74%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	LESOTHO				LIBERIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				N/A			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		N/A	N/A	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	84	N/A	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	70	70			60	60		
65. When can one retire and get partial benefits?	70	70			50	50		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				No			
74. Are there clear criminal penalties for domestic violence?	No				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	No	No	No	No
76. Does domestic violence legislation protect family members?	No				No			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	No				No			
79. Do protection orders for domestic violence exist?	No				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				No			
81. Do protection orders for domestic violence prohibit contact?	No				No			
82. Is there a specialized court/procedure for domestic violence?	No				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	No		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	No		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	LITHUANIA		LUXEMBOURG	
REGION	Europe & Central Asia		High income: OECD	
INCOME GROUP	High income		High income	
FEMALE POPULATION	1,581,028		279,181	
FEMALE LABOR FORCE PARTICIPATION	71%		62%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		No	
2. If yes, does it mention gender?	N/A		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		9	
37. Of those, how many are women?	2		3	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	13%		18%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	LITHUANIA				LUXEMBOURG			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				N/A			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	Yes		N/A	N/A	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		Yes		No		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	126	30	309		112	2	180	
52. Who pays for such leave?	Gov	Gov	Gov		Gov	Emp	Gov	
53. What % of wages are paid?	100%	100%	100%		100%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	365		0	0	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get partial benefits?	60	60			65	65		
66. What is the mandatory retirement age?	N/A	N/A			65	65		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	MACEDONIA, FYR		MADAGASCAR	
REGION	Europe & Central Asia		Sub-Saharan Africa	
INCOME GROUP	Upper middle income		Low income	
FEMALE POPULATION	1,052,739		11,822,431	
FEMALE LABOR FORCE PARTICIPATION	51%		88%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	33%		No quota	
10. What are the quotas for women on candidate lists for local government?	33%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		9	
37. Of those, how many are women?	4		4	
38. Is the Chief Justice a woman?	Yes		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	74%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	MACEDONIA, FYR	MADAGASCAR
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	N/A
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: Yes; Microfinance institutions: Yes	Retailers: N/A; Utilities: N/A; Microfinance institutions: N/A
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Marital Status: No; Gender: No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	Yes	Maternity: Yes; Paternity: No; Parental: No
51. How much of such leave is paid (days)?	270	N/A	0	98	N/A	N/A
52. Who pays for such leave?	Gov	N/A	N/A	Emp & Gov	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	90	0	N/A	N/A
	Mother	Father		Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	0	0		N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	No
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men		Women	Men
64. When can one retire and get full benefits?	62	64		55	60
65. When can one retire and get partial benefits?	62	64		55	60
66. What is the mandatory retirement age?	64	64		N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: No; Arduous: No
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: No; Construction: No; Other: Yes	Mining: No; Factories: No; Construction: No; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: No; Other: No
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	Yes	Yes
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	No	No	No
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	No
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	Yes	No
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No	Yes	Yes	Yes
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls		Boys	Girls
87. What is the legal age of marriage for:	18	18		18	18
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	No
90. Is child marriage penalized?	Yes	No
Marital rape		
91. Is marital rape explicitly criminalized?	Yes	No
92. If not, can a wife or partner file a complaint?	N/A	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	MALAWI		MALAYSIA	
REGION	Sub-Saharan Africa		East Asia & Pacific	
INCOME GROUP	Low income		Upper middle income	
FEMALE POPULATION	8,389,623		15,527,460	
FEMALE LABOR FORCE PARTICIPATION	85%		47%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	Yes	No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		No	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	21		N/A	
37. Of those, how many are women?	4		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	5%		15%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	MALAWI				MALAYSIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		Yes	Yes	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	56	N/A	N/A		60	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	No				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	50			60	60		
65. When can one retire and get partial benefits?	50	50			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	16		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	No				No			
93. Are rape perpetrators exempt if they are married to the victim?	Yes				Yes			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	MALDIVES		MALI	
REGION	South Asia		Sub-Saharan Africa	
INCOME GROUP	Upper middle income		Low income	
FEMALE POPULATION	174,623		7,819,851	
FEMALE LABOR FORCE PARTICIPATION	58%		52%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	No		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	No default		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		9	
37. Of those, how many are women?	0		3	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	4363%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	MALDIVES	MALI
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	1372%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: No	Retailers: No; Utilities: No; Microfinance institutions: No
Discrimination	Marital Status	Gender	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	No	No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	Yes	Yes	Yes	No
51. How much of such leave is paid (days)?	60	3	0	98	3	N/A
52. Who pays for such leave?	Emp	Emp	N/A	Gov	Gov	N/A
53. What % of wages are paid?	100%	100%	N/A	100%	100%	N/A
54. How much of such leave is unpaid (days)?	0	0	365	0	0	N/A
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	0	0	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	65	65	58	58
65. When can one retire and get partial benefits?	65	65	53	53
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: No; Arduous: No
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: No; Factories: No; Construction: No; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: No; Heavy lifting: No; Other: No
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	No
74. Are there clear criminal penalties for domestic violence?	Yes	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes	No
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	No
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	Yes	No
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	No	No	No	No	No	No
84. Do the following exist concerning sexual harassment in employment:	No	No	No	No	No	No
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	18	16
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	No	Yes
90. Is child marriage penalized?	Yes	Yes
Marital rape		
91. Is marital rape explicitly criminalized?	Yes	No
92. If not, can a wife or partner file a complaint?	N/A	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	MALTA		MAURITANIA	
REGION	Middle East & North Africa		Sub-Saharan Africa	
INCOME GROUP	High income		Lower middle income	
FEMALE POPULATION	213,853		1,977,795	
FEMALE LABOR FORCE PARTICIPATION	48%		29%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		> 0	
8. What are the quotas for women in local government?	No quota		20%	
9. What are the quotas for women on candidate lists for parliament?	No quota		50%	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	Yes	Yes	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Other	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	No	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		No	
Judicial representation				
36. How many justices are on the constitutional court?	21		6	
37. Of those, how many are women?	6		0	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	21%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	Yes		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	MALTA	MAURITANIA
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A	1%
48. Do the following provide information to credit agencies:	Retailers: N/A; Utilities: N/A; Microfinance institutions: N/A	Retailers: No; Utilities: No; Microfinance institutions: No
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	Yes	Marital Status: No; Gender: No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	Yes	Yes	No	No
51. How much of such leave is paid (days)?	126	1	0	98	N/A	N/A
52. Who pays for such leave?	Emp & Gov	Emp	N/A	Gov	N/A	N/A
53. What % of wages are paid?	82%	100%	N/A	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	0	120	0	N/A	N/A
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	0	0	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	No
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	Yes
62. Are nursing mothers entitled to nursing breaks?	No	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	65	65	55	60
65. When can one retire and get partial benefits?	65	65	55	60
66. What is the mandatory retirement age?	65	65	55	60
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: No; Arduous: No
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: No; Factories: No; Construction: No; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	No
74. Are there clear criminal penalties for domestic violence?	Yes	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes	No
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	No
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	No	No
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes	No	No	No
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes	No	No	No
85. Is there legislation on sexual harassment in education?	Yes	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	18	18
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	No
90. Is child marriage penalized?	No	No
Marital rape		
91. Is marital rape explicitly criminalized?	Yes	No
92. If not, can a wife or partner file a complaint?	N/A	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	MAURITIUS		MEXICO	
REGION	Sub-Saharan Africa		Latin America & Caribbean	
INCOME GROUP	Upper middle income		Upper middle income	
FEMALE POPULATION	639,144		63,806,469	
FEMALE LABOR FORCE PARTICIPATION	49%		48%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		40%	
10. What are the quotas for women on candidate lists for local government?	33%		50%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	No	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Other	
26. Who administers marital property?	Both must agree		Other	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	21		11	
37. Of those, how many are women?	8		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	8%		420%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	Yes		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	No		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

	MAURITIUS	MEXICO
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: Yes; Utilities: Yes; Microfinance institutions: Yes	Retailers: Yes; Utilities: Yes; Microfinance institutions: Yes
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Marital Status: Yes; Gender: Yes
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No	Yes	Yes	No
51. How much of such leave is paid (days)?	84	5	N/A	84	5	N/A
52. Who pays for such leave?	Emp	Emp	N/A	Gov	Emp	N/A
53. What % of wages are paid?	100%	100%	N/A	100%	100%	N/A
54. How much of such leave is unpaid (days)?	0	0	N/A	0	0	N/A
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	No
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	65	65	65	65
65. When can one retire and get partial benefits?	60	60	65	65
66. What is the mandatory retirement age?	65	65	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	Yes
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	No	Yes
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	Yes	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	Yes
79. Do protection orders for domestic violence exist?	Yes	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	Yes
81. Do protection orders for domestic violence prohibit contact?	Yes	Yes
82. Is there a specialized court/procedure for domestic violence?	Yes	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes	Yes	No	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes	Yes	No	Yes
85. Is there legislation on sexual harassment in education?	Yes	Yes
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	18	18
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	No
Marital rape		
91. Is marital rape explicitly criminalized?	No	Yes
92. If not, can a wife or partner file a complaint?	Yes	N/A
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	MOLDOVA		MONGOLIA	
REGION	Europe & Central Asia		East Asia & Pacific	
INCOME GROUP	Lower middle income		Upper middle income	
FEMALE POPULATION	1,871,412		1,454,615	
FEMALE LABOR FORCE PARTICIPATION	44%		60%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		20%	
10. What are the quotas for women on candidate lists for local government?	No quota		20%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Other	
26. Who administers marital property?	Both must agree		Other	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	6		9	
37. Of those, how many are women?	0		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		No	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

	MOLDOVA				MONGOLIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	Yes	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		Yes		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	No	No	
51. How much of such leave is paid (days)?	126	N/A	1039		120	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	Gov		Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	1095		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	Yes				Yes			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	57	62			55	60		
65. When can one retire and get partial benefits?	57	62			55	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	No				No			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		No	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	No	No	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	No	No		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				No			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	MONTENEGRO		MOROCCO	
REGION	Europe & Central Asia		Middle East & North Africa	
INCOME GROUP	Upper middle income		Lower middle income	
FEMALE POPULATION	314,621		16,930,150	
FEMALE LABOR FORCE PARTICIPATION	52%		27%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	No		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		15%	
8. What are the quotas for women in local government?	No quota		33%	
9. What are the quotas for women on candidate lists for parliament?	30%		No quota	
10. What are the quotas for women on candidate lists for local government?	30%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		12	
37. Of those, how many are women?	2		0	
38. Is the Chief Justice a woman?	Yes		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	9%		4%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	MONTENEGRO				MOROCCO			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		No	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	45	N/A	365		98	3	N/A	
52. Who pays for such leave?	Gov	N/A	Gov		Gov	Gov	N/A	
53. What % of wages are paid?	100%	N/A	100%		67%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	730		90	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	45	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	Yes				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			60	60		
65. When can one retire and get partial benefits?	67	67			60	60		
66. What is the mandatory retirement age?	67	67			60	60		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		No	No	No		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	Yes	No		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				Yes			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				No			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	MOZAMBIQUE		MYANMAR	
REGION	Sub-Saharan Africa		East Asia & Pacific	
INCOME GROUP	Low income		Lower middle income	
FEMALE POPULATION	13,516,240		27,637,901	
FEMALE LABOR FORCE PARTICIPATION	86%		79%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		No default	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		9	
37. Of those, how many are women?	1		3	
38. Is the Chief Justice a woman?	Yes		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	1555%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	MOZAMBIQUE				MYANMAR			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				N/A			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		N/A	N/A	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	60	1	N/A		98	15	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	100%	N/A		70%	70%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				No			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			N/A	N/A		
65. When can one retire and get partial benefits?	55	60			N/A	N/A		
66. What is the mandatory retirement age?	55	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				No			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				No			
81. Do protection orders for domestic violence prohibit contact?	No				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	Yes				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			20	20		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				No			
93. Are rape perpetrators exempt if they are married to the victim?	No				Yes			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	NAMIBIA		NEPAL	
REGION	Sub-Saharan Africa		South Asia	
INCOME GROUP	Upper middle income		Low income	
FEMALE POPULATION	1,207,264		14,536,095	
FEMALE LABOR FORCE PARTICIPATION	56%		83%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		33%	
10. What are the quotas for women on candidate lists for local government?	> 0		40%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Full community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	3		12	
37. Of those, how many are women?	0		1	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		1%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		No	
44. Is primary education free and compulsory?	Yes		No	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	NAMIBIA				NEPAL			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				1437%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	No	Yes		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	84	N/A	N/A		52	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				No			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			N/A	N/A		
65. When can one retire and get partial benefits?	60	60			N/A	N/A		
66. What is the mandatory retirement age?	N/A	N/A			55	55		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				No			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			20	20		
88. Are there exceptions?	Yes				No			
89. Is child marriage void or prohibited?	No				No			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				Yes			
92. If not, can a wife or partner file a complaint?	N/A				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	NETHERLANDS		NEW ZEALAND	
REGION	High income: OECD		High income: OECD	
INCOME GROUP	High income		High income	
FEMALE POPULATION	8,494,129		2,294,969	
FEMALE LABOR FORCE PARTICIPATION	74%		73%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		No	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Full community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		Yes	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	N/A		N/A	
37. Of those, how many are women?	N/A		N/A	
38. Is the Chief Justice a woman?	N/A		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	64%		28%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	NETHERLANDS				NEW ZEALAND			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	No	N/A		Yes	Yes	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	Yes		Yes		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	112	2	N/A		112	0	0	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		47%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	14	294	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			65	65		
65. When can one retire and get partial benefits?	67	67			65	65		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	Yes				Yes			
86. Is there legislation on sexual harassment in public places?	No				Yes			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				No			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	NICARAGUA		NIGER	
REGION	Latin America & Caribbean		Sub-Saharan Africa	
INCOME GROUP	Lower middle income		Low income	
FEMALE POPULATION	3,118,592		9,190,551	
FEMALE LABOR FORCE PARTICIPATION	50%		41%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		15%	
8. What are the quotas for women in local government?	No quota		15%	
9. What are the quotas for women on candidate lists for parliament?	50%		No quota	
10. What are the quotas for women on candidate lists for local government?	50%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	No	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	Yes	Yes	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Other	
26. Who administers marital property?	Original owner		Other	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		..	
28. Are there special provisions governing the marital home?	No		..	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		..	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	..	..
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		..	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		..	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	5		7	
37. Of those, how many are women?	0		1	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	206%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		No	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	NICARAGUA				NIGER			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				2322%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	Yes		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	84	5	N/A		98	1	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	60		
65. When can one retire and get partial benefits?	60	60			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	No		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	No	Yes		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				No			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	Yes				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	21		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	NIGERIA		NORWAY	
REGION	Sub-Saharan Africa		High income: OECD	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	87,630,281		2,564,449	
FEMALE LABOR FORCE PARTICIPATION	49%		76%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		40%	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		40%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Deferred community of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	16		21	
37. Of those, how many are women?	3		8	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	2049%		20%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	NIGERIA				NORWAY			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	No	Yes		No	No	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		No	No	Yes	
51. How much of such leave is paid (days)?	84	N/A	N/A		N/A	N/A	343	
52. Who pays for such leave?	Emp	N/A	N/A		N/A	N/A	Gov	
53. What % of wages are paid?	50%	N/A	N/A		N/A	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		N/A	N/A	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			91	70		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				Yes			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				N/A			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	50			67	67		
65. When can one retire and get partial benefits?	50	50			62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	No	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	Yes				Yes			
86. Is there legislation on sexual harassment in public places?	No				Yes			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	No				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	OMAN		PAKISTAN	
REGION	Middle East & North Africa		South Asia	
INCOME GROUP	High income		Lower middle income	
FEMALE POPULATION	1,387,214		90,000,515	
FEMALE LABOR FORCE PARTICIPATION	31%		26%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		17.5%	
8. What are the quotas for women in local government?	No quota		22%	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	No	No	No	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	No	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	No	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	No		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		No	
32. Do female and male surviving spouses have equal inheritance rights?	No		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	No		No	
Judicial representation				
36. How many justices are on the constitutional court?	N/A		17	
37. Of those, how many are women?	N/A		0	
38. Is the Chief Justice a woman?	N/A		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	205%		69%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	OMAN				PAKISTAN			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	50	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				No			
62. Are nursing mothers entitled to nursing breaks?	No				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			55	60		
65. When can one retire and get partial benefits?	45	45			50	55		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	No				Yes			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		No	No	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				No			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				Yes			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				No			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	No				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	Yes				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	PANAMA		PAPUA NEW GUINEA	
REGION	Latin America & Caribbean		East Asia & Pacific	
INCOME GROUP	Upper middle income		Lower middle income	
FEMALE POPULATION	1,943,920		3,662,233	
FEMALE LABOR FORCE PARTICIPATION	53%		72%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	50%		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		Yes	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		29	
37. Of those, how many are women?	0		4	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	45%		199%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		No	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	PANAMA				PAPUA NEW GUINEA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				N/A			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	No		N/A	N/A	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	98	N/A	N/A		0	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		N/A	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		N/A	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		42	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	57	62			55	55		
65. When can one retire and get partial benefits?	55	60			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				No			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		Yes	Yes	Yes		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	21		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	PARAGUAY		PERU	
REGION	Latin America & Caribbean		Latin America & Caribbean	
INCOME GROUP	Upper middle income		Upper middle income	
FEMALE POPULATION	3,432,342		15,349,299	
FEMALE LABOR FORCE PARTICIPATION	59%		69%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	No		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	> 0		30%	
10. What are the quotas for women on candidate lists for local government?	> 0		30%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	3		7	
37. Of those, how many are women?	1		1	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	111%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	PARAGUAY				PERU			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	No		No	Yes	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	63	2	N/A		90	4	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	50%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	21	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			65	65		
65. When can one retire and get partial benefits?	55	55			65	65		
66. What is the mandatory retirement age?	N/A	N/A			70	70		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				Yes			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	20	20			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	PHILIPPINES		POLAND	
REGION	East Asia & Pacific		High income: OECD	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	49,965,757		19,655,977	
FEMALE LABOR FORCE PARTICIPATION	53%		60%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		No	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	2%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		35%	
10. What are the quotas for women on candidate lists for local government?	No quota		35%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Full community of property		Partial community of property	
26. Who administers marital property?	Other		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	15		15	
37. Of those, how many are women?	3		4	
38. Is the Chief Justice a woman?	Yes		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	66%		23%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	PHILIPPINES	POLAND
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: Yes	Retailers: No; Utilities: Yes; Microfinance institutions: N/A
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	Yes	Yes	No	Yes
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No	Yes	Yes	Yes
51. How much of such leave is paid (days)?	60	7	N/A	182	14	182
52. Who pays for such leave?	Gov	Emp	N/A	Gov	Gov	Gov
53. What % of wages are paid?	100%	100%	N/A	100%	100%	Partially paid
54. How much of such leave is unpaid (days)?	0	0	N/A	0	0	898
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A	30	30
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	0	0
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	Yes
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	60	60	67	67
65. When can one retire and get partial benefits?	60	60	62	65
66. What is the mandatory retirement age?	65	65	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: No; Morally inappropriate: Yes; Arduous: No
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: No; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: No; Other: No
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	Yes	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	Yes
79. Do protection orders for domestic violence exist?	Yes	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	Yes
81. Do protection orders for domestic violence prohibit contact?	Yes	Yes
82. Is there a specialized court/procedure for domestic violence?	Yes	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes	Yes	Yes	Yes
85. Is there legislation on sexual harassment in education?	Yes	Yes
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	25	25	18	18
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	No
Marital rape		
91. Is marital rape explicitly criminalized?	Yes	No
92. If not, can a wife or partner file a complaint?	N/A	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	PORTUGAL		PUERTO RICO (U.S.)	
REGION	High income: OECD		Latin America & Caribbean	
INCOME GROUP	High income		High income	
FEMALE POPULATION	5,358,928		1,841,533	
FEMALE LABOR FORCE PARTICIPATION	70%		41%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	No		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	33%		No quota	
10. What are the quotas for women on candidate lists for local government?	33%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	13		9	
37. Of those, how many are women?	5		4	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	91%		77%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	Yes		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	PORTUGAL				PUERTO RICO (U.S.)			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	N/A		Yes	Yes	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		Yes		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	No	No	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	N/A	N/A	120		56	N/A	0	
52. Who pays for such leave?	N/A	N/A	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	N/A	N/A	100%		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	N/A	N/A	0		0	N/A	84	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	42	14			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	Yes				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	N/A				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	66	66			67	67		
65. When can one retire and get partial benefits?	66	66			62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	21		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				Yes			
92. If not, can a wife or partner file a complaint?	N/A				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	QATAR		ROMANIA	
REGION	Middle East & North Africa		Europe & Central Asia	
INCOME GROUP	High income		Upper middle income	
FEMALE POPULATION	532,829		10,214,931	
FEMALE LABOR FORCE PARTICIPATION	52%		57%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		No	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	No	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	No	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	Yes		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	No		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		9	
37. Of those, how many are women?	0		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	9%		30%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	QATAR				ROMANIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	50	N/A	N/A		126	15	302	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	Emp	Gov	
53. What % of wages are paid?	100%	N/A	N/A		85%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	365	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			30	30		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	No				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			63	65		
65. When can one retire and get partial benefits?	40	40			63	65		
66. What is the mandatory retirement age?	N/A	N/A			63	65		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	No		No	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	16			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	RUSSIAN FEDERATION		RWANDA	
REGION	Europe & Central Asia		Sub-Saharan Africa	
INCOME GROUP	High income		Low income	
FEMALE POPULATION	77,505,380		6,190,093	
FEMALE LABOR FORCE PARTICIPATION	69%		88%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		30%	
8. What are the quotas for women in local government?	No quota		30%	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Full community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	19		14	
37. Of those, how many are women?	3		7	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	11%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	RUSSIAN FEDERATION				RWANDA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		No	Yes	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	140	N/A	1025		84	4	N/A	
52. Who pays for such leave?	Gov	N/A	Gov		Emp	Emp	N/A	
53. What % of wages are paid?	100%	N/A	Partially paid		60%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	0		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			55	55		
65. When can one retire and get partial benefits?	55	60			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		No	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	No	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	No				No			
79. Do protection orders for domestic violence exist?	No				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	N/A				No			
81. Do protection orders for domestic violence prohibit contact?	N/A				No			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	21		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	SÃO TOMÉ AND PRÍNCIPE		SAUDI ARABIA	
REGION	Sub-Saharan Africa		Middle East & North Africa	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	100,129		12,378,753	
FEMALE LABOR FORCE PARTICIPATION	48%		21%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		No	
2. If yes, does it mention gender?	N/A		N/A	
3. Does the constitution contain a clause on equality?	Yes		No	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		20%	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	No
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	No	No
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	No	No
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	No
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		No	
Judicial representation				
36. How many justices are on the constitutional court?	5		N/A	
37. Of those, how many are women?	1		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		21%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	SÃO TOMÉ AND PRÍNCIPE	SAUDI ARABIA
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A	0%
48. Do the following provide information to credit agencies:	Retailers: N/A; Utilities: N/A; Microfinance institutions: N/A	Retailers: Yes; Utilities: Yes; Microfinance institutions: Yes
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Marital Status: No; Gender: No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	No	Maternity: Yes; Paternity: Yes; Parental: No
51. How much of such leave is paid (days)?	90	0	N/A	Maternity: 70; Paternity: 1; Parental: N/A
52. Who pays for such leave?	Gov	N/A	N/A	Maternity: Emp; Paternity: Emp; Parental: N/A
53. What % of wages are paid?	100%	N/A	N/A	Maternity: 100%; Paternity: 100%; Parental: N/A
54. How much of such leave is unpaid (days)?	0	1	N/A	Maternity: 0; Paternity: 0; Parental: N/A
	Mother	Father		Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A
Workplace protections					
57. Does the law mandate equal remuneration for work of equal value?	No			No	
58. Does the law mandate nondiscrimination based on gender in hiring?	No			No	
59. Is it prohibited for prospective employers to ask about family status?	No			No	
60. Is dismissal of pregnant workers prohibited?	No			No	
61. Are mothers guaranteed an equivalent position after maternity leave?	No			No	
62. Are nursing mothers entitled to nursing breaks?	Yes			Yes	
63. Are parents entitled to flexible/part-time schedules?	No			No	
Retirement & pensions	Women	Men		Women	Men
64. When can one retire and get full benefits?	62	62		55	60
65. When can one retire and get partial benefits?	62	62		55	50
66. What is the mandatory retirement age?	N/A	N/A		55	60
Working hours and industry restrictions					
67. Can women and men work the same night hours?	No			No	
68. Can women and men do the same jobs?	No			No	
69. Can women work in these types of jobs in the same way as men:	Hazardous: No; Morally inappropriate: Yes; Arduous: No	Hazardous: No; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: Yes; Construction: Yes; Other: Yes	Mining: No; Factories: Yes; Construction: Yes; Other: No
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: No; Heavy lifting: Yes; Other: No
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	Yes	Yes
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			..	..		
88. Are there exceptions?	Yes				No			
89. Is child marriage void or prohibited?	Yes				No			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				No			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	SENEGAL		SERBIA	
REGION	Sub-Saharan Africa		Europe & Central Asia	
INCOME GROUP	Lower middle income		Upper middle income	
FEMALE POPULATION	7,407,650		3,645,506	
FEMALE LABOR FORCE PARTICIPATION	67%		54%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	No		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	50%		30%	
10. What are the quotas for women on candidate lists for local government?	50%		30%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	No	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	5		15	
37. Of those, how many are women?	0		6	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		1%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	SENEGAL				SERBIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1903%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	Yes	
51. How much of such leave is paid (days)?	98	1	N/A		135	N/A	230	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	100%	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			65	65		
65. When can one retire and get partial benefits?	53	53			65	65		
66. What is the mandatory retirement age?	60	60			65	65		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	No		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	No	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	No	No	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	SEYCHELLES		SIERRA LEONE	
REGION	Sub-Saharan Africa		Sub-Saharan Africa	
INCOME GROUP	High income		Low income	
FEMALE POPULATION	45,040		3,122,940	
FEMALE LABOR FORCE PARTICIPATION	..		68%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	No		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		42%	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		Yes	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		5	
37. Of those, how many are women?	2		3	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	136%		31%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	SEYCHELLES				SIERRA LEONE			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				N/A			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		N/A	N/A	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	98	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				No			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				No			
62. Are nursing mothers entitled to nursing breaks?	No				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	60		
65. When can one retire and get partial benefits?	60	60			55	55		
66. What is the mandatory retirement age?	63	63			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				No			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	No		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	Yes				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				No			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	SINGAPORE		SLOVAK REPUBLIC	
REGION	East Asia & Pacific		High income: OECD	
INCOME GROUP	High income		High income	
FEMALE POPULATION	2,769,370		2,783,544	
FEMALE LABOR FORCE PARTICIPATION	65%		62%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	No		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Other		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	13		13	
37. Of those, how many are women?	2		4	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	14%		7%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	Yes	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	SINGAPORE				SLOVAK REPUBLIC			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		Yes		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	105	7	7		238	N/A	899	
52. Who pays for such leave?	Gov	Gov	Gov		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	Partially paid		65%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	0		0	N/A	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				Yes			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62	62			62	62		
65. When can one retire and get partial benefits?	62	62			60	60		
66. What is the mandatory retirement age?	67	67			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	21	21			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	No				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	Yes				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	SLOVENIA		SOUTH AFRICA	
REGION	High income: OECD		Sub-Saharan Africa	
INCOME GROUP	High income		Upper middle income	
FEMALE POPULATION	1,037,434		27,774,550	
FEMALE LABOR FORCE PARTICIPATION	67%		49%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	35%		No quota	
10. What are the quotas for women on candidate lists for local government?	40%		50%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Full community of property	
26. Who administers marital property?	Both must agree		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		Yes	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		11	
37. Of those, how many are women?	5		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	11%		10%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		No	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

BUILDING CREDIT

Credit agencies

	SLOVENIA	SOUTH AFRICA
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: N/A	Retailers: Yes; Utilities: Yes; Microfinance institutions: No

Discrimination

	SLOVENIA	SOUTH AFRICA
49. Is discrimination in access to credit prohibited based on:	Marital Status: No; Gender: Yes	Marital Status: Yes; Gender: Yes

GETTING A JOB

Parental benefits

	SLOVENIA			SOUTH AFRICA		
	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	Yes	Yes	Yes	Yes	No
51. How much of such leave is paid (days)?	105	30	130	120	3	N/A
52. Who pays for such leave?	Gov	Gov	Gov	Gov	Emp	N/A
53. What % of wages are paid?	100%	100%	100%	38%	100%	N/A
54. How much of such leave is unpaid (days)?	0	0	0	0	0	N/A
	Mother	Father		Mother	Father	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A	
56. In paid parental leave is there a portion that must be taken by the:	30	0		N/A	N/A	

Workplace protections

	SLOVENIA	SOUTH AFRICA
57. Does the law mandate equal remuneration for work of equal value?	Yes	Yes
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	No
62. Are nursing mothers entitled to nursing breaks?	Yes	No
63. Are parents entitled to flexible/part-time schedules?	Yes	No

Retirement & pensions

	SLOVENIA		SOUTH AFRICA	
	Women	Men	Women	Men
64. When can one retire and get full benefits?	65	65	N/A	N/A
65. When can one retire and get partial benefits?	65	65	N/A	N/A
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A

Working hours and industry restrictions

	SLOVENIA	SOUTH AFRICA
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	Yes
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes

PROTECTING WOMEN FROM VIOLENCE

Domestic violence

	SLOVENIA				SOUTH AFRICA			
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			

Sexual harassment

	SLOVENIA			SOUTH AFRICA		
	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes	Yes	No	No
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes	Yes	No	No
85. Is there legislation on sexual harassment in education?	Yes			No		
86. Is there legislation on sexual harassment in public places?	No			No		

Child and early marriage

	SLOVENIA		SOUTH AFRICA	
	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	18	18
88. Are there exceptions?	Yes		Yes	
89. Is child marriage void or prohibited?	Yes		Yes	
90. Is child marriage penalized?	No		Yes	

Marital rape

	SLOVENIA	SOUTH AFRICA
91. Is marital rape explicitly criminalized?	Yes	Yes
92. If not, can a wife or partner file a complaint?	N/A	N/A
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	SOUTH SUDAN		SPAIN	
REGION	Sub-Saharan Africa		High income: OECD	
INCOME GROUP	Low income		High income	
FEMALE POPULATION	5,864,318		23,471,223	
FEMALE LABOR FORCE PARTICIPATION	..		68%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		40%	
7. What are the quotas for women in parliament?	25%		No quota	
8. What are the quotas for women in local government?	25%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		40%	
10. What are the quotas for women on candidate lists for local government?	No quota		40%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	No default		Partial community of property	
26. Who administers marital property?	Other		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		12	
37. Of those, how many are women?	0		2	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		27%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	Yes
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	SOUTH SUDAN				SPAIN			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		Yes	Yes	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	56	N/A	N/A		112	13	0	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	1095	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	N/A	N/A			65	65		
65. When can one retire and get partial benefits?	N/A	N/A			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	No				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	No	Yes		No	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	No				Yes			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	No				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	Yes				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	SRI LANKA		ST. KITTS AND NEVIS	
REGION	South Asia		Latin America & Caribbean	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	10,564,282		..	
FEMALE LABOR FORCE PARTICIPATION	39%		..	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	11		25	
37. Of those, how many are women?	3		14	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	0%		63%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

BUILDING CREDIT

Credit agencies

	SRI LANKA	ST. KITTS AND NEVIS
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	N/A

48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions
SRI LANKA	No	No	No
ST. KITTS AND NEVIS	N/A	N/A	N/A

Discrimination

49. Is discrimination in access to credit prohibited based on:	Marital Status	Gender
SRI LANKA	No	No
ST. KITTS AND NEVIS	No	No

GETTING A JOB

Parental benefits

	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No
51. How much of such leave is paid (days)?	84	N/A	N/A
52. Who pays for such leave?	Emp	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A
ST. KITTS AND NEVIS			
50. Does the law mandate the following types of leave:	Yes	No	No
51. How much of such leave is paid (days)?	91	N/A	N/A
52. Who pays for such leave?	Gov	N/A	N/A
53. What % of wages are paid?	65%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A

	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A
ST. KITTS AND NEVIS		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A

Workplace protections

	SRI LANKA	ST. KITTS AND NEVIS
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	No
62. Are nursing mothers entitled to nursing breaks?	Yes	No
63. Are parents entitled to flexible/part-time schedules?	No	No

Retirement & pensions

	Women	Men
64. When can one retire and get full benefits?	50	55
65. When can one retire and get partial benefits?	50	55
66. What is the mandatory retirement age?	N/A	N/A
ST. KITTS AND NEVIS		
64. When can one retire and get full benefits?	62	62
65. When can one retire and get partial benefits?	62	62
66. What is the mandatory retirement age?	N/A	N/A

Working hours and industry restrictions

	SRI LANKA	ST. KITTS AND NEVIS
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	No	Yes

69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate	Arduous
SRI LANKA	Yes	Yes	Yes
ST. KITTS AND NEVIS	Yes	Yes	Yes

70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other
SRI LANKA	No	No	Yes	Yes
ST. KITTS AND NEVIS	Yes	Yes	Yes	Yes

71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other
SRI LANKA	Yes	Yes	No
ST. KITTS AND NEVIS	Yes	Yes	Yes

PROTECTING WOMEN FROM VIOLENCE

Domestic violence

	SRI LANKA	ST. KITTS AND NEVIS
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	Yes	Yes

	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No
ST. KITTS AND NEVIS	Yes	Yes	Yes	Yes

	SRI LANKA	ST. KITTS AND NEVIS
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	Yes	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	Yes
79. Do protection orders for domestic violence exist?	Yes	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	Yes
81. Do protection orders for domestic violence prohibit contact?	Yes	Yes
82. Is there a specialized court/procedure for domestic violence?	Yes	Yes

Sexual harassment

	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes
ST. KITTS AND NEVIS			
83. To protect against sexual harassment, do the following exist:	No	No	No
84. Do the following exist concerning sexual harassment in employment:	No	No	No

	SRI LANKA	ST. KITTS AND NEVIS
85. Is there legislation on sexual harassment in education?	Yes	No
86. Is there legislation on sexual harassment in public places?	No	No

Child and early marriage

	Boys	Girls
87. What is the legal age of marriage for:	18	18
ST. KITTS AND NEVIS	18	18

	SRI LANKA	ST. KITTS AND NEVIS
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	No

Marital rape

	SRI LANKA	ST. KITTS AND NEVIS
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	No	Yes
93. Are rape perpetrators exempt if they are married to the victim?	Yes	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	ST. LUCIA		ST. VINCENT AND THE GRENADINES	
REGION	Latin America & Caribbean		Latin America & Caribbean	
INCOME GROUP	Upper middle income		Upper middle income	
FEMALE POPULATION	93,487		54,179	
FEMALE LABOR FORCE PARTICIPATION	69%		61%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		No	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	25		25	
37. Of those, how many are women?	14		14	
38. Is the Chief Justice a woman?	Yes		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	25%		83%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	ST. LUCIA				ST. VINCENT AND THE GRENADINES			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				N/A			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		N/A	N/A	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	91	N/A	N/A		91	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	65%	N/A	N/A		65%	N/A	N/A	
54. How much of such leave is unpaid (days)?	42	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	Yes				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	No				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get partial benefits?	60	60			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	SUDAN		SURINAME	
REGION	Sub-Saharan Africa		Latin America & Caribbean	
INCOME GROUP	Lower middle income		Upper middle income	
FEMALE POPULATION	19,318,117		271,427	
FEMALE LABOR FORCE PARTICIPATION	33%		45%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	30%		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	No	No	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	No	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	No	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	No	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	Yes		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	No		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		N/A	
37. Of those, how many are women?	1		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		No	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

	SUDAN	SURINAME
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A	N/A
48. Do the following provide information to credit agencies:	Retailers: N/A; Utilities: N/A; Microfinance institutions: N/A	Retailers: N/A; Utilities: N/A; Microfinance institutions: N/A
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No / No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No
51. How much of such leave is paid (days)?	56	N/A	N/A
52. Who pays for such leave?	Emp	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A
	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	No
61. Are mothers guaranteed an equivalent position after maternity leave?	No	N/A
62. Are nursing mothers entitled to nursing breaks?	Yes	No
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men
64. When can one retire and get full benefits?	60	60
65. When can one retire and get partial benefits?	50	50
66. What is the mandatory retirement age?	60	60
Working hours and industry restrictions		
67. Can women and men work the same night hours?	No	Yes
68. Can women and men do the same jobs?	No	Yes
69. Can women work in these types of jobs in the same way as men:	Hazardous: No; Morally inappropriate: Yes; Arduous: No	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: No; Other: No	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	No	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	No	N/A
74. Are there clear criminal penalties for domestic violence?	No	Yes
	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No	Yes
77. Does domestic violence legislation protect former spouses?	No	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	No	Yes
79. Do protection orders for domestic violence exist?	No	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	Yes
81. Do protection orders for domestic violence prohibit contact?	No	Yes
82. Is there a specialized court/procedure for domestic violence?	No	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes	No	No	No
84. Do the following exist concerning sexual harassment in employment:	No	No	No	No	No	No
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	Yes	No
Child and early marriage	Boys	Girls
87. What is the legal age of marriage for:	No min.	No min.	21	21
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	No	Yes
90. Is child marriage penalized?	No	Yes
Marital rape		
91. Is marital rape explicitly criminalized?	No	Yes
92. If not, can a wife or partner file a complaint?	Yes	N/A
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	SWAZILAND		SWEDEN	
REGION	Sub-Saharan Africa		High income: OECD	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	641,588		4,859,770	
FEMALE LABOR FORCE PARTICIPATION	45%		79%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	No	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	No default		Deferred community of property	
26. Who administers marital property?	Husband		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	No		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	No	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	6		16	
37. Of those, how many are women?	1		6	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	37%		5%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	No		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	SWAZILAND				SWEDEN			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	Yes		No	No	N/A	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	14	N/A	N/A		0	10	480	
52. Who pays for such leave?	Emp	N/A	N/A		N/A	Gov	Gov	
53. What % of wages are paid?	100%	N/A	N/A		N/A	50%	Partially paid	
54. How much of such leave is unpaid (days)?	70	N/A	N/A		98	0	11	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			60	60		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	50			65	65		
65. When can one retire and get partial benefits?	50	50			61	61		
66. What is the mandatory retirement age?	N/A	N/A			67	67		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	No	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	21	21			18	18		
88. Are there exceptions?	Yes				No			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	No				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	SWITZERLAND		SYRIAN ARAB REPUBLIC	
REGION	High income: OECD		Middle East & North Africa	
INCOME GROUP	High income		Lower middle income	
FEMALE POPULATION	4,150,985		11,435,605	
FEMALE LABOR FORCE PARTICIPATION	78%		14%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	No	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		No	
Judicial representation				
36. How many justices are on the constitutional court?	N/A		11	
37. Of those, how many are women?	N/A		0	
38. Is the Chief Justice a woman?	N/A		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	37%		58%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	SWITZERLAND				SYRIAN ARAB REPUBLIC			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	No	N/A		No	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	98	N/A	N/A		120	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	59%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	14	N/A	N/A		30	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				No			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	64	65			60	60		
65. When can one retire and get partial benefits?	62	63			60	60		
66. What is the mandatory retirement age?	69	70			65	65		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				No			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	No		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				No			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		No	No	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	17		
88. Are there exceptions?	No				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	Yes				No			
93. Are rape perpetrators exempt if they are married to the victim?	No				Yes			
94. Are rape perpetrators exempt if they marry the victim?	No				Yes			

	TAIWAN, CHINA		TAJIKISTAN	
REGION	East Asia & Pacific		Europe & Central Asia	
INCOME GROUP	High income		Lower middle income	
FEMALE POPULATION	..		4,191,647	
FEMALE LABOR FORCE PARTICIPATION	..		62%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	25%		No quota	
9. What are the quotas for women on candidate lists for parliament?	50%		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	15		7	
37. Of those, how many are women?	2		1	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	15%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		Yes	

	TAIWAN, CHINA				TAJIKISTAN			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	Yes	Yes		No	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	56	5	180		140	N/A	477.5	
52. Who pays for such leave?	Emp	Emp	Gov		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	Partially paid		100%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	550		0	N/A	547.5	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			0	0		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			58	63		
65. When can one retire and get partial benefits?	50	50			58	63		
66. What is the mandatory retirement age?	65	65			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				No			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	Yes		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	No				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	Yes				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	TANZANIA		THAILAND	
REGION	Sub-Saharan Africa		East Asia & Pacific	
INCOME GROUP	Low income		Upper middle income	
FEMALE POPULATION	25,372,041		34,315,295	
FEMALE LABOR FORCE PARTICIPATION	90%		71%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	30%		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	N/A		9	
37. Of those, how many are women?	N/A		0	
38. Is the Chief Justice a woman?	N/A		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		174%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	No		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	TANZANIA				THAILAND			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	84	3	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				No			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			55	55		
65. When can one retire and get partial benefits?	55	55			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			20	20		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	No				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	Yes				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	TIMOR-LESTE		TOGO	
REGION	East Asia & Pacific		Sub-Saharan Africa	
INCOME GROUP	Lower middle income		Low income	
FEMALE POPULATION	595,879		3,543,062	
FEMALE LABOR FORCE PARTICIPATION	25%		82%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	> 0		No quota	
9. What are the quotas for women on candidate lists for parliament?	33%		50%	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	Yes	Yes	Yes	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	5		9	
37. Of those, how many are women?	1		1	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		No	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	TIMOR-LESTE				TOGO			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				1735%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	84	5	N/A		98	2	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	N/A	N/A			60	60		
65. When can one retire and get partial benefits?	N/A	N/A			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				No			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes				No			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				No			
82. Is there a specialized court/procedure for domestic violence?	Yes				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	17	17			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				No			
90. Is child marriage penalized?	No				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				No			
92. If not, can a wife or partner file a complaint?	N/A				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	TONGA		TRINIDAD AND TOBAGO	
REGION	East Asia & Pacific		Latin America & Caribbean	
INCOME GROUP	Upper middle income		High income	
FEMALE POPULATION	52,748		679,957	
FEMALE LABOR FORCE PARTICIPATION	56%		60%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	No	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	3		11	
37. Of those, how many are women?	0		3	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	130%		47%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	No		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

	TONGA	TRINIDAD AND TOBAGO
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: No	Retailers: No; Utilities: Yes; Microfinance institutions: No
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Yes	Yes
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	No	No	No	Yes	No	No
51. How much of such leave is paid (days)?	N/A	N/A	N/A	98	N/A	N/A
52. Who pays for such leave?	N/A	N/A	N/A	Emp & Gov	N/A	N/A
53. What % of wages are paid?	N/A	N/A	N/A	61%	N/A	N/A
54. How much of such leave is unpaid (days)?	N/A	N/A	N/A	0	N/A	N/A
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	No	No
61. Are mothers guaranteed an equivalent position after maternity leave?	N/A	Yes
62. Are nursing mothers entitled to nursing breaks?	No	No
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	60	60	65	65
65. When can one retire and get partial benefits?	60	60	60	60
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	Yes
68. Can women and men do the same jobs?	Yes	Yes
69. Can women work in these types of jobs in the same way as men:	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	N/A
74. Are there clear criminal penalties for domestic violence?	Yes	Yes
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes	Yes
77. Does domestic violence legislation protect former spouses?	Yes	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	Yes
79. Do protection orders for domestic violence exist?	Yes	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes	Yes
81. Do protection orders for domestic violence prohibit contact?	Yes	Yes
82. Is there a specialized court/procedure for domestic violence?	Yes	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	No	No	No	No	No	No
84. Do the following exist concerning sexual harassment in employment:	No	No	No	No	No	No
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	18	18
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	Yes	No
90. Is child marriage penalized?	No	No
Marital rape		
91. Is marital rape explicitly criminalized?	Yes	Yes
92. If not, can a wife or partner file a complaint?	N/A	N/A
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	TUNISIA		TURKEY	
REGION	Middle East & North Africa		Europe & Central Asia	
INCOME GROUP	Upper middle income		Upper middle income	
FEMALE POPULATION	5,549,022		38,599,168	
FEMALE LABOR FORCE PARTICIPATION	27%		32%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	50%		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	12		17	
37. Of those, how many are women?	..		0	
38. Is the Chief Justice a woman?	..		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	92%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	No		No	

	TUNISIA				TURKEY			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	30	1	N/A		112	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	67%	100%	N/A		67%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		180	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				Yes			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				No			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			58	60		
65. When can one retire and get partial benefits?	60	60			58	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	No				No			
68. Can women and men do the same jobs?	No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	Yes	Yes		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				No			
78. Does domestic violence legislation protect unmarried intimate partners?	No				No			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				Yes			
92. If not, can a wife or partner file a complaint?	Yes				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	Yes				No			

	UGANDA		UKRAINE	
REGION	Sub-Saharan Africa		Europe & Central Asia	
INCOME GROUP	Low income		Lower middle income	
FEMALE POPULATION	19,370,053		24,467,344	
FEMALE LABOR FORCE PARTICIPATION	77%		63%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	Yes		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	29%		No quota	
8. What are the quotas for women in local government?	33%		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	Yes		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	12		18	
37. Of those, how many are women?	3		1	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		No	
40. If yes, what is the maximum amount (%GNI/capita)?	575%		N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	UGANDA				UKRAINE			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		No	No	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	84	4	N/A		126	0	1039	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	14	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Yes				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				Yes			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	55			60	60		
65. When can one retire and get partial benefits?	50	50			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				No			
68. Can women and men do the same jobs?	Yes				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	No	Yes		No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				No			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				No			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		Yes	Yes	No	
85. Is there legislation on sexual harassment in education?	No				No			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	21	21			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	No				Yes			
90. Is child marriage penalized?	No				No			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	Yes				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	UNITED ARAB EMIRATES		UNITED KINGDOM	
REGION	Middle East & North Africa		High income: OECD	
INCOME GROUP	High income		High income	
FEMALE POPULATION	2,854,292		32,702,700	
FEMALE LABOR FORCE PARTICIPATION	47%		70%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		No	
2. If yes, does it mention gender?	No		N/A	
3. Does the constitution contain a clause on equality?	Yes		No	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	Yes		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		Yes	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	5		N/A	
37. Of those, how many are women?	0		N/A	
38. Is the Chief Justice a woman?	No		N/A	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	64%		37%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		Yes	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		Yes	
46. Must employers provide leave to care for sick relatives?	No		Yes	

	UNITED ARAB EMIRATES	UNITED KINGDOM
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: Yes; Utilities: Yes; Microfinance institutions: No	Retailers: Yes; Utilities: Yes; Microfinance institutions: N/A
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Yes	Yes
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No	Yes	Yes	Yes
51. How much of such leave is paid (days)?	45	N/A	N/A	14	14	259
52. Who pays for such leave?	Emp	N/A	N/A	Emp & Gov	Emp & Gov	Emp & Gov
53. What % of wages are paid?	100%	N/A	N/A	90%	18%	Partially paid
54. How much of such leave is unpaid (days)?	0	N/A	N/A	0	0	91
	Mother	Father	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A	0	0
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A	0	0
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	Yes
58. Does the law mandate nondiscrimination based on gender in hiring?	No	Yes
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	No	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes	No
63. Are parents entitled to flexible/part-time schedules?	No	Yes
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	60	60	67	67
65. When can one retire and get partial benefits?	50	55	67	67
66. What is the mandatory retirement age?	N/A	N/A	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	No	Yes
68. Can women and men do the same jobs?	No	Yes
69. Can women work in these types of jobs in the same way as men:	Hazardous: No; Morally inappropriate: No; Arduous: Yes	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: No; Construction: Yes; Other: No	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: No; Heavy lifting: No; Other: No	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	No	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	No	N/A
74. Are there clear criminal penalties for domestic violence?	No	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	No	Yes
77. Does domestic violence legislation protect former spouses?	No	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	No	Yes
79. Do protection orders for domestic violence exist?	No	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	Yes
81. Do protection orders for domestic violence prohibit contact?	No	Yes
82. Is there a specialized court/procedure for domestic violence?	No	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment:	No	No	No	Yes	Yes	Yes
85. Is there legislation on sexual harassment in education?	No	Yes
86. Is there legislation on sexual harassment in public places?	Yes	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	18	18	18	18
88. Are there exceptions?	Yes	Yes
89. Is child marriage void or prohibited?	No	Yes
90. Is child marriage penalized?	No	No
Marital rape		
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	Yes	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	UNITED STATES		URUGUAY	
REGION	High income: OECD		Latin America & Caribbean	
INCOME GROUP	High income		High income	
FEMALE POPULATION	161,907,741		1,766,735	
FEMALE LABOR FORCE PARTICIPATION	66%		67%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		No	
2. If yes, does it mention gender?	N/A		N/A	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		33%	
10. What are the quotas for women on candidate lists for local government?	No quota		33%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	Yes	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Partial community of property	
26. Who administers marital property?	Original owner		Both must agree	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	9		5	
37. Of those, how many are women?	3		0	
38. Is the Chief Justice a woman?	No		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	9%		87%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	Yes		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	UNITED STATES				URUGUAY			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	N/A		Yes	Yes	Yes	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	Yes		Yes		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	No	No	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	N/A	N/A	0		98	7	N/A	
52. Who pays for such leave?	N/A	N/A	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	N/A	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	N/A	N/A	84		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	N/A				No			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	No				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			60	60		
65. When can one retire and get partial benefits?	62	62			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	Yes				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Yes				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A				N/A			
74. Are there clear criminal penalties for domestic violence?	Yes				No			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Yes				Yes			
77. Does domestic violence legislation protect former spouses?	Yes				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes				Yes			
79. Do protection orders for domestic violence exist?	Yes				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes				Yes			
81. Do protection orders for domestic violence prohibit contact?	Yes				Yes			
82. Is there a specialized court/procedure for domestic violence?	Yes				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		Yes	No	No	
85. Is there legislation on sexual harassment in education?	Yes				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	No				No			
92. If not, can a wife or partner file a complaint?	Yes				Yes			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	UZBEKISTAN		VENEZUELA, RB	
REGION	Europe & Central Asia		Latin America & Caribbean	
INCOME GROUP	Lower middle income		High income	
FEMALE POPULATION	15,453,049		15,387,263	
FEMALE LABOR FORCE PARTICIPATION	51%		55%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	30%		No quota	
10. What are the quotas for women on candidate lists for local government?	30%		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		Yes	
23. Are wives required to obey their husbands?	No		No	
24. Must spouses jointly financially maintain the family?	Yes		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Partial community of property	
26. Who administers marital property?	Both must agree		Separate with spousal consent	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		7	
37. Of those, how many are women?	1		3	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		442%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes		Yes	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	UZBEKISTAN				VENEZUELA, RB			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		No	No	No	
Discrimination	Marital Status		Gender		Marital Status		Gender	
49. Is discrimination in access to credit prohibited based on:	No		No		No		No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	126	N/A	674		182	14	N/A	
52. Who pays for such leave?	Gov	N/A	Emp		Emp & Gov	Emp & Gov	N/A	
53. What % of wages are paid?	100%	N/A	Partially paid		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	365		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	No				No			
58. Does the law mandate nondiscrimination based on gender in hiring?	No				Yes			
59. Is it prohibited for prospective employers to ask about family status?	No				No			
60. Is dismissal of pregnant workers prohibited?	Yes				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes				Yes			
62. Are nursing mothers entitled to nursing breaks?	Yes				Yes			
63. Are parents entitled to flexible/part-time schedules?	Yes				No			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			55	60		
65. When can one retire and get partial benefits?	55	60			55	60		
66. What is the mandatory retirement age?	55	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	Yes				Yes			
68. Can women and men do the same jobs?	No				Yes			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate		Arduous	Hazardous	Morally inappropriate		Arduous
	Yes	Yes		Yes	Yes	Yes		Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	No	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	No				Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	No				N/A			
74. Are there clear criminal penalties for domestic violence?	No				Yes			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No				Yes			
77. Does domestic violence legislation protect former spouses?	No				Yes			
78. Does domestic violence legislation protect unmarried intimate partners?	No				Yes			
79. Do protection orders for domestic violence exist?	No				Yes			
80. Do protection orders for domestic violence remove the perpetrator from the home?	No				Yes			
81. Do protection orders for domestic violence prohibit contact?	No				Yes			
82. Is there a specialized court/procedure for domestic violence?	No				Yes			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				Yes			
86. Is there legislation on sexual harassment in public places?	No				No			
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	17			18	18		
88. Are there exceptions?	Yes				Yes			
89. Is child marriage void or prohibited?	Yes				Yes			
90. Is child marriage penalized?	Yes				Yes			
Marital rape								
91. Is marital rape explicitly criminalized?	Yes				Yes			
92. If not, can a wife or partner file a complaint?	N/A				N/A			
93. Are rape perpetrators exempt if they are married to the victim?	No				No			
94. Are rape perpetrators exempt if they marry the victim?	No				No			

	VIETNAM		WEST BANK AND GAZA	
REGION	East Asia & Pacific		Middle East & North Africa	
INCOME GROUP	Lower middle income		Lower middle income	
FEMALE POPULATION	45,889,400		2,115,138	
FEMALE LABOR FORCE PARTICIPATION	79%		16%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes		Yes	
2. If yes, does it mention gender?	Yes		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		20%	
9. What are the quotas for women on candidate lists for parliament?	No quota		> 0	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	Yes	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes		No	
23. Are wives required to obey their husbands?	No		Yes	
24. Must spouses jointly financially maintain the family?	Yes		No	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property		Separation of property	
26. Who administers marital property?	Both must agree		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes		No	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes		No	
32. Do female and male surviving spouses have equal inheritance rights?	Yes		No	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		No	
34. Are personal law courts recognized?	No		Yes	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		No	
Judicial representation				
36. How many justices are on the constitutional court?	N/A		9	
37. Of those, how many are women?	N/A		1	
38. Is the Chief Justice a woman?	N/A		No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		150%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes		No	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	Yes		No	

	VIETNAM	WEST BANK AND GAZA
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%	0%
48. Do the following provide information to credit agencies:	Retailers: No; Utilities: No; Microfinance institutions: Yes	Retailers: Yes; Utilities: Yes; Microfinance institutions: Yes
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	Yes	Marital Status: No; Gender: No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No	Maternity: Yes; Paternity: No; Parental: No
51. How much of such leave is paid (days)?	180	N/A	N/A	70	N/A	N/A
52. Who pays for such leave?	Gov	N/A	N/A	Emp	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A	0	N/A	N/A
	Mother	Father		Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	Yes	No
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	Yes	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes	No
62. Are nursing mothers entitled to nursing breaks?	Yes	Yes
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men	Women	Men
64. When can one retire and get full benefits?	55	60	N/A	N/A
65. When can one retire and get partial benefits?	55	60	N/A	N/A
66. What is the mandatory retirement age?	55	60	N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	Yes	No
68. Can women and men do the same jobs?	No	No
69. Can women work in these types of jobs in the same way as men:	Hazardous: No; Morally inappropriate: Yes; Arduous: No	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: No; Factories: Yes; Construction: No; Other: No	Mining: No; Factories: Yes; Construction: Yes; Other: No
71. Can women work on these tasks in the same way as men:	Metalwork: No; Heavy lifting: No; Other: No	Metalwork: No; Heavy lifting: Yes; Other: No
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	Yes	No
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A	No
74. Are there clear criminal penalties for domestic violence?	No	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Yes	No
77. Does domestic violence legislation protect former spouses?	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners?	Yes	No
79. Do protection orders for domestic violence exist?	Yes	No
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	No
81. Do protection orders for domestic violence prohibit contact?	Yes	No
82. Is there a specialized court/procedure for domestic violence?	Yes	No
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	No	Yes	No	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	No	No	No	No	No
85. Is there legislation on sexual harassment in education?	No	No
86. Is there legislation on sexual harassment in public places?	No	No
Child and early marriage	Boys	Girls	Boys	Girls
87. What is the legal age of marriage for:	20	18	16	15
88. Are there exceptions?	No	No
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	Yes	No
Marital rape		
91. Is marital rape explicitly criminalized?	Yes	No
92. If not, can a wife or partner file a complaint?	N/A	No
93. Are rape perpetrators exempt if they are married to the victim?	No	Yes
94. Are rape perpetrators exempt if they marry the victim?	No	Yes

	YEMEN, REP.		ZAMBIA	
REGION	Middle East & North Africa		Sub-Saharan Africa	
INCOME GROUP	Lower middle income		Lower middle income	
FEMALE POPULATION	12,382,833		7,530,526	
FEMALE LABOR FORCE PARTICIPATION	26%		73%	
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No		Yes	
2. If yes, does it mention gender?	N/A		Yes	
3. Does the constitution contain a clause on equality?	Yes		Yes	
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No quota		No quota	
7. What are the quotas for women in parliament?	No quota		No quota	
8. What are the quotas for women in local government?	No quota		No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota		No quota	
10. What are the quotas for women on candidate lists for local government?	No quota		No quota	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No		Yes	
23. Are wives required to obey their husbands?	Yes		No	
24. Must spouses jointly financially maintain the family?	No		Yes	
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property		Separation of property	
26. Who administers marital property?	Original owner		Original owner	
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N/A	
28. Are there special provisions governing the marital home?	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	No		Yes	
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No		Yes	
32. Do female and male surviving spouses have equal inheritance rights?	No		Yes	
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No		Yes	
34. Are personal law courts recognized?	Yes		No	
35. Is a woman's testimony afforded equal weight to that of a man?	No		Yes	
Judicial representation				
36. How many justices are on the constitutional court?	7		9	
37. Of those, how many are women?	0		5	
38. Is the Chief Justice a woman?	No		Yes	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	No		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	N/A		191%	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No		No	
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	No		Yes	
44. Is primary education free and compulsory?	Yes		Yes	
Financial support and care				
45. Does the government provide a child allowance to parents?	No		No	
46. Must employers provide leave to care for sick relatives?	No		No	

	YEMEN, REP.	ZAMBIA
BUILDING CREDIT		
Credit agencies		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N/A	0%
48. Do the following provide information to credit agencies:	Retailers: N/A; Utilities: N/A; Microfinance institutions: N/A	Retailers: Yes; Utilities: Yes; Microfinance institutions: Yes
Discrimination	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No	Marital Status: No; Gender: No
GETTING A JOB		
Parental benefits	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No	Maternity: Yes; Paternity: No; Parental: No
51. How much of such leave is paid (days)?	70	N/A	N/A	84	N/A	N/A
52. Who pays for such leave?	Emp	N/A	N/A	Emp	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A	0	N/A	N/A
	Mother	Father		Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		N/A	N/A
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value?	No	No
58. Does the law mandate nondiscrimination based on gender in hiring?	No	No
59. Is it prohibited for prospective employers to ask about family status?	No	No
60. Is dismissal of pregnant workers prohibited?	No	Yes
61. Are mothers guaranteed an equivalent position after maternity leave?	No	No
62. Are nursing mothers entitled to nursing breaks?	Yes	No
63. Are parents entitled to flexible/part-time schedules?	No	No
Retirement & pensions	Women	Men		Women	Men
64. When can one retire and get full benefits?	55	60		55	55
65. When can one retire and get partial benefits?	46	50		50	50
66. What is the mandatory retirement age?	60	60		N/A	N/A
Working hours and industry restrictions		
67. Can women and men work the same night hours?	No	Yes
68. Can women and men do the same jobs?	No	Yes
69. Can women work in these types of jobs in the same way as men:	Hazardous: No; Morally inappropriate: No; Arduous: No	Hazardous: Yes; Morally inappropriate: Yes; Arduous: Yes
70. Can women work in these occupations in the same way as men:	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes	Mining: Yes; Factories: Yes; Construction: Yes; Other: Yes
71. Can women work on these tasks in the same way as men:	Metalwork: Yes; Heavy lifting: Yes; Other: Yes	Metalwork: Yes; Heavy lifting: Yes; Other: Yes
PROTECTING WOMEN FROM VIOLENCE		
Domestic violence		
72. Is there domestic violence legislation?	No	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	No	N/A
74. Are there clear criminal penalties for domestic violence?	No	No
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	No	Yes
77. Does domestic violence legislation protect former spouses?	No	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	No	Yes
79. Do protection orders for domestic violence exist?	No	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	No	Yes
81. Do protection orders for domestic violence prohibit contact?	No	Yes
82. Is there a specialized court/procedure for domestic violence?	No	Yes
Sexual harassment	Legislation	Civil remedies	Criminal penalties	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment:	No	No	No	Yes	No	Yes
85. Is there legislation on sexual harassment in education?	No	Yes
86. Is there legislation on sexual harassment in public places?	No	Yes
Child and early marriage	Boys	Girls		Boys	Girls
87. What is the legal age of marriage for:	15	15		21	21
88. Are there exceptions?	No	Yes
89. Is child marriage void or prohibited?	Yes	Yes
90. Is child marriage penalized?	No	Yes
Marital rape		
91. Is marital rape explicitly criminalized?	No	No
92. If not, can a wife or partner file a complaint?	Yes	Yes
93. Are rape perpetrators exempt if they are married to the victim?	No	No
94. Are rape perpetrators exempt if they marry the victim?	No	No

	ZIMBABWE	
REGION	Sub-Saharan Africa	
INCOME GROUP	Low income	
FEMALE POPULATION	7,383,540	
FEMALE LABOR FORCE PARTICIPATION	85%	
ACCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	Yes	
2. If yes, does it mention gender?	Yes	
3. Does the constitution contain a clause on equality?	Yes	
	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	
7. What are the quotas for women in parliament?	22%	
8. What are the quotas for women in local government?	No quota	
9. What are the quotas for women on candidate lists for parliament?	No quota	
10. What are the quotas for women on candidate lists for local government?	No quota	
Rights of married and unmarried women	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	
23. Are wives required to obey their husbands?	No	
24. Must spouses jointly financially maintain the family?	Yes	
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	
26. Who administers marital property?	Original owner	
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	
28. Are there special provisions governing the marital home?	No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes	
Property rights	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes	
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	Yes	
34. Are personal law courts recognized?	No	
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	
Judicial representation		
36. How many justices are on the constitutional court?	9	
37. Of those, how many are women?	4	
38. Is the Chief Justice a woman?	No	
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	5834%	
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	
	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No
Childcare and education		
43. Is childcare subsidized or publicly provided?	No	
44. Is primary education free and compulsory?	Yes	
Financial support and care		
45. Does the government provide a child allowance to parents?	No	
46. Must employers provide leave to care for sick relatives?	No	

ZIMBABWE

BUILDING CREDIT

Credit agencies

47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0%

48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions
	Yes	Yes	Yes

Discrimination

	Marital Status	Gender
49. Is discrimination in access to credit prohibited based on:	No	No

GETTING A JOB

Parental benefits

	Maternity	Paternity	Parental
50. Does the law mandate the following types of leave:	Yes	No	No
51. How much of such leave is paid (days)?	98	N/A	N/A
52. Who pays for such leave?	Emp	N/A	N/A
53. What % of wages are paid?	100%	N/A	N/A
54. How much of such leave is unpaid (days)?	0	N/A	N/A

	Mother	Father
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A

Workplace protections

57. Does the law mandate equal remuneration for work of equal value?	Yes
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes
59. Is it prohibited for prospective employers to ask about family status?	No
60. Is dismissal of pregnant workers prohibited?	No
61. Are mothers guaranteed an equivalent position after maternity leave?	Yes
62. Are nursing mothers entitled to nursing breaks?	Yes
63. Are parents entitled to flexible/part-time schedules?	No

Retirement & pensions

	Women	Men
64. When can one retire and get full benefits?	60	60
65. When can one retire and get partial benefits?	60	60
66. What is the mandatory retirement age?	N/A	N/A

Working hours and industry restrictions

67. Can women and men work the same night hours?	Yes
68. Can women and men do the same jobs?	No

69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally inappropriate	Arduous
	Yes	Yes	Yes

70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other
	No	No	No	Yes

71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other
	No	No	Yes

PROTECTING WOMEN FROM VIOLENCE

Domestic violence

72. Is there domestic violence legislation?	Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N/A
74. Are there clear criminal penalties for domestic violence?	Yes

	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes

76. Does domestic violence legislation protect family members?	Yes
77. Does domestic violence legislation protect former spouses?	Yes
78. Does domestic violence legislation protect unmarried intimate partners?	Yes
79. Do protection orders for domestic violence exist?	Yes
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes
81. Do protection orders for domestic violence prohibit contact?	Yes
82. Is there a specialized court/procedure for domestic violence?	Yes

Sexual harassment

	Legislation	Civil remedies	Criminal penalties
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No

85. Is there legislation on sexual harassment in education?	No
86. Is there legislation on sexual harassment in public places?	No

Child and early marriage

	Boys	Girls
87. What is the legal age of marriage for:	18	18

88. Are there exceptions?	Yes
89. Is child marriage void or prohibited?	Yes
90. Is child marriage penalized?	Yes

Marital rape

91. Is marital rape explicitly criminalized?	Yes
92. If not, can a wife or partner file a complaint?	N/A
93. Are rape perpetrators exempt if they are married to the victim?	No
94. Are rape perpetrators exempt if they marry the victim?	No

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Women, Business and the Law 2016 examines laws and regulations affecting women's prospects as entrepreneurs and employees across 173 economies. The report's quantitative indicators are intended to inform policy discussions on how to remove legal restrictions on women and promote research on how to improve women's economic inclusion.

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