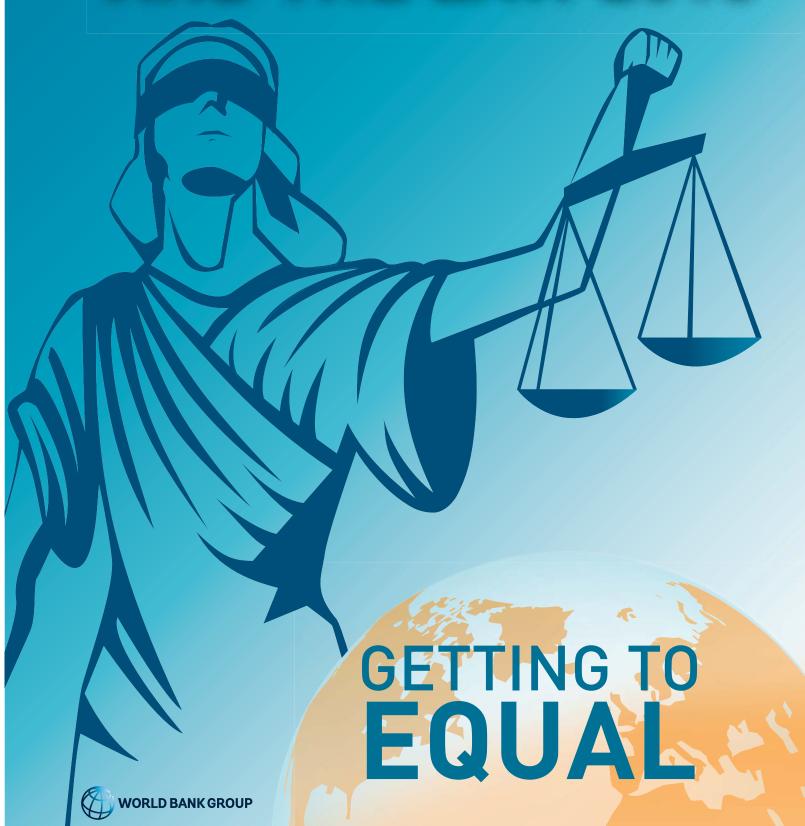
WOMEN, BUSINESS AND THE LAW 2016



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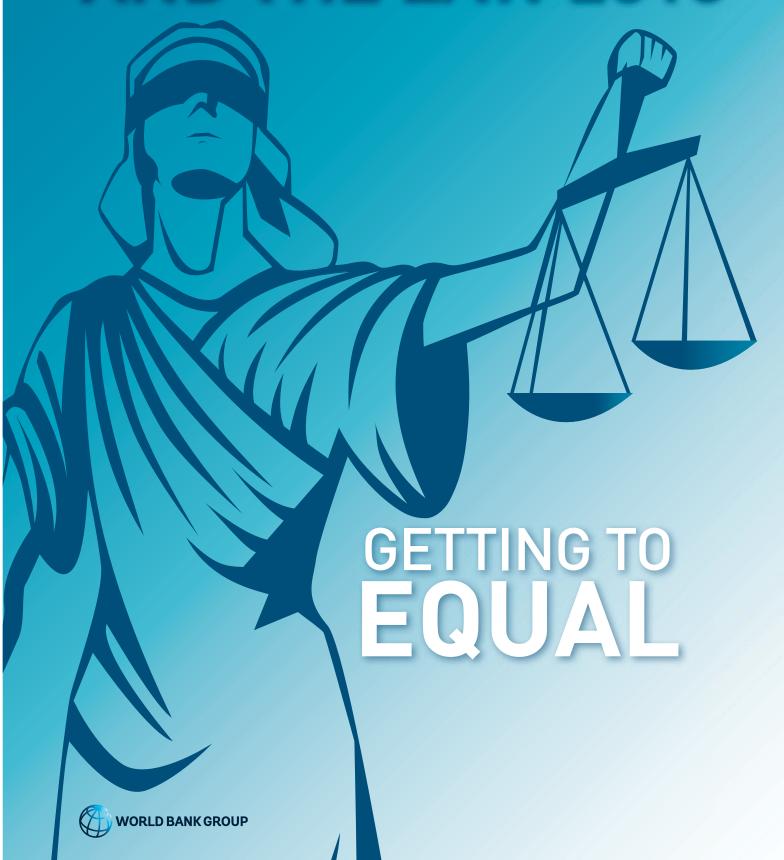




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Foreword

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.

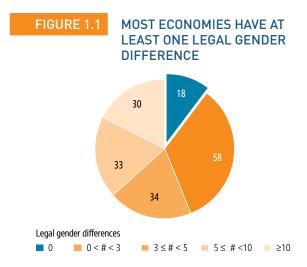
How common are gender differences in laws?

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).



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
- 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

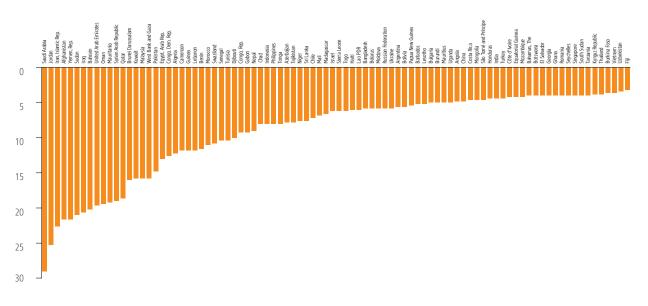
- **15.** Doing the same jobs
- **16.** Enjoying the same statutory retirement age
- 17. Enjoying the same tax deductions or credits
- **18.** Having their testimony carry the same evidentiary weight in court
- Having a gender or sex nondiscrimination clause in the constitution
- **20.** Applying customary 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.

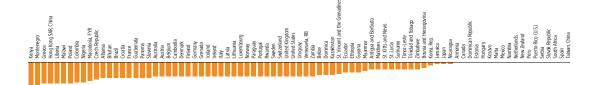
The measure of legal gender differences is constructed by summing the restrictions on married and unmarried women: 5 that apply only to married women are counted once and 21 that apply to both married and unmarried women are counted twice, for a total of 47 restrictions. For example, only married women 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.

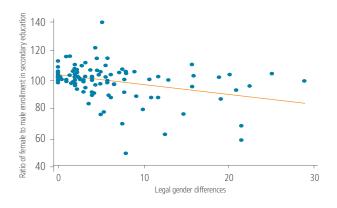
Where are relationships between women and the law changing?

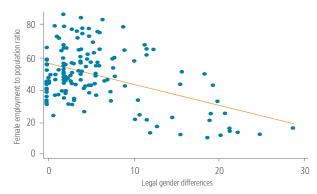
Since 2010, when *Women, Business and the Law* first published a baseline of gender legal differences affecting women's economic opportunities and started measuring reforms, the pace of reform has either remained relatively constant or has been increasing (figure 1.5).

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

FIGURE 1.3

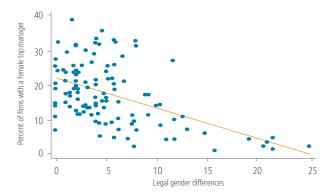
GREATER LEGAL GENDER INEQUALITY IS ASSOCIATED WITH FEWER GIRLS ATTENDING SECONDARY SCHOOL RELATIVE TO BOYS, FEWER WOMEN WORKING OR RUNNING BUSINESSES, AND A HIGHER GENDER WAGE GAP

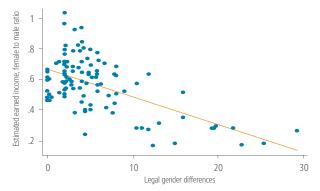




The negative relationship between the number of legal gender differences and the ratio of female to male enrollment in secondary education (2012) is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 96 economies for which data are 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.



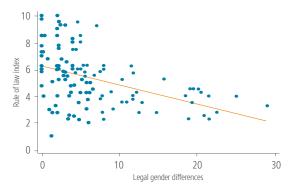


The negative relationship between legal gender differences and the percent of firms that have a female top manager is statistically significant at the 1% level after controlling for 2014 GNI per capita. The analysis is based on 106 economies for which data are available. The regression results remain 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.

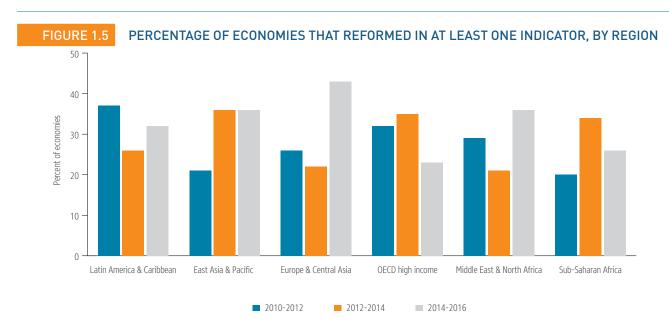
In the most recent two-year period (ending in April 2015) 65 economies made 94 reforms increasing gender parity (table 1.1). Getting a job had the most reforms with 26, followed by protecting women from violence with 23, and accessing institutions with 18. Nine economies reformed in building credit, 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



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

TABLE 1.2	BLUCKING 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.
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.
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.
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.
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.
Obtain a national identity card	Afghanistan Algeria Benin Cameroon Egypt, Arab Rep. Mauritius Oman Pakistan Saudi Arabia Senegal
Travel outside the country	Iran, Islamic Rep. Iraq Qatar Saudi Arabia Sudan Syrian Arab Republic
Register a business	Bhutan Congo, Dem. Rep. Pakistan Suriname
Open a bank account	Congo, Dem. Rep. Niger
Sign a contract	Congo, Dem. Rep. Equatorial Guinea

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.

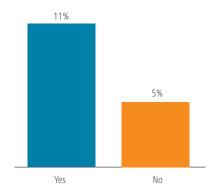
In the first month almost 10,000 applications for these identification cards were submitted. However, for children to be eligible for benefits, their mother must have resided in Jordan for at least five years. This creates difficulties for those whose mothers reside outside Jordan, do not have records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

Borrowed from a financial institution, female (% age 15+)



Can a married woman apply for a national ID card in the same way as a married man?

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. 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. 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. 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.

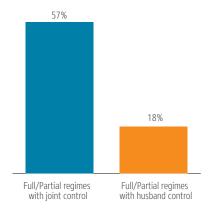
Of the 173 economies covered by *Women, Business and the Law,* 79 have a full or partial community property regime; in six of these, however—Cameroon, Chad, Chile, Democratic Republic of Congo, Republic of Congo, Côte d'Ivoire—the husband has the right to administer the joint property.

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

Account at a financial institution, female (% age 15+)



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

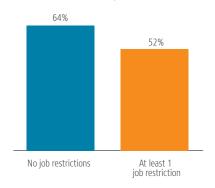
Economy	Examples	
Argentina	Producing or manipulating explosives, flammable or corrosive materials, or working in or around such areas; working as a machinist or fire-stoker; selling distilled or fermented alcoholic beverages in any location or space in which they are dispensed; distilling alcohol and 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

Estimated earned income, female to male ratio



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.

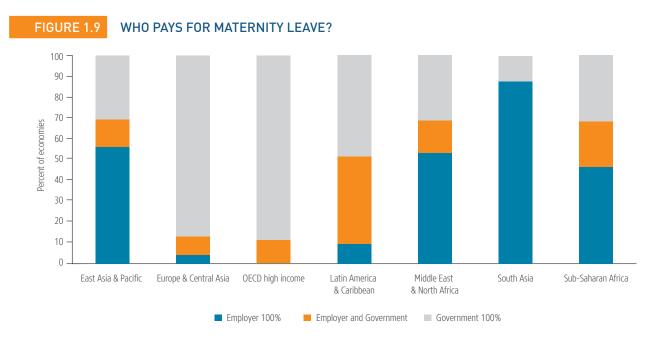
Of all the economies covered, only Tonga in East Asia and the Pacific and Suriname in Latin America and the Caribbean do not entitle parents to any kind of leave, paid or unpaid, when a child is born. Papua New Guinea provides unpaid maternity leave and the United States provides unpaid parental leave.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

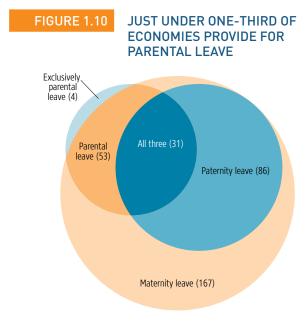
Parental benefits enabling mothers, fathers or both to take paid or unpaid time off to care for a newborn child can foster a more equitable division of childrearing responsibilities in the family. This in turn can give women greater opportunities for career advancement.

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



Source: Women, Business and the Law database.



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

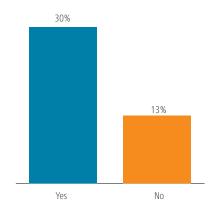
The ease, cost and availability of care for young children and free public education for school-age children can affect whether a mother decides to work outside the home for paid compensation or to stay at home with the children.

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

FIGURE 1.11

MORE WOMEN RECEIVE WAGES WHERE GOVERNMENTS SUPPORT CHILDCARE

Received wages in the past year, female (% age 15+)



Is childcare subsidized or publicly provided?

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.

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.

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 credit²² 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

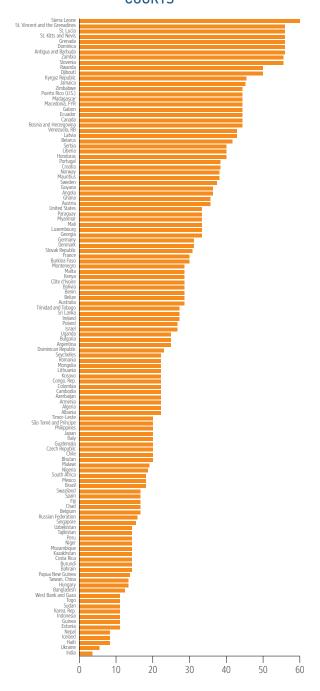
Although most economies do not prevent women from accessing the court system, many do not make it easy for them to do so. Legal formalities and the costs of litigation, both direct and incidental, discourage poor people from accessing courts.²⁸ Even for relatively simple disputes, legal formalities are 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).

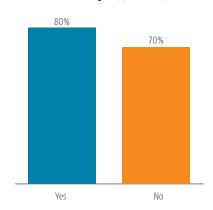
Domestic violence legislation varies greatly in scope and applicability. The data examine where economies have legislation on domestic violence and whether it covers different types of abuse (box 1.5).

Of the economies covered, 127 have laws on domestic violence, of which 95 cover both physical and sexual violence and

FIGURE 1.13

WOMEN'S LIFE EXPECTANCY AND LEGAL PROTECTION FROM DOMESTIC VIOLENCE

Survival to age 65, (% of cohort)



Is there legislation that specifically addresses 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.

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.

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.

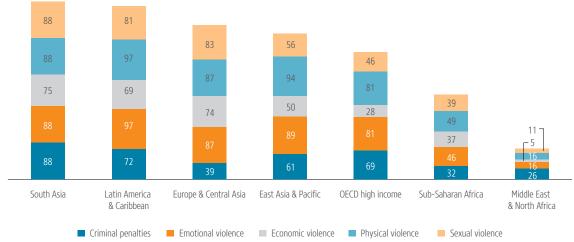
Source: United Nations General Assembly, Declaration on the Elimination of Violence against Women, December 20, 1993; United Nations Economic and Social Council 1996; UNHCR 2005; United Nations 2010.

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





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.

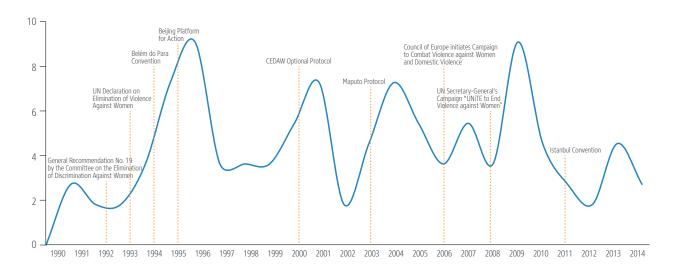
Establishing specialized courts or procedures for domestic violence cases may make legal action more effective. Approaches taken include setting up dedicated courts to handle all domestic violence cases, establishing fast-track procedures or authorizing specific orders of protection for domestic violence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

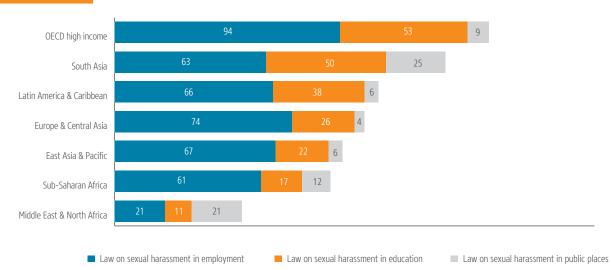
Laws on sexual harassment in education are less common: only 52 economies specifically protect girls from sexual harassment in schools. And only 18 economies specifically protect women from sexual harassment in public places. These laws are most prevalent in South Asia and the Middle East and North Africa (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/.
- "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.
- "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. 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. 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. Worldwide, if all women were excluded from the labor force, income per capita would be nearly 40% lower. Miliarly, 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 <i>Voice and Agency</i> study found a close relationship between marital property regimes and women's reported ownership of housing or land. 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.	
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. In contrast, support for mothers—such as tax credits and the availability of childcare—increases women's participation in the labor force.	
Building credit	The gender asset gap can undermine women's bargaining power and capacity to engage in economic activities. Access to formal credit relies heavily on asset-based lending. For instance, banks in Ghana greatly prefer land and buildings as collateral, but where women have more limited access to property, they have less ability to use property as collateral, limiting their access to credit. 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. Even for relatively simple disputes, legal formalities are associated with less contract enforcement, longer cases and perceptions of lower-quality justice. One-stop shops such as small claims courts can improve access to justice for both men and women.	
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.º	

^a Hallward-Driemeier and Gajigo 2010. ^b World Bank 2014. ^c Deere et al. 2013. ^a Oglobin 2005. ^e Amin and Islam 2015. ^f Eissa 1995; Eissa and Hoynes 2004; Eissa, Kleven and Kreiner 2008. ^a Averett, Peters and Waldman 1997; Baker, Gruber and Milligan 2008. ^b Deere and León 2003; Quisumbing and Hallman 2005; Deere and Doss 2006; Fletschner and Kenney 2014. ^f IFC 2011. ^f Law and Development Partnership 2011. ^k IFC 2011. ^f 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 law¹⁹ 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?

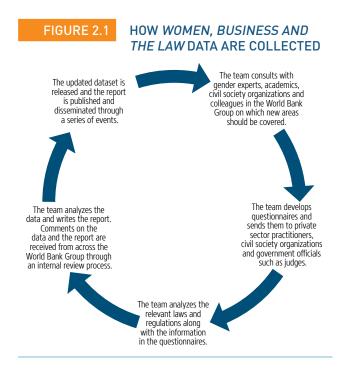
The Women, Business and the Law data are based on domestic laws and regulations. The data cover small economies and some of the poorest economies, for which little or no data are available in other data sets. The new areas of coverage are based on consultations across the World Bank Group, including 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.



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

- See World Bank, Enterprise Surveys, http://www .enterprisesurveys.org; and World Bank Group, Doing Business, http://www.doingbusiness.org.
- 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
- Reform neutral to gender parity
- X 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.

Reform Summaries 35

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.

Fiii

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.

X 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.

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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

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.

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

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.

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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

x 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

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.

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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 workrelated 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:

- 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 guota 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 nonnational 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 nonnational 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 genderbased 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. Fasttrack 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 childminding 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 jobspecific 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 inappropriate⁷ 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 weightlifting 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 penalties¹⁰ 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.
- 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.

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- 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 stateowned 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.

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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.

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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.
- "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.
- 23 This is a new question.
- 24 This is a new question.
- 25 This is a new question.
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- 28 This is a new question.
- 29 This is a new question.



	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	100	
Constitutional rights		
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	Manager	Negorie
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	27% No quota	No quota No quota
9. What are the quotas for women in local government? 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? 15. Can a woman get a job in the same way as a man?	No Yes Yes Yes	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? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A
Division of responsibility within marriage	1971	ingra : ingra
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	N/A	NI/A
27. If the husband administers property, is spousal consent required for major transactions?28. Are there special provisions governing the marital home?	N/A No	N/A 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	0	0
36. How many justices are on the constitutional court? 37. Of those, how many are women?	9	9 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	Yes Yes
44. Is primary education free and compulsory? Financial support and care	Yes	Yes
44. Is primary education free and compulsory?		

	AFGHANISTAN			ALBANIA				
BUILDING CREDIT		7.1 GHZ	in Sirin			, in the second	111171	
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	
Discrimination	N/A	N/A	N/A		No	No	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I Status No	Gender No	
GETTING A JOB		140	: 110			10	. 140	
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)?	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	
FF to an Standard Law Salton and Salton and Late Laborate Heat	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the:	N/A N/A	N/A N/A			N/A N/A	N/A N/A		
	IVA	IN/A			IN/A	IN/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N	No			N	: lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		No.				'es		
59. Is it prohibited for prospective employers to ask about family status?		No.			N	lo		
60. Is dismissal of pregnant workers prohibited?	N	Vo.			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		No .				lo		
62. Are nursing mothers entitled to nursing breaks?		'es				es		
63. Are parents entitled to flexible/part-time schedules?		No .				lo -		
Retirement & pensions 64. When can one retire and get full benefits?	Women N/A	Men N/A			Women 64	Men 65		
65. When can one retire and get ruin 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			١	/es		
68. Can women and men do the same jobs?		No			- 1	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	nappropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No		Yes	No	Yes		/es	Yes
70. Can women work in these occupations in the same way as men:	Mining	•	Construction	Other	Mining	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men:	No Metalwork	Yes Heavy lifting	Yes Other	Yes	Yes	Heavy lifting		Yes
The car nomen noncon area case in the same not as men	Yes	Yes	Yes		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	N	No .			Y	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		Vo.				/A		
74. Are there clear criminal penalties for domestic violence?	N	lo				'es		
	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.				es		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?		lo lo				'es 'es		
79. Do protection orders for domestic violence exist?		Vo				'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		No.				'es		
81. Do protection orders for domestic violence prohibit contact?	N	No.			Y	'es		
82. Is there a specialized court/procedure for domestic violence?	N	Vo.			Y	'es		
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?		Vo.				'es		
86. Is there legislation on sexual harassment in public places?	N	Vo			N	lo		
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? 89. Is child marriage void or prohibited?		'es Vo				es es		
90. Is child marriage void or promoted?		vo Vo				lo lo		
Marital rape	, i				,			
91. Is marital rape explicitly criminalized?		t.			Y	'es		
	N	√o						
92. If not, can a wife or partner file a complaint?		10 10			N	/A		
92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?	N				N			

	ALGERIA		ANGOLA		
REGION	Middle East & North Africa		ANGULA Sub-Saharan Africa		
INCOME GROUP			dle income	Sub-Saharan Africa Upper middle income	
FEMALE POPULATION			15,898	11,158,094	
FEMALE LABOR FORCE PARTICIPATION			5%	65%	
		10	J /0		0.5 //
ACCESSING INSTITUTIONS				_	
Constitutional rights	\	/			
Does the constitution contain a clause on nondiscrimination? House does it marking goods?		'es		_	es
2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality?		'es 'es		_	es es
5. Does the constitution contain a clause on equality:					
A 1	Recognized	Invalid		Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No Yes	N/A		Yes	Yes N/A
	162	No		No	N/A
Quotas 5. What are the quotas for women on corporate boards?	No	quota		No.	quota
7. What are the quotas for women in parliament?		quota			
8. What are the quotas for women in local government?		quota		_	quota
What are the quotas for women on candidate lists for parliament?		0%		_	quota
10. What are the quotas for women on candidate lists for local government?	35%			_	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? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 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?	Υ	'es		Y	es
23. Are wives required to obey their husbands?	1	Vo		No	
24. Must spouses jointly financially maintain the family?	Υ	'es		Yes	
JSING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Sep	paration of prop	erty	Partial	community of property
26. Who administers marital property?		Original owner		1	Both must agree
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N	/A
28. Are there special provisions governing the marital home?	1	No		N	lo
29. Does the law provide for valuation of nonmonetary contributions?	1	No		Y	es
Property rights	Married	Unmarried		Married	Unmarried
80. 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?	1	Vo		Y	'es
32. Do female and male surviving spouses have equal inheritance rights?	1	No		Y	es
OING TO COURT					
Equality of access					
33. Are customary law courts recognized?	1	No		N	lo
34. Are personal law courts recognized?		'es		_	lo
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	'es		Y	'es
Judicial representation					
86. How many justices are on the constitutional court?		9		1	1
87. Of those, how many are women?		2			4
38. Is the Chief Justice a woman?	1	No		N	lo
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?	1	No		N	lo
40. If yes, what is the maximum amount (%GNI/capita)?	No N/A			N	/A
	N				
ROVIDING INCENTIVES TO WORK	N				
	N				
Personal income tax		No		N	lo
Personal income tax	1				:
Personal income tax 41. Are childcare payments tax deductible?	Men	Women		Men	Women
Personal income tax 11. Are childcare payments tax deductible? 12. Are there tax deductions or credits specific to men/women?	1				:
Personal income tax 11. Are childcare payments tax deductible? 12. Are there tax deductions or credits specific to men/women? Childcare and education	Men No	Women No		Men No	Women No
Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided?	Men No	Women No 'es		Men No	Women No
PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Fingural support, and care.	Men No	Women No		Men No	Women No
Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided?	Men No	Women No 'es		Men No Y	Women No

Yes Yes No No Yes Yes No No Yes No Yes Yes Yes Yes Yes Yes Yes Yes No Yes	ALGERIA			ANGOLA					
### PATH NATION P	BUILDING CREDIT								
Retailers		N	1/Δ			N	Ι/Δ		
Martin M	47.1 million loan amount covered by credit agencies (work) capitals:		:		l	11	;		
Description to access to meet) unableted based onc. Sub National States Sub National States Sub National States National S	48. Do the following provide information to credit agencies:			institutions				institutions	
## A Description of Long Process for any England Process of Long Process of England Proce	Discrimination			-			•		
Parentic Description Parentic Parent				•				-	
Parental benefits	·							110	
150 Dec Delaw manufath the following types of kove 150									
5.1 How much of such leaves 1 gaid (dignt)			:				-		
5.0 Am Start of such bear? Gov Emp V/A Gov N/A N/A 5.1 How much of such leave is useful (deps)? 0 0 0 N/A 100% N/A 5.1 How much of such leave is useful (deps)? 0 0 0 N/A 5.1 How much of such leave is useful (deps)? 0 0 0 N/A 5.2 In applia pricertal leave is there particin that much be taken by the: N/A N/A 5.1 In applia pricertal leave is there particin that much be taken by the: N/A N/A 5.1 In applia pricertal leave is there particin that much of such stable? N/A N/A N/A 5.1 None to be no mandale expart certain for much of such stable? N/A N/A N/A 5.1 None to be no mandale expart certain for much of such stable? N/A N/A N/A 5.2 None to be no mandale expart certain for much of such stable? N/A N/A N/A 5.3 None to be no mandale expart certain for much of such stable? N/A N/A N/A 5.4 Workplace protections N/A N/A N/A N/A N/A 5.5 In signal participation for much of such stable? N/A N/A N/A N/A N/A 5.5 In signal participation for much of such stable? N/A N/A N/A N/A 5.5 In signal participation for such stable? N/A N/A N/A N/A 5.5 In signal participation for such stable? N/A N/A N/A N/A 5.6 In signal participation for such stable? N/A N/A N/A N/A N/A 5.6 In signal participation for such stable? N/A N/A N/A N/A N/A 5.6 In signal participation for such stable? N/A N/A N/A N/A N/A 5.6 In signal participation for such stable stabl	9.77			-			-	-	
15.5 Min is of wages are paid?			}					· · · · · · · · · · · · · · · · · · ·	
Meliter Fairbor Meliter Meli	1 7		 	-			•		
5.5 in paigh parental leaves is there a particular that must be taken by the									
55. In paid parental lawes is there a portion that must be taken by the		Mother	Father			Mother	Father		
Working hours and industry restrictions	55. In unpaid parental leave is there a portion that must be taken by the:		•				•		
Spons to be bar manufaction for work of equal value?		N/A	N/A			N/A	N/A		
Spons to be bar manufaction for work of equal value?	Workplace protections								
St. Does to leave manufathe mondification included manufaction in the same may as mere:		Y	'es			Y	'es		
19.6 is in published for prospective englowers to ask about family status? No									
16. Are mothers guaranteed an equivalent position after maturally leave? No	, ,					N	No		
18.2 Are parently entitled to nursing prealex? No	60. Is dismissal of pregnant workers prohibited?	ı	No			Υ	'es		
Section No West	61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	es es			N	٧o		
Retirement & pensions	62. Are nursing mothers entitled to nursing breaks?	1	No			Υ	'es		
54. When can one retire and get partial benefits? 54 57 59 60 50 50 50 50 50 50 50	63. Are parents entitled to flexible/part-time schedules?	ı	No			Y	'es		
55. When can one retire and get partial benefits?	Retirement & pensions	Women	Men			Women	Men		
Mortis the mandatory retirement age? 54 60 59 60	64. When can one retire and get full benefits?	54	57			59	60		
## Working hours and industry restrictions Common and men work the same night hours? No No No	65. When can one retire and get partial benefits?								
67. Can women and men work the same light hours? No No No No No No No N	66. What is the mandatory retirement age?	54	60			59	60		
Real Can women and men do the same jobs? No No No No No No No N	Working hours and industry restrictions								
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	67. Can women and men work the same night hours?		No			l	No		
Yes Yes No No Yes Yes No No Yes Ye	68. Can women and men do the same jobs?		No				No		
70. Can women work in these occupations in the same way as men: Melalwork Heavy lifting Other Wes Yes	69. Can women work in these types of jobs in the same way as men:		 						Arduous
Yes	70. Con		-						Yes Other
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offerses between spouses/family members? 74. Are there clear criminal penalties for offerses between spouses/family members? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. No 79. No 70. N	70. Call wollen work in triese occupations in the same way as men.		•	•					Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 7.2. Is there domestic violence legislation? 7.3. In not, are there aggravated penalties for offenses between spouses/family members? 7.4. Are there clear criminal penalties for offenses in violence? No Physical Sexual Emotional Economic No No No No No No No No No N	71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
Domestic violence P2. Is there domestic violence legislation? No Yes P4.		Yes	Yes	Yes		No	Yes	No	
Domestic violence P2. Is there domestic violence legislation? No Yes P4.	PROTECTING WOMEN FROM VIOLENCE						•		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect family members? 79. Doe protection orders for domestic violence exist? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence remove the perpetrator from the home? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment 83. To protect against sexual harassment, do the following exist: 94. No 95. No 96. No 10. No 10. Ves 10. Legislation 10. Civil remedies 11. Legislation 11. Legislation 12. Legislation 13. No 14. No 15. Is there legislation on sexual harassment in employment: 15. No 16. Is there legislation on sexual harassment in employment: 16. Is there legislation on sexual harassment in employment: 17. No 18. Are there exceptions? 19. 19. 19. 18. 18. 18. 18. Are there exceptions? 19. 19. 19. 18. 18. 18. Are there exceptions? 19. 19. 19. 18. 18. 18. Are there exceptions? 19. 19. 19. 18. 18. 10. No 10. Marital rape									
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? No Physical Sexual Emotional Economic No			ilo			V	los.		
74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual Physical Sexual Physical Economic Physical Sexual Physical Economic Physical Sexual Physical Economic Physical Emotional Economic Physical Emotional Economic Physical Econ									
Physical Sexual Emotional Economic 75. Does domestic violence legislation cover the following abuse: No No No No No Yes Yes Yes 76. Does domestic violence legislation protect family members? No No No No No No No No Yes Yes Yes 77. Does domestic violence legislation protect family members? No N									
75. Does domestic violence legislation cover the following abuse: No N	74. Are there clear chiminal penalties for domestic violence?			Emotional	Economic			Emotional	Economic
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? No No No No No No No No No N	75. Does domestic violence legislation cover the following abuse:								Yes
77. Does domestic violence legislation protect former spouses? No No No No No No No No No N			-	140	110			103	103
78. Does domestic violence legislation protect unmarried intimate partners? No No Yes 80. Do protection orders for domestic violence exist? No No Yes 81. 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 83. To protect against sexual harassment Legislation Civil remedies penalties 83. To protect against sexual harassment, do the following exist: Yes No Yes No No No No No No No No St. Is there legislation on sexual harassment in employment: Yes No No No No No No No No No N									
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there egislation on sexual harassment in deducation? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage 88. Are there exceptions? 89. Is child marriage void or prohibited? 89. Is child marriage penalized? 80. No 80. No 80. No 80. No 80. Is child marriage penalized? 80. No 80. No 80. No 80. No 80. No 80. Is child marriage penalized? 80. No 80. No 80. No 80. No 80. No 80. Is child marriage penalized? 80. No 80. No 80. No 80. No 80. No 80. No 80. Is child marriage penalized? 80. No									
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. Is there a specialized court/procedure for domestic violence? 84. Is there a specialized court/procedure for domestic violence? 85. Is there a specialized court/procedure for domestic violence? 86. Is to protect against sexual harassment, do the following exist: 87. In protect against sexual harassment, do the following exist: 88. In protect against sexual harassment, do the following exist: 89. In protect against sexual harassment, do the following exist: 89. In protect against sexual harassment, do the following exist: 89. In protect against sexual harassment in employment: 80. In protect against sexual harassment in employment: 80. No 80. No 80. No 80. No 80. No 80. No 80. In protect against sexual harassment in employment: 80. No 80. No		1	No			Y	'es		
82. Is there a specialized court/procedure for domestic violence? Legislation Civil remedies Criminal penalties Legislation Civil remedies Penalties Criminal penalties	80. Do protection orders for domestic violence remove the perpetrator from the home?	1	No			Υ	'es		
Legislation Civil remedies Criminal penalties Criminal penalties	81. Do protection orders for domestic violence prohibit contact?	1	No			Υ	'es		
Sexual harassment 83. To protect against sexual harassment, do the following exist: Yes No Yes No	82. Is there a specialized court/procedure for domestic violence?	1	No			Υ	'es		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 89. Is child marriage penalized? 80. Is child marriage penalized?	Sexual harassment	Legislation				Legislation			
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 89. Is child marriage penalized? 80. Is child marriage penalized?	, ,		1				·	-	
86. Is there legislation on sexual harassment in public places? No Child and early marriage 87. What is the legal age of marriage for: 19 19 19 18 18 18 88. Are there exceptions? Yes 90. Is child marriage penalized? No Marital rape	, , , , , , , , , , , , , , , , , , ,			Yes			•	No	
Child and early marriage Boys Girls 87. What is the legal age of marriage for: 19 19 88. Are there exceptions? Yes Yes 89. Is child marriage void or prohibited? Yes Yes 90. Is child marriage penalized? No No Marital rape									
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? No No No Marital rape	86. Is there legislation on sexual harassment in public places?	ı	NO NO			l l	NO .		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? No Marital rape Yes Yes Yes No No No							•		
89. Is child marriage void or prohibited? 90. Is child marriage penalized? No No Marital rape			•				•		
90. Is child marriage penalized? No No No Marital rape									
Marital rape									
·			VU			N	NO		
			d.				I.		
91. Is marital rape explicitly criminalized? No No No No Ver									
92. If not, can a wife or partner file a complaint? Yes Yes No.	, ,								
93. Are rape perpetrators exempt if they are married to the victim? 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				
Does the constitution contain a clause on nondiscrimination?	Yes	No N/A		
2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality?	Yes No	N/A Yes		
3. Does the constitution contains clause on equality.	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		
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?	No quota	No quota 30%		
10. What are the quotas for women on candidate lists for local government? 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?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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	Yes No		
23. Are wives required to obey their husbands? 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? 29. Does the law provide for valuation of nonmonetary contributions?	No No	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	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	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		No	Yes	No	
Discrimination	Marita	Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No		1	No	No	
SETTING 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?	N	lo			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			Y	es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
50. Is dismissal of pregnant workers prohibited?	N	lo			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			Y	es		
62. Are nursing mothers entitled to nursing breaks?		lo				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	65		
55. 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?)	es/es			١	⁄es		
68. Can women and men do the same jobs?	١	'es				Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou
· · ·	Yes	١	/es	Yes	No		'es	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:		Heavy lifting				Heavy lifting	Other	
			Yes		No			
	Yes	Yes	103		110	No	No	
ROTECTING WOMEN FROM VIOLENCE	Yes	Yes	103		110	NO	No	
	Yes	Yes	103			NO NO	No	
Domestic violence							No	
Domestic violence 72. Is there domestic violence legislation?	Y	es	, 10		Y	es	No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	es /A	: 10		Y	es /A	No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y N	es /A		Economic	Y N Y	es /A es		Econom
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y N N Physical	es /A lo Sexual	Emotional		Y N Y Physical	es /A es Sexual	Emotional	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marrital rape 91. Is marital rape explicitly criminalized? 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Physical Yes	ess //A lo Sexual No ess ess ess ess ess ess ess ess ess es	Emotional Yes Criminal penalties No		Y Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes N Boys 18 Y Y N	es Sexual Yes es Sexual Yes es e	Emotional Yes Criminal penalties Yes	Econom Yes

	ADMENUA	AUCTRALIA
	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	V	
Does the constitution contain a clause on nondiscrimination? House does it mention contain.	Yes	No N/A
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes Yes	N/A No
5. Does the constitution contain a clause on equality:		
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Ouotas	10 : 14/1	110
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?13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	N/A N/A Yes Yes
14. Can a woman travel outside the country 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?20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes Yes	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	14/1	
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 20 Do may and warmen have equal ownership rights to property?	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?	Ver	Van
32. Do female and male surviving spouses have equal inheritance rights?	Yes Yes	Yes Yes
	ies	ies
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	No Yes	No Yes
	163	162
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	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	Yes	No		Yes	Yes	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I <mark>l Status</mark> No	Gender No			l Status /es	Gender Yes	
·		INU	: NU			ies	162	
GETTING A JOB	BB - 1 75	Parlaments.	Powerful.		Matanaha	Data - Tra	D I . I	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity No	Paternity No	Parental 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?		/es			V	i: 'es		
58. Does the law mandate equal remuneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		ves Vo				es 'es		
59. Is it prohibited for prospective employers to ask about family status?		Vo				'es		
60. Is dismissal of pregnant workers prohibited?		/es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	⁄es			N	/A		_
62. Are nursing mothers entitled to nursing breaks?		/es				lo		
63. Are parents entitled to flexible/part-time schedules?	Y	/es			Y	'es		
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 N/A	63 N/A			67 N/A	67 N/A		
66. What is the mandatory retirement age?	N/A	IN/A			IV/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	,	Yes				/es		
68. Can women and men do the same jobs?		Yes				res /es		
·				Andressa		,		Audreses
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		rappropriate Yes	Arduous Yes	Hazardous Yes		appropriate 'es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
To can nomen note in the second of the secon	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
DDOTECTING WOMEN FROM WOLFINGE	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		Vo				es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		I/A				/A		
74. Are there clear criminal penalties for domestic violence?	Physical	No Sexual	Emotional	Economic	Physical	es Sexual	Emotional	Economi
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				es		
77. Does domestic violence legislation protect former spouses?	1	Vo			Υ	'es		
78. Does domestic violence legislation protect unmarried intimate partners?	1	Vo			Υ	'es		
79. Do protection orders for domestic violence exist?		Vo				'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		No				es		
81. Do protection orders for domestic violence prohibit contact?		Vo				es		
82. Is there a specialized court/procedure for domestic violence?		Vo Civil	Criminal			es Civil	Criminal	
Sexual harassment	Legislation	remedies	penalties		Legislation	remedies	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?		Vo				'es		
86. Is there legislation on sexual harassment in public places?		No				lo :		
Child and early marriage	Boys	Girls 17			Boys	Girls		
87. What is the legal age of marriage for: 88. Are there exceptions?	18	17 Vo			18 v	18 'es		
89. Is child marriage void or prohibited?		vo /es				'es		
90. Is child marriage void of profilibred?		Vo .				'es		
Marital rape								
91. Is marital rape explicitly criminalized?	1	Vo			Y	'es		
92. If not, can a wife or partner file a complaint?	Y	/es			N	/A		
93. Are rape perpetrators exempt if they are married to the victim?		Vo				lo		
93. Are rape perpetrators exempt if they marry the victim? 94. Are rape perpetrators exempt if they marry the victim?		No No				lo Io		

	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		
Does the constitution contain a clause on nondiscrimination?	No	No
If yes, does it mention gender? Does the constitution contain a clause on equality?	N/A Yes	N/A Yes
3. Does the constitution contain a clause on equality:	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? 9. What are the quotas for women on candidate lists for parliament?	No quota No quota	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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	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	Defeated expressible of expression	Doubled annually of according
25. What is the default marital property regime? 26. Who administers marital property?	Deferred community of property Original owner	Partial community of property Both must agree
Protecting a wife's interests	Original office.	Both mast agree
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 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried Yes Yes
Inheritance rights	103	103
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? 35. Is a woman's testimony afforded equal weight to that of a man?	No Yes	No Yes
Judicial representation	ies	ies —
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	Ven	No
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Yes 39%	No N/A
PROVIDING INCENTIVES TO WORK	55.0	
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	V	<u> </u>
43. Is childcare subsidized or publicly provided?	Yes Yes	Yes Yes
44. Is primary education free and compulsory? Financial support and care	ies	ies
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 49. Is discrimination in access to credit prohibited based on:		l Status /es	Gender Yes			l Status No	Gender Yes	
GETTING A JOB			:				1 100	
	Matamita	Determite	Described		Matamita	Datait	Demontal	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental Yes		Maternity Yes	Paternity Yes	Parental 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?	Y	es			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	Y	es			Ye	es		
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?	١	/es				Vo		
68. Can women and men do the same jobs?)	/es			١	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		/es	Yes	No		/es	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	-	Construction	Other
				Yes	No	No	No	No
74.6	Yes	Yes	Yes	103	Matalanda		•	
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other	103		Heavy lifting	Other	
			-	103	Metalwork No		•	
PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting	Other	103		Heavy lifting	Other	
	Metalwork	Heavy lifting	Other	163		Heavy lifting	Other	
PROTECTING WOMEN FROM VIOLENCE	Metalwork Yes	Heavy lifting	Other	163		Heavy lifting No	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork Yes	Heavy lifting Yes	Other		No	No No	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Y	Yes es	Other Yes		No Yi	No No	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Metalwork Yes Yes	Yes es /A	Other	Economic	No Yi	No No es	Other	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes Yes Yes Physical Yes	Yes es /A lo Sexual No	Other Yes		No Yi N, N Physical Yes	No No No Sexual Yes	Other No	Economic Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes Yes N Physical Yes Yes	Yes es /A lo Sexual No es	Other Yes Emotional	Economic	No Yi N, N Physical Yes	No es /A lo Sexual Yes	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Yes Yes N Physical Yes	Yes es /A lo Sexual No es	Other Yes Emotional	Economic	No Yi N, N Physical Yes Yi Yi	No es /A lo Sexual Yes es	Other No	
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	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		
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A No N/A	No N/A Yes No		
Ouotas	NO NA	ics ino		
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? 9. What are the quotas for women an cardidate lift for parliament?	No quota	No quota		
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota	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? 13. Can a woman travel outside the country in the same way as a man?	N/A N/A Yes Yes	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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes	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? 21. Can a woman be "head of household" in the same way as a man?	No Yes N/A N/A	No No No 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? 28. Are there special provisions governing the marital home?	N/A No	N/A 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	V			
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	Yes Yes	No No		
GOING TO COURT	103	110		
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? 40. If yes, what is the maximum amount (%GNI/capita)?	Yes 24%	Yes 47%		
PROVIDING INCENTIVES TO WORK	2470	4770		
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	Vor	No		
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Yes Yes	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?	Yes	No		

At Minimum loan amount covered by credit agencies (%GNI/capital)? At Minimum loan amount covered by credit agencies (%GNI/capital)? At Do the following provide information to credit agencies: Retailers Utilities Microfinance institutions NA NA NA NA Yes No Yes No Yes No No Retailers Utilities Microfinance institutions NA NA NA Yes No Yes No No No No No No No No No No	BAHAMAS			MAS, THE BAH			BAHI	RAIN	
2.5. Name and a manusity covered by counting agend is No-light (Special) 1.0. 1.	BUILDING CREDIT								
4. A first main amount accessed to each agencies (\$40 \) \(\frac{1}{2}\) \(\frac{1}{2}\) \(\frac{1}\) \(\frac{1}{2}\) \(\frac{1}{2}\) \(\frac{1}{2}\) \(\frac{1}\) \(\frac{1}{2}\) \(\frac{1}{2}\) \(\frac{1}\) \(\frac{1}{2}\) \(\frac{1}\) \(\fr	Credit agencies								
Part		N	/A			0	%		
A. Out Province information (Copies) generic Province information A. Out A	•			Microfinanco			!	Microfinanco	
Marie Status Mari	48. Do the following provide information to credit agencies:	Retailers	Utilities			Retailers	Utilities		
### State Page Page		N/A	N/A	N/A		Yes	No	Yes	
Presented Description Presented Pr	Discrimination	Marita	Status	Gender		Marita	l Status	Gender	
Description	49. Is discrimination in access to credit prohibited based on:		No	No		1	Vo	No	
Description	GETTING A JOB								
1900 Description the following page of leave:		Maternity	Paternity	Parental		Maternity	Paternity	Parental	
51. How much of such beave paid (sear)?									
13 Abort 14 Abort 1		91	0	N/A		60	1	N/A	
St. Horse many of such laws a unusual dispray? 0 7 M/A 15 0 M/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	
15.1 magazinated lave is the sea portion that must be lake by the N/A N/	54. How much of such leave is unpaid (days)?	0	7	N/A		15	0	N/A	
5.6 point permail here is there appaired that must be taken by the N/A		Mother	Father			Mother	Father		
More fair More	55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
St. Describe law managine equal erresultant for work of equal value? No	56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
28. Does the law mandate modes/inimitation based on growth in hiring? Ves	Workplace protections								
19.6 is prohibited for prospective employers to ask about family satura? No No No No No No No N		N	lo			N	lo		
Monte Mont	58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			N	lo		
16. Ave moting moting suparatiset an equivalent position after instantive) No									
20. Ale runsing mothers entitled to musing breaks? No	, ,								
163 Are parents entitled to fleebibly/part-time schedules?	<u> </u>								
Name Manual Man	<u> </u>								
56. When can one retire and get putil blarentifix? 60 60 40 45	63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
65. What is the mandatory retriement age?			-				-		
66. What is the mandatory referement age? Morking hours and industry restrictions No No No No No No No N	· · · · · · · · · · · · · · · · · · ·						-		
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Yes	68. Can women and men do the same jobs?	`	es				VO .		
70. Can women work in these occupations in the same way as men: Mining Factories Construction Other Wes Yes Yes No Yes No Yes No Yes	69. Can women work in these types of jobs in the same way as men:				Arduous				Arduous
Yes Yes Yes Yes Yes No Yes No Yes No Yes Yes Yes No Yes No Yes No Yes No Yes No Yes No No No No No No No N									
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other No No No No	70. Can women work in these occupations in the same way as men:		•				-		
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	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		
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?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
14. Can a woman travel outside her nome in the same way as a man? 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		10.00
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%
ROVIDING 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		
• • • • • • • • • • • • • • • • • • • •	M.	No
45. Does the government provide a child allowance to parents?	No	No

		BANGL	ADESH			BARB	ADOS	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	55	5%			N,	/A		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		N/A	N/A	N/A	
Discrimination	Marita	Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	No	No		N	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)?	112	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?	Y	es			N			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo			N			
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?		lo				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		lo			N			
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0		
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			64	64		
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?		'es				'es		
	1	Vo						
68. Can women and men do the same jobs?		10			ľ	No		
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
·	Hazardous No	Morally in	/es	Yes	Hazardous Yes	Morally in	'es	Yes
·	Hazardous No Mining	Morally in Factories	res Construction	Yes Other	Hazardous Yes Mining	Morally in Y Factories	es Construction	Yes Other
69. Can women work in these types of jobs in the same way as men:70. Can women work in these occupations in the same way as men:	No Mining No	Morally in Factories No	Construction Yes	Yes	Yes Mining Yes	Morally in	res Construction Yes	Yes
69. Can women work in these types of jobs in the same way as men:	Hazardous No Mining No Metalwork	Morally in Factories No Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Morally in Y Factories Yes Heavy lifting	Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men:70. Can women work in these occupations in the same way as men:71. Can women work on these tasks in the same way as men:	No Mining No	Morally in Factories No	Construction Yes	Yes Other	Yes Mining Yes	Morally in	res Construction Yes	Yes Other
69. Can women work in these types of jobs in the same way as men:70. Can women work in these occupations in the same way as men:	Hazardous No Mining No Metalwork	Morally in Factories No Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Morally in Y Factories Yes Heavy lifting	Construction Yes Other	Yes Other
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69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Hazardous No Mining No Metalwork Yes	Morally in Factories No Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Morally in Y Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Hazardous No Mining No Metalwork Yes	Morally in Factories No Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Morally in Y Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Hazardous No Mining No Metalwork Yes	Morally in Factories No Heavy lifting Yes	Construction Yes Other	Yes Other	Hazardous Yes Mining Yes Metalwork Yes	Morally in Y Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Hazardous No Mining No Metalwork Yes	Morally in Factories No Heavy lifting Yes	Construction Yes Other	Yes Other	Hazardous Yes Mining Yes Metalwork Yes	Morally in Y Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Hazardous No Mining No Metalwork Yes	Morally in Factories No Heavy lifting Yes es /A	res Construction Yes Other No	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes	Morally in Y Factories Yes Heavy lifting Yes Aloo	es Construction Yes Other No	Yes Other Yes
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69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Hazardous No Mining No Metalwork Yes Yes Yes Physical Yes Yes Yes	Morally in Factories No Heavy lifting Yes es Sexual Yes es ses Sexual Yes es ses ses ses ses ses ses	res Construction Yes Other No Emotional	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes You No Physical Yes You No	Morally in Yes Yes Heavy lifting Yes Aloo Sexual No es Ses Ses Ses	es Construction Yes Other No Emotional	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Hazardous No Mining No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes	Morally in No Factories No Heavy lifting Yes es Sexual Yes es lo l	res Construction Yes Other No Emotional	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes N Physical Yes Yes Yes Yes	Morally in Yes Factories Yes Heavy lifting Yes Aloo Sexual No es Ses In	es Construction Yes Other No Emotional	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Hazardous No Mining No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes	Morally in No Factories No Heavy lifting Yes ES Sexual Yes Ses	res Construction Yes Other No Emotional Yes	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes N Physical Yes Yes Yes Yes	Morally in Yes Factories Yes Heavy lifting Yes Allo Sexual No Ses Is	es Construction Yes Other No Emotional Yes	Yes Other Yes
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69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Hazardous No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Factories No Heavy lifting Yes ES Sexual Yes Ses	res Construction Yes Other No Emotional Yes	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Yes Factories Yes Heavy lifting Yes Allo Sexual No Ses Is	es Construction Yes Other No Emotional Yes	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Hazardous No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Legislation	Morally in No Heavy lifting Yes Ses Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	res Construction Yes Other No Emotional Yes Criminal penalties	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Yes Factories Yes Heavy lifting Yes Sexual No Sexual No Sexual Colores Sexual Colore	es Construction Yes Other No Emotional Yes Criminal penalties	Yes Other Yes
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69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Hazardous No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Factories No Heavy lifting Yes Sexual Yes Sexual Yes Ses Sexual Temperature Ses Sexual No No No Ses	Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes No No Physical Yes Ye Yes Yes Yes No	Morally in Yes Factories Yes Heavy lifting Yes A Io Sexual No es es Io	es Construction Yes Other No Emotional Yes Criminal penalties No	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Hazardous No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Heavy lifting Yes Sexual Yes Sexual Yes Ses Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes No Physical Yes No Legislation No No Boys 18	Morally in Yes Factories Yes Heavy lifting Yes Sexual No Sexual No Ses Ses Civil remedies No No Ses	es Construction Yes Other No Emotional Yes Criminal penalties No	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Hazardous No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Factories No Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Yes Factories Yes Heavy lifting Yes Allo Sexual No Sexual No Ses Ses Civil remedies No No In the ses In the s	es Construction Yes Other No Emotional Yes Criminal penalties No	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Hazardous No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Heavy lifting Yes Ses Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Yes Factories Yes Heavy lifting Yes Allo Sexual No Sexual No Ses	es Construction Yes Other No Emotional Yes Criminal penalties No	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Hazardous No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Heavy lifting Yes Ses Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes No No Physical Yes Yes Yes Yes Yes Yes Yes No	Morally in Yes Factories Yes Heavy lifting Yes Allo Sexual No Sexual No Ses	es Construction Yes Other No Emotional Yes Criminal penalties No	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Hazardous No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Heavy lifting Yes Ses Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Yes Factories Yes Heavy lifting Yes Sexual No Sexual No Ses	es Construction Yes Other No Emotional Yes Criminal penalties No	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Hazardous No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in	Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes No No Physical Yes Ye Yes Yes Yes Yes Yes Yes Y	Morally in Yes Factories Yes Heavy lifting Yes Aloo Sexual No ess ess ess ess ess Civil remedies No loo Girls 18 ess ess ess ess ess ess ess ess ess es	es Construction Yes Other No Emotional Yes Criminal penalties No	Yes Other Yes

	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
If yes, does it mention gender?	No 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	No queta	33%
6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament?	No quota No quota	No quota
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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes N/A N/A	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? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes	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? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes	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 No	N/A Yes
28. Are there special provisions governing the marital home? 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	12	
36. How many justices are on the constitutional court? 37. Of those, how many are women?	12 5	12 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
I moder payments can deadcrapte.	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

		BELA	ARUS			BELG	ilUM	
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	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		Yes	No	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			l Status No	Gender Yes	
GETTING A JOB		10	· NO			10	103	
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)?	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	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father 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?		es				es		
58. Does the law mandate equal remuneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo es				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?		es				lo		
Retirement & pensions 64 When one one strip and get full benefits?	Women	Men 60			Women	Men 65		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	55 55	60			65 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?	١	'es			١	es/es		
68. Can women and men do the same jobs?		Vo			١	⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70.6	No Mining	Factories	Yes Construction	No Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	No	No	No	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting No				Heavy lifting Yes		
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A				es		
74. Are there clear criminal penalties for domestic violence?	N	lo			Υ	es		
	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? 77. Does domestic violence legislation protect former spouses?		es Io				lo lo		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N					lo		
79. Do protection orders for domestic violence exist?						es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y	es			Y	CJ		
						es		
81. Do protection orders for domestic violence prohibit contact?	Y	es es es			Y	es Io		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Y Y Y	es es es	Crimical		Y	es Io Io	Criminal	
	Y	es es es	Criminal penalties		Y	es Io	Criminal penalties	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Y Y Y Legislation	es es es Civil remedies No	penalties No		N Legislation Yes	es lo lo Civil remedies Yes	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Y Y Y Legislation No	es es es Civil remedies No No	penalties		Yes Yes	es lo Civil remedies Yes	penalties	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Y Y Y Y Legislation No No No	es es Civil remedies No No lo	penalties No		Legislation Yes Yes	es lo Civil remedies Yes Yes	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	YYYYY YY Legislation No No No	es es es es Civil remedies No No lo	penalties No		Yes Yes N N N N N N N N N N N N N N N N N N N	es lo lo Civil remedies Yes Yes lo	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Y Y Y Legislation No No No No Boys	es ses ses civil remedies No No lo lo Girls	penalties No		Legislation Yes Yes N N Boys	es lo lo lo Civil remedies Yes Yes lo lo lo Girls	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Y Y Y Y Y Legislation No	es es es es Civil remedies No No lo	penalties No		Legislation Yes Yes N Boys 18	es lo lo Civil remedies Yes Yes lo	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Y Y Y Y Y Legislation No	ess ess ess ess Civil remedies No No lo lo Girls 18	penalties No		Yes Yes Yes N Boys 18	ces lo lo Civil remedies Yes Yes lo lo Girls 18	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Y Y Y Y Y Legislation No	es es es es es es es es es No No lo lo lo lo lo lo la	penalties No		Yes Yes Yes N Boys 18	ess lo lo Civil remedies Yes Yes lo lo Girls 18	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Y Y Y Y Y Legislation No No No No Poss 18 Y Y	es ses es es es es es es es No	penalties No		Yes Ves N Bays 18 Yes Yes	es lo lo Civil remedies Yes Yes lo lo lo Girls 18	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Y Y Y Y Legislation No	es ses ses ses ses ses ses ses ses ses	penalties No		Legislation Yes Yes N N Boys 18 Y Y	ess lo lo Civil remedies Yes Yes lo lo Girls 18 ess ess	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Y Y Y Legislation No	es ses es es es es es es es No	penalties No		Legislation Yes Yes N N Boys 18 Y Y	es lo lo Civil remedies Yes Yes lo lo lo Girls 18	penalties No	

		BELIZ	7F		BENIN
REGION		Latin America 8			Sub-Saharan Africa
INCOME GROUP		Upper middle			Low income
FEMALE POPULATION		170,08			5,315,341
FEMALE LABOR FORCE PARTICIPATION		52%			69%
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	\	/es		1	lo
2. If yes, does it mention gender?	١	/es		N	/A
3. Does the constitution contain a clause on equality?	`	/es		Y	es
	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?		quota			quota
8. What are the quotas for women in local government?		quota			quota
9. What are the quotas for women on candidate lists for parliament?		quota		No c	
10. What are the quotas for women on candidate lists for local government?	No	quota		No c	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? 13. Can a woman travel outside the country in the same way as a man?	N/A Yes	N/A Yes		No Yes	Yes Yes
14. Can a woman travel outside the country 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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		Yes No	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?	١	/es		P	lo
23. Are wives required to obey their husbands?		No		_	lo
24. Must spouses jointly financially maintain the family?	`	/es		Y	es
JSING PROPERTY					
Marital property regime	Con	paration of proper	h.	Cor	aration of property
25. What is the default marital property regime? 26. Who administers marital property?	36	oaration of proper Original owner	Ly	_	aration of property Original owner
Protecting a wife's interests		onginal office			ong.na. omic.
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N	/A
28. Are there special provisions governing the marital home?		No		Y	'es
29. Does the law provide for valuation of nonmonetary contributions?	١	/es		N	lo
Property rights	Married	Unmarried			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? 32. Do female and male surviving spouses have equal inheritance rights?		/es		_	es es
<u> </u>		/es		Y	es
GOING TO COURT					
Equality of access 33. Are customary law courts recognized?		No			es
34. Are personal law courts recognized?		No		_	lo
35. Is a woman's testimony afforded equal weight to that of a man?		/es		_	es
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		N	lo
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?		/es			10
40. If yes, what is the maximum amount (%GNI/capita)?	5	3%		N	/A
ROVIDING INCENTIVES TO WORK				+	
Personal income tax 41. Are childcare payments tax deductible?		No			lo
+1. Are chilucate payments tax ueuuctubie:					:
4) Are there by deductions or credits specific to any forward	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		V	es
44. Is primary education free and compulsory?		/es		_	es es
Financial support and care					
45. Does the government provide a child allowance to parents?	\	/es		Y	'es
45. Boes the government provide a chila allowance to parents.		163			CJ

		BEI	.IZE			BEI	VIN	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			123	35%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		No	No	No	
Discrimination	Marita	Status	Gender		Marita	Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No			Vo	No	
GETTING A JOB							•	
	BB - 1 11	Bullion No.	D Lal		Mark and the	Date of the	Domital	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	98	N/A	N/A		98	3	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	80%	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	
3 William Macros Sacricate is anjuna (adjay)			: '',/'				:,,,,	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father 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		
	IN/A	N/A			IN/A	IN/PA		
Workplace protections 57. Does the law mandate equal reprincestion for work of equal value?		lo.						
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate pendicrimination based on gooder in hidner.		lo .				10		
58. Does the law mandate nondiscrimination based on gender in hiring? 59. Is it prohibited for prospective ampleyers to ask about family status?		lo lo				es lo		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?		10 10				10 2S		
61. Are mothers quaranteed an equivalent position after maternity leave?		10 lo				es es		
62. Are nursing mothers entitled to nursing breaks?								
63. Are parents entitled to flexible/part-time schedules?		lo lo				es lo		
·								
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 N/A	60			55 N/A	55 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?		es .				'es		
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 in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	١	⁄es	Yes	No	Υ	'es	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	No	No	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	No		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	es			Y	25		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A				/A		
74. Are there clear criminal penalties for domestic violence?		es				25		
7 in the diere deal criminal periodees for defined thornes.	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
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?		es	103	103		25	103	103
77. Does domestic violence legislation protect former spouses?		es				25		
78. Does domestic violence legislation protect unmarried intimate partners?		es				25		
79. Do protection orders for domestic violence exist?		es				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?		es				lo		
81. Do protection orders for domestic violence prohibit contact?						0		
82. Is there a specialized court/procedure for domestic violence?	Υ							
· · · · · · · · · · · · · · · · · · ·		es				25		
	Υ	es Civil	Criminal		Y	es Civil	Criminal	
	Y Legislation	es Civil remedies	penalties		Legislation	Civil remedies	penalties	
83. To protect against sexual harassment, do the following exist:	Υ	es Civil			Y	Civil remedies	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	es Civil remedies Yes	penalties		Legislation Yes Yes	Civil remedies No No	penalties	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	es Civil remedies Yes Yes	penalties No		Legislation Yes Yes	Civil remedies No No	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	es Civil remedies Yes	penalties No		Legislation Yes Yes	Civil remedies No No	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	es es Civil remedies Yes Yes es lo Girls	penalties No		Legislation Yes Yes Yes Yes Yes Boys	Civil remedies No No Ses Ses Girls	penalties Yes	
87. What is the legal age of marriage for:	Legislation Yes Yes Yes Yes N Boys 18	es es Civil remedies Yes Yes es lo Girls 18	penalties No		Legislation Yes Yes Yes Yes Yes 18	Civil remedies No No Ses Ses Girls 18	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes Yes Yes N Boys 18	es es Civil remedies Yes Yes es lo Girls	penalties No		Yes Yes Yes Yes Yes Yes Yes Yes Yes	Civil remedies No No No es Girls 18	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes Yes Yes Yes N Boys 18	remedies Yes Yes es Girls 18 es	penalties No		Yes	Civil remedies No No No Ses Ses Girls 18	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes Yes Yes Yes N Boys 18	remedies Yes Yes es lo Girls 18	penalties No		Yes	Civil remedies No No No es Girls 18	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes Yes Yes Yes N Boys 18	remedies Yes Yes es Girls 18 es	penalties No		Yes	Civil remedies No No No Ses Ses Girls 18	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage woid or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes Yes Yes 18 Yes	remedies Yes Yes es Girls 18 es	penalties No		Yes Yes Yes Yes Yes 18 Yes	Civil remedies No No No es es 18 18 es 10	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape** 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Legislation Yes Yes Yes Yes 18 Yes	es e	penalties No		Yes Yes Yes Yes Yes 18 Yes	Civil remedies No No Ses Ses Girls 18 88 89 80 10	penalties Yes	
 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes Yes Yes N Boys 18 Y Y Y Y Y	ess	penalties No		Yes Yes Yes Yes Yes 18 Yes N N N N	Civil remedies No No No es es 18 18 es 10	penalties Yes	

South-No. Sout		BHUTAN	BOLIVIA
PROVIDE FORCE COLOR COLOR STATES COLOR STAT	REGION		
REASES IN CREATE AND THE CONTROL OF			
ACCESSION (INSTITUTIONS) Description of the control of the cont	FEMALE POPULATION	354,222	5,428,762
Constitutional rights No.	FEMALE LABOR FORCE PARTICIPATION	69%	66%
December of combination continues as case on condestimations Net N	ACCESSING INSTITUTIONS		
2 If you keek almonities grower? An occommeny has recognized imade if it visible previous on medicinimation or equality? An occommeny has recognized imade if it visible previous on medicinimation or equality? So you have no recognized imade if it visible previous on medicinimation or equality? So you have no recognized imade if it visible previous on medicinimation or equality? No you have no recognized imade if it visible previous on medicinimation or equality? No you do you have no comment on copyrate band? No you do you do you have no comment on copyrate band? No you do you do you do you have not not you have no men have like they not surrest? No you do you have not not you have no men have like they not surrest. No you do you have not you have now you have not you have now			
Accordance and advanced as a consequent of product of the same response for more control or companies of the same response for more control or companies or control c			
As tendency les recopient i field if il vields protéance an anderemente expelty? 5. is proval due recopient i field if il vields protéance an anderemente expelty? 5. is proval due recopient i field if il vields protéance in realizationists or equality? 5. is proval due recopient i field if il vields protéance in realizationists or equality? 5. is the set of an interval of the set of the se			
A content year required / Intel 1 A chairs provides control resident or equality 10	3. Does the constitution contain a clause on equality.		
Multi are the outputs for some on acceptable board? Not are the outputs for some on acceptable board? Not are the outputs for some on acceptable board? Not are the outputs for some on acceptable board? Not are the outputs for some on acceptable board? Not are the outputs for some on acceptable into for parliment? Not are the outputs for some on acceptable into for parliment? Not that are the outputs for some on acceptable into for parliment? Not are a the output for some on acceptable into for foliar some of the output o	4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?		
Martin at the quarter for warmer on companies hause? No opatia No opatia No opatia	5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Miles and the quarter for watern in a parkment?	-		
8,00% art the goats for namewin in skip government 500 yeals	<u> </u>	· · · · · · · · · · · · · · · · · · ·	
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1.0 Most are the question for useane concardant lesis for local government Marine Most Most Most			·
10. Can a somma and price paragraph for a pa			
12. Gen an accumant collected between the same way as a man? Ves V	Rights of married and unmarried women	Married Unmarried	Married Unmarried
15. Can a some bed coulside him has the same way as a man?	,		
14. Can a serior and period builder by the time for the same way as a man?		•	
16. Can avernan sign a contact in the same way as a man?	14. Can a woman travel outside her home in the same way as a man?	Yes Yes	
17. Can a swrone register a business in the same way as a man? 19. Can a swrone post bath excert in the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the business are way as a man? 19. Can a swrone conditionally the business are way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone required to same way as a man? 19. Can a swrone conditionally the same way as a man? 19. Can a swrone required to same way as a swrone conditionally the same way as a swrone conditionally the same way as a swrone conditional the same way as a swrone conditio			
18. Can a worman opina basis account in the same way as a man? 19. Can a worman opine where the line fine person way as a man? 19. Can a worman controc ethorship to children in the some way as a man? 19. Can a worman controc ethorship to children in the some way as a man? 19. Can a worman controc ethorship to children in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to "tead of hoosehold" in the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a worman to the some way as a man? 19. Can a way as a worman to the some way as a man? 19. Can a way as a worman to the default maintain to teach way as a man? 19. Can a way as a worman to the some way as a worman to the some way as a worman to the some way as a worman to way as a	·		
20. Can a woman confer citizenship to children in the same way as a man? Ves V			
21. Can a woman be "head of household" in the same way as a man? Division of responsibility within marriage 22. Do spouse have equal right to convey discretip? 33. Are was required to doty their husbands? 34. No. 35. Are was required to doty their husbands? 35. Wes 36. Wes 36. Wes 37. Wes 38. Wes 38. Wes 39. What is the default marrial the temily? Wes 39. What is the default marrial the temily? Wes 39. What is the default marrial the temily? 30. What is the default marrial property regime 30. What is the law provide for valuation of nonnecetary contributions? No. No. No. No. No. No. No. No. No. No	· · · · · · · · · · · · · · · · · · ·	•	
Division of responsibility within marriage 22. Do spouss have equal infert to convey observable? No No No No No No No N	·	•	
22. Os pouses have equal rights to convey citerenship? 24. Mest spouses jointly financially maintain the family? 25. Mest spouses jointly financially maintain the family? 26. Mest spouses jointly financially maintain the family? 27. Wes Ves Ves Ves Ves Ves Ves Ves Ves Ves V		IVA IVA	IV/A
24. Must spouses jointly financially maintain the family? USING PROPERTY Mortical property regime 25. What is the default marital property regime? 26. Who administers marital property? 80th must agree Both must agree Bot		Yes	Yes
USING PROPERTY Morital property regime 25. What 5 the debut mortal property regime? 26. Who administers martial property regime? 27. What 5 the debut mortal property regime? 28. Are three special provisions; governing the martial home? 28. Are three special provisions; governing the martial home? 29. One the law provide for valuation of normometary contributions? 20. Exercise three special provisions; governing the martial home? 20. Does the law provide for valuation of normometary contributions? 20. The home and women have equal ownership rights to property? 20. Exercise three special ownership rights to property? 20. Foreign and make squarity gosposes have equal inheritance rights? 21. On Fernile and med surviving spouses have equal inheritance rights? 22. On Fernile and med surviving spouses have equal inheritance rights? 23. Are customary was counts recognized? 24. Are personal law courts recognized? 25. No. 26. No. 27. On those, how many assurement of the constitutional court? 26. Show many justices are on the constitutional court? 27. Show many justices are on the constitutional court? 28. Is the Chief Justice a woman? 29. On the count of the constitutional court? 36. How many justices are on the constitutional court? 37. Or those, how many are women? 38. Is the Chief Justice a woman? 39. Is there a smill calms court/fast track procedure? 39. Is the are smill calms court/fast track procedure? 40. If yes, what is the maximum amount (%GM/capia)? 40. If yes, what is the maximum amount (%GM/capia)? 41. Are child/care and education 42. Are three tax deductions or credits specific to men/women? 42. Are three tax deductions or credits specific to men/women? 43. She discharge and compulsory? 44. Are three tax deductions or credits specific to men/women? 45. Does the government provide a child allowance to parents? 46. Does the government provide a child allowance to parents? 47. No. 48. Does the government provide a child allowance to parents? 48. Does the government provid	23. Are wives required to obey their husbands?	No	No
Marital property regime 25. What is the default methal property regime? 25. What is the default methal property regime? 26. What administers property is spousal consent required for major transactions? 27. If the husband administers property, is spousal consent required for major transactions? N/A	24. Must spouses jointly financially maintain the family?	Yes	Yes
25. What is the default martial property regime? Other Partial community of property			
26. Who administers marital property? Both must agree Protecting a wife's interests 27. If the husband administers property is spousal consent required for major transactions? NA NA NA NA NA NA NA NA NA N		Other	Partial community of property
27. If the husband administers property is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? No No Yes 29. Does the law provide for valuation of nonmonetary contributions? No Yes Property rights 30. Do nea and women have equal ownership rights to property? Yes Yes No			
28. Are there special provisions governing the marital home? 39. Does the law provide for valuation of nonmonetary contributions? No No No No No No No No No N	Protecting a wife's interests	-	
29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Yes Yes Yes Yes Nes Yes Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? 33. Are customary law counts recognized? 33. Are customary law counts recognized? An on No An on No So Sons and daughters have equal inheritance rights? Equality of access 33. Are customary law counts recognized? No No No No No No No 35. Is a woman's testimony afforded equal weight to that of a man? Yes Yes Yes Yes Yes Yes Yes Yes		· · · · · · · · · · · · · · · · · · ·	·
Property rights 30. Do men and women have equal ownership rights to property? Ves Yes Yes Yes Yes Yes Yes Yes			
30. Do men and women have equal ownership rights to property? Nes Yes Yes Yes Yes	· · · · · · · · · · · · · · · · · · ·		
Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female amd real surviving spouses have equal inheritance rights? Yes Yes Yes Yes Yes Yes Yes Y			
31. Do sons and daughters have equal inheritance rights? 22. Do female and male surviving spouses have equal inheritance rights? Soling TO COURT Equality of access 33. Are customary law courts recognized? No No No No 34. Are personal law courts recognized? No No No No No No No No No N			-
GOING TO COURT Equality of access 33. Are customary law courts recognized? No	31. Do sons and daughters have equal inheritance rights?	Yes	Yes
Equality of access 33. Are customary law courts recognized? No	32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
33. Are customary law courts recognized? No No At A personal law courts recognized? No St. Is a woman's testimony afforded equal weight to that of a man? Yes Yes Judicial representation St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitutional court? St. How many justices are on the constitution and in the st.	GOING TO COURT		
34. Are personal law courts recognized? No No No St. is a woman's testimony afforded equal weight to that of a man? Yes Yes Yes Yes Yes Yes Yes Ye			
35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 5 7 37. Of those, how many are women? 1 1 2 38. Is the Chief Justice a woman? 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)? No No PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? No No No No No No No No No No	· •		
Judicial representation 36. How many justices are on the constitutional court? 5 7 37. Of those, how many are women? 1 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)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? No No A2. Are there tax deductions or credits specific to men/women? No No Childcare and education 43. Is childcare subsidized or publicly provided? No Yes 44. Is primary education free and compulsory? No No No No No No No No No No			
36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? No No Efficiency of procedure 39. Is there a small claims court/fast track procedure? No No No No No No No No No N			
38. Is the Chief Justice a woman? **Ffficiency of procedure** 39. Is there a small claims court/fast track procedure? No N		5	
### Big Procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? **PROVIDING INCENTIVES TO WORK** **Personal income tax** 41. Are childcare payments tax deductible? **No** **Men** **Women** **Men** **Women** 42. Are there tax deductions or credits specific to men/women? **No** **No** **No** **No** **No** **No** **No** **No** **Yes* **Junctional support and care* 45. Does the government provide a child allowance to parents? **No** **No*	<u> </u>		
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? 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 No No No No No No Yes Financial support and care 45. Does the government provide a child allowance to parents? No No No No No No No No No N		No	No No
40. If yes, what is the maximum amount (%GNI/capita)? 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 No No No Ves 44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents? No No No No No No No No No N		No	No
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 No No No No Yes 43. Is childcare subsidized or publicly provided? No Yes Financial support and care 45. Does the government provide a child allowance to parents? No No No No No No No No No N	·		
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 No No No No Yes 43. Is childcare subsidized or publicly provided? No Yes Financial support and care 45. Does the government provide a child allowance to parents? No No No No No No No No No N	PROVIDING INCENTIVES TO WORK		
Men Women 42. Are there tax deductions or credits specific to men/women? 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	Personal income tax		
42. Are there tax deductions or credits specific to men/women? 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	41. Are childcare payments tax deductible?	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			
43. Is childcare subsidized or publicly provided? 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	· · · · · · · · · · · · · · · · · · ·	No No	No No
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		No	Yes
Financial support and care 45. Does the government provide a child allowance to parents? No No			
45. Does the government provide a child allowance to parents?			
46. Must employers provide leave to care for sick relatives? No No	45. Does the government provide a child allowance to parents?		
	46. Must employers provide leave to care for sick relatives?	No	No

		BHU	TAN			BOL	IVIA	
BUILDING CREDIT								
Credit agencies								
47. Minimum Ioan 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	
Discoulos for addition	No	No	No		Yes	No	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Status 'es	Gender Yes	
GETTING A JOB		10	INO		· '	C3	103	
	Matamita	Data !b.	Describel		Matamilia	Datait-	Demontal	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental 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:56. In paid parental leave is there a portion that must be taken by the:	N/A N/A	N/A N/A			N/A N/A	N/A N/A		
	N/A	IN/A			IN/A	IN/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N	lo			V	2S		
58. Does the law mandate equal remandation based on gender in hiring?		lo			N			
59. Is it prohibited for prospective employers to ask about family status?		lo			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		es				es L-		
63. Are parents entitled to flexible/part-time schedules?		lo :				lo 		
Retirement & pensions 64. When can one retire and qet full benefits?	Women N/A	Men N/A			Women 57	Men 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?	١	es/es			١	No		
68. Can women and men do the same jobs?		No			1	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally ina	appropriate	Arduous
	Yes		/es	Yes	No		lo	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:		Heavy lifting		162		Heavy lifting		162
	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
	Υ	ρς			Y	<u>ος</u>		
<u> </u>		es /A				es /A		
72. Is there doinested violence registation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N	es /A			N,			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A	Emotional	Economic	N,	/A	Emotional	Economic
 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 	N Y Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes
 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 	N Y Physical Yes	Yes			Physical Yes Yes	Sexual Yes		
 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 	Physical Yes Yes	Yes es Yes es			N, Yi Physical Yes Yi	/A es Sexual Yes es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Y Y	/A es Sexual Yes es es es			N, Yi Physical Yes Yi Yi Yi	/A es Sexual Yes es es es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Y Y Y Y Y Y	/A ees Sexual Yes ees ees ees ees			N, Yo Physical Yes Yo Yo	/A ses Sexual Yes ses ses ses ses ses ses ses ses ses		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes Y Yes Y Y Y	/A es Sexual Yes es es es			N, Yi Physical Yes Yi Yi Yi Yi Yi Yi Yi	/A es Sexual Yes es es es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Sexual Yes es es es es es es es es e			N. Y. Physical Yes Yes Yes Yes Yes Yes	Yes Sexual Yes es Yes es e	Yes	Economic Yes
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es es es es es es es Civil	Yes		N. Y. Physical Yes Yes Yes Yes Yes Yes	/A Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical Yes Yes Y Y Y Y Y Y Y Y	Yes Sexual Yes es es es es es es es es es	Yes		N. Y. Yes	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Y Y Y Y Y Legislation	/A ees Sexual Yes es es es comparison of the com	Yes Criminal penalties		N. Y. Y. Yes Y.	YA Sexual Yes es es es es civil remedies	Yes Criminal penalties	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es es es es es es es No No No lo	Criminal penalties Yes		N. Yes Physical Yes	/A es Sexual Yes es es cs cs cs civil remedies No No es	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es Sexual Yes es Ses es Ses Ses Ses Ses Ses Ses Ses	Criminal penalties Yes		N. Yes Physical Yes	/A es Sexual Yes es es cs cs cs civil remedies No No es	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Physical Yes Yes Y Y Y Y Y Y Y Y Legislation Yes N Boys	/A es Sexual Yes es es es es es es No No lo lo Girls	Criminal penalties Yes		N, Yes Physical Yes Yi Yi Yi Yi Yi Yi Yi Yi Yi Legislation Yes Yes Yes N Boys	YA es Sexual Yes es es es es es es es No No es lo Girls	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical Yes Yes Y Y Y Y Y Y Y Y Legislation Yes N Boys 18	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Criminal penalties Yes		N, You Physical Yes You Mile Yes You You You You You You You You Legislation Yes Yes Yes Now Soys 18	YA Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y S Legislation Yes N N Boys 18	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Criminal penalties Yes		N, Yi Physical Yes Yi Ses	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes N N Boys 18	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Criminal penalties Yes		N. Yes Physical Yes	VA Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes N N Boys 18	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Criminal penalties Yes		N. Yes Physical Yes	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes Yes Yes Y Y Y Y Y Y Y Legislation Yes N N Boys 18	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Criminal penalties Yes		Physical Yes	VA Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	Physical Yes Yes Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	/A es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Criminal penalties Yes		Physical Yes	VA es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	Physical Yes	/A es Sexual Yes es e	Criminal penalties Yes		N. Yes Physical Yes	VA es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties Yes	

	BOS	NIA AND I	HERZEGOVINA		BOTSWANA
REGION			Central Asia		Sub-Saharan Africa
INCOME GROUP		Upper mid	Idle income		Upper middle income
FEMALE POPULATION		1,95	8,149		1,011,825
FEMALE LABOR FORCE PARTICIPATION		42	2%		75%
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?		Yes		_	es es
If yes, does it mention gender? 3. Does the constitution contain a clause on equality?		Yes No		_	/es No
5. Does the constitution contain a clause on equality?					
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized No	I Invalid N/A		Recognized Yes	Invalid No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A
Ouotas	110			110	14/1
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 o	quota
8. What are the quotas for women in local government?	No	quota		No o	quota
9. What are the quotas for women on candidate lists for parliament?		40%		_	quota
10. What are the quotas for women on candidate lists for local government?		40%			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?12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		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? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		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		_	es es
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?		No Yes		_	Vo 'es
		103			C3
USING PROPERTY Marital property regime					
25. What is the default marital property regime?	Partial	l community of p	property	Sep	paration of property
26. Who administers marital property?		Both must agre			Original owner
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	ı	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 30. Do men and women have equal ownership rights to property?	Married	Unmarried		Married Yes	Unmarried
	Yes	Yes		162	Yes
Inheritance rights 31. Do sons and daughters have equal inheritance rights?		Yes		V	res
32. Do female and male surviving spouses have equal inheritance rights?		Yes		_	és és
GOING TO COURT		103			
Equality of access					
33. Are customary law courts recognized?		No		N	No
34. Are personal law courts recognized?		No		_	No
35. Is a woman's testimony afforded equal weight to that of a man?		Yes		_	'es
Judicial representation					
36. How many justices are on the constitutional court?		9		_	/A
37. Of those, how many are women?		4		_	/A
38. Is the Chief Justice a woman?		No		N	/A
Efficiency of procedure		Voc			/oc
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?		Yes 40%		_	'es 4%
	1	10 /0		1	170
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		1	No
44. Is primary education free and compulsory?		Yes		1	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		<u> </u>	No

	BOSI	IIA AND I	HERZEGO\	/INA		BOTS	NANA	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
The same and a second of creat agencies (Notify capital).		!	Mino Conne			!	Minnelinana	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions Yes		Retailers Yes	Utilities No	Microfinance institutions Yes	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		es	Yes			Vo	No	
GETTING A JOB			:					
	Mark 11	Date of the	Donat d		Markenskin	Date - No.	Donatal .	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental 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?	Y	es			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	Υ	'es			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?		es			N			
61. Are mothers guaranteed an equivalent position after maternity leave?		es			N			
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	lo		
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?		/es				'es		
68. Can women and men do the same jobs?		No			Y	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No		/es	No	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men:	No	Yes	Yes		Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Metalwork Yes Yes	Yes Heavy lifting Yes es /A	Yes Other		Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork Yes Yes	Yes Heavy lifting Yes es //A	Yes Other No	Yes	Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Metalwork Yes Yes Yes Physical	Yes Heavy lifting Yes es /A es Sexual	Yes Other No	Yes	Yes Metalwork Yes Yes Yes N Physical	Yes Heavy lifting Yes Yes A O Sexual	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Metalwork Yes Yes Yes Yes Physical Yes	Yes Heavy lifting Yes es /A es Sexual Yes	Yes Other No	Yes	Yes Metalwork Yes Yes Yes N Physical Yes	Yes Heavy lifting Yes Alloo Sexual Yes	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es	Yes Other No	Yes	Yes Metalwork Yes Yes N Physical Yes Yes	Yes Heavy lifting Yes 25 /A 10 Sexual Yes	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es es	Yes Other No	Yes	Yes Metalwork Yes Yes N N Physical Yes Yes	Yes Heavy lifting Yes 25 /A 10 Sexual Yes 25 25 25	Yes Other Yes Emotional	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es Sexual Yes es e	Yes Other No Emotional Yes Criminal penalties Yes	Yes	Yes Metalwork Yes Yes Yes N, Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Value Sexual Yes Ses Ses Ses Ses Ses Ses No	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation protect family members? 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized?	No Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes es ses es	Yes Other No Emotional Yes Criminal penalties Yes	Yes	Yes Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes

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DECION	BRAZIL	BRUNEI DARUSSALAM
REGION INCOME GROUP	Latin America & Caribbean Upper middle income	East Asia & Pacific
FEMALE POPULATION	102,721,419	High income 208,876
FEMALE LABOR FORCE PARTICIPATION	65%	56%
	0370	30 N
CCESSING INSTITUTIONS		
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
B. 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		·
5. 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
B. What are the quotas for women in local government?	No quota	No quota
D. 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
 Can a woman apply for a passport in the same way as a man? Can a woman apply for a national ID card in the same way as a man? 	Yes Yes Yes Yes	Yes Yes Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
4. 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
7. Can a woman register a business in the same way as a man? 8. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
9. 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
11. 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		
2. Do spouses have equal rights to convey citizenship?	Yes	No
3. Are wives required to obey their husbands?	No	Yes
4. Must spouses jointly financially maintain the family?	Yes	No
ISING 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		11/0
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? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	No Yes
·		
Property rights 10. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried No Yes
	163	110 1103
nheritance rights 11. Do sons and daughters have equal inheritance rights?	Yes	No
2. Do female and male surviving spouses have equal inheritance rights?	Yes	No
OING TO COURT	1.03	
Equality of access 3. Are customary law courts recognized?	No	No
4. Are personal law courts recognized?	No	Yes
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
ludicial representation	103	103
16. How many justices are on the constitutional court?	11	N/A
77. Of those, how many are women?	2	N/A
8. Is the Chief Justice a woman?	No	N/A
fficiency of procedure		
9. Is there a small claims court/fast track procedure?	Yes	Yes
O. If yes, what is the maximum amount (%GNI/capita)?	117%	22%
ROVIDING INCENTIVES TO WORK		
Personal income tax		
1. Are childcare payments tax deductible?	Yes	No
	Men Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No No	Yes No
Childcare and education		
3. Is childcare subsidized or publicly provided?	Yes	No
4. 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

		BR/	\ZIL		BF	RUNEI DA	RUSSALA	М
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 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			l Status No	Gender No	
ETTING A JOB			•					
Parental benefits	Maternity	Datamitu	Parental		Maternity	Datornity	Parental	
50. Does the law mandate the following types of leave:	Yes	Paternity Yes	No		Yes	Paternity 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	
FF to an electronic library Salterna and Salterna and the faller banks.	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			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	IN/A			N/A	IN/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	Λ.	lo				lo		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			N	lo		
62. Are nursing mothers entitled to nursing breaks?	Y	es			N	lo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	65			60	60		
55. 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?		/es				/es		
68. Can women and men do the same jobs?		Vo)	es :		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduou
70.6	Yes Mining		es Construction	Yes Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		100		Heavy lifting		
	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		es			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/Δ						
74. Are there clear criminal penalties for domestic violence?						/A		
75 December 2012 Colored Color		es	Emotional	Economic	N	lo	Emotional	Econom
(5) Lines domestic violence legislation cover the following abuse:	Physical	es Sexual	Emotional Vps	Economic Ves	Physical	lo Sexual	Emotional Ves	
	Physical Yes	Sexual Yes	Emotional Yes	Economic Yes	Physical Yes	Sexual No	Emotional Yes	Econom No
76. Does domestic violence legislation protect family members?	Physical Yes	es Sexual			Physical Yes	lo Sexual		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Physical Yes Yes	Sexual Yes			Physical Yes	Sexual No		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes Y	Sexual Yes es			Physical Yes N	Sexual No es		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Yes Y Y Y	Sexual Yes es es es			Physical Yes Yes N N Y Y Y	Sexual No		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Sexual Yes Yes es			Physical Yes Yes N N Y Y Y Y	Sexual No Ses lo lo lo es ses es ses		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y	Sexual Yes Yes es e	Yes		Physical Yes Yes N N Y Y Y Y	Sexual No Ses lo lo lo es ses ses ses ses ses sexual No	Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Sexual Yes Yes es			Physical Yes Yes N N Y Y Y Y	Sexual No Ses lo lo lo es ses es ses		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y	Sexual Yes es es es es Civil	Yes		Physical Yes Yes N N Y Y Y Y Y Y	No Sexual No es lo lo lo es es es es Civil	Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical Yes Yes Y Y Y Y Y Y Y Legislation	Sexual Yes es es es es Civil remedies	Yes Criminal penalties		Physical Yes Yes N N Y Y Y Legislation	No Sexual No es lo lo lo es es cs civil remedies	Yes Criminal penalties	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes	yes Sexual Yes es es es crivil remedies Yes Yes Yes	Yes Criminal penalties Yes		Physical Yes	No Sexual No es lo lo lo es es es No	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes	es Sexual Yes es es es es es es es es ey es ey es ey	Yes Criminal penalties Yes		Physical Yes	No Sexual No es lo lo lo es es es No No No	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes N Boys	yes Sexual Yes es es es es Civil remedies Yes Yes Olo Girls	Yes Criminal penalties Yes		Physical Yes Yes N N Yes Yes N N Yes Yes Yes Yes Yes Yes Yes No	No Sexual No es lo lo lo es es es es Civil remedies No No lo lo do Girls	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes N Boys 18	yes es e	Yes Criminal penalties Yes		Physical Yes Yes Yes N N Yes Yes Yes Yes Yes Yes Yes No	No Sexual No es lo lo lo lo es es es es Civil remedies No No lo	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes N Boys 18	yes es e	Yes Criminal penalties Yes		Physical Yes Yes N N Yes Yes N N Yes Yes	No Sexual No es lo lo lo es es es es es Civil remedies No No lo lo lo lo lo sirls 18	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	yes Sexual Yes es es es es es es es final remedies Yes Yes Yes 18 es es final fin	Yes Criminal penalties Yes		Physical Yes Yes N N Yes Yes Yes Yes Yes	No Sexual No es lo lo lo es es es es es es Civil remedies No No lo	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	yes es e	Yes Criminal penalties Yes		Physical Yes Yes N N Yes Yes Yes Yes Yes	No Sexual No es lo lo lo es es es es es Civil remedies No No lo lo lo lo lo sirls 18	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	yes Sexual Yes es es es es es es es Girls 18 es es lo	Yes Criminal penalties Yes		Physical Yes	No Sexual No es lo lo lo es es es es es Civil remedies No No lo lo lo lo lo es es es	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical Yes Yes Y Y Y Y Y Y Legislation Yes Yes N N Boys 18 Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	yes es e	Yes Criminal penalties Yes		Physical Yes	No Sexual No es lo lo lo es es es es es Civil remedies No No lo	Yes Criminal penalties Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Physical Yes Yes Yes Y Y Y Y Y Y Legislation Yes Yes N Boys 18 Y Y Y Y Y N N	yes Sexual Yes es es es es es es es Girls 18 es es lo	Yes Criminal penalties Yes		Physical Yes	No Sexual No es lo lo lo es es es es es Civil remedies No No lo lo lo lo lo es es es	Yes Criminal penalties Yes	Econom 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? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes No N/A		
Ouotas	NO NA	NO NA		
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 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried 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? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes	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	No Yes		
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	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?	Partial community of property	Partial community of property		
26. Who administers marital property?	Both must agree	Partial community of property Both must agree		
Protecting a wife's interests	j	,		
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	12	10		
36. How many justices are on the constitutional court? 37. Of those, how many are women?	12 3	10 3		
38. Is the Chief Justice a woman?	No 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 :		
(2) Are these too deductions are sufficiently as a sufficient of the sufficient of t	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	%			142	25%		
	!		Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		No	No	No	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:	`	/es	Yes		<u> </u>	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? 53. What % of wages are paid?	Gov 90%	Gov 90%	Gov Partially paid		Emp & Gov 100%	Emp 100%	N/A N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	0	N/A	
3 i noi mach of sach leafe is anjua (adys).	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?	Y	es			No No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			No			
59. Is it prohibited for prospective employers to ask about family status?		es			No			
60. Is dismissal of pregnant workers prohibited?		es				es es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		es				es L-		
63. Are parents entitled to flexible/part-time schedules?		lo			N			
Retirement & pensions	Women	Men			Women	Men 56		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	63	65 65			56 56	56		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14/11	: '''			14/71			
67. Can women and men work the same night hours?	`	/es			Y	'es		
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 in	nappropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. Can women work in these types of jobs in the same way as men.	Yes		Yes	Yes	No		/es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	Yes	No	No	Yes	Yes	No	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	No	Yes	No		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	es			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?		lo			N			
	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? 77. Does domestic violence legislation protect former spouses?		Yes				lo .		
77. Does domestic violence legislation protect normer spouses: 78. Does domestic violence legislation protect unmarried intimate partners?		Yes Yes				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?	Y	es			N			
82. Is there a specialized court/procedure for domestic violence?	Y	es			N	lo		
Sexual harassment	Legislation	Civil remedies	Criminal		Legislation	Civil	Criminal	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	penalties No		Yes	remedies No	penalties Yes	
84. Do the following exist concerning sexual harassment in employment:			1		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?		2	No					
86. Is there legislation on sexual harassment in public places?	Yes	Yes es	No			0		
	Yes Y	Yes	No					
Child and early marriage	Yes Y	Yes es	No		N			
Child and early marriage 87. What is the legal age of marriage for:	Yes Y	Yes es Io	No		N N	lo		
87. What is the legal age of marriage for: 88. Are there exceptions?	Yes	Yes es lo Girls 18	No		Boys 20	Girls 20		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes	Yes es lo Girls 18 es es	No		Boys 20 Ye	Girls 20		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes	Yes es lo Girls 18	No		Boys 20 Ye	Girls 20		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes Yes N Boys 18 Y Y	Yes es lo Girls 18 es es es	No		Boys 20 Yi	Girls 20 es lo es		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Yes Yes Yes 18 Yes Yes Yes Yes	Yes es lo Girls 18 es es es	No		Boys 20 Ye	Girls 20 20 20 20 20 20 20 20 20 20 20 20 20		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Yes Y R Boys 18 Y Y Y Y Y Y	Yes es lo Girls 18 es es es lo lo es	No		N N N N N N N N N N N N N N N N N N N	Girls 20 20 25 10 10 25		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Y Boys 18 Y Y Y Y Y	Yes es lo Girls 18 es es es	No		N N N N N N N N N N N N N N N N N N N	Girls 20 20 20 20 20 20 20 20 20 20 20 20 20		

	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			
Does the constitution contain a clause on nondiscrimination?	Ye	25	Yes
2. If yes, does it mention gender?	Ye	25	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
Can a woman travel outside the country in the same way as a man? An a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes
14. 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?	N		Yes
23. Are wives required to obey their husbands?	N		No
24. Must spouses jointly financially maintain the family?	Ye	25	Yes
JSING PROPERTY			
Marital property regime	F.II		Ded'd conselled format
25. What is the default marital property regime?		mmunity of property	Partial community of property Both must agree
26. Who administers marital property?	E	oth must agree	Botti illust agree
Protecting a wife's interests 27 If the husband administer appears is secural consent required for major transactions?	N,	/^	N/A
If the husband administers property, is spousal consent required for major transactions? Are there special provisions governing the marital home?	N.		Yes
29. Does the law provide for valuation of nonmonetary contributions?	Ye	•	Yes
	Married	Unmarried	Married Unmarried
Property rights 30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes Yes
	103	163	165
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	N	0	Yes
32. Do female and male surviving spouses have equal inheritance rights?	N		Yes
	14	0	ICS
GOING TO COURT			
Equality of access			
33. Are customary law courts recognized?	N		No No
34. Are personal law courts recognized?	N		No Von
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	25	Yes
Judicial representation		,	
36. How many justices are on the constitutional court? 37. Of those, how many are women?	1	1	9 2
37. Of those, how many are women? 38. Is the Chief Justice a woman?	N		Z No
	IN	U	INU
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	1/4	nc .	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	Yes 223%		7es 24%
	223%		24.0
PROVIDING INCENTIVES TO WORK			
Personal income tax 11. Are children payments tay deductible?	N	0	No
41. Are childcare payments tax deductible?			
	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?	Ye		Yes
44. Is primary education free and compulsory?	N	0	Yes
Figure and account and account			
* *		_	
Financial support and care 45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	N		No Yes

	BURUNDI			CAMBODIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	223%				0%			
77 - minimum tour amount covered by creat agencies (notify capital).	:		National Community			!	Minnefinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB							1	
	88 - 1 11	Date of the	Donat d		BB - 1 21	Police No.	Donatal	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental 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?	Y	'es			Yes			
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?		lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			55	55 55		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	60 60	60 60			55 N/A	N/A		
	00	00			IN/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	1	/es			\	⁄es		
68. Can women and men do the same jobs?		res /es				es /es		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate ,	Arduous	Hazardous		appropriate	Arduous
70. Can warman work in those accumations in the same way as many	Yes		(es Construction	Yes	Yes		es Construction	Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining Yes		Construction Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining Yes	Factories	Construction Yes	Other	Mining Yes	Factories	Construction Yes	Other
	Mining Yes	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men:	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
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	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					
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			
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? 13. Can a woman travel outside the country in the same way as a man?	No Yes Yes Yes	N/A N/A Yes Yes			
14. Can a woman travel outside the country 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?18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	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? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes			
	162	162			
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 20 De man and woman have equal ownership rights to property?	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 No	4 Voc			
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?					
	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			
AA Is primary adjustion from and compulsory?	Yes	Yes			
44. Is primary education free and compulsory?					
Financial support and care 45. Does the government provide a child allowance to parents?	Yes	Yes			

	CAMEROON			CANADA				
BUILDING CREDIT		CAPIL	INOUN			CAIL	NUN	
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		Retailers	Utilities	Microfinance	
46. Do the following provide information to credit agencies.	No	No	institutions			Yes	institutions	
Discolaria de atiliar			No		Yes		N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Status 'es	Gender Yes	
•		•0	i No			C3	103	
GETTING A JOB	Madagaite	Paternity	Deventel		Matamita	Data	Donostal	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Yes	Parental No		Maternity Yes	Paternity No	Parental 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	N/A N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	IN/A			U	U		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N.	lo			N	О		
58. Does the law mandate equal remaineration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				es		
60. Is dismissal of pregnant workers prohibited?	Y	2S			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		2S				0		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?65. When can one retire and get partial benefits?	60 50	60 50			65 55	65 55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14/1	14//			Пут	14//1		
67. Can women and men work the same night hours?	1	'es			Y	'es		
68. Can women and men do the same jobs?		Vo				'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	nappropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os, can nomen noman cresc types or jobs in the same noy as mem	Yes		No	No	Yes		/es	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
	No	No	No	No	Yes	Yes	Yes	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	
DROTECTING WOMEN EDOM VIOLENCE	INO	INU	; INU		163	163	; 163	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence		l=			N.	l=		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?		lo lo				lo es		
73. If not, are there aggravated penalties for orienses between spouses/ramily members? 74. Are there clear criminal penalties for domestic violence?		0			Ye			
14. Are there deal criminal penalties for domestic violence:	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?	N	0			N	lo		
77. Does domestic violence legislation protect former spouses?		0				lo		
78. Does domestic violence legislation protect unmarried intimate partners?		0				lo		
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?		lo lo				es Io		
81. Do protection orders for domestic violence remove the perpetiator from the nome?		lo				es		
82. Is there a specialized court/procedure for domestic violence?		lo				25		
·	Legislation	Civil	Criminal		Legislation	Civil	Criminal	
Sexual harassment 83. To protect against sexual harassment, do the following exist:		remedies	penalties			remedies	penalties	
83. To protect against sexual narassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:			No		Yes	Yes	No No	
85. Is there legislation on sexual harassment in education?	No No	No No	No					
os. is there regislation on sexual harassment in education.	No	No	No		Yes	Yes	110	
86. Is there legislation on sexual harassment in public places?	No N		No		N	lo es	110	
	No N	No lo	No		N Ye	0	110	
86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No N	No o	No		N	lo	110	
Child and early marriage	No N	No lo Girls	No		Boys 18	es Girls	. 110	
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No No N Boys 21 Yi	No lo	No		Boys 18	Girls 18		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No No N Boys 21 Yi	No lo Girls 21	No		Boys 18	Girls 18		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	No N	No lo Girls 21 ess	No		Boys 18 Yu	Girls 18 225 10 0 225		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No N	No O O O O O O O O O O O O O O O O O O O	No		Boys 18 Yi	Girls 18 28 3 10 28 3 28 3 28 3 28 3 28 3 28 3 28 3 28		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	No N	No 00 00 00 00 00 00 00 00 00 00 00 00 00	No		Boys 18 Vi	Girls 18 28 10 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No N	No O O O O O O O O O O O O O O O O O O O	No		Boys 18 Vi N Yi N N N N	Girls 18 28 3 10 28 3 28 3 28 3 28 3 28 3 28 3 28 3 28		

	CHAD	CHILE		
DECION	CHAD			
REGION INCOME CROWN	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	V			
Does the constitution contain a clause on nondiscrimination?	Yes	No N/A		
2. If yes, does it mention gender?	Yes	N/A Yes		
3. Does the constitution contain a clause on equality?				
	Recognized Invalid	Recognized Invalid		
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes No N/A	No N/A No N/A		
	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	Yes Yes		
17. Can a woman register a business in the same way as a man?18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	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	Ver	W		
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 Ass children promonts tay deductible?	No	N-		
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	%		
47.1 million tour amount covered by creat agencies (work) capitals.		70			- U			
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						Status	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Vo	No	
·		•0	: 140			10	. 110	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental Yes	
51. How much of such leave is paid (days)?	98	res 1	N/A		126	res 5	84	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Emp	Gov	
53. What % of wages are paid?	50%	100%	N/A		100%	100%	100%	
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			42	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Y	25			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	2S			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	N	0			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Ye	es		
62. Are nursing mothers entitled to nursing breaks?	Ye	es			Ye	es		
63. Are parents entitled to flexible/part-time schedules?	N	0			N	lo		
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?	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?	ľ	Vo				⁄es		
68. Can women and men do the same jobs?	ľ	Vo			١	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No	1	Vo	Yes	Yes	Y	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	-	Construction	Other
	No	No	No	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting	-	
	Yes	Yes	Yes		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
73 la thora describir violence levislation3								
72. Is there domestic violence legislation?	N	lo			Ye	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N N				Ye N			
		lo			N,			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	lo	Emotional	Economic	N,	/A	Emotional	Economic
 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 	N N Physical No	o Sexual No	Emotional No	Economic No	N, N Physical Yes	/A lo Sexual No	Emotional Yes	Economic No
 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 	NO NO NO	Sexual No			Physical Yes	/A lo Sexual No es	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	No N	Sexual No			N, N Physical Yes Ye	/A lo Sexual No es es	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No No N	Sexual No			N, Physical Yes Yi	/A lo Sexual No es es es	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No N	Sexual No lo			N, N Physical Yes Yi Yi	/A lo Sexual No ess ess ess ess	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No N	Sexual No lo lo lo lo lo lo lo lo			N, Physical Yes Yi Yi Yi Yi Yi	/A lo Sexual No ess ess ess ess ess ess	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No N	Sexual No lo			N, Physical Yes Yes Yes Yes Yes Yes	/A lo Sexual No es	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No N	Sexual No 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	No		N, Physical Yes Yes Yes Yes Yes Yes	/A lo Sexual No es es es es es es es es es	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No N	Sexual No lo			N, Physical Yes Yes Yes Yes Yes Yes	/A lo Sexual No es	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No N	Sexual No No Co Civil	No Criminal		N, Physical Yes Yes Yi Yi Yi Yi Yi Yi	/A lo Sexual No es es es es cos cos cos cos cos cos cos cos cos co	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	NO Physical NO NO N N N N N N N N N Legislation	Sexual No No Co	No Criminal penalties		N. Physical Yes	/A lo Sexual No es es es es crivil remedies	Yes Criminal penalties	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No N	Sexual No No Civil remedies No No	Criminal penalties No		N, N Physical Yes Yi Yi Yi Yi Legislation Yes Yes	/A lo Sexual No es es es es Civil remedies No No lo	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Physical No	Sexual No No Civil remedies No No	Criminal penalties No		N, N Physical Yes Yi Yi Yi Yi Legislation Yes Yes	/A lo Sexual No es es es es es es es No No No No	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No N	Sexual No No Civil remedies No No	Criminal penalties No		N, N Physical Yes Yi Yi Yi Yi Legislation Yes Yes	/A lo Sexual No es es es es Civil remedies No No lo	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No N	Sexual No	Criminal penalties No		N, N Physical Yes Yes Ye N Legislation Yes Yes N N Boys 18	/A lo Sexual No es es es es es es es es es Givil remedies No No lo lo lo Girls 18	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No N	0	Criminal penalties No		NN	/A lo Sexual No es es es es es Vivil remedies No No lo lo lo Girls 18	Yes Criminal penalties No	
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73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No N	0	Criminal penalties No		N, N Physical Yes Yi	/A lo Sexual No es es es es es Vivil remedies No No lo lo lo Girls 18	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	No N	0	Criminal penalties No		NN	/A lo Sexual No es	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No N	0	Criminal penalties No		N. N. N. Physical Yes Yi. Yi. Yi. Yi. Yi. Legislation Yes Yes N. N. Roys 18 Yi.	/A lo Sexual No es es es es es es es A Civil remedies No No lo lo Girls 18 es es es	Yes Criminal penalties No	
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73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No N	0	Criminal penalties No		N. N. N. N. Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes N. N	/A lo Sexual No es es es es es es es A Civil remedies No No lo lo Girls 18 es es es	Yes Criminal penalties No	

		COLOMBIA		
	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	Me	Ver		
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	No N/A	Yes Yes		
3. Does the constitution contain a clause on equality?	Yes	Yes		
Si Doct the constitution contain a classe on equality.	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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes Yes	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 Yes Yes Yes		
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	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		
JSING PROPERTY				
Marital property regime	2 11 11 11 11	26 1 2 6		
25. What is the default marital property regime? 26. Who administers marital property?	Partial community of property Both must agree	Deferred community of property Original owner		
	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		
OING 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 89. Is there a small claims court/fast track procedure?	Yes	Yes		
49. If yes, what is the maximum amount (%GNI/capita)?	Yes 49%	Yes 173%		
	- J / U	11370		
ROVIDING INCENTIVES TO WORK				
Personal income tax 41. Are childcare payments tax deductible?	No	No		
	;	;		
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No		
•	INU INU	INU		
Childcare and education 43. Is childcare subsidized or publicly provided?	Yes	Yes		
43. Is crimicate substatized or publicly provided? 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		

	CHINA			COLOMBIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	Yes		Yes	Yes	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Status No	Gender No	
·		10	110			VO	140	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	128	1es 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?	N	lo			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			N	lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		es				es es		
63. Are parents entitled to flexible/part-time schedules?		lo			N			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50 50	60 60			57 57	62 62		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	IV/A	IV/A			IN/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es			\\	'es		
68. Can women and men do the same jobs?		Vo Vo				vo Vo		
· · · · · · · · · · · · · · · · · · ·								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate '	Arduous	Hazardous		appropriate	Arduous
70. Can warmen work in these accumations in the same way as many	Yes Mining	Factories	es Construction	No Other	No Mining		es Construction	No Other
					1 111111119			Other
70. Can women work in these occupations in the same way as men:	No	Yes	Yes	Yes	No	Yes	Yes	Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No	•	Yes			Yes Heavy lifting	Yes	Yes
	No	Yes	Yes			•	Yes	Yes
71. Can women work on these tasks in the same way as men:	No Metalwork	Yes Heavy lifting	Yes Other		Metalwork	Heavy lifting	Yes Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Metalwork	Yes Heavy lifting	Yes Other		Metalwork	Heavy lifting	Yes Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Metalwork Yes	Yes Heavy lifting No	Yes Other		Metalwork Yes	Heavy lifting No	Yes Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork Yes	Yes Heavy lifting No	Yes Other		Metalwork Yes	Heavy lifting No	Yes Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Metalwork Yes Yes	Yes Heavy lifting No	Yes Other		Metalwork Yes Yes	No No	Yes Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork Yes Yes No	Yes Heavy lifting No No A A A A A A	Yes Other No	Yes	Metalwork Yes Yes	No No No No	Yes Other Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Metalwork Yes Yes	Yes Heavy lifting No No es /A es Sexual	Yes Other No Emotional	Yes	Metalwork Yes Yes Yes N, Yes	No No No Ses Sexual	Yes Other Yes Emotional	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Metalwork Yes Yes Yes Yes Physical Yes	Yes Heavy lifting No No A A A A A A	Yes Other No	Yes	Metalwork Yes Yes Yes Yes N, Yes Physical Yes	No No No No	Yes Other Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	No Metalwork Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting No Pes /A es Sexual No	Yes Other No Emotional	Yes	Metalwork Yes Yes Yes Yes N, Yes Physical Yes	No No No Ses Sexual Yes	Yes Other Yes Emotional	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No Metalwork Yes Yes Yes Yes Physical Yes Yes	Yes Heavy lifting No Pes Sexual No No	Yes Other No Emotional	Yes	Metalwork Yes Yes You Note the property of t	No No No Ses YA Sexual Yes	Yes Other Yes Emotional	Economic
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Metalwork Yes Yes Yes Physical Yes Yes No	Yes Heavy lifting No Pes Sexual No lo lo lo lo lo	Yes Other No Emotional	Yes	Metalwork Yes Yes Yes N Physical Yes N Yes Yes Yes Yes Yes Yes	No N	Yes Other Yes Emotional	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Metalwork Yes Yes Yes Physical Yes Yes No	Yes Heavy lifting No Pes Sexual No Ses Idea No	Yes Other No Emotional Yes	Yes	Metalwork Yes Yes Yes N Physical Yes N Yes Yes Yes Yes Yes Yes	No N	Yes Other Yes Emotional Yes	Economic
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Metalwork Yes Yes Yes Physical Yes Yes No	Yes Heavy lifting No Pes Sexual No Ses Idea No	Yes Other No Emotional Yes	Yes	Metalwork Yes Yes You Note the property of t	No N	Yes Other Yes Emotional Yes	Economic
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Metalwork Yes Yes No Physical Yes Yes No No No Legislation Yes Yes	Yes Heavy lifting No Sexual No Ses Iolo Iolo Ioremedies Yes Yes Ioremedies Yes	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes N, N, Yes Physical Yes N, Yes Yes Yes Yes Yes Legislation Yes Yes N	No N	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Metalwork Yes Yes No Physical Yes Yes No No No Legislation Yes Yes	Yes Heavy lifting No Sexual No es Sexual lo lo lo lo remedies Yes Yes	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes N, N, Yes Physical Yes N, Yes Yes Yes Yes Yes Legislation Yes Yes N	No	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	No Metalwork Yes Yes Yes Physical Yes Yes No No No Legislation Yes Yes No	Yes Heavy lifting No Sexual No Ses Idea No Civil remedies Yes Yes Idea No Girls	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes N, N, Yes Physical Yes N, Yes Yes Yes N, Yes Yes Yes N, Yes N, Yes N, Yes N, Yes N, Yes Legislation Yes N, N	No	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No Metalwork Yes Yes Yes Physical Yes Yes No No No No Legislation Yes Yes No	Yes Heavy lifting No Pes Sexual No Pes Identify No Pes No	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes Yes N N Physical Yes Yes Yes N N Yes N N N N N N N N N N N N N N N N N N	No N	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No Metalwork Yes Yes Yes Physical Yes Yes No No No Legislation Yes Yes Yes Yes Yes No	Yes Heavy lifting No Sexual No Ses Sexual No Civil remedies Yes Jo	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes N, N, Physical Yes N, Yes Yes N, N, Yes N, N, Yes Yes N,	No Pess Sexual Yes Ses Civil remedies No No Io Io Io Girls 18	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	No Metalwork Yes Yes Yes Physical Yes Yes No No No Legislation Yes Yes Yes Yes Yes No	Yes Heavy lifting No Sexual No Ses Social No Civil remedies Yes Yes Io	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes N, N, Physical Yes N, Yes Yes N, N, Yes N, N, Yes Yes N,	No Pess Sexual Yes Pess Sexual Yes Pess Pess	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	No Metalwork Yes Yes Yes Physical Yes Yes No No No No Legislation Yes Yes No	Yes Heavy lifting No Pes Sexual No Pes Sexual No Pes No P	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes Yes N, N, Physical Yes Yes Yes N,	No N	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Metalwork Yes Yes Yes Physical Yes Yes No No No Legislation Yes Yes No	Yes Heavy lifting No Sexual No es Sexual No es Ido lo lo lo lo Girls 20 lo	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes Yes N Physical Yes N Yes Yes N Yes N Yes N Yes Legislation Yes Yes N N N N N N N N N N N N N N N N N N	No N	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	No Metalwork Yes Yes Yes Physical Yes Yes No No No No Legislation Yes Yes No	Yes Heavy lifting No Sexual No es Sexual No es Ido	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes Yes N Physical Yes N Yes Yes N Yes N Yes N N R R R N N N N N N N N N N N N N N	No N	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Metalwork Yes Yes Yes Physical Yes Yes No No No Legislation Yes Yes No	Yes Heavy lifting No Sexual No es Sexual No es Ido lo lo lo lo Girls 20 lo	Yes Other No Emotional Yes Criminal penalties No	Yes	Metalwork Yes Yes Yes N Physical Yes N Yes Yes N Yes N Yes N Yes N Yes N N N N N N N N N N N N N N N N N N	No N	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic

	CONGO. DEM. REP.	
REGION	Sub-Saharan Africa	CONGO, REP. 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		
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
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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	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?18. Can a woman open a bank account in the same way as a man?	No Yes	Yes 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 Yes	No Yes
24. Must spouses jointly financially maintain the family?	res	res
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 20 Do may and warmen have coval connection rights to property?	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		ies
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	%		
		!	Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	institutions N/A		Retailers No	Utilities No	institutions	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			lo	No	
GETTING A JOB							1	
	Makamika	Determite	Donostal		Matamita	Datamita	Donostol	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental 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?	N	lo			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo			N			
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?		es .				0		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				25		
62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules?		es Io				0		
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 65			Women 52	Men 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		: 05			31	3,		
67. Can women and men work the same night hours?	1	/es			\	'es		
68. Can women and men do the same jobs?		No				lo		
	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
69. Can women work in these types of jobs in the same way as men:	No		мо По	No	Yes		л По	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
70 can nomen nomen diese occupations in the same way as men	No	No	No	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other Other		Metalwork	Heavy lifting	Other	
	Yes	No	No		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	N	lo			N	0		
73. If not, are there aggravated penalties for offenses between spouses/family members?		lo			N			
74. Are there clear criminal penalties for domestic violence?	N	lo			N	0		
·	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?		lo				0		
77. Does domestic violence legislation protect former spouses?		lo				0		
78. Does domestic violence legislation protect unmarried intimate partners?		lo				0		
79. Do protection orders for domestic violence exist?		lo				0		
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?		lo /A				0		
82. Is there a specialized court/procedure for domestic violence?		lo				0		
oz. is there a specialized coulty procedure for domestic violence:		Civil	Criminal			Civil	Criminal	
Sexual harassment			penalties		Legislation	remedies	penalties	
83. To protect against sexual harassment, do the following exist:	Legislation	remedies					No	
	Yes	No	Yes		No	No		
84. Do the following exist concerning sexual harassment in employment:	Yes Yes	No No			No	No	No	
85. Is there legislation on sexual harassment in education?	Yes Yes	No No Io	Yes		No N	No o		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes	No No Io	Yes		No N	No o o		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes N Boys	No No Io Girls	Yes		No N Boys	No o o Girls		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes N N Boys 18	No No lo lo Girls	Yes		No N N Boys 21	No 0 0 Girls 18		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes N N Boys 18	No No lo lo Girls 18	Yes		No No No No Boys 21	No 0 0 Girls 18		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes N N Boys 18	No N	Yes		No No No No Roys 21 Ye	No 0 0 Girls 18		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes N N Boys 18	No No lo lo Girls 18	Yes		No No No No Roys 21 Ye	No 0 0 Girls 18		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes N N N Poys 18 Y Y Y	No No No lo	Yes		No No No No No No Boys 21 Yi No	No 0 0 0 Girls 18 25 25 0		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Yes N N N Poys 18 Y Y Y	No N	Yes		No No No No No Boys 21 Yell No	No 0 0 0 Girls 18 25 25 0		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes N N N Poys 18 N Y Y Y	No No No lo	Yes		No N	No 0 0 0 Girls 18 25 25 0		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Yes Yes N N N Boys 18 N Y Y N	No N	Yes		No N	No 0 0 Girls 18 25 25 0 0 0 28		

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				
Does the constitution contain a clause on nondiscrimination?	Yes	No No		
If yes, does it mention gender? Does the constitution contain a clause on equality?	No Yes	N/A Yes		
3. Does the constitution contain a clause on equality:	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 50%	No quota		
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	50%	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	Yes Yes		
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes Yes	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?19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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		
Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes		
	ies	ies		
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 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried 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		
SOING 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 children payments tay deductible?	No	No		
41. Are childcare payments tax deductible?		:		
A2 Are there tay deductions or credits and if the man (manual)	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	%			127	79%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	Yes	No		No	No	No	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		<u> </u>	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? 53. What % of wages are paid?	Emp & Gov 100%	N/A N/A	N/A N/A		Gov 100%	Emp 100%	N/A N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A	
3 i noi mach of sach leafe is dispate (days).	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?	N	lo			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	, n	lo			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?		lo			Ye			
Retirement & pensions	Women	Men 65			Women	Men 55		
64. When can one retire and get full benefits?65. When can one retire and get partial benefits?	65 60	62			55 50	50		
66. What is the mandatory retirement age?	N/A	N/A			55	55		
Working hours and industry restrictions	,,,	,,,,			33	. 33		
67. Can women and men work the same night hours?		No			Y	/es		
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 in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. Can women work in these types of Jobs in the same way as men.	No		No	No	Yes		/es	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Balliot and Committee of the	Heaver lifting	Other			Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:	Metalwork							
71. Can women work on these tasks in the same way as men:	Yes	Yes	Yes		Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE			Yes		Yes	Yes	Yes	
<u> </u>			Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE	Yes		Yes			Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes	Yes			lo	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Y	Yes			N N,	lo /A lo		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Y N Y Physical	Yes es /A es Sexual	Emotional	Economic	N N N Physical	lo /A lo Sexual	Emotional	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes N Physical Yes	Yes Yes Yes Yes Yes		Economic Yes	N, N, Physical No	lo /A lo Sexual		Economic No
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	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		22.1		
Constitutional rights				
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	No avoka	No mode		
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No quota No quota	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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	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?19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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		
25. What is the default marital property regime? 26. Who administers marital property?	Partial community of property Both must agree	Partial community of property Both must agree		
Protecting a wife's interests	Dour mast agree	Boar most agree		
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? 32. Do female and male surviving spouses have equal inheritance rights?	Yes Yes	Yes Yes		
	ies	iez		
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	V	N		
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (% GNI (capita)?	Yes 13%	No N/A		
40. If yes, what is the maximum amount (%GNI/capita)?	1570	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	%		
		:	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions		Retailers No	Utilities No	institutions N/A	
Discrimination		Status	Gender			: No	Gender	
49. Is discrimination in access to credit prohibited based on:		es es	Yes			Vo	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?		es				es		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				es		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		es es				es es		
62. Are nursing mothers entitled to nursing breaks?		es es				es		
63. Are parents entitled to flexible/part-time schedules?		es es				es		
	Women							
Retirement & pensions 64. When can one retire and get full benefits?	66	Men 66			Women 67	Men 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?)	es/es			Υ	/es		
68. Can women and men do the same jobs?		No			١	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in these types of jobs in the same way as men.	No		es	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Motalmork	Distance Balance	Other		Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men.		Heavy lifting						
71. Call wollen work off these tasks in the same way as men.	Yes	Yes	Yes		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE					Yes	No	Yes	
					Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE	Yes					No es	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes				es	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yes	Yes			Yı N,	es	Yes	
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		DUPOUT		
	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				
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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes N/A N/A	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?20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes Yes	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	TOPA - TOPA	110 1103		
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		
	1.50			

	DENMARK			DJIBOUTI				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0)%			97	3%		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		•				Status	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I <mark>l Status</mark> No	Gender Yes			Vo	No	
GETTING A JOB							1	
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	14	224		98	3	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	50%	50%	Partially paid		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	0	N/A	
FF In considerate the consistence and the state of the st	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the:	N/A 0	N/A 0			N/A N/A	N/A N/A		
	0	. 0			IN/A	IN/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	Υ	/es			Y	es		
58. Does the law mandate condiscrimination based on gender in hiring?		No				es		
59. Is it prohibited for prospective employers to ask about family status?		Vo			N			
60. Is dismissal of pregnant workers prohibited?		/es				2S		
61. Are mothers guaranteed an equivalent position after maternity leave?		/es				es es		
62. Are nursing mothers entitled to nursing breaks?		Vo Vo				es lo		
63. Are parents entitled to flexible/part-time schedules?								
Retirement & pensions 64. When can one retire and get full benefits?	Women 67	Men 67			Women 55	Men 60		
65. When can one retire and get partial benefits?	67	67			55	60		
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?	1	Yes			١	'es		
68. Can women and men do the same jobs?	1	Yes			- 1	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	nappropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		Yes	Yes	Yes		es	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:		Heavy lifting		163		Heavy lifting		162
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	/es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?		I/A			N			
74. Are there clear criminal penalties for domestic violence?		/es			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	Yes	No	No	No	No	No
76. Does domestic violence legislation protect family members?		/es			N			
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?		Vo Vo				lo lo		
78. Does domestic violence legislation protect drimarried intimate partiers? 79. Do protection orders for domestic violence exist?		vo /es				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?		/es			N			
81. Do protection orders for domestic violence prohibit contact?		/es			N			
82. Is there a specialized court/procedure for domestic violence?	Y	/es			N	0		
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?	1	Vo			N	0		
86. Is there legislation on sexual harassment in public places?	N	Vo			N	0		
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?		/es				es ne		
89. Is child marriage void or prohibited? 90. Is child marriage penalized?		Vo				25		
		Vo						
		No			T	25		
Marital rape 91. Is marital rape explicitly criminalized?	N	No No				lo		
Marital rape	N				N			
Marital rape 91. Is marital rape explicitly criminalized?	л М У	No			N Y	lo		

DOMINICA		DOMINICAN REPUBLIC		
DECION	DOMINICA	DOMINICAN REPUBLIC Latin America & Caribbean Upper middle income		
REGION	Latin America & Caribbean			
INCOME GROUP FEMALE POPULATION	Upper middle income	5,264,218		
		56%		
FEMALE LABOR FORCE PARTICIPATION		50%		
CCESSING INSTITUTIONS				
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes		
2. If yes, does it mention gender?	Yes	Yes		
B. Does the constitution contain a clause on equality?	No	Yes		
s. Does the constitution contains adapte on equality.	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				
i. 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		
B. 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%		
O. 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		
1. Can a woman apply for a passport in the same way as a man?	No Yes	Yes Yes		
2. Can a woman apply for a national ID card in the same way as a man? 3. Can a woman travel outside the country, in the same way as a man?	N/A N/A Yes Yes	Yes Yes Yes Yes		
Can a woman travel outside the country in the same way as a man? Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes		
5. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		
6. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		
7. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		
8. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
9. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		
O. Can a woman confer citizenship to children in the same way as a man? 1. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A		
·	IVA : IVA	IV/A : IV/A		
Division of responsibility within marriage 2. Do spouses have equal rights to convey citizenship?	Yes	Yes		
3. Are wives required to obey their husbands?	No	No		
14. Must spouses jointly financially maintain the family?	Yes	Yes		
ISING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property	Partial community of property		
16. 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		
9. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes		
Property rights	Married Unmarried	Married Unmarried		
0. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes		
nheritance rights				
1. Do sons and daughters have equal inheritance rights?	Yes	Yes		
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes		
DING TO COURT				
Equality of access				
3. Are customary law courts recognized?	No	No		
4. Are personal law courts recognized?	No	No		
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
ludicial representation				
6. How many justices are on the constitutional court?	25	13		
77. Of those, how many are women?	14	3		
8. Is the Chief Justice a woman?	Yes	No		
Ole there a small claims court fact track procedure?	Voc	Ver		
9. Is there a small claims court/fast track procedure? Of these what is the maximum amount (%GNI/capita)?	Yes 52%	Yes 1%		
0. If yes, what is the maximum amount (%GNI/capita)?	J2 /0	1 /0		
ROVIDING INCENTIVES TO WORK				
Personal income tax 1. Are childcare payments tax deductible?	No	No		
т. же списсае раутенся сах оесоссияе!	:			
	Men Women	Men Women		
2. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education	V	M-		
3. Is childcare subsidized or publicly provided?	Yes	Yes		
A la administrative from and approximately		Yes		
	Yes	103		
14. Is primary education free and compulsory? Financial support and care 15. Does the government provide a child allowance to parents?	Yes	Yes		

	DOMINICA			DOMINICAN REPUBLIC				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%		
		:	Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
Disavirsin skips	N/A	N/A	N/A		Yes	Yes	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			Status No	Gender No	
·		10	110		'	VO	140	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	84	N/A	N/A		84	2	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	60%	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?	,	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo			N			
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?	١	lo			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Ye	es		
62. Are nursing mothers entitled to nursing breaks?	N	lo			Ye	es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			60	60		
65. When can one retire and get partial benefits?	65	65			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?	١	/es			Υ	'es		
68. Can women and men do the same jobs?		No			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
,	Yes		/es	Yes	Yes		'es	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:		Heavy lifting				Heavy lifting		
	Yes	Yes	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Ye	25		
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?		es .			Ye			
	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?	Υ	es			Ye	es		
77. Does domestic violence legislation protect former spouses?	Y	es			Ye	es		
78. Does domestic violence legislation protect unmarried intimate partners?	Y	es			Ye	es		
79. Do protection orders for domestic violence exist?	Y	es			Y	es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y	es			Ye	es		
81. Do protection orders for domestic violence prohibit contact?	Y	es				es		
82. Is there a specialized court/procedure for domestic violence?	Y	es	,		Ye	es		
Sexual harassment			Criminal		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Legislation	Civil						
		remedies	penalties		Yps			
84. Do the following exist concerning sexual harassment in employment:	No	remedies No	penalties No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No No	remedies	penalties		Yes			
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No No	No No	penalties No		Yes	Yes Yes Io	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No No No	remedies No No No lo	penalties No		Yes N	Yes Yes lo	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	No No No No No	remedies No No lo Girls	penalties No		Yes N	Yes Yes o o Girls	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No No No No Boys	remedies No No No lo	penalties No		Yes N N Boys 18	Yes Yes lo Girls 18	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	No No No No Boys 18	No No No Girls 18	penalties No		Yes N N Boys 18	Yes Yes o o Girls	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No No No No No Boys 18	No N	penalties No		Yes N N Boys 18 Ye	Yes Yes lo lo Girls 18	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No No No No No Boys 18	No N	penalties No		Yes N N Boys 18 Ye	Yes Yes O O O Girls 18 ess	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No No No No No No No No No No No No No N	No N	penalties No		Yes N N Boys 18 Ye	Yes Yes 10 10 10 Girls 18 es 18	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	No N	No N	penalties No		Yes N N Boys 18 Yes	Yes Yes 10 10 10 Girls 18 es 18	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No N	No N	penalties No		Yes N N Boys 18 Yes Yes N N N N N N N N N N N N N N N N N N N	Yes Yes lo lo lo Girls 18 es es	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	No N	No N	penalties No		Yes N N Boys 18 Yes Yes N N N N N N N N N N	Yes Yes lo lo lo Girls 18 es es A	Yes	

	ECUADOR	
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		
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 guotas 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 guotas 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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	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
JSING 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		·
B1. Do sons and daughters have equal inheritance rights?	Yes	No
32. Do female and male surviving spouses have equal inheritance rights?	Yes	No
OING TO COURT		
Equality of access	V	Ne
33. Are customary law courts recognized?	Yes	No Yes
84. Are personal law courts recognized? 85. Is a woman's testimony afforded equal weight to that of a man?	No Yes	Yes
	tes	tes
Judicial representation	9	11
36. How many justices are on the constitutional court? 37. Of those, how many are women?	4	0
38. Is the Chief Justice a woman?	No No	No
	140	NO
Efficiency of procedure 89. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	81%	171%
	0170	17170
ROVIDING INCENTIVES TO WORK		
Personal income tax	Ne	Ma
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		
13. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
AE Door the government provide a child allowance to parents?		N.
45. Does the government provide a child allowance to parents?	Yes	No

	ECUADOR			EGYPT, ARAB REP.				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	Yes	Yes		Yes	No	Yes	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	No .	No		- 1	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	12	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp & Gov 100%	Emp	N/A N/A		Emp & Gov 100%	N/A N/A	N/A N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	0	100% 0	N/A		0	N/A	N/A	
34. How much of such leave is unpaid (days):			i N/A				IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father 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?	Ye	25			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N					lo		
59. Is it prohibited for prospective employers to ask about family status?	N	0			N	lo		
60. Is dismissal of pregnant workers prohibited?		2S				es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N					lo		
62. Are nursing mothers entitled to nursing breaks?	Ye					es		
63. Are parents entitled to flexible/part-time schedules?		0				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	60	60 60			60 45	60 45		
66. What is the mandatory retirement age?	N/A	N/A			60	60		
	14//	14//			- 00	. 00		
Working hours and industry restrictions 67. Can women and men work the same night hours?	Y	'es			\	/es		
68. Can women and men do the same jobs?		Vo				Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou
05. Can women work in these types of jobs in the same way as men.	Yes		les	Yes	No	•	lo	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
<u> </u>	No	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	No	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
- contract training								
	Ye	25			N	lo		
72. Is there domestic violence legislation?	Ye N					lo lo		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N,				N			
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N, Ye Physical	/A es Sexual	Emotional	Economic	N Physical	lo Sexual	Emotional	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Economic No	Physical No	lo Sexual No	Emotional No	Econom No
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Ye Physical Yes	Yes			Physical No	lo Sexual No	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Ye Physical Yes	Yes Yes es			No No N	lo lo Sexual No lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Yo Physical Yes Yo Yo	Yes Sexual Yes 25 26 Yes 27 28 29 29 20 20 20 20 20 20 20 20			Physical No No No No	Sexual No lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N. Y. Y. Physical Yes Yes Yes Yes Yes	YA Sexual Yes Yes 25 25 25 25 25 25 25 26 27 27 28 28 28 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20			Physical No	Sexual No lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N, Yes Physical Yes Yes Yes Yes Yes Yes Yes	YA Sexual Yes Yes 25 25 25 25 25 25 25 26 27 27 28 28 28 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20			Physical No No No No No No No No No No	Sexual No lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N, Ye Physical Yes Yes Ye Ye Ye Ye Ye Ye Ye Ye	YA Sexual Yes es Sexual Yes es Sexual Yes es Sexual			No N	Sexual No lo lo lo lo lo lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect minarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N. Y. Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	/A 225 Sexual Yes 225 Sexual Sexual Yes 225 Sexual Yes 225 Sexual Sexual Sexual Yes 225 Sexual Yes 225 Sexual Yes 225 Sexual Sexual Yes 225 S	Yes		Physical No No No No No No No No No No	Sexual No lo	No Criminal	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N, Yi Physical Yes Yi Yi Yi Yi Legislation	YA Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties		Physical No No No No No No No No No No	Sexual No lo	No Criminal penalties	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N, Yes Physical Yes	/A Sexual Yes 25 Sexual Yes 25 25 25 25 25 Civil remedies Yes	Criminal penalties Yes		Physical No No No No No No No No No No	Sexual No lo	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, Yes Physical Yes	YA Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties		Physical No No No No No No No No No No	Sexual No lo	No Criminal penalties	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, Yes Physical Yes	/A Sexual Yes Sexual Yes Ses Ses Yes Yes Yes Yes Yes Yes	Criminal penalties Yes		Physical No	No lo	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N. Yes Physical Yes	/A Sexual Yes Sexual Yes Ses Ses Yes Yes Yes Yes Yes Yes Yes	Criminal penalties Yes		Physical No	No lo	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N, Ye Physical Yes Yes Ye	/A Sexual Yes Sexual Yes Ses Ses Yes Yes Yes Yes Yes Yes	Criminal penalties Yes		Physical No	No lo	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N, You Physical Yes You You Legislation Yes Yes You Ses You Legislation Yes Yes Yes Ses You Ses Yes 18	VA Sexual Yes Sexual Yes Ses Ses Yes Yes Yes Yes Yes Ses Girls	Criminal penalties Yes		Physical No	No lo	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, You Physical Yes You	VA Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Criminal penalties Yes		Physical No	lo Sexual No lo	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	N, You Physical Yes	VA Sexual Yes Sexual Yes Ses Ses Yes Yes Yes Yes Yes Yes Yes Yes Yes Y	Criminal penalties Yes		Physical No	lo Sexual No lo	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N, You Physical Yes	/A 25	Criminal penalties Yes		Physical No	No lo	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N, You Physical Yes	/A	Criminal penalties Yes		Physical No	No lo	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for ofmestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marrial rape** 91. Is marital rape explicitly criminalized? 91. Is marital rape explicitly criminalized? 93. Are rape perpetrators exempt if they are married to the victim?	N, Yes Physical Yes	/A	Criminal penalties Yes		Physical No	No lo	Criminal penalties Yes	Econom 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		
EMALE LABOR FORCE PARTICIPATION	51%	82%		
CCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	No N/A	Yes		
2. If yes, does it mention gender? B. Does the constitution contain a clause on equality?	N/A Yes	Yes Yes		
s. Does the constitution contain a clause on equality?				
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid No N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
Quotas				
5. What are the quotas for women on corporate boards?	No quota	No quota		
'. What are the quotas for women in parliament?	No quota	No quota		
B. What are the quotas for women in local government?	No quota	No quota		
D. 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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes Yes	Yes Yes		
3. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
4. 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		
6. Can a woman sign a contract in the same way as a man? 7. Can a woman register a business in the same way as a man?	Yes Yes Yes	No Yes Yes Yes		
8. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
9. Can a woman choose where to live in the same way as a man?	Yes Yes	No Yes		
10. 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	Yes	Yes		
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?	No	Yes		
4. Must spouses jointly financially maintain the family?	Yes	Yes		
ISING 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? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	No Yes		
	Married Unmarried	Married Unmarried		
Property rights 30. Do men and women have equal ownership rights to property?	Yes Yes	No Yes		
nheritance rights		10 : 10		
11. Do sons and daughters have equal inheritance rights?	Yes	Yes		
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes		
OING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No	No		
4. Are personal law courts recognized?	No	No		
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
ludicial representation				
16. How many justices are on the constitutional court?	5	5		
17. Of those, how many are women? 18. Is the Chief Justice a woman?	0 No	0 No		
	140	NU		
Efficiency of procedure 9. Is there a small claims court/fast track procedure?	Yes	No		
O. If yes, what is the maximum amount (%GNI/capita)?	654%	N/A		
ROVIDING INCENTIVES TO WORK				
Personal income tax				
1. Are childcare payments tax deductible?	No	No		
	Men Women	Men Women		
12. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education				
3. Is childcare subsidized or publicly provided?	Yes	Yes		
I4. Is primary education free and compulsory?	Yes	Yes		
Financial support and care 15. Does the government provide a child allowance to parents?	Yes	No		

	EL SALVADOR			EQUATORIAL GUINEA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	No	Yes		No	No	No	
Discrimination	Marita	l Status	Gender		Marita	Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	Vo	No		1	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	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?	N	lo			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
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?		/es				⁄es		
68. Can women and men do the same jobs?		/es			ı	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	١	⁄es	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
74.6	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	lo		
74. Are there clear criminal penalties for domestic violence?	Υ	es			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
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?	Y	es			N	lo		
77. Does domestic violence legislation protect former spouses?	Y	es			N	lo		
78. Does domestic violence legislation protect unmarried intimate partners?		es				lo		
79. Do protection orders for domestic violence exist?		es				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?		es				lo		
81. Do protection orders for domestic violence prohibit contact?	Y	es				lo		
82. Is there a specialized court/procedure for domestic violence?					N	lo ·	Chilai	
Sexual harassment		es	Colombia					
83. To protect against sexual harassment, do the following exist:	Legislation	es Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
		Civil	Criminal penalties Yes		Legislation No		penalties No	
84. Do the following exist concerning sexual harassment in employment:	Legislation	Civil remedies	penalties			remedies	penalties	
	Legislation Yes Yes	Civil remedies No	penalties Yes		No No	remedies No	penalties No	
85. Is there legislation on sexual harassment in education?	Legislation Yes Yes Yes	Civil remedies No No	penalties Yes		No No	No No	penalties No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes Yes N	Civil remedies No No No	penalties Yes		No No No	No No No No	penalties No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes Yes	Civil remedies No No No	penalties Yes		No No	remedies No No	penalties No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes Yes Yes Yes N Boys 18	Civil remedies No No No Girls	penalties Yes		No No No No Boys 23	No No lo Girls	penalties No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes Yes Yes N Boys 18	Civil remedies No No es lo Girls 18	penalties Yes		No No No Boys 23	No No No Girls 23	penalties No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes Yes Yes Yes N Boys 18	No No es lo Girls 18 es	penalties Yes		No N	No No No lo lo Girls 23	penalties No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes Yes Yes Yes N Boys 18	Civil remedies No No No es Ido Girls 18 es es	penalties Yes		No N	No No No lo lo lo Girls 23 ess es	penalties No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes Yes N N Boys 18 Yes	Civil remedies No No No es Ido Girls 18 es es	penalties Yes		No N	No No No lo lo lo Girls 23 ess es	penalties No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes Yes Yes N Boys 18 Yes Yes	Civil remedies No No No es Ido Girls 18 es es es	penalties Yes		No N	remedies No No lo lo lo Girls 23 es es es	penalties No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?	Legislation Yes Yes Yes N N Boys 18 Y,	Civil remedies No No es Girls 18 es es es	penalties Yes		No N	remedies No No lo lo lo Girls 23 ess ess	penalties No	

ECTOWA		ETHIODIA		
	ESTONIA	ETHIOPIA Sub-Saharan Africa		
REGION	High income: OECD			
INCOME GROUP	High income	Low income		
FEMALE POPULATION	704,249	48,229,992		
FEMALE LABOR FORCE PARTICIPATION	72%	81%		
ACCESSING INSTITUTIONS				
Constitutional rights				
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? 10. What are the quotas for women on candidate lists for local government?	No quota	No quota No quota		
· · · · · · · · · · · · · · · · · · ·				
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried 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 Yes Yes Yes		
17. Can a woman register a business in the same way as a man?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	N. 62	N/0		
27. If the husband administers property, is spousal consent required for major transactions?	N/A No	N/A No		
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes		
·	Married Unmarried	Married Unmarried		
Property rights 30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes		
	163	163		
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		
		111		
GOING TO COURT				
Equality of access 33. Are customary law courts recognized?	No	Yes		
34. Are personal law courts recognized?	No 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				
Thirditeral bapport and care				
45. Does the government provide a child allowance to parents?	Yes	No		

	ESTONIA			ETHIOPIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			N,	/A		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	Yes	N/A		N/A	N/A	N/A	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No		<u> </u>	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? 53. What % of wages are paid?	Gov 100%	Gov 100%	Gov Partially paid		Emp 100%	N/A N/A	N/A N/A	
54. How much of such leave is unpaid (days)?	0	0	590		0	N/A	N/A	
54. Now much of such leave is dripting (days):			330				N/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother 0	Father 0			Mother N/A	Father 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?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				lo		
59. Is it prohibited for prospective employers to ask about family status?	Y	es			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				lo		
62. Are nursing mothers entitled to nursing breaks?		es				lo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
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? 66. What is the mandatory retirement age?	60 N/A	60 N/A			55 N/A	55 N/A		
	IN/A	IN/A			IN/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es			\\	⁄es		
68. Can women and men do the same jobs?		es /es				Vo		
<u> </u>				A				Autom
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate Yes	Arduous Yes	Hazardous No		appropriate 'es	Arduous No
	162		162	162	INU	ı ı	62	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
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 No	Other Yes
70. Can women work in these occupations in the same way as men:71. Can women work on these tasks in the same way as men:	Yes	•	Yes		No	-	No	
	Yes	Yes	Yes		No	Yes	No	
	Yes Metalwork	Yes Heavy liftin g	Yes Other		No Metalwork	Yes Heavy lifting	No Other	
71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy liftin g	Yes Other		No Metalwork	Yes Heavy lifting	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Metalwork Yes	Yes Heavy liftin g	Yes Other		No Metalwork	Yes Heavy lifting No	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		No Metalwork No	Yes Heavy lifting No	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		No Metalwork No Yo	Yes Heavy lifting No	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		No Metalwork No Yo	Yes Heavy lifting No	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Metalwork Yes N Yes N Y Physical No	Yes Heavy lifting Yes lo es Sexual No	Yes Other Yes	Yes	No Metalwork No Yi No Physical Yes	Yes Heavy lifting No es /A lo Sexual No	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Metalwork Yes N Yes Physical No	Yes Heavy lifting Yes lo es Sexual No	Yes Other Yes Emotional	Yes	No Metalwork No Yi No Physical Yes	Yes Heavy lifting No es /A lo Sexual No es	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Metalwork Yes N Physical No N	Yes Heavy lifting Yes lo lo es Sexual No lo lo	Yes Other Yes Emotional	Yes	No Metalwork No Yi No Physical Yes Yes	Yes Heavy lifting No No Sexual No es	No Other No	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes No Physical No	Yes Heavy lifting Yes Sexual No lo lo lo co	Yes Other Yes Emotional No Criminal penalties	Yes	No Metalwork No Yy N N Physical Yes Y N N N Legislation	Yes Heavy lifting No Pes No Sexual No Pes No Civil remedies	No Other No Emotional Yes Criminal penalties	Yes
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	FUI	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
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid No N/A
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
What are the quotas for women in local government? What are the quotas for women an eardidate lift for parliament?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota	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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes	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? 18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes	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	Ven	Ven
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?	Yes No	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?	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 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? 32. Do female and male surviving spouses have equal inheritance rights?	Yes Yes	Yes Yes
	ies	ies
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? 37. Of those, how many are women?	6 1	N/A 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	No	No
41. Are childcare payments tax deductible?	No	No :
42. Are there tax deductions or credits specific to men/women?	Men Women Yes No	Men Women No No
42. Are there tax deductions or credits specific to men/women? Childcare and education	Tes : INU	INU INU
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

	FIJI			FINLAND				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	Yes	Yes		No	No	N/A	
Discrimination	Marita	l Status	Gender		Marital	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	Vo	No		N	Vo	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)?	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? 54. How much of such leave is unpaid (days)?	100%	N/A N/A	N/A N/A		58% 0	58% 0	Partially paid 0	
54. How much of such leave is unpaid (days)!			: IN/A				U	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father 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?	Y	es			Y	es		
58. Does the law mandate condiscrimination based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		lo				lo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Ye	es		
Retirement & pensions	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 N/A	55 N/A			63 N/A	63 N/A		
66. What is the mandatory retirement age?	IN/A	IV/A			IV/A	IN/A		
Working hours and industry restrictions	,	/			\ \	/		
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		/es Vo				/es /es		
·						,		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	es Construction	Yes Other	Yes Mining		/es Construction	Yes Other
70. Can women work in these occupations in the same way as men.	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				103	103	
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes				,	103	
	Yes	Yes				, , , ,	. 103	
Domestic violence					Y		. 10	
Domestic violence 72. Is there domestic violence legislation?	Y	Yes es /A				es /A	; 103	
Domestic violence	Y. N	es			N,	es	; 10	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y. N	es /A	Emotional	Economic	N,	es /A	Emotional	Economic
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y. N	es /A	Emotional Yes	Economic Yes	N,	es /A lo		Economic No
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	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	0,70	30%
Constitutional rights		
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	200/	No minho
6. What are the quotas for women on corporate boards?	20%	No quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No quota No quota	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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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	Boarmase agree	Cuci
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
33. Are customary law courts recognized? 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	V.	ν.
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Yes 12%	No N/A
	12 /0	IV/A
Personal income tay		
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 Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions N/A		Retailers No	Utilities No	institutions	
Discrimination						Status	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status 'es	Gender Yes			lo	No	
GETTING A JOB			. 103				110	
	Makamika	Data miles	Donostel		Matamita	Datamita	Donostol	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity No	Parental 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?	Y	2S			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?		2S			N			
59. Is it prohibited for prospective employers to ask about family status?	N				N			
60. Is dismissal of pregnant workers prohibited?		2S			Y			
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		2S 2S			Ye			
63. Are parents entitled to flexible/part-time schedules?	I I				N			
Retirement & pensions 64. When can one retire and get full benefits?	Women 67	Men 67			Women 57	Men 57		
65. When can one retire and get run 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?	\	'es			Y	es		
68. Can women and men do the same jobs?		Vo				lo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	ppropriate	Arduous
03. Can women work in these types of jobs in the same way as men.	Yes		les	Yes	Yes		es es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	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	
	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	2S			N	0		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	0		
74. Are there clear criminal penalties for domestic violence?	Y	25			N	0		
	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?		es es			N			
77. Does domestic violence legislation protect former spouses?		es			N			
78. Does domestic violence legislation protect unmarried intimate partners?	Y				N	0		
		2S			N.	_		
79. Do protection orders for domestic violence exist?	Y	25			N			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yı Yı	es es			N	0		
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80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes Yes N Boys 18	ces	penalties Yes		No N	O Civil remedies NO NO O O Girls 21	penalties No	
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CTORCIA		CIA	GERMANY			
	GEORGIA					
REGION	Europe & Central Asia			High income: OECD		
INCOME GROUP		Lower middle			High income	
FEMALE POPULATION		2,380,9			41,167,323	
FEMALE LABOR FORCE PARTICIPATION	61%				72%	
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination? Have does it mention goodes?	No N/A			_	No .	
2. If yes, does it mention gender?	Yes			_	I/A /es	
3. Does the constitution contain a clause on equality?						
4	Recognized	Invalid		Recognized		
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No No	N/A N/A		No No	N/A N/A	
	INU	N/A		INU	IV/A	
Quotas 6. What are the quotas for women on corporate boards?	No q	uota		3	0%	
7. What are the quotas for women in parliament?	No quota				quota	
8. What are the quotas for women in local government?	No quota				quota	
9. What are the guotas for women on candidate lists for parliament?	No quota				quota	
10. What are the quotas for women on candidate lists for local government?	No quota				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? 15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		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?	Ye			_	/es	
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	N Ye			_	Vo Ves	
	I	:5			es	
JSING PROPERTY						
Marital property regime 25. What is the default marital property regime?	Partial o	community of pro	norty	Doforro	d community of property	
26. Who administers marital property?		oth must agree	эрстсу		te with spousal consent	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N	/A		N	I/A	
28. Are there special provisions governing the marital home?	N	0			No	
29. Does the law provide for valuation of nonmonetary contributions?	Ye	25		١	es es	
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?	Ye	25		١	es es	
32. Do female and male surviving spouses have equal inheritance rights?	Ye	25		١	'es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	0			No	
34. Are personal law courts recognized?	N	0		I	Vo	
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	25		١	es es	
Judicial representation						
36. How many justices are on the constitutional court?)		_	16	
37. Of those, how many are women?		3		_	5	
38. Is the Chief Justice a woman?	N	0			No	
Efficiency of procedure					,	
39. Is there a small claims court/fast track procedure?		25		_	es es	
40. If yes, what is the maximum amount (%GNI/capita)?		%		4	2%	
	31					
ROVIDING INCENTIVES TO WORK	31					
PROVIDING INCENTIVES TO WORK Personal income tax					loc	
PROVIDING INCENTIVES TO WORK Personal income tax	N				res	
PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible?	N Men	Women		Men	Women	
PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women?	N				,	
PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education	Men No	Women No		Men No	Women No	
PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided?	Men No	Women No		Men No	Women No	
PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Men No	Women No		Men No	Women No	
PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided?	Men No	Women No		Men No	Women No	

	GEORGIA			GERMANY				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	Yes	Yes		Yes	Yes	N/A	
Discrimination	Marita	l Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	No	No		1	Vo	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?	1	No			N	lo		
58. Does the law mandate equal remainstration how work or equal value:		Vo				lo		
59. Is it prohibited for prospective employers to ask about family status?		Vo				lo		
60. Is dismissal of pregnant workers prohibited?		Vo.				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		No.				lo		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			Y	es		
63. Are parents entitled to flexible/part-time schedules?	1	Vo.			Y	es		
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			١	⁄es		
68. Can women and men do the same jobs?)	Yes			١	⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in crese types or jobs in the same way as men.	Yes		es	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		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								
	V	os (ac			V	22		
72. Is there domestic violence legislation?		es				es /^		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N	I/A			N	/A		
72. Is there domestic violence legislation?	N Y	/A es	Emotional	Fronomic	N N	/A lo	Emotional	Fconomic
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N Y Physical	/A 'es Sexual	Emotional Yac	Economic Vac	N N Physical	/A lo Sexual	Emotional Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N Y Physical Yes	/A /es Sexual Yes	Emotional Yes	Economic Yes	N Physical Yes	/A lo Sexual No	Emotional Yes	Economic No
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N Y Physical Yes	//A /es Sexual Yes			Physical Yes	/A lo Sexual No es		
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Y Y	Yes Yes Yes Yes Yes Yes			Physical Yes N N Yes	/A lo Sexual No es lo es		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Physical Yes Yes Y Yes	Yes Yes Yes			N Physical Yes Yes	/A lo Sexual No es lo		
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment**	Physical Yes Yes Y Y Y Y Y Legislation	Yes Yes Yes Yes Yes Yes Yes Yes	Yes Criminal penalties		Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A lo Sexual No es lo lo es es es es er crivil remedies	Yes Criminal penalties	
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N Y Yes Yes N N N N N N N N N N N N N N N N N N N	//A fes Sexual Yes es es es es fes fes fes fes fes fes f	Yes Criminal penalties No		N Physical Yes Y Y Y Y Y Y Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A lo Sexual No es lo es es es es es es es es Givil remedies Yes Yes lo	Yes Criminal penalties No	Economic No

CUANA		GREECE		
	GHANA			
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	Vi.	No		
Does the constitution contain a clause on nondiscrimination? Have does it mention contain.	Yes	No N/A		
If yes, does it mention gender? 3. Does the constitution contain a clause on equality?	Yes	Yes		
5. Does the constitution contain a clause on equality:	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		
Ouotas		110		
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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	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?19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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	N/A	N/A		
27. If the husband administers property, is spousal consent required for major transactions?28. Are there special provisions governing the marital home?	N/A No	N/A 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 N/A	Yes		
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	31%		
PROVIDING INCENTIVES TO WORK				
Personal income tax 41 Are children payments tay deductible?	No	No		
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	V	V		
43. Is childcare subsidized or publicly provided?	Yes	Yes		
44. Is primary education free and compulsory?	Yes	Yes		
Figure state over each and and				
Financial support and care 45. Does the government provide a child allowance to parents?	No	Yes		

	GHANA			GREECE				
BUILDING CREDIT								
Credit agencies								
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	Yes		No	No	N/A	
Discrimination	Marita	l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:	I	Vo	No		N	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)?	84	N/A	N/A		119	2	0	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	Emp 100%	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	N/A N/A	N/A N/A		100%	100% 0	N/A 120	
34. How much of such leave is unpaid (days):			: IN/A				120	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 0	Father 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	,	,,,,			14/1	.,,,,		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N	lo			Y	es		
58. Does the law mandate equal remainstator for work or equal value.		lo			N			
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?	Y	es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		es				es es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Ye	es		
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? 66. What is the mandatory retirement age?	55 N/A	55 N/A			60 N/A	60 N/A		
	IN/A	IN/A			IN/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	/es			V	'es		
68. Can women and men do the same jobs?		les /es				es es		
·				Audionia				Andress
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate Yes	Arduous Yes	Hazardous Yes		appropriate /es	Arduous Yes
								Other
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	other	■ I*IInina	- Factories	Construction	Other
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining Yes	Yes	Construction Yes	Yes
70. Can women work in these occupations in the same way as men:71. Can women work on these tasks in the same way as men:	Yes	•	Yes		Yes	Yes Heavy lifting	Yes	
	Yes	Yes	Yes		Yes	Yes	Yes	
	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Metalwork Yes	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Metalwork Yes Yes	Yes Heavy lifting Yes es /A	Yes Other		Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Metalwork Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes	Yes Other Yes	Yes	Yes Metalwork Yes Yes Yes N Physical Yes	Yes Heavy lifting Yes Yes A Sexual Yes	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Metalwork Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes Yes Yin Ni Physical Yes Yes	Yes Heavy lifting Yes Yes Sexual Yes	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Ye	Yes Heavy lifting Yes es /A es Sexual Yes es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes N, N, Yi Physical Yes Yes	Yes Heavy lifting Yes 25 /A 25 Sexual Yes 26 Sexual Yes 27 28	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Ye	Yes Heavy lifting Yes Ses Sexual Yes Yes	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes Yes Yi N, Yi Physical Yes Yes	Yes Heavy lifting Yes 25 Sexual Yes 25 Sexual Yes 25 26 27 28 28	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Ses Ses Ses	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes N, N, You Physical Yes You You You You You You You You You Yo	Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Ses Ses Ses	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes	Yes Heavy lifting Yes es Sexual Yes es ses Sexual Yes es ses ses	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Sexual	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Ses Ses Ses	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Ses Ses Ses	Yes Other Yes Emotional	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional Yes Criminal penalties	Yes	Yes Metalwork Yes Yes Yes N, N, Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Metalwork Yes Yes N Physical Yes Y Y Y Legislation No	Yes Heavy lifting Yes es Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties No	Yes	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Civil remedies Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Legislation No	Yes Heavy lifting Yes Sexual Yes es Ses es es es No No	Yes Other Yes Emotional Yes Criminal penalties	Yes	Yes Metalwork Yes Yes N, Physical Yes Yi Yi Legislation Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Legislation No No	Yes Heavy lifting Yes es Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties No	Yes	Yes Metalwork Yes Yes N, Physical Yes Yi Yi Legislation Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Solution Yes Solution Solu	Yes Other Yes Emotional Yes Criminal penalties No	Yes	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Yes Yes Yes Yes Yes Yes Yes Yes Yes Y	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
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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	No mucho	No misto		
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No quota No quota	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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	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		
JSING 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	N/A	N1/A		
27. If the husband administers property, is spousal consent required for major transactions?	N/A No	N/A No		
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	No	Yes		
·				
Property rights 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried Yes Yes		
	10	163		
Inheritance rights 11. Do sons and daughters have equal inheritance rights?	Yes	Yes		
22. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes		
	103	ics		
OING TO COURT				
Equality of access	N.	N.		
33. Are customary law courts recognized?	No No	No No		
84. Are personal law courts recognized? 85. Is a woman's testimony afforded equal weight to that of a man?	No Yes	No Yes		
	les	ies		
Judicial representation 36. How many justices are on the constitutional court?	25	5		
37. Of those, how many are women?	14	1		
18. Is the Chief Justice a woman?	Yes	Yes		
Efficiency of procedure				
19. Is there a small claims court/fast track procedure?	Yes	Yes		
10. If yes, what is the maximum amount (%GNI/capita)?	46%	36%		
ROVIDING INCENTIVES TO WORK				
Personal income tax				
11. 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				
13. Is childcare subsidized or publicly provided?	Yes	Yes		
14. Is primary education free and compulsory?	Yes	Yes		
r r r r r r				
Financial support and care				
Financial support and care 45. Does the government provide a child allowance to parents?	No	No		

	GRENADA			GUATEMALA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N,	/A			C)%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
Discrimination	N/A Marital	N/A Status	N/A Gender		Yes	Yes I Status	No Gender	
49. Is discrimination in access to credit prohibited based on:		lo	No			No	No	
ETTING 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? 53. What % of wages are paid?	Emp & Gov 88%	N/A N/A	N/A N/A		Emp & Gov 100%	Emp 100%	N/A 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?	Ye					No		
58. Does the law mandate nondiscrimination based on gender in hiring? 59. Is it prohibited for prospective employers to ask about family status?	N N					No No		
60. Is dismissal of pregnant workers prohibited?	Ye					vo 'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N					'es		
62. Are nursing mothers entitled to nursing breaks?	N	0			Y	es/es		
63. Are parents entitled to flexible/part-time schedules?	N	0			١	Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60 60			62 62	62 62		
55. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	,	,			14/71	: 1771		
67. Can women and men work the same night hours?	Υ	'es			,	Yes		
68. Can women and men do the same jobs?	Y	'es				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	·	appropriate	Arduou
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	Construction	Yes Other	Yes Mining	Factories	No Construction	Yes Other
71. Can women work on these tasks in the same way as men:		Yes Heavy lifting		Yes		Yes Heavy lifting		Yes
·				162				163
PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting	Other	ies	Metalwork	Heavy lifting	Other	163
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork Yes	Heavy lifting Yes	Other	ies	Metalwork Yes	Heavy lifting Yes	Other	ies
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not are there angrayated penalties for offenses between spouses/family members?	Metalwork Yes	Heavy lifting Yes	Other	ies	Metalwork Yes	Heavy lifting Yes Yes	Other	ies
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork Yes Yes	Yes Yes	Other	Economic	Metalwork Yes Yes	Yes Yes	Other	
ROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Metalwork Yes Yes Yes No. Physical Yes	Yes Yes Yes Yes Yes Yes	Other Yes		Metalwork Yes Yes Yes N Y Physical Yes	Yes	Other Yes	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork Yes Yes Yes No. Physical Yes Yes Yes Yes Yes Yes Yes No. No. No. No. No. No. No. No	Heavy lifting Yes 25 AA 0 Sexual Yes 25 25 25 25 25 26 27 Civil remedies No No 0 0 Girls 18 25 25 26 27 AA	Criminal penalties No	Economic	Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Yes Yes Yes Yes Yes Yes Yes	Criminal penalties No	Econom

CHINEA		CHVANA
DECION	GUINEA Cub. Cabarra Africa	GUYANA
REGION INCOME GROUP	Sub-Saharan Africa	Latin America & Caribbean
FEMALE POPULATION	Low income 6,010,600	Lower middle income 395,411
FEMALE LABOR FORCE PARTICIPATION	67%	45%
	07 70	4370
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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	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?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	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
JSING PROPERTY		
Marital property regime		6 8 6
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 No
29. Does the law provide for valuation of nonmonetary contributions?	No	No
Property rights	Married Unmarried	Married Unmarried
80. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
nheritance rights		·
81. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	No	Yes
OING 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
87. Of those, how many are women?	1	4
88. Is the Chief Justice a woman?	No	No
Efficiency of procedure		
99. Is there a small claims court/fast track procedure?	No N/A	Yes
IO. If yes, what is the maximum amount (%GNI/capita)?	N/A	6%
ROVIDING INCENTIVES TO WORK		
Personal income tax 11. Are childcare payments tax deductible?	No	No
т. <i>т</i> ле списсате раутетть тах оесостоле!		;
19 And the second of all second secon	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	Yes No	No No
Childcare and education	No	Voc
13. Is childcare subsidized or publicly provided? 14. Is primary education free and compulsory?	No No	Yes Yes
	IVU	ies
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	No

	GUINEA			GUYANA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			N	/A		
		!	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	institutions N/A		Retailers N/A	Utilities N/A	institutions N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB								
	Makamika	Determite	Donostal		Mataurita	Data-sit.	Donontol	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental 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?	Υ	es			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?	1	lo			Y	es		
60. Is dismissal of pregnant workers prohibited?	Y	es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				lo		
62. Are nursing mothers entitled to nursing breaks?		es				lo		
63. Are parents entitled to flexible/part-time schedules?	1	lo			N	lo		
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?	`	/es			Υ	⁄es		
68. Can women and men do the same jobs?		No			١	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No	١	/es	Yes	Yes	Υ	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
<u> </u>	Mining No	Factories Yes	Construction Yes		Mining Yes	Factories No	Construction Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories No Heavy lifting	Construction Yes Other	Other
<u> </u>	Mining No	Factories Yes	Construction Yes	Other	Mining Yes	Factories No	Construction Yes	Other
<u> </u>	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories No Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories No Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork No	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories No Heavy lifting No	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining No Metalwork No	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories No Heavy lifting No	Construction Yes Other	Other
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HAIT		HONDURAS		
	HAITI			
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		Y.		
Does the constitution contain a clause on nondiscrimination? Have does it mention goodes?	No N/A	Yes		
If yes, does it mention gender? Does the constitution contain a clause on equality?	N/A Yes	Yes Yes		
3. Does the constitution contain a clause on equality:	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	1471	110		
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the guotas 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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	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		
Can a woman choose where to live in the same way as a man? Can a woman confer citizenship to children in the same way as a man?	No Yes Yes Yes	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		
JSING 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		
	ies	ies		
OING TO COURT				
Equality of access	No	Ma		
33. Are customary law courts recognized?	No No	No No		
84. Are personal law courts recognized? 85. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
, , ,	ies	ies		
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		
10. If yes, what is the maximum amount (%GNI/capita)?	67%	108%		
ROVIDING 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		

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BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	20	1%			0	%		
The manufacture of created by created general (notify capital).	20	!	National Community			!	Bat and Consumer	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers Yes	Utilities Yes	Microfinance institutions Yes	
Discrimination								
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			Status No	Gender No	
·		10	: 110			10	. 110	
GETTING A JOB			1 2 1.					
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental 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?	١	lo			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	1	lo			Y	es		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?	Υ	es			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	es			Ye	es		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Ye	es		
63. Are parents entitled to flexible/part-time schedules?	١	lo			N	lo		
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?	١	/es				'es		
68. Can women and men do the same jobs?	`	/es			١	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in		Arduous	Hannadava	Manallacian	appropriate	Arduous
os, can women work in these types of Jobs in the same way as fileti.	Hazaruous	Professionally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Aiddods
os, can nomen nomen areae types of jous in the same way as filett.	Yes		appropriate / es	Yes	No		прргорпасе lo	Yes
70. Can women work in these cypes of jobs in the same way as men:	Yes Mining	Factories	res Construction	Yes Other	No Mining	Factories	lo Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	Yes	No Mining Yes	Factories Yes	lo Construction Yes	Yes
	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	No Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	Yes Other	No Mining Yes	Factories Yes	lo Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	No Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other
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	HONG KONG SAR. CHINA	
REGION	East Asia & Pacific	HUNGARY 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		
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 Personal	Yes
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid Yes Yes	Recognized Invalid 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? 10. What are the quotas for women on candidate lists for lead reverse at 2.	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 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried Yes Yes
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? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	Yes Yes	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? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A
Division of responsibility within marriage	147.	1971
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		
What is the default marital property regime? Who administers marital property?	Separation of property Original owner	Partial community of property Both must agree
	Original owner	Bour 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? 32. Do female and male surviving spouses have equal inheritance rights?	Yes Yes	Yes Yes
	ies	ies
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 No	2 No
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

	HONG KONG SAR, CHINA			HUNGARY				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
• • • • • • • • • • • • • • • • • • • •		!	Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		No	No	N/A	
Discrimination	Marita	Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:		'es	Yes			'es	Yes	
GETTING A JOB			•				•	
Parental benefits	Makamika	Data-sit-	Described		Mataurita	Data miles	Parental	
50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity 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	
54. How made of sacrificate is dripaid (days).			14//1					
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father 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			0	0		
···	N/A	IN/A			U	U		
Workplace protections		ı.			\ <u>\</u>			
57. Does the law mandate equal remuneration for work of equal value?		lo			Ye			
58. Does the law mandate nondiscrimination based on gender in hiring?		es			Ye			
59. Is it prohibited for prospective employers to ask about family status?		lo or			N V			
60. Is dismissal of pregnant workers prohibited?		es Io			Ye			
61. Are mothers guaranteed an equivalent position after maternity leave?								
62. Are nursing mothers entitled to nursing breaks?		lo			Ye			
63. Are parents entitled to flexible/part-time schedules?		lo			N			
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?		'es				'es		
68. Can women and men do the same jobs?	١	'es			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Yes		/es	Yes	Yes		/es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		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?		es			Ye			
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A			N,			
74. Are there clear criminal penalties for domestic violence?		es			Ye			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
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?	Y	ρς			Ye	25		
77. Does domestic violence legislation protect former spouses?								
78. Does domestic violence legislation protect unmarried intimate partners?		es				<u>2</u> S		
79 Do protection orders for domestic violence exist?	Y	es es			Ye	<u>2</u> S		
79. Do protection orders for domestic violence exist?	Yı Yı	es es es			Ye Ye	es es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yı Yı Yı	es es es			Ye Ye Ye	2S 2S 2S		
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Y1 Y1 Y1 Y1	es es es es			Yi Yi Yi Yi	2S 2S 2S		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y1 Y1 Y1 Y1	es es es es			Ye Ye Ye	25 25 25 25 25		
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Y1 Y1 Y1 Y1	es es es es es Civil	Criminal		Yi Yi Yi Yi	25 25 25 25 25 25 Civil	Criminal	
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	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 Pers the constitution contains a clause on pendicarinination?	Mo	Voc
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	No N/A	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	40%	> 0
6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament?	No quota	No quota
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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes Yes	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? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes	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? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes	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? 29. Does the law provide for valuation of nonmonetary contributions?	Yes Yes	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	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? 38. Is the Chief Justice a woman?	No	1 No
Efficiency of procedure	NO	NO
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	No	No
41. Are childcare payments tax deductible?	No :	No
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
42. Are there tax deductions or creats specific to menywomen? Childcare and education	INU : INU	INU INU
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? 46. Must employers provide leave to care for sick relatives?	Yes Yes	No No
ייט. ביווייטיטיבים אינטייטיבי ובמיב נט במוב וטו אנה ופומנועפאי	162	INU

	ICELAND			INDIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities No	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		Status	Gender			: NO I Status	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No	
·		10	: 110			140	. 110	
GETTING A JOB			1					
Parental benefits 50 Doos the law mandate the following types of leaves:	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 90	Yes 90	Yes 90		Yes 84	No N/A	No N/A	
51. How much of such leave is paid (days)? 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	
34. How much of such leave is dispute (days):			. 0				IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
···	U	U			IN/A	: IN/A		
Workplace protections 57. Door the law mandate equal reprinceration for work of equal value?	· ·	oc.				i.		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es es				Vo 'es		
59. Is it prohibited for prospective employers to ask about family status?		lo es				vo Vo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		es				Vo		
62. Are nursing mothers entitled to nursing breaks?		lo				es es		
63. Are parents entitled to flexible/part-time schedules?		es				Vo		
·						Men		
Retirement & pensions 64. When can one retire and get full benefits?	Women 67	Men 67			Women 58	58		
65. When can one retire and get run benefits?	67	67			50	50		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	14/11	14/11			14/71	: 14/11		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es			\	Yes		
68. Can women and men do the same jobs?		es es				No No		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate ,	Arduous	Hazardous	•	appropriate	Arduous
70.6	Yes Mining		es Construction	Yes Other	No Mining		No Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	No	No	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		103		Heavy lifting		103
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		lo				es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	Υ	es			N	I/A		
•	Y	es			N Y	/A ′es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y Y Physical	es es Sexual	Emotional	Economic	N Y Physical	/A 'es Sexual	Emotional	
 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 	Y Y Physical No	es Sexual No	Emotional No	Economic No	N Y Physical Yes	/A /es Sexual Yes	Emotional Yes	Economic Yes
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical No	es Sexual No			Physical Yes	/A /es Sexual Yes		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Y Y Physical No	es Sexual No lo lo			Physical Yes Yes Y	Yes Yes Yes		
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73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical No	es Sexual No lo	Criminal penalties Yes		Physical Yes Yes Y Y Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes Yes	//A fes Sexual Yes fes fes fes fes fes fes fes fes fes f	Yes Criminal penalties Yes	
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73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	Physical No	es Sexual No lo l	Criminal penalties Yes		N Y Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes Y N Boys 21 N Y Y Y Y Y N N N N N N Y	//A fes Sexual Yes Fes	Yes Criminal penalties Yes	

	INDONESIA	IDAN ICI AMIC DED
	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 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes Yes	No 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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
17. Can a woman register a business in the same way as a man? 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
JSING 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		3
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
nheritance 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
OING 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	9	12
36. How many justices are on the constitutional court? 37. Of those, how many are women?	1	12 0
17. Or triose, now many are women? 18. Is the Chief Justice a woman?	No	No
Efficiency of procedure		-1.0
89. Is there a small claims court/fast track procedure?	No	No
10. If yes, what is the maximum amount (%GNI/capita)?	N/A	N/A
ROVIDING INCENTIVES TO WORK		
Personal income tax		
11. 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		
13. Is childcare subsidized or publicly provided?	No	Yes
14. 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

	INDONESIA				IRAN, ISLAMIC REP.			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions		Retailers No	Utilities No	institutions	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			lo	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)?	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		1.						
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo			N N			
59. Is it prohibited for prospective employers to ask about family status?		lo			IN N			
60. Is dismissal of pregnant workers prohibited?		es			N			
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				25		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Ye	2S		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0		
Retirement & pensions	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								
67. Can women and men work the same night hours?		/es				es		
68. Can women and men do the same jobs?)	/es			l l	lo .		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	Yes		Yes	Yes	No		es es	No
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining Yes	Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		103		Heavy lifting		103
The can notice work on diese casis in the same may as men	Yes	Yes	Yes		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE			•					
Domestic violence	V	inc.			N.			
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?		es /A			N N			
73. If not, are there aggravated penalties for otherises between spouses/ramily members? 74. Are there clear criminal penalties for domestic violence?		es			N			
74. Are there elear criminal periodices for domestic violence:	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?		es			N		· · · · · ·	-
77. Does domestic violence legislation protect former spouses?	N	lo			N	0		
78. Does domestic violence legislation protect unmarried intimate partners?	N	lo			N	0		
79. Do protection orders for domestic violence exist?		es				0		
80. Do protection orders for domestic violence remove the perpetrator from the home?		es				0		
81. Do protection orders for domestic violence prohibit contact?		es			N			
82. Is there a specialized court/procedure for domestic violence?		es Civil	Criminal		IN	o Civil	Criminal	
Sexual harassment					Legislation	remedies	penalties	
83. To protect against sexual harassment, do the following exist:	Legislation	remedies	penalties					
1 3	No		penalties No		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	No No	No No			No	No	No No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No No	remedies No No	No		No N	No o	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No No No	remedies No No No lo	No		No N	No 0 0	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	No No No No	remedies No No lo Girls	No		No N N Boys	No o o Girls	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No No No Boys	No No No Girls 21	No		No N N Boys 15	No 0 0 Girls 13	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No No No No Boys 21	No N	No		No N N Boys 15	No 0 0 Girls 13	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No No No No No No Boys 21 Y	No N	No		No N N R Boys 15 Y N	No 0 0 Girls 13	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No No No No No No Boys 21 Y	No N	No		No N N Boys 15	No 0 0 Girls 13	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No No No No No No No Poys 21 Y	No N	No		No No No No Boys 15 You No	No 0 0 Girls 13	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	No No No No No No No No No Y	No N	No		No N	No 0 0 0 0 0 0 13 13 25 0 0 0 0	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No N	remedies No No No Io Io Girls 21 es es es	No		No N	No 0 0 0 0 13 25 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	_	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape** 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	No N	No N	No		No N	No 0 0 0 0 13 25 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	_	

	IDA O	IDELAND.
	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	V	
Does the constitution contain a clause on nondiscrimination? House does it mention contain.	Yes	No N/A
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes Yes	N/A Yes
5. Does the constitution contain a clause on equality:		
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No N/A
Quotas	1.65	110
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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes No Yes	N/A N/A Yes Yes
13. Can a woman travel outside the country. In the same way as a man? 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?20. Can a woman confer citizenship to children in the same way as a man?	No Yes No No	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	216	
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? 29. Does the law provide for valuation of nonmonetary contributions?	No No	Yes Yes
·		
Property rights 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried Yes Yes
Inheritance rights	163	163
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 AF Does the government provide a child allowance to parents?	Voc	Vo-
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	%		
• • • • • • • • • • • • • • • • • • • •		!	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		No	No	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			I Status /es	Gender Yes	
·	'	V O	INU			163	163	
GETTING A JOB	88.1	Date with	D tal		Mark and the	Data - Tra	Down Lab	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental 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?		lo				'es		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo '		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		lo lo				'es 'es		
62. Are nursing mothers entitled to nursing breaks?		es es				es 'es		
63. Are parents entitled to flexible/part-time schedules?		lo				lo 		
·								
Retirement & pensions 64. When can one retire and get full benefits?	Women 50	Men 55			Women 68	Men 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			١	/es		
68. Can women and men do the same jobs?	- 1	No			١	/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. Can women work in these types of jobs in the same way as men.	No		es	No	Yes		les	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		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			Metalwork	Heavy lifting	Other	
	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	lo			Y	es		
75. In not, are there aggravated penalties for otherises between spouses/family members?		lo lo				'es /A		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N				N			
	N	lo	Emotional	Economic	N	/A	Emotional	Economi
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N N	lo lo	Emotional No	Economic No	N N	/A lo	Emotional Yes	Economi No
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No No	lo Sexual No			Physical Yes	/A lo Sexual No es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Physical No	lo Sexual No lo			N Physical Yes Y	/A lo Sexual No les		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical No No No No No No No No No No	Sexual No lo			Physical Yes Yes Yes	/A lo Sexual No es es es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical No No No No No No No No No No	Sexual No lo lo lo lo lo lo			N Physical Yes Y:	/A lo Sexual No es es es es es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical No No No No No No No No No No	Sexual No lo lo lo lo lo lo lo			N Physical Yes Yes Yes Yes Yes	/A lo Sexual No es es es es es es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical No No No No No No No No No No	Sexual No lo			Physical Yes Yes Yes Yes Yes	/A lo Sexual No es es es es es es es es es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical No No No No No No No No No No	lo lo Sexual No lo	No		N Physical Yes Y Y Y Y	/A Jo Sexual No es es es es Civil	Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical No No No No No No No No No No	No lo	No Criminal penalties		Physical Yes	/A lo Sexual No es es es es es cos cos cos cos cos cos cos cos cos co	Yes Criminal penalties	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical No No No No No No No No No No	lo Sexual No	Criminal penalties Yes		Physical Yes	/A lo Sexual No es es es es es cy	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical No	lo Sexual No lo	No Criminal penalties		N Physical Yes	/A lo Sexual No es es es es es Civil remedies Yes Yes	Yes Criminal penalties	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical No	lo Sexual No lo	Criminal penalties Yes		N N N N N N N N N N N N N N N N N N N	/A lo Sexual No es es es es es	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Physical No	lo Sexual No lo	Criminal penalties Yes		N Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes Y N	/A lo Sexual No es es es es es Yes Yes es lo	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Physical No	lo Sexual No lo	Criminal penalties Yes		N Physical Yes Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes Yes N Boys	/A lo Sexual No es es es es es Yes Yes yes lo Girls	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical No	lo Sexual No lo	Criminal penalties Yes		N N N N N N N N N N N N N N N N N N N	/A lo Sexual No es Civil remedies Yes Yes es es Girls 18	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical No	lo Sexual No lo	Criminal penalties Yes		N N N N N N N N N N N N N N N N N N N	/A lo Sexual No es	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical No	lo Sexual No lo	Criminal penalties Yes		N Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y S S S S S S	/A lo Sexual No es	Yes Criminal penalties Yes	
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74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	Physical No	lo Sexual No lo	Criminal penalties Yes		N N N N N N N N N N N N N N N N N N N	/A lo Sexual No es	Yes Criminal penalties Yes	

	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		
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
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid No N/A
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A Yes No	No N/A
Quotas		1,00
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? 10. What are the quotas for women on candidate lists for local government?	No quota	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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes	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 Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	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	Vi.	W
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?	Yes No	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?	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	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? 32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
	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? 38. Is the Chief Justice a woman?	4 Yes	No
Efficiency of procedure	i.cs	
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	No	No
41. Are childcare payments tax deductible?	No	No :
42. Are there tax deductions or credits specific to men/women?	Men Women No Yes	Men Women No No
42. Are there tax deductions or credits specific to men/women? Childcare and education	INO : TES	INU INU
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	%		
47.1 million loan amount covered by creak agencies (North) capitaly.		!	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	Microfinance institutions	
District it	No	Yes	N/A		No	No	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			l Status No	Gender Yes	
	'	NO.	INU		'	NO .	163	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 98	Yes 0	Yes 0		Yes 150	Yes 1	Yes 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?	Y	es			Y	es		
58. Does the law mandate condiscrimination based on gender in hiring?		es				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Y	es		
63. Are parents entitled to flexible/part-time schedules?	l,	lo			N	lo		
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?	`	es/es			\	/es		
68. Can women and men do the same jobs?		No				⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. Call wollen work in these types of jobs in the same way as men.	No		es /es	Yes	Yes		es/es	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
73. If not, are there aggravated penalties for offenses between spouses/family members?	Ye	PS			Y	PS		
74. Are there clear criminal penalties for domestic violence?		es /A				es /A		
Title dele deal cilimat perialics for dolliesde florines.	N,	/A			N	/A		
	N, Ye	/A es	Fmotional	Fconomic	N Y	/A es	Fmotional	Fronomic
75. Does domestic violence legislation cover the following abuse:	N, Ye Physical	/A es Sexual	Emotional Yes	Economic Yes	N Y Physical	/A es Sexual	Emotional Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	N Y Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes
76. Does domestic violence legislation protect family members?	N, Ye Physical Yes	/A es Sexual			Physical Yes	/A es Sexual		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Ye Physical Yes	Yes			Physical Yes Yes	/A es Sexual Yes es		
76. Does domestic violence legislation protect family members?	N, Yo Physical Yes Yi N	/A es Sexual Yes es lo			Physical Yes Yes Yes	yes Yes es		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Yes Physical Yes N N Yes N Yes	/A es Sexual Yes es lo es			Physical Yes Yes Yes Yes	/A es Sexual Yes es es es		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N, Yes Physical Yes N N Yes N Yes N Yes	/A ess Sexual Yes ess lo lo ess ess ess			Physical Yes Yi Yes Yi	/A es Sexual Yes es es es es es		
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76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N, Yi Physical Yes Yes N N Yi Yi Legislation	/A ess Sexual Yes es lo lo ess es crivil remedies	Yes Criminal penalties		Physical Yes	/A ees Sexual Yes es es es es Civil remedies	Yes Criminal penalties	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N, Yi Physical Yes Yes N N Yi Yi Legislation Yes	/A es Sexual Yes es Sexual Yes es Sexual Yes es Sexual Yes es Sexual Sexual Yes es Sexual Yes Sexual Yes Yes	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es es es es Civil remedies Yes	Yes Criminal penalties No	
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76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N, You Physical Yes	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Yes Yes Yes Yes Yes Yes Yes 18 Ses	Criminal penalties Yes		N Y Yes Y Y Yes Legislation Yes N S N S S N S N S N S N S N S N S N S	/A ees Sexual Yes es e	Yes Criminal penalties No	
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76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized? Marital rape	N, You Physical Yes	/A es Sexual Yes es lo lo lo les Sexual Yes es lo lo lo les Sexual Yes es lo lo lo les Sexual Yes Yes es lo lo lo lo lo les Sexual Yes es lo	Criminal penalties Yes		N Y Yes Yes N N N N N N N N N N N N N N N N N N N	/A ees Sexual Yes es es es es es es es es es Civil remedies Yes Jolo lo Girls 18 es es es	Yes Criminal penalties No	Yes Yes

	IAMAICA	IADAN
DECION	JAMAICA	JAPAN Historian OFCO
REGION INCOME CROWN	Latin America & Caribbean	High income: OECD
INCOME GROUP FEMALE POPULATION	Upper middle income	High income 65,306,963
FEMALE LABOR FORCE PARTICIPATION	1,381,405	65%
	0276	03%
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?12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes N/A N/A	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?18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	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?	Constration of property	Other
25. What is the default marital property regime? 26. Who administers marital property?	Separation of property Original owner	Both must agree
	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 Voc	3 No.
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		.5.0
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	110	NO NO
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
45. Does the government provide a chila allowance to parents:	INU	163

	JAMAICA			JAPAN				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
10.0 11.6 11.1 11.1 11.1 11.1 11.1 11.1	5 . "		Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	Yes		Yes	No	N/A	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		ľ	Vo	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 N/A		Yes	No	Yes 309	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	56 Emp	N/A N/A	N/A N/A		98 Gov	N/A N/A	G0V	
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	
p	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?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es .				lo		
62. Are nursing mothers entitled to nursing breaks?		lo				es		
63. Are parents entitled to flexible/part-time schedules?		lo				es		
Retirement & pensions	Women	Men			Women	Men 65		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	65 65	65 65			65 60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14//	14//			Пут	14/11		
67. Can women and men work the same night hours?	1	/es			Y	/es		
68. Can women and men do the same jobs?		No				Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. Can women work in these types of Jobs in the same way as men.	Yes		les	Yes	Yes		/es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		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		1/	
·	Yes	Yes	100		103	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes			ies	Yes	res	
· · · · · · · · · · · · · · · · · · ·	Yes	Yes			163	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE		Yes				Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Y				Y	•	; Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Y	es			Yo N,	es	res	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y	es /A	Emotional	Economic	Yo N,	es /A lo Sexual	Emotional	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Y N N Physical Yes	es /A lo Sexual No		Economic Yes	Yi N, N Physical Yes	es /A lo Sexual No		Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Y N N Physical Yes	es //A lo Sexual No es	Emotional		Yi N, N Physical Yes	es //A lo Sexual No es	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Y N N N Physical Yes Y	es //A lo Sexual No es es	Emotional		Yi N, N Physical Yes Yi	es //A lo Sexual No es es	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Y Y N N Physical Yes Y Y	es /A lo Sexual No es es es es	Emotional		Yi N, N Physical Yes Yi Yi	es //A lo Sexual No es es es es	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Physical Yes Y Y Y Y	es //A lo Sexual No es es es es es	Emotional		Yes Yes Yes Yes	es //A lo Sexual No es es es es es es	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Y N N Physical Yes Y Y Y Y Y Y	es /A lo Sexual No es es es es	Emotional		Yes	es //A lo Sexual No es es es es	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Y N Physical Yes Y Y Y	es //A //A //A //A //A //A //A //A //A //	Emotional		Yi N. N Physical Yes Yi Yi Yi	es //A //A //A //A //A //A //A //A //A //	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Y Y N N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	es //A Jo Sexual No es	Emotional Yes		Yes N. Physical Yes	es //A lo Sexual No es	Emotional Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	YY N Physical Yes Y Y Y Y Legislation	es //A Jolo Sexual No es es es es es es civil remedies	Emotional Yes Criminal penalties		Yes Physical Yes	es //A //A //A //A //A //A //A //A //A //	Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Y Y N N N Physical Yes Y Y Y Y Y Legislation No	es //A // Ido // Sexual // No es ses es es es es es // No //	Emotional Yes Criminal penalties No		Yes N Physical Yes	es //A //A //A //A //A //A //A //A //A //	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical Yes Yes Yes Yes Yes Yes Yes Yes	es //A Io Sexual No Sexual Sexual No Sexual Sexual	Emotional Yes Criminal penalties		Yes N Physical Yes	es //A //A //A //A //A //A //A //A //A //	Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Physical Yes Yes Y Y Y Y Y Legislation No	es //A // Ido // Sexual // No es ses es es es es es // No //	Emotional Yes Criminal penalties No		Yes N Physical Yes	es //A //A //A //A //A //A //A //A //A //	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	YY N Physical Yes Yes Y Y Y Y Legislation No No	es //A // A // A // A // A // A // A //	Emotional Yes Criminal penalties No		Yes N Physical Yes	es //A //A //A //A //A //A //A //A //A //	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ernove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Physical Yes Yes Y Y Y Y Y Legislation No	es //A Io Sexual No Sexual No Sexual No Sexual No Sexual No Sexual No No No No No No Io No N	Emotional Yes Criminal penalties No		Yes N Physical Yes	es //A //A //A //A //A //A //A //A //A //	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	YY N Physical Yes Y Y Y Y Y Y N Legislation No No No Boys 18	es //A lo Sexual No es es es es es es es No No No No Girls	Emotional Yes Criminal penalties No		Yes Physical Yes	es //A lo Sexual No es	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	YY N Physical Yes Yes Y Y Y Y Y Y Legislation No	es //A lo Sexual No es es es es es es es es lo lo lo lo lo Girls 18	Emotional Yes Criminal penalties No		Yes N, Physical Yes	es //A lo Sexual No es	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	YY N Physical Yes Y Y Y Y Y Y Legislation No No No Boys 18	es //A lo Sexual No es es es es es es es es lo lo lo lo lo lo lo les es e	Emotional Yes Criminal penalties No		Yes N, Physical Yes	es //A lo Sexual No es es es es es No No lo lo lo lo Girls 20 es	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Y Y N N N N N N N N N N N N N N N N N N	es //A Jo Sexual No es e	Emotional Yes Criminal penalties No		Yes N. Physical Yes	es //A lo Sexual No es	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 99. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical Yes	ess //A //A //A //A //A //A //A //A //A /	Emotional Yes Criminal penalties No		Yes N, Physical Yes	es //A lo Sexual No es	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Physical Yes	es //A lo Sexual No es	Emotional Yes Criminal penalties No		No N	es //A Ioo Sexual No es es es es es es es e	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	YY N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	ess //A //A //A //A //A //A //A //A //A /	Emotional Yes Criminal penalties No		No N	es //A lo Sexual No es	Emotional Yes Criminal penalties 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	1010	
Constitutional rights		
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	No mode	Normalia
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	10% 25%	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 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?14. Can a woman travel outside her home in the same way as a man?	Yes Yes No Yes	Yes Yes Yes Yes
14. 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?19. Can a woman choose where to live in the same way as a man?	Yes Yes No Yes	Yes Yes Yes Yes
20. Can a woman criouse where to live 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	Consisting of account.	Dartial agreements of agreets.
25. What is the default marital property regime? 26. Who administers marital property?	Separation of property Original owner	Partial community of property Both must agree
,	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	Me	M.
33. Are customary law courts recognized? 34. Are personal law courts recognized?	No Yes	No No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	No	Yes
Judicial representation	110	103
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
41. Are chinocale payments tax deductible:	:	i
42 Are there the deductions or credits specific to man human?	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women? Children and advertion	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)?	52	5%			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			Gender			Status	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	No			Vo	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)?	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? 54. How much of such leave is unpaid (days)?	100%	N/A N/A	N/A N/A		100%	N/A N/A	N/A 1039	
5-7. How mach of such leave is alipula (adys):	Mother	Father	IV/A		Mother	Father	1033	
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?		lo				lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?		lo lo				lo es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Y	es		
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? 66. What is the mandatory retirement age?	50 N/A	50 N/A			63 N/A	63 N/A		
	IV/A	IN/A			N/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?		Vo			\	⁄es		
68. Can women and men do the same jobs?		No				Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou
, ,	Yes		/es	Yes	No		'es	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	-	Construction	Other
71. Can women work on these tasks in the same way as men:	No Metalwork	No Heavy lifting	Yes Other	No	No Metalwork	No Heavy lifting	No Other	No
71. Can women work on these tasis in the same way as men.	No	No	No		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Y	es		
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?		lo				lo		
7F Dans dansakis, inlance lanislakisa sasurakka fallassina aksura	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econom
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No	No es	No	No	Yes	Yes es	Yes	Yes
77. Does domestic violence legislation protect former spouses?		lo				es		
78. Does domestic violence legislation protect unmarried intimate partners?		lo				es		
79. Do protection orders for domestic violence exist?		es			Y	es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		lo				lo		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?		es es				es es		
Sexual harassment			Criminal		Legislation	Civil remedies	Criminal penalties	
	Legislation	Civil remedies	Criminal penalties		Legislation	Terricules		
1 3	Legislation Yes	Civil remedies	penalties Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Legislation Yes No	Civil remedies No No	penalties		No No	No No	No No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes No	Civil remedies No No	penalties Yes		No No	No No Io	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes No	Civil remedies No No No	penalties Yes		No No No	No No Io	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes No	Civil remedies No No	penalties Yes		No No	No No Io	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes No No Boys 18	Civil remedies No No lo Girls	penalties Yes		No No No Boys	No No lo Girls	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes No No Boys 18	Civil remedies No No lo lo lo Girls 18 ess	penalties Yes		No N	No No No lo lo lo lo lo la	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes No No Boys 18	Civil remedies No No lo lo Girls 18	penalties Yes		No N	No No lo lo Girls 18	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	Legislation Yes No	Civil remedies No No lo lo Girls 18 es es	penalties Yes		No N	No No lo lo lo lo lo la	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes No	Civil remedies No No No Io	penalties Yes		No N	No No No lo lo lo Girls 18 es es	·	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Legislation Yes No	Civil remedies No No lo lo Girls 18 es es	penalties Yes		No N	No No lo lo lo lo lo la	·	

	VENIVA	VODEA DED
DECION	KENYA	KOREA, REP.
REGION INCOME COOLIN	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		
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	No susta	No susta
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? 9. What are the quotas for women on candidate lists for parliament?	No quota	No quota 50%
What are the quotas for women on candidate lists for local government?	No quota	50%
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried 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? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	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
• • • • • • • • • • • • • • • • • • • •		

	KENYA			KOREA, REP.				
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	0/.			0	%		
47. Pililillidin loan amount covered by credit agencies (#GNI/capita) !	0	/0 :	in a		U	/0 :		
48. Do the following provide information to credit agencies:	Retailers	Utilities No	Microfinance institutions Yes		Retailers No	Utilities Yes	Microfinance institutions N/A	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
·								
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	90	14	N/A		90	1es 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	2	N/A	
3 in total mach of sacrificate is anjuna (adys).	Mother	Father	: 14//		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		
	14//	, IN/IN			14/71	: 14//1		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	es				lo		
58. Does the law mandate equal remaineration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		lo				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Y	es		
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?	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?		/es			\	/es		
68. Can women and men do the same jobs?		No				Vo		
·				A I		,		A
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70 Consumer and in these constitute in the constitution in	Yes Mining		es Construction	Yes Other	No Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	No	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting	Other	
,		Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE	Yes	162						
PRINCE COME WITHOUT ENTING VILLEBILL	Yes	162					163	
	Yes	ies					, 163	
Domestic violence								
Domestic violence 72. Is there domestic violence legislation?	N	lo				es	: 10	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N N	lo lo			N	/A		
Domestic violence 72. Is there domestic violence legislation?	N N	lo lo			N Y	/A es		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N N Physical	lo lo Sexual	Emotional	Economic	N Y Physical	/A es Sexual	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	A A Physical No	lo lo lo Sexual	Emotional No	Economic No	Physical Yes	/A es Sexual No		Economi Yes
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No	lo lo Sexual No lo	•		Physical Yes	es Sexual No	Emotional	
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No N	lo lo Sexual No lo	•		Physical Yes Yes Y	/A es Sexual No es es es	Emotional	
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical No N N N N N N N N N N N N	Sexual No lo	•		Physical Yes Yes Y Y Y Y Y Y Y	/A es Sexual No es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical No	Sexual No lo	No		Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual No es	Emotional Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical No N N N N N N N N N N N N	Sexual No lo	•		Physical Yes Yes Y Y Y Y Y Y Y	/A es Sexual No es	Emotional	
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KOSOVO		KUWAIT
REGION	Europe & Central Asia	
INCOME GROUP	I ower middle income	Middle East & North Africa High income
FEMALE POPULATION	Eower middle meome	1,400,030
FEMALE LABOR FORCE PARTICIPATION		45%
ACCESSING INSTITUTIONS		
Constitutional rights		
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
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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	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	Wes	No
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?	Yes	No No
24. Must spouses jointly financially maintain the family?	Yes	No
USING PROPERTY	ies	
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? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	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	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 As children promote tax deductible?	No	No
41. Are childcare payments tax deductible?	No :	No :
A2 Are those too deductions as well to the Color of the color	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	%		
77 Timinum Joan dimodic covered by creat agencies (North, capita).		!	Minne Connect			!	Bat Cinner	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	Microfinance institutions Yes		Retailers Yes	Utilities No	Microfinance institutions No	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	Yes			Vo	No	
GETTING A JOB								
	A4-11	Balana Na	Btal		Markeyster	Date of the	D L.I	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity No	Parental 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?	Y	es			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?		es				0		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				0		
62. Are nursing mothers entitled to nursing breaks?		lo				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
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?		'es				Vo .		
68. Can women and men do the same jobs?	1	'es			ľ	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		/es	Yes	No		lo	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
71. Can warman work on those tasks in the same way as many	Yes	Yes Heavy lifting	Yes Other	Yes	No	No Heavy lifting	No Other	No
71. Can women work on these tasks in the same way as men:	Yes	Yes	Yes		No	Yes	No	
PROTECTING WOMEN FROM WOLFINGE	103	103	. 103		140	103	. 140	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		es			N	lo		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	lo		
72. Is there domestic violence legislation?	N N				N N	lo lo		
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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	0%		80%
ACCESSING INSTITUTIONS					
Constitutional rights					
1. Does the constitution contain a clause on nondiscrimination?	Y	/es		1	No .
2. If yes, does it mention gender?		/es		_	/A
3. Does the constitution contain a clause on equality?	Yes)	es	
	Recognized			Recognized	
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?		•			quota
8. What are the quotas for women in local government?	No quota No quota			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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	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? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		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?		/es		_	es .
23. Are wives required to obey their husbands?		No Yes		_	Vo 'es
24. Must spouses jointly financially maintain the family?	· ·	ies		'	es
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 agre			Both must agree
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?		N/A		_	/A
28. Are there special provisions governing the marital home?		No			No .
29. Does the law provide for valuation of nonmonetary contributions?		/es			es
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Yes	Unmarried Yes
Inheritance rights	163	103		103	103
31. Do sons and daughters have equal inheritance rights?	}	/es			res
32. Do female and male surviving spouses have equal inheritance rights?		/es			'es
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?)	/es		1	No
34. Are personal law courts recognized?	1	No		1	No
35. Is a woman's testimony afforded equal weight to that of a man?	Y	/es		١	'es
Judicial representation					
36. How many justices are on the constitutional court?		11			/A
37. Of those, how many are women? 38. Is the Chief Justice a woman?		5 No		_	/A /A
		10			iji v
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	1	No			No
40. If yes, what is the maximum amount (%GNI/capita)?		V/A			I/A
PROVIDING INCENTIVES TO WORK					
Personal income tax					
	1	No		1	No
41. Are childcare payments tax deductible?		Women		Men	Women
41. Are childcare payments tax deductible?	Men	Wonten		V/···	
	Men No	No		Yes	No
42. Are there tax deductions or credits specific to men/women?				Yes	No
42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided?	No Y	No Ves			No
41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	No Y	No			1
42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided?	No Y Y	No Ves		1	No

	KYRGYZ REPUBLIC			LAO PDR				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	Yes		No	No	No	
Discrimination	Marita	Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	ı	No	Yes		1	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?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			N	lo		
59. Is it prohibited for prospective employers to ask about family status?		es				lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				lo		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	58	63			55	60		
55. 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?	١	'es			١	⁄es		
68. Can women and men do the same jobs?	1	Vo			١	⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou
	No	١	/es	No	Yes	Υ	'es	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:		Heavy lifting				Heavy lifting	Other	
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE	No	No	No		Yes	Yes	Yes	
	No	No	No		Yes	Yes	Yes	
Domestic violence			No No			•	Yes	
Domestic violence 72. Is there domestic violence legislation?	Y	es	No No		Y	es	Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y. N	es /A	No		Y. N	es /A	Yes	
Domestic violence 72. Is there domestic violence legislation?	Y. N	es /A	No	Economic	Y. N	es		Econom
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y. N N Physical	es /A lo Sexual	Emotional		Y N Y Physical	es /A es Sexual	Emotional	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N N Physical Yes	es /A		Economic No	Y. N Y. Physical Yes	es /A es		Econom Yes
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	You No No No Physical Yes You	es /A lo Sexual Yes	Emotional		Y. N. Y. Physical Yes	es /A es Sexual No	Emotional	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Physical Yes	es //A //A // Io Sexual Yes	Emotional		Y N Y Physical Yes	es //A es Sexual No	Emotional	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Y. N N Physical Yes Y. N Yes	es //A lo Sexual Yes Yes	Emotional		Y N Y Y Physical Yes Y N N N N N N N	es //A es Sexual No es lo	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Y. N N Physical Yes Y. N Y. Y.	es //A lo Sexual Yes es lo es	Emotional		Y. N Y. Physical Yes Yes N N N N Yes	es /A es Sexual No es lo lo lo	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Physical Yes N N Physical Yes N N N N N N N N N N N N N	es //A lo Sexual Yes es lo es es es	Emotional		Y. N Y. Physical Yes Y N N Y Y Y Y Y Y Y	es //A es Sexual No es lo lo lo es	Emotional	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	You No No Physical Yes You No	es //A //A //A //A //A //A //A //A //A //	Emotional Yes		Y. N Y. Physical Yes Y N Y Y Y Y Y Y Y Y	es Sexual No es Ses lo lo lo es es es es es es	Emotional Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Physical Yes Yes N N Physical Yes	es //A //A // Io // Sexual // Yes //	Emotional Yes		Yes Physical Yes Yes Yes Yes	es Sexual No es Ilo	Emotional Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Physical Yes N N Physical Yes Yes N Yes Legislation	ess //A //A // Io // Sexual // Yes // Sess //	Emotional Yes Criminal penalties		Yes Physical Yes Yes N N Y Y Legislation	es Sexual No Ses Ido Ido Ses	Emotional Yes Criminal penalties	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Physical Yes Yes Yes Yes Legislation Yes	ess //A //A //A //A //A //A //A //A //A /	Emotional Yes Criminal penalties No		Y. Physical Yes Yes Yes Y. N Y Y Legislation Yes	es //A es Sexual No es lo	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	ess //A lo Sexual Yes Yes ess Yes	Emotional Yes Criminal penalties		Yes Physical Yes Yes Yes Yes Yes No	es //A es Sexual No es lo	Emotional Yes Criminal penalties	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Physical Yes Yes N N Physical Yes Yes N Yes Yes Legislation Yes Yes	ess //A //A //A //A //A //A //A //A //A /	Emotional Yes Criminal penalties No		Yes Physical Yes Yes N N Y Legislation Yes No	es Sexual No es Sexual No es Sexual No lo ces Sexual No No No lo	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 55. Excual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	ess //A lo Sexual Yes Ses Ses Ses Ses Ses Ses Ses Yes	Emotional Yes Criminal penalties No		Yes Physical Yes Yes N N Y Yes N N N N N N N N N N N N N N N N N N N	es //A es Sexual No es lo lo lo es es es es es es No No No No lo	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Physical Yes	es //A lo Sexual Yes es lo lo Ses Ses Ses es Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties No		Yes Physical Yes Yes Yes Yes Yes Yes No	es Sexual No es lo	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Physical Yes Yes Yes Yes Yes N Yes Yes	es //A lo Sexual Yes es lo lo es es es es Civil remedies Yes lo lo lo Girls 18	Emotional Yes Criminal penalties No		Yes Physical Yes Yes N N Yes Yes N N Legislation Yes No No Boys 18	es Sexual No es Solo lo	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes	es //A lo Sexual Yes es lo lo es es es Civil remedies Yes yes lo lo lo Girls 18	Emotional Yes Criminal penalties No		Yes No	es Sexual No es Solo lo lo es Ses Sexual No lo lo lo es Solo lo lo es Solo lo	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect furmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes	es //A lo Sexual Yes es lo Ses es es es Civil remedies Yes yes lo lo Girls 18 es	Emotional Yes Criminal penalties No		Physical Yes Yes N N N Physical Yes N N N Y Legislation Yes No N No No No No No No No No	es Sexual No es Sexual No es Civil remedies No No lo	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized?	Yes	es //A lo Sexual Yes es lo lo es es es Civil remedies Yes yes lo lo lo Girls 18	Emotional Yes Criminal penalties No		Physical Yes Yes N N N Physical Yes N N N Y Legislation Yes No N No No No No No No No No	es Sexual No es Solo lo lo es Ses Sexual No lo lo lo es Solo lo lo es Solo lo	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage 88. Are there exceptions? 89. Is child marriage ponalized? Marital rape	Yes Yes Yes Yes Legislation Yes	ess //A lo Sexual Yes ess lo lo ess ess ess ess ess ess ess ess ess es	Emotional Yes Criminal penalties No		Yes Yes Yes Yes Yes No Legislation Yes No No No No No No No No No N	es Sexual No	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Physical Yes Yes Yes Legislation Yes Yes N Boys 18	ess //A lo Sexual Yes ess ess ess ess ess ess ess ess ess	Emotional Yes Criminal penalties No		Yes Physical Yes Yes No Legislation Yes No Boys 18	es //A es Sexual No es lo lo lo es	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Physical Yes Yes Yes Yes Yes Yes Yes N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	ess //A lo Sexual Yes ess lo lo ess ess ess ess ess ess ess ess ess es	Emotional Yes Criminal penalties No		Yes Physical Yes Yes No Legislation Yes No Boys 18	es Sexual No	Emotional Yes Criminal penalties Yes	

LATVIA		LEBANON			
DECION	LATVIA				
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					
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 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried Yes Yes			
11. Can a woman apply for a passport in the same way as a man? 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 N/A N/A	No No N/A N/A			
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	Voc	No			
22. Do spouses have equal rights to convey citizenship?	Yes	No No			
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	Yes	Yes			
	ies	ies			
JSING PROPERTY					
Marital property regime	Other	Consisting of avenuety.			
25. What is the default marital property regime? 26. Who administers marital property?	Other Both must agree	Separation of property Original owner			
	botti 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	No No			
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No			
·					
Property rights 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried Yes Yes			
	163 163	163 163			
Inheritance rights	Vi -	N.			
31. Do sons and daughters have equal inheritance rights?	Yes	No No			
22. Do female and male surviving spouses have equal inheritance rights?	Yes	No			
OING 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			
88. 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%			
ROVIDING 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					
13. 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			
	163				

	LATVIA			LEBANON				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			C	%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		Status	Gender			: NO I Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	Yes			Vo	No	
EETTING 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 Gov		70	N/A	N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Gov 80%	Gov 80%	Partially paid		Emp 100%	N/A N/A	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?	V	es				lo		
58. Does the law mandate equal remaineration for work or equal value?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		es				lo		
60. Is dismissal of pregnant workers prohibited?		es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		es es				lo lo		
63. Are parents entitled to flexible/part-time schedules?		es es				lo		
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?		/es			,	/es		
68. Can women and men do the same jobs?		res /es				No .		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	,	appropriate	Arduou
	Yes		/es	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	•
71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy lifting	Yes Other	Yes	No Metalwork	Yes Heavy lifting	Yes Other	No
· · · · · · · · · · · · · · · · · · ·	Yes	Yes	Yes		No	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Y	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A				/A		
74. Are there clear criminal penalties for domestic violence?		lo Carrel	Emotional	Farancia		es	Functional	F
75. Does domestic violence legislation cover the following abuse:	Physical Yes	Sexual Yes	Yes	Economic Yes	Physical Yes	Sexual Yes	Emotional Yes	Econon Yes
76. Does domestic violence legislation protect family members?		es		103		es	1.03	1.03
77. Does domestic violence legislation protect former spouses?		es				lo		
78. Does domestic violence legislation protect unmarried intimate partners?		es				lo		
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?		es es				'es 'es		
81. Do protection orders for domestic violence prohibit contact?		es				'es		
82. Is there a specialized court/procedure for domestic violence?	Y	es			Y	'es		
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?		lo				lo In		
86. Is there legislation on sexual harassment in public places?		lo : Cirlr				lo : C:-I-		
Child and early marriage 87. What is the legal age of marriage for:	Boys 18	Girls 18			Boys	Girls		
88. Are there exceptions?		es						
89. Is child marriage void or prohibited?		es						
59. Is child marriage void or profilbited?	Y							
90. Is child marriage penalized?		lo						
90. Is child marriage penalized? Marital rape	N	lo						
90. Is child marriage penalized? <i>Marital rape</i> 91. Is marital rape explicitly criminalized?	Ŋ	lo es				lo		
83. Is child marriage volud in prohibited? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Y N	lo			1	ilo ilo es		

	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
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid Yes No	Recognized Invalid 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? 10. What are the quotas for women on candidate lists for local government?	50% No quota	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?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
14. Can a woman travel outside her nome in the same way as a man? 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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes
	IE2	ies
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? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	No No
·	Married Unmarried	Married Unmarried
Property rights 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
Titue emacare payments tax acadetities:	:	
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
42. Are there tax deductions of credits specific to meny women? Childcare and education	INU INU	NO NO
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,	/Δ		
771 minimum tour districts by creat agencies (Notify capital).		!	National Common			!	Bat and Consumer	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discussion attings						•		
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Status No	Gender No	
·		10	110			V O	NO	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 84	No N/A	No N/A		Yes 90	No N/A	No 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	
The state of the s	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?	Y	es			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo			N			
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			N	lo		
62. Are nursing mothers entitled to nursing breaks?	Y	es			N	lo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
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?		es es				'es		
68. Can women and men do the same jobs?		Vo			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	١	/es	Yes	Yes	Υ	es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	N	lo			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	lo			N	lo		
74. Are there clear criminal penalties for domestic violence?	N	lo			N	lo		
	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?		lo				0		
77. Does domestic violence legislation protect former spouses?		lo				0		
78. Does domestic violence legislation protect unmarried intimate partners?		lo				0		
79. Do protection orders for domestic violence exist?	N	ln .				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?								
Of Developing and on for developing the latter and likely and the	N	lo			N			
81. Do protection orders for domestic violence prohibit contact?	N	lo lo			N	lo		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N N	lo lo	Criminal		N N	lo lo	Criminal	
· · · · · · · · · · · · · · · · · · ·	N	lo lo	Criminal penalties		N	lo	Criminal penalties	
82. Is there a specialized court/procedure for domestic violence?	N N	lo lo Civil			N N	lo Civil		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N N Legislation	lo lo Civil remedies	penalties		N Legislation	o Civil remedies	penalties	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	lo lo Civil remedies No No lo	penalties No		Legislation No No No	Civil remedies No No	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	lo lo Civil remedies No	penalties No		Legislation No No No	Civil remedies No	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes N N Boys	lo lo lo Civil remedies No No lo lo lo Girls	penalties No		No N	Civil remedies No No Girls	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes Yes N N Boys 18	lo lo lo Civil remedies No No lo lo lo Girls 18	penalties No		Legislation No No No So Boys 21	Civil remedies No No Girls 18	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes N Boys 18	lo lo lo Civil remedies No No lo lo lo Girls 18	penalties No		No N	Civil remedies No No O Girls 18	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes Yes N Boys 18	lo l	penalties No		No N	Civil remedies No No O Girls 18	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes Yes N Boys 18	lo lo lo Civil remedies No No lo lo lo Girls 18	penalties No		No N	Civil remedies No No O Girls 18	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes N N Boys 18	lo l	penalties No		No N	Civil remedies No No lo Girls 18	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes Yes N N Boys 18	lo lo lo lo lo Civil remedies No No lo	penalties No		No N	Civil remedies No No No To Girls 18 255 255 265 100	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Legislation Yes Yes Yes N N Boys 18 Y Y N	lo l	penalties No		Legislation No	Civil remedies No No No Io Girls 18 ess	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes Yes N N Boys 18 Y Y N N N N N N N N N N N N N N N N N	lo lo lo lo lo Civil remedies No No lo	penalties No		Legislation No	Civil remedies No No No To Girls 18 255 255 265 100	penalties 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					
Does the constitution contain a clause on nondiscrimination?	No	No			
2. If yes, does it mention gender?	N/A Yes	N/A Yes			
3. Does the constitution contain a clause on equality?					
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid 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? 10. What are the quotas for women on candidate lists for local government?	No quota No quota	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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes			
14. Can a woman travel outside her nome in the same way as a man? 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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes			
	ies	ies			
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 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried 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			
TI. AIC CHIOCATE PAYMENTS CAN DEDUCTIVE!		;			
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No			
· · · · · · · · · · · · · · · · · · ·	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			

Condition provide into marke in centil agencies:		LITHUANIA			LUXEMBOURG				
A	BUILDING CREDIT								
Section Process Proc	Credit agencies								
Security Description Process Control		0	1%			N	/A		
Marie State	48. Do the following provide information to credit agencies:			institutions				institutions	
## Standards on acres to credit prohibite hard and ## STANDARD ##	Discoules in orbital		•				•		
Patentify Pate									
December	·		140	103		· '	10	103	
Second to be arranged the following types of leaves Second S		Matarnita	Datamitu	Darental		Maternity	Datamitu	Darental	
51. How much of such base is part identify 2 180									
13,00	9.77)	-					
Method Service Support Service Servi	52. Who pays for such leave?	Gov	Gov	Gov		Gov	Emp	Gov	
25.0 to paraly parceled cave is there a portion that must be laten by the: 0	54. How much of such leave is unpaid (days)?	0		365				0	
56. In pair parental levels is there as position that must be taken by the:			•						
Montepole protections Yes	_ · · · · · · · · · · · · · · · · · · ·						•		
15.00 to the law mander equal emeración for work of equal value? Yes		U	. 0			U			
38, Does the burnandset condiscrimination based on grader in hirings No			'es			V	es .		
19.6 is prohibited for prospective employers to ake about family status? No No No No No No No N									
16.1. Are making market and an equilibral position after makenity leave? Wes W									
Second New N	60. Is dismissal of pregnant workers prohibited?								
16.3. Are parents entitled to flexible/part-time schedules? Westerner. 8. Part	61. Are mothers guaranteed an equivalent position after maternity leave?								
Nome Mean Nome									
5.4 Miles and one retire and get full breefits? 6.5 6.	·								
55. When I see manufactory retirement age? N/A N/A 65 65			-				-		
My Mark Site mandatory retirement age? N/A N									
Section Common and men work the same right hours? Yes	66. What is the mandatory retirement age?								
Section Common and men work the same right hours? Yes	Working hours and industry restrictions								
Hazardous Morally inspropriate Arduous Morally inspropriate Arduous Morally inspropriate Arduous New Yes New	67. Can women and men work the same night hours?	,	Yes .			١	⁄es		
Ves	68. Can women and men do the same jobs?	`	Yes .			١	⁄es		
70. Can women work in these occupations in the same way as ment Mining Factories Construction Other Wes Ves Ves	69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
Yes									
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves Ves V	70. Can women work in these occupations in the same way as men:		•						
Ves	71 Can women work on these tasks in the same way as men				res				162
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	94. Are rape perpetrators exempt if they marry the victim?	N	lo			N	lo		

		MACEDONIA. F	YR	MADAGASCAR		
REGION		Europe & Central As		Sub-Saharan Africa		
INCOME GROUP		Upper middle incom		Low income		
FEMALE POPULATION		1,052,739		11,822,431		
FEMALE LABOR FORCE PARTICIPATION		51%		88%		
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?		es		Yes		
If yes, does it mention gender? Does the constitution contain a clause on equality?		es		Yes Yes		
5. Does the constitution contain a clause on equality:	Recognized	Invalid	Recogniz			
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?		juota		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? 10. What are the quotas for women on candidate lists for local government?	33%			No quota No quota		
Rights of married and unmarried women	Married	Unmarried	Marrie			
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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	Yes	Yes Yes		
14. Can a woman travel outside ner nome in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes	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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes	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?		es		No		
Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?		lo es		No Yes		
	Į,	es		ies		
USING PROPERTY Marital property regime						
25. What is the default marital property regime?	Partial (community of property	Pari	tial community of property		
26. Who administers marital property?	E	Both must agree		Both must agree		
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		/A		N/A		
28. Are there special provisions governing the marital home?		lo		No		
29. Does the law provide for valuation of nonmonetary contributions?		es	Marit	Yes		
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes	Yes	d Unmarried Yes		
Inheritance rights			- 100			
31. Do sons and daughters have equal inheritance rights?	Y	es		Yes		
32. Do female and male surviving spouses have equal inheritance rights?	Y	es		Yes		
SOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	lo		No		
34. Are personal law courts recognized?		lo		No		
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es		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?		es		No		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		es		No		
40. If yes, what is the maximum amount (%GNI/capita)?	74	1%		N/A		
PROVIDING INCENTIVES TO WORK						
Personal income tax 41. Are childcare payments tax deductible?	, A	lo		No		
нт. лис списсате раутието кал исийските:		:		:		
42. Are there tax deductions or credits specific to men/women?	Men No	Women No	Men No	Women No		
42. Are there tax deductions or credits specific to menywomen? Childcare and education	INO	INO	INO	INU		
43. Is childcare subsidized or publicly provided?	Y	es		No		
44. Is primary education free and compulsory?		es		Yes		
Financial support and care						
45. Does the government provide a child allowance to parents?		es		No		
46. Must employers provide leave to care for sick relatives?	N.	lo		Yes		

	MACEDONIA, FYR			MADAGASCAR				
BUILDING CREDIT			, i					
Credit agencies								
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			N,	/A		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities Yes	institutions Yes		Retailers N/A	Utilities N/A	institutions N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	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	No	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			N			
58. Does the law mandate nondiscrimination based on gender in hiring?		es .			N			
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		es Io				es lo		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?		lo				lo		
	Women							
Retirement & pensions 64. When can one retire and get full benefits?	62	Men 64			Women 55	Men 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?)	/es			Υ	'es		
68. Can women and men do the same jobs?		No			1	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in these types of jobs in the same way as men.	Yes		es	Yes	No		lo	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	No	No	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting				Heavy lifting		
					Yes	No		
	Yes	Yes	Yes		162	INU	No	
PROTECTING WOMEN FROM VIOLENCE	Yes		Yes		ies	INU	INO .	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes		Yes		ies	NO	NO NO	
			Yes			25	. NO	
Domestic violence	Y	Yes	Yes			25	NO	
Domestic violence 72. Is there domestic violence legislation?	Y	Yes	Yes		Yo N	25	NO	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	Yes es /A	Yes	Economic	Yo N	es /A	Emotional	Economic
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Y N Y Physical Yes	Yes Yes Yes Yes Yes		Economic Yes	N, N, Y: Physical Yes	es /A es Sexual No		Economic No
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Y N Y Physical Yes	Yes es /A es Sexual Yes es	Emotional		Yi N, Yi Physical Yes	es /A es Sexual No es	Emotional	
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	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? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes	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?	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
JSING 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
nheritance 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
OING 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
ludicial representation		
6. How many justices are on the constitutional court?	21	N/A
37. Of those, how many are women?	4	N/A
88. Is the Chief Justice a woman?	No	N/A
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	Yes
10. If yes, what is the maximum amount (%GNI/capita)?	5%	15%
ROVIDING INCENTIVES TO WORK		
Personal income tax		
11. 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		100
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

	MALAWI			MALAYSIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%		
•			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		Yes	Yes	No	
Discrimination	Marita	l Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		N	lo	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?	Y	es			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	١	lo			N	0		
59. Is it prohibited for prospective employers to ask about family status?	1	lo			N	0		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	<u>2</u> S		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	es			N	0		
62. Are nursing mothers entitled to nursing breaks?	N	lo			N	0		
63. Are parents entitled to flexible/part-time schedules?	١	lo			N	0		
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?	`	/es			Υ	'es		
68. Can women and men do the same jobs?	`	/es			١	lo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	١	'es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	es			Ye	2S		
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?		es			Ye			
·	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
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?						162	. 103	
77. Does domestic violence legislation protect former spouses?	Y	es				25	103	
78. Does domestic violence legislation protect unmarried intimate partners?		es es			Ye		103	
79. Do protection orders for domestic violence exist?	Υ				Ye	2S 2S	103	
	Y	es			Ye Ye	2S 2S 0	10	
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y Y Y	es es			Ye Ye N	25 25 0	10	
81. Do protection orders for domestic violence prohibit contact?	Y Y Y Y	es es es es			Yi Yi N Yi Yi	25 25 0 0 25 25		
81. Do protection orders for domestic violence prohibit contact?	Y Y Y Y	es es es es			Yo Yo N Yo Yo	25 25 0 0 25 25 25		
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81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	YY YY YY YY Legislation Yes Yes N Boys 18	es es es es es es es No	Criminal penalties Yes		Vision No.	25 25 25 25 25 25 25 25 25 25 25 25 25 2	Criminal penalties Yes	
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80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	YY YY YY Legislation Yes Yes N Boys 18 Y Y	es e	Criminal penalties Yes		Yes N Boys 18 Yes N R N N N N N N N N N N N N N N N N N	255 25	Criminal penalties Yes	

	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		
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?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
14. 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 Desponse have equal rights to copyon citizenship?	Yes	Yes
22. Do spouses have equal rights to convey citizenship? 23. Are wives required to obey their husbands?	No No	Yes
24. Must spouses jointly financially maintain the family?	No	No
	NO.	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	3	
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

	MALDIVES			MALI				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			137	72%		
• • • • • • • • • • • • • • • • • • • •		:	Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		No	No	No	
Discrimination	Marita	Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	No	No		1	Vo	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?	N	lo			N	i. lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y					lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Y	es		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Y	es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
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?)	'es			١	⁄es		
68. Can women and men do the same jobs?	\ \	es/es			ı	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		/es	Yes	No		lo	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
<u> </u>	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		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	ps				ln		
75. It not, are there aggravated perialities for otherses between spouses, raining members.		es /A				lo In		
74 Are there clear criminal penalties for domestic violence?	N	/A			N	lo		
74. Are there clear criminal penalties for domestic violence?	N _i	/A es	Emotional	Economic	N N	lo lo	Emotional	Economi
·	N Yi Physical	/A es Sexual	Emotional Yes	Economic Yes	N Physical	lo Sexual	Emotional No	
75. Does domestic violence legislation cover the following abuse:	N Ye Physical Yes	/A es	Emotional Yes	Economic Yes	Physical No	lo lo	Emotional No	Economic No
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N Ye Physical Yes	/A es Sexual Yes			Physical No	lo Sexual No	•	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N Yi Physical Yes Yi	Yes			No No N	lo Sexual No	•	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N Y: Physical Yes Y: Y:	Yes es Yes es			Physical No No No No	lo lo Sexual No lo	•	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N Yes Physical Yes Yes Yes	/A es Sexual Yes es es es			Physical No No No N	Sexual No lo	•	
	N Yes Physical Yes Yes Yes Yes	/A ees Sexual Yes ees ees ees ees			Physical No No No No No No No No No No	Sexual No lo	•	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N Y. Physical Yes Yi. Y.	Yes Sexual Yes es es es es es es es es e	Yes		No N	No lo	No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N Yes Yes Yes Yes Yes Yes Yes Yes Yes	/A es Sexual Yes es es es es es es es Civil	Yes		No N	Sexual No lo	No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment**	N Y. Y. Physical Yes	/A ess Sexual Yes ess ess ess ess crivil remedies	Yes Criminal penalties		Physical No No No No No No No No No No	Sexual No lo	No Criminal penalties	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N Y Y Y Y Y Y Legislation	/A es Sexual Yes es Sexual Yes es es es es es Civil remedies No	Yes Criminal penalties No		Physical No No No No No No No No No No	Sexual No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No N	/A es Sexual Yes es Sexual Yes es Ses es Ses Ses Ses Ses Ses Ses Ses	Yes Criminal penalties		Physical No No No No No No No No No No	No lo	No Criminal penalties	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No N	/A es Sexual Yes es es es es es es es No No No lo	Yes Criminal penalties No		Physical No	No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No N	/A es Sexual Yes es es es es es es No No No lo lo lo lo Sexual Yes es e	Yes Criminal penalties No		Physical No	No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	No N	/A es Sexual Yes es es es es es es No No lo lo Girls	Yes Criminal penalties No		Physical No	No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N Y Yes Physical Yes	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Yes Criminal penalties No		Physical No	No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N Y Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	/A es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties No		Physical No	lo Sexual No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N Y Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A es Sexual Yes es Sexual Yes es Ses es Ses Ses Ses Ses Ses Ses Ses	Yes Criminal penalties No		Physical No	lo Sexual No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N Y Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties No		Physical No	lo Sexual No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N Y Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties No		Physical No	No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage epallized? Marital rape 91. Is marital rape explicitly criminalized?	N Y Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A es s Sexual Yes es s es	Yes Criminal penalties No		Physical No	No lo	Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No N	/A es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties No		Physical No	No lo	Criminal penalties No	Economic No

		MA	ITA		MAURITANIA		
REGION	Middle East & North Africa			Sub-Saharan Africa			
INCOME GROUP			ncome	Lower middle income			
FEMALE POPULATION		213			1,977,795		
FEMALE LABOR FORCE PARTICIPATION			3%		29%		
ACCESSING INSTITUTIONS							
Constitutional rights							
Does the constitution contain a clause on nondiscrimination?	Y	'es		1	No		
2. If yes, does it mention gender?	Y	es es		N	/A		
3. Does the constitution contain a clause on equality?	Υ	es es		١	'es		
	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 warran an corporate heards?	No	nuoto.		No.	ruota.		
6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament?		quota			quota • O		
8. What are the quotas for women in local government?	No quota No quota			0%			
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? 13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes Yes		
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes 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?19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		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?	Y	'es		1	No .		
23. Are wives required to obey their husbands?		No			No		
24. Must spouses jointly financially maintain the family?	Y	'es		ľ	No		
USING PROPERTY				_			
Marital property regime	D. at al			C.	and the state of t		
25. What is the default marital property regime? 26. Who administers marital property?		community of p Both must agre		zet	Other		
Protecting a wife's interests		both mast agre	i.c		otici		
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N	I/A		
28. Are there special provisions governing the marital home?	Y	'es		1	No .		
29. Does the law provide for valuation of nonmonetary contributions?	Y	'es		1	Vo		
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?		'es			No .		
32. Do female and male surviving spouses have equal inheritance rights?	Y	'es			No		
GOING TO COURT				_			
Equality of access							
33. Are customary law courts recognized?		No.			No You		
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?		Vo 'es			es Vo		
					10		
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?	1	No		1	No		
Efficiency of procedure							
39. Is there a small claims court/fast track procedure?		'es			No		
40. If yes, what is the maximum amount (%GNI/capita)?	2′	1%		N	/A		
PROVIDING INCENTIVES TO WORK							
Personal income tax		<i>(</i>			la .		
41. Are childcare payments tax deductible?	Y	'es			No .		
	Men	Women		Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No		No	No		
Childcare and education		1			I.a.		
43. Is childcare subsidized or publicly provided?		'es 'es			Vo 'es		
AA Is primary education free and compulsory?				1	CJ		
44. Is primary education free and compulsory?	١	C 3					
44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?		es /es		\	/es		

		MALTA				MAURITANIA			
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			1	%			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	institutions N/A		Retailers No	Utilities No	institutions		
Discrimination		Status	Gender		Marital		Gender		
49. Is discrimination in access to credit prohibited based on:		lo	Yes			lo	No		
GETTING A JOB			•				<u>.</u>		
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?		25			N				
58. Does the law mandate nondiscrimination based on gender in hiring?	Y					<u>2</u> S			
59. Is it prohibited for prospective employers to ask about family status?		0			N V				
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?	Yı Yı				Ye				
62. Are nursing mothers entitled to nursing breaks?		0			Ye				
63. Are parents entitled to flexible/part-time schedules?		0			N				
·	Women								
Retirement & pensions 64. When can one retire and get full benefits?	65	Men 65			Women 55	Men 60			
65. When can one retire and get van 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?)	'es			Υ	'es			
68. Can women and men do the same jobs?	١	'es			1	lo			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous	
os. Can women work in these types of jobs in the same way as men.	Yes		es	Yes	No		Vo	No	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other	
	Yes	Yes	Yes	Yes	No	No	No	Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting			
	Yes	Yes	Yes		Yes	Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence									
72. Is there domestic violence legislation?	Y	25			N	0			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	0			
74. Are there clear criminal penalties for domestic violence?	Y	25			N	0			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic	
75. Does domestic violence legislation cover the following abuse:	Voc							No	
76. Does domestic violence legislation protect family members?	Yes	No	Yes	No	No	No	No		
	Y	25	Yes	No	N	No o			
77. Does domestic violence legislation protect former spouses?	Yi Yi	2S 2S	Yes	No	N N	No o o			
78. Does domestic violence legislation protect unmarried intimate partners?	Yı Yı Yı	2S 2S 2S	Yes	No	N N	No 0 0 0			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Y1 Y1 Y1 Y1	25 25 25 25	Yes	No	N N N	No 0 0 0 0			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Y, Y, Y, Y, Y,	25 25 25 25 25	Yes	No	N N N	No 0 0 0 0 0			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Y. Y. Y. Y. Y.	25 25 25 25 25 25 25	Yes	No	N N N N	No 0 0 0 0 0			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yi Yi Yi Yi Yi N	25 25 25 25 25 25 25 25		No	N N N N	No 0 0 0 0 0 0 0 0 0 0 0	No		
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y. Y. Y. Y. Y.	25 25 25 25 25 25 25	Criminal penalties	No	N N N N	No O O O O O O Civil remedies	No Criminal penalties		
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yi Yi Yi Yi Yi Legislation	ess	Criminal penalties Yes	No	N N N N N N Legislation	No 0 0 0 0 0 0 0 Civil remedies No	Criminal penalties		
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		MAURITIUS		MEXICO
DECION	Sub-Saharan Africa			Latin America & Caribbean
REGION				
INCOME GROUP	_	Upper middle income		Upper middle income
FEMALE POPULATION		639,144		63,806,469 48%
FEMALE LABOR FORCE PARTICIPATION		49%		48%
CCESSING INSTITUTIONS				
Constitutional rights	V		2/-	
Does the constitution contain a clause on nondiscrimination? House does it meeting conduct	Ye		Ye Ye	
2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality?		25	Ye	
s. Does the constitution contain a clause on equality:				
4 In analysis of the second of the second se	Recognized	Invalid	Recognized	Invalid
 Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	Yes Yes	No No	No No	N/A N/A
	162	INU	INO :	N/A
Quotas 5. What are the quotas for women on corporate boards?	No.c	unta	No qu	inta
7. What are the quotas for women in parliament?	No quota No quota		No qu	
B. What are the quotas for women in local government?	No quota No quota		No qu	
What are the quotas for women on candidate lists for parliament?	No quota		40'	
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? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes	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?	Y	25	Ye	S
23. Are wives required to obey their husbands?	N	0	No)
24. Must spouses jointly financially maintain the family?	Yi	es	Ye	S
JSING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial o	community of property		Other
26. Who administers marital property?	F	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?		es	No	
29. Does the law provide for valuation of nonmonetary contributions?	Ye	25	Ye	S
Property rights	Married	Unmarried		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?		es	Ye	
32. Do female and male surviving spouses have equal inheritance rights?	Ye	25	Ye	S
OING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N	0	No)
34. Are personal law courts recognized?	N	lo	No)
35. Is a woman's testimony afforded equal weight to that of a man?	Y	25	Ye	S
Judicial representation				
36. How many justices are on the constitutional court?	2	1	11	
37. Of those, how many are women?	8	3	2	
38. Is the Chief Justice a woman?	N	lo	No)
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?		25	Ye	
10. If yes, what is the maximum amount (%GNI/capita)?	8	%	420	%
ROVIDING INCENTIVES TO WORK				
Personal income tax				
11. Are childcare payments tax deductible?	Y	es	Ye	S
	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?	N	0	Ye	S
44. Is primary education free and compulsory?	N	0	Ye	S
Financial support and care 45. Does the government provide a child allowance to parents?	Y	25	Ye	S

Continue production Continue		MAURITIUS			MEXICO				
24. Prise internal concentral c	BUILDING CREDIT								
Record Procession Record	Credit agencies								
According from the minute of contrigence Section S	47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
Descriptions Description	48. Do the following provide information to credit agencies:			institutions				institutions	
Part	Disaviraination		•	:					
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Solice the boundaries the foliosing page of leave. See See No Wes See No		Matamilia	Determite	Deventel		Makamika	Data-it-	Demontal	
\$1.600 male death leave is paid identify \$4									
13 Abor 15 desport on part 100%	51. How much of such leave is paid (days)?		;	-				i	
Mathies Mathies Surprise Surprise Mathies Ma	52. Who pays for such leave?	Emp	Emp	N/A		Gov	Emp	N/A	
	53. What % of wages are paid?								
Sin transplant and save in three a partition that must be leasinely the: NA NA NA NA NA NA NA NA	54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
56. In paid parental leave is there a partition that must be brained by the company of the com	The state of the s		•				•		
							•		
57.0 Does the har marchite equal remurention for work of capal value? Ves		N/A	: IN/A			IN/A	IN/A		
38. Does the wrandste nordscrimination based on gooder in hiring? Yes			'es				lo .		
19.6 it gloribled for prospective engloyers to ak about family status? No	58. Does the law mandate equal remandation for work or equal value: 58. Does the law mandate nondiscrimination based on gender in hiring?								
Month Mont	59. Is it prohibited for prospective employers to ask about family status?								
22. Are number settlided to flexibility/art-time schedules? No No No No No No No N	60. Is dismissal of pregnant workers prohibited?								
18.2									
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54. When an one retire and get full benefits? 50 50 55 55 55 55 55 5	·								
55. When the mandatory retirement age? 65 65 55 55 55 56 55 56			-				-		
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Ves	68. Can women and men do the same jobs?	`	Yes .			١	⁄es		
70. Can women work in these occupations in the same way as men: Mining Factories Construction Other Wes Ves Ves	69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
Yes									
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Yes	70. Can women work in these occupations in the same way as men:		•						
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87. What is the legal age of marriage for: 18 18 18 88. Are there exceptions? Yes 90. Is child marriage penalized? Yes No Marital rape 91. Is marital rape explicitly criminalized? No Yes No Yes No Yes No Yes No No No No No No No No No N	86. Is there legislation on sexual harassment in public places?	١	lo			N	lo		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Yes No Marital rape 91. Is marital rape explicitly criminalized? No Yes No Yes No Yes No Yes No No No No No No No No No N	Child and early marriage								
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90. Is child marriage penalized? Wes No Marital rape 91. Is marital rape explicitly criminalized? No Yes 92. If not, can a wife or partner file a complaint? Yes No No No No No No No No No N	·								
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									
91. Is marital rape explicitly criminalized? No Yes 92. If not, can a wife or partner file a complaint? Yes No No No			CJ			IV.	10		
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			Vo			Y	es		
93. Are rape perpetrators exempt if they are married to the victim? No No	92. If not, can a wife or partner file a complaint?								
94. Are rape perpetrators exempt if they marry the victim? No No	93. Are rape perpetrators exempt if they are married to the victim?	N	lo			N	lo		
	94. Are rape perpetrators exempt if they marry the victim?	N	lo			N	lo		

	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
A la contacto de la c	Recognized Invalid	Recognized Invalid
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A No N/A	No N/A No N/A
Ouotas	NO NA	NO NA
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 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried 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? 15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes Yes Yes
16. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	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? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	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?	Partial community of property	Other
26. Who administers marital property?	Both must agree	Other
Protecting a wife's interests	3	
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	C	0
36. How many justices are on the constitutional court? 37. Of those, how many are women?	6	9 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 children payments tay deductible?	No	No
41. Are childcare payments tax deductible?		
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
42. Are there tax deductions of credits specific to menywomen? Childcare and education	INU INU	140 140
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	%		
The minimum sources of creat agencies (notify capital).		!	Mino Conne		,	!	Bat and Consumer	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers No	Utilities Yes	Microfinance institutions Yes	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	Yes			es	Yes	
GETTING A JOB			:					
	Mark 11	Date of the	Donat d		BA . 1 21	D. L	D I. I	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental Yes		Maternity Yes	Paternity No	Parental 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?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	'es			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	Y	es			Y	es		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?		es			N	lo		
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 N/A	62 N/A			55 N/A	60 N/A		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions		M.				u.		
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		No No				No No		
66. Can women and men do the same jobs?		VO				NO.		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No	١	/es	No	Hazardous Yes	Morally ina	es	Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	No Mining	Factories	es Construction	No Other	Hazardous Yes Mining	Morally ina Y Factories	es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining No	Factories No	Construction No	No	Hazardous Yes Mining No	Morally ina Y Factories Yes	es Construction Yes	Yes
	No Mining No	Factories	Construction No	No Other	Hazardous Yes Mining No	Morally ina Y Factories	es Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No Mining No Metalwork	Factories No Heavy lifting	/es Construction No Other	No Other	Hazardous Yes Mining No Metalwork	Morally ina Y Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Mining No Metalwork	Factories No Heavy lifting	/es Construction No Other	No Other	Hazardous Yes Mining No Metalwork	Morally ina Y Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Mining No Metalwork No	Factories No Heavy lifting	/es Construction No Other	No Other	Hazardous Yes Mining No Metalwork Yes	Morally ina Y. Factories Yes Heavy lifting No	es Construction Yes Other	Yes Other
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Mining No Metalwork No Y N Physical Yes	Factories No Heavy lifting No Sexual Yes	/es Construction No Other No	No Other No	Hazardous Yes Mining No Metalwork Yes Yi N Physical Yes	Morally ina Yes Factories Yes Heavy lifting No No Sexual Yes	construction Yes Other No	Yes Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No Mining No Metalwork No Y No Physical Yes Y Y Y Y Legislation Yes No	Factories No Heavy lifting No Sexual Yes es e	Construction No Other No Emotional Yes Criminal penalties Yes	No Other No	Hazardous Yes Mining No Metalwork Yes Yin No Physical Yes Yin Yin Yin Yin Legislation Yes Yes No	Morally ina Yes Factories Yes Heavy lifting No Sexual Yes es lo lo es	Criminal penalties	Yes Other Yes
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	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		
Does the constitution contain a clause on nondiscrimination? If you close it montion contain?	Yes No	No N/A
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes	Yes
si bocs die constitution contain a cause on equality.	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? 9. What are the quotas for women on candidate lists for parliament?	No quota 30%	33% 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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes
USING PROPERTY	103	103
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? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	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	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? 35. Is a woman's testimony afforded equal weight to that of a man?	No Yes	Yes Yes
	ies	res
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
	:	,
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women 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	%			
		:	Microfinance			!	Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions Yes		Retailers No	Utilities No	institutions		
Discrimination		Status	Gender			Status	Gender		
49. Is discrimination in access to credit prohibited based on:		Vo	No			es es	Yes		
·			: 110				: 103		
GETTING A JOB	BB - 1 21	Balana Na	D t. l		Malanda	Data di	D I . I		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental Yes		Maternity Yes	Paternity Yes	Parental 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?	Y	es			Y	es			
58. Does the law mandate nondiscrimination based on gender in hiring?		es				es			
59. Is it prohibited for prospective employers to ask about family status?	Y	es				lo			
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	es			
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Y	es			
62. Are nursing mothers entitled to nursing breaks?	Y	es			Y	es			
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	lo			
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?	\ \	es/es			\	⁄es			
68. Can women and men do the same jobs?	· ·	No			- 1	Vo			
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous	
	No		/es	No	No		No	No	
70. Can women work in these occupations in the same way as men:	Mining	•	Construction	Other	Mining	Factories Yes	Construction Yes	Other	
71. Can women work on these tasks in the same way as men:	No Motalwork	No Heavy lifting	Yes Other	Yes	No Motalwork	Heavy lifting		Yes	
71. Can women work on these tasks in the same way as men.	No	Yes	No		Yes	Yes	No		
PROTECTING WOMEN FROM VIOLENCE					100		,		
Domestic violence									
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72. Is there domestic violence legislation?		es				lo			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			Y	es			
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	MOZAMBIQUE		MYANMAR			
DECION		Sub-Saharan Africa		East Asia & Pacific		
REGION INCOME GROUP		l ow income		Lower middle income		
FEMALE POPULATION		13,516,240		27,637,901		
FEMALE LABOR FORCE PARTICIPATION		13,510,24	10		79%	
		0070			7970	
ACCESSING INSTITUTIONS						
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?		lo.		V	26	
2. If yes, does it mention gender?	No N/A				es es	
3. Does the constitution contain a clause on equality?	Yes				25	
3. Dec. the constitution contains a coase on equality.	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 c	uota	
7. What are the quotas for women in parliament?	No o	quota		No c	uota	
8. What are the quotas for women in local government?	No o	quota		No c	uota	
9. What are the quotas for women on candidate lists for parliament?	No o	quota		No c	uota	
10. What are the quotas for women on candidate lists for local government?	No o	quota		No c	uota	
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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
14. Can a woman travel outside the country 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		Yes Yes	Yes Yes	
20. Can a woman confer citizenship to children in the same way as a man? 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	14//1	14/1		103	103	
22. Do spouses have equal rights to convey citizenship?	Υ	'es		Y	es	
23. Are wives required to obey their husbands?		No			0	
24. Must spouses jointly financially maintain the family?		'es			25	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial	community of prop	erty		No default	
26. Who administers marital property?		Both must agree		E	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			0	
29. Does the law provide for valuation of nonmonetary contributions?	Y	'es		Y	25	
Property rights	Married	Unmarried			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?		'es			es	
32. Do female and male surviving spouses have equal inheritance rights?	Y	'es		Y	25	
GOING TO COURT						
Equality of access				_		
33. Are customary law courts recognized?		No			0	
33. Are customary law courts recognized? 34. Are personal law courts recognized?	١	No		N	lo	
33. Are customary law courts recognized? 34. Are personal law courts recognized?	١			N		
33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation	N Y	vo Yes		N Y	o es	
33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court?	1 Y	vo Ves		N Y	0 es	
33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women?	N Y	ies 7		N Y	0 es 9 3	
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33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women?	Y Y 15!	7 1 es		N Y	0	
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		MOZAMBIQUE				MYANMAR			
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			N,	/A			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
	No	No	No		N/A	N/A	N/A		
Discrimination	Marita	l Status	Gender		Marital	l Status	Gender		
49. Is discrimination in access to credit prohibited based on:	N	Vo	No		١	Vo	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?		lo				lo			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo			
59. Is it prohibited for prospective employers to ask about family status?		lo				lo			
60. Is dismissal of pregnant workers prohibited?		es				lo			
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo			
62. Are nursing mothers entitled to nursing breaks?		es				lo			
63. Are parents entitled to flexible/part-time schedules?		lo			N	lo			
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?		/es				/es			
68. Can women and men do the same jobs?		No			ľ	No .			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous	
	No		'es	Yes	Yes		/es	Yes	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	-	Construction	Other	
71 Can woman work on those tacks in the same way as more	Yes	Yes	Yes Other	Yes	No Metalwork	Yes Heavy lifting	Yes Other	Yes	
71. Can women work on these tasks in the same way as men:	Yes	Heavy lifting Yes	Yes		Yes	Yes	Yes		
	163	163	162		163	163	162		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence									
72. Is there domestic violence legislation?									
73. If not, are there aggravated penalties for offenses between spouses/family members?		es				lo			
	N,	/A			N	lo			
74. Are there clear criminal penalties for domestic violence?	N, Ye	/A es			N N	lo lo			
	N, Ye Physical	/A es Sexual	Emotional	Economic	N Physical	lo Sexual	Emotional	Economic	
75. Does domestic violence legislation cover the following abuse:	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	N Physical No	lo Sexual No	Emotional No	Economic No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Ye Physical Yes	es Sexual Yes			N Physical No	lo Sexual No			
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Ye Physical Yes	yes Yes es			No No N	lo Sexual No lo			
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Ye Physical Yes Yes	/A es Sexual Yes es es es			Physical No N	Sexual No lo			
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	NAMIBIA	NEPAL
REGION	Sub-Saharan Africa	South Asia
INCOME GROUP	Upper middle income	L ow income
FEMALE POPULATION	1,207,264	14,536,095
FEMALE LABOR FORCE PARTICIPATION	56%	83%
ACCESSING INSTITUTIONS		
Constitutional rights		
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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes Yes	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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	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	N/6	N/A
27. If the husband administers property, is spousal consent required for major transactions?28. Are there special provisions governing the marital home?	N/A No	N/A 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 No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	No Yes	No Yes
Judicial representation	1.03	16
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 N/A	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	%			143	37%			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
Discrimination	Yes	No Status	Yes Gender		No Marital	No I Status	No Gender		
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	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?		es				lo			
58. Does the law mandate nondiscrimination based on gender in hiring?	Y					lo			
59. Is it prohibited for prospective employers to ask about family status?		0				lo .			
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?	Yı Yı					lo lo			
62. Are nursing mothers entitled to nursing breaks?		10				es			
63. Are parents entitled to flexible/part-time schedules?		0				lo			
·	Women								
Retirement & pensions 64. When can one retire and get full benefits?	60	Men 60			Women N/A	Men 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									
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6/. Can women and men work the same night hours?	}	'es			1	Vo			
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		es 'es				Vo 'es			
68. Can women and men do the same jobs?	١	'es	annronriate	Arduous	Y	es:	annronriato	Arduous	
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	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			
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
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized No	Invalid N/A	Recognized Invalid No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No N/A
Quotas	110	: .4/	1471
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?		uota	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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes	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? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes Yes	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?	Y	es	Yes
23. Are wives required to obey their husbands?		lo	No
24. Must spouses jointly financially maintain the family?	Y	es	Yes
JSING PROPERTY			
Marital property regime			
25. What is the default marital property regime?		ommunity of property	Partial community of property
26. Who administers marital property?	Ŀ	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?		es	No No
29. Does the law provide for valuation of nonmonetary contributions?		es	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?		es	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yı	es	Yes
GOING TO COURT			
Equality of access			
33. Are customary law courts recognized? 34. Are personal law courts recognized?		lo lo	Yes No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?		es es	Yes
Judicial representation			ics
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?		es 10/	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	62	1%	28%
PROVIDING INCENTIVES TO WORK			
Personal income tax 41. Are childcare payments tax deductible?	N	lo	Yes
			,
42. Are there tax deductions or credits specific to men/women?	Men No	Women No	Men Women No No
Childcare and education	INO	110	110
43. Is childcare subsidized or publicly provided?	Y	es	Yes
44. Is primary education free and compulsory?	Y	es	Yes
Financial support and care			
45. Does the government provide a child allowance to parents?		es	Yes
46. Must employers provide leave to care for sick relatives?	Y	es	Yes

		NETHERLANDS				NEW ZEALAND			
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1	%			0	%			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities No	institutions N/A		Retailers Yes	Utilities Yes	institutions N/A		
Discrimination		Status	Gender			Status	Gender		
49. Is discrimination in access to credit prohibited based on:		'es	Yes			'es	Yes		
GETTING A JOB						-			
	Matamilia	Data-wit-	Describel		Matamita	Datait-	Donostol		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental 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?	Y	es			N	lo			
58. Does the law mandate nondiscrimination based on gender in hiring?		es				es			
59. Is it prohibited for prospective employers to ask about family status?		0			N				
60. Is dismissal of pregnant workers prohibited?		2S				es			
61. Are mothers guaranteed an equivalent position after maternity leave?		2S				es			
62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules?		es o				es lo			
Retirement & pensions 64. When can one retire and get full benefits?	Women 67	Men 67			Women	Men 65			
65. When can one retire and get partial benefits?	67	67			65 65	65			
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A			
Working hours and industry restrictions	,	,,,			14/11	,,,,			
67. Can women and men work the same night hours?	\	'es			٧	'es			
68. Can women and men do the same jobs?		'es				'es			
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous	
03. Can women work in these types of jobs in the same way as men.	Yes		es	Yes	Yes		es	Yes	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other	
70 can nomen nomen descriptions in the same not as men	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									
	N	0			Ye	25			
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N Yı	0			Ya N	es /A			
72. Is there domestic violence legislation?	Y				N,				
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	2S	Emotional	Economic	N,	/A	Emotional	Economic	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yı Yı	es es	Emotional No	Economic No	N,	/A lo	Emotional Yes	Economic Yes	
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	NICARAGUA	NIGER
REGION	Latin America & Caribbea	
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
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid Yes Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas	1,000	100
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? 10. What are the quotas for women on candidate lists for local government?	50%	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?15. Can a woman get a job in the same way as a man?	Yes Yes Yes Yes	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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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?	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? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes
	163	ies
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? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	· · ·
·	Married Unmarried	Married Unmarried
Property rights 30. Do men and women have equal ownership rights to property?	Yes Yes	Plattied Offinatried
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 Voc	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 206%	No N/A
40. If yes, what is the maximum amount (%GNI/capita)?	200 /0	IV/A
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	No	No
45. Does the government provide a child allowance to parents?		

		NICARAGUA				NIGER			
BUILDING CREDIT							-		
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			232	2%			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
	Yes	Yes	Yes		No	No	No		
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Status No	Gender No		
·		NO.	110			NO .	INU		
GETTING A JOB			1				1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No		
51. How much of such leave is paid (days)?	84	1es 5	N/A		98	res 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?	N	lo			Ye	es			
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			Ye	es			
59. Is it prohibited for prospective employers to ask about family status?		lo				lo			
60. Is dismissal of pregnant workers prohibited?		es				es			
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es			
62. Are nursing mothers entitled to nursing breaks?		es				es			
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0			
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?		'es				'es			
68. Can women and men do the same jobs?	1	Vo			١	Vo			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous	
	Yes	١	/es	Yes	No		Vo	No	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other	
	Yes	Yes	Yes	Yes	No	No	No	Yes	
74.6							0.1		
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting			
<u> </u>	Metalwork Yes	Heavy lifting No	Other Yes		Yes Yes	Heavy lifting No	Other No		
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE									
PROTECTING WOMEN FROM VIOLENCE Domestic violence									
PROTECTING WOMEN FROM VIOLENCE	Yes				Yes				
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	No			Yes N	No			
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yi	No es	Yes		Yes N	No lo lo	No		
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	No Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		Yes No	No N	Emotional No Criminal penalties Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes N N Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		Yes No	No N	Emotional No Criminal penalties Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes N N Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		Yes No	No N	Emotional No Criminal penalties Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes N N Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		Yes No	No N	Emotional No Criminal penalties Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Yes Yes N N Physical Yes Yes Yes Yes Yes Yes A Legislation Yes Yes Yes Yes Yes Yes Yes Ye	No No Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		Yes No	No N	Emotional No Criminal penalties Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes N N Physical Yes	No No Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		Yes No	No N	Emotional No Criminal penalties Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Yes Yes N Physical Yes Yes Yes Yes Yes Yes Yes Ye	No Sexual Yes Sexual Yes Ses Civil remedies No No Ro Girls 18 88 89 89 89 18 18 89 89 89	Emotional Yes Criminal penalties Yes		Yes No	No N	Emotional No Criminal penalties Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Yes N Physical Yes Yes Yes Yes Yes Yes Yes Ye	No No Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		Yes No	No N	Emotional No Criminal penalties Yes		

	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		
Does the constitution contain a clause on nondiscrimination?	Yes	No
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes Yes	N/A Yes
3. Does the constitution contain a clause on equality:	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? 9. What are the quotas for women on candidate lists for parliament?	No quota No quota	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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes	N/A N/A 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	Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	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? 26. Who administers marital property?	Separation of property Original owner	Deferred community of property Original owner
Protecting a wife's interests	Original owner	Original owner
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		
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
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	No	Yes
- Laborita and a second		

	NIGERIA			NORWAY				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	No	Yes		No	No	N/A	
Discrimination	Marita	l Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		M	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?	1	lo			Ye	es es		
58. Does the law mandate nondiscrimination based on gender in hiring?	١	lo			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?		lo				es		
60. Is dismissal of pregnant workers prohibited?		es				es es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo			N,			
62. Are nursing mothers entitled to nursing breaks?		es				2S		
63. Are parents entitled to flexible/part-time schedules?	l l	lo			N	0		
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?		/es				'es		
68. Can women and men do the same jobs?		No			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	١	/es	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	No	No	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Ye	es		
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?	N	lo			Ye	es		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
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?	Υ	es			Ye	es		
77. Does domestic violence legislation protect former spouses?	Y	es			Ye	es		
78. Does domestic violence legislation protect unmarried intimate partners?		es			Ye			
79. Do protection orders for domestic violence exist?		es			Yı			
80. Do protection orders for domestic violence remove the perpetrator from the home?		es				0		
81. Do protection orders for domestic violence prohibit contact?	Y	es			Y			
82. Is there a specialized court/procedure for domestic violence?					N	lo		
Sexual harassment		es	Chilai		- ''	C1 11		
			Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Υ	es Civil	Criminal penalties Yes				Criminal penalties Yes	
, , ,	Y Legislation	Civil remedies	penalties		Legislation	remedies	penalties	
84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	es Civil remedies No	penalties Yes		Legislation Yes	remedies Yes Yes	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	Civil remedies No No	penalties Yes		Legislation Yes Yes	remedies Yes Yes	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes Yes	es Civil remedies No No No	penalties Yes		Legislation Yes Yes Yes Yes	remedies Yes Yes Yes	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes	es Civil remedies No No No	penalties Yes		Legislation Yes Yes Yes	remedies Yes Yes	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes Yes Yes Yes N Boys 18	es Civil remedies No No es Io Girls	penalties Yes		Legislation Yes Yes Yes Your Market M	remedies Yes Yes es Girls 18	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes Yes N Boys 18	es Civil remedies No No es lo Girls 18	penalties Yes		Legislation Yes Yes Yes Yes Boys 18	remedies Yes Yes es Girls 18	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes Yes Yes Poys 18	es Civil remedies No No es lo Girls 18	penalties Yes		Legislation Yes Yes Yes Yes Yes 18	remedies Yes Yes Yes Ses Ses Girls 18 Ses Ses	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes Yes Yes Poys 18	Civil remedies No No es lo Girls 18	penalties Yes		Legislation Yes Yes Yes Yis Yi Boys 18	remedies Yes Yes Yes Ses Ses Girls 18 Ses Ses	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes Yes Yes 18	Civil remedies No No es lo Girls 18	penalties Yes		Legislation Yes Yes Yes Yis Yi Boys 18	remedies Yes Yes Yes Ses Ses Girls 18 Ses Ses	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes Yes Yes 18 Yes	remedies No No No ess lo Girls 18 lo ess ess	penalties Yes		Legislation Yes Yes Yes Yis Yi Boys 18	remedies Yes Yes Yes es Ses Girls 18 Ses Ses	penalties Yes	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Legislation Yes Yes Yes Yes 18 Yes Yes	remedies No No Ses Ido Girls 18 Ido Ses Ses Ses Ses	penalties Yes		Legislation Yes Yes Yes Yi Boys 18 Yi Yi Yi Yi Yi Yi Yi N Yi Yi Y	remedies Yes Yes Yes es Ses Girls 18 Ses Ses	penalties Yes	

	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				
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? 12. Can a woman apply for a national ID card in the same way as a man?	No Yes	No 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?	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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	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? 26. Who administers marital property?	Separation of property Original owner	Separation of property Original owner		
	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	AV.	No		
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	No No	No No		
31 1	NU	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? 38. Is the Chief Justice a woman?	N/A N/A	0 No		
	IV/A	INU		
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	No.	Ver		
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	No Yes	Yes Yes		
Financial support and care	163	103		
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				
DIM DING CREDIT		Ul	IAN			PANI	JIAN	
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
47.1 million son amount covered by credit agencies (North) capital).		:	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		No	No	Yes	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No		ı	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)? 52. Who pays for such leave?	50 Emp	N/A N/A	N/A N/A		84 Gov	N/A N/A	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?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		lo lo			N	lo .		
63. Are parents entitled to flexible/part-time schedules?		lo				lo		
Retirement & pensions 64. When can one retire and get full benefits?	Women 55	Men 60			Women 55	Men 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?		Vo			Υ	⁄es		
68. Can women and men do the same jobs?		Vo			١	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No	,	/es	No	No	١	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	•	Construction	Other	Mining	-	Construction	Other
74 Comment of the state in the	Yes	Yes	Yes	Yes	No	No	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	: Heavy litting	Other		Metalwork	Heavy lifting	Other	
	Voc		Voc		Voc	Voc	No	
PROTECTING WOMEN FROM WOLFINGE	Yes	Yes	Yes		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE	Yes		Yes		Yes	Yes	No	
Domestic violence		Yes	Yes				No	
Domestic violence 72. Is there domestic violence legislation?	١	Yes Io	Yes		Yı	es	No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N	Yes lo	Yes		Yı N,	es /A	No	
Domestic violence 72. Is there domestic violence legislation?	1 1 1	Yes		Economic	Yı N, Yı	es /A		Economic
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	n n Physical	Yes lo lo lo Sexual	Emotional	Economic	Yi N, Yi Physical	es /A es Sexual	Emotional	Economic Vos
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	No	Yes lo lo lo Sexual No		Economic No	Yi N, Yi Physical Yes	es /A es Sexual Yes		Economic Yes
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Physical No	Yes lo lo lo Sexual	Emotional		Yi N, Yi Physical Yes	es /A es Sexual	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical No	Yes lo lo lo Sexual No lo	Emotional		Yi N, Yi Physical Yes	es //A es Sexual Yes es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical No	Yes lo lo lo Sexual No lo	Emotional		Yi N, Yi Physical Yes Yi	es //A es Sexual Yes es es es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical No	Yes lo lo lo Sexual No lo	Emotional		You N. You Physical Yes You N. You N. You N. You You N. You	es //A es Sexual Yes es e	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical No	Yes	Emotional		Yi N. Yi Physical Yes Yi N. Yi Yi	es Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical No	Yes Io lo lo Sexual No lo	Emotional No		Yes Physical Yes Yes N Yes Yes N Yes N Yes Yes N Yes Yes	es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical No	Yes	Emotional		Yi N. Yi Physical Yes Yi N. Yi Yi	es Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical No	Yes Io I	Emotional No Criminal		Yes Physical Yes Yes N Yes Yes N Yes N Yes Yes N Yes Yes	es Sexual Yes es e	Emotional Yes Criminal	
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical No Physical No No No No Legislation No	Yes Io I	Emotional No Criminal penalties No		Yes	es Sexual Yes es es es es Civil remedies Yes es es es Girls 18	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical No Physical No No No No Legislation No	Yes Oo O	Emotional No Criminal penalties No		Yes	es Sexual Yes es Sexual Yes es Ses es Iolo	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Physical No Physical No No No No Legislation No	Yes Oo O	Emotional No Criminal penalties No		Yes	es Sexual Yes es Sexual Yes es Ses es Iolo	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Physical No Physical No No No No Legislation No	Yes Io I	Emotional No Criminal penalties No		Yes Physical Yes Yes Yes Yes Legislation Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	es Sexual Yes es Sexual Yes es Civil remedies Yes es Ses es Ses Es Ses Ses Es Ses Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical No Physical No	Yes Io lo	Emotional No Criminal penalties No		Yes Physical Yes	es //A es Sexual Yes es es es lo lo es es es es es Girls I 8 lo lo es	Emotional Yes Criminal penalties Yes	

	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%
CCESSING INSTITUTIONS			
Constitutional rights			
Does the constitution contain a clause on nondiscrimination?	Y	es	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	NI.		No see he
5. What are the quotas for women on corporate boards?	No quota		No quota
7. What are the quotas for women in parliament? B. What are the quotas for women in local government?	No quota No quota		No quota No quota
9. What are the quotas for women in local government?)%	No quota
10. What are the quotas for women on candidate lists for local government?		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? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	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?		es	Yes
23. Are wives required to obey their husbands?		lo	No
24. Must spouses jointly financially maintain the family?	Yı	es	Yes
JSING PROPERTY			
Marital property regime	D. (Constitution
25. What is the default marital property regime?		Original owner	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?		es	No No
29. Does the law provide for valuation of nonmonetary contributions?		es	No
Property rights	Married	Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes Yes
Inheritance rights			
81. Do sons and daughters have equal inheritance rights?	Y	es	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Y	es	Yes
OING TO COURT			
Equality of access			
33. Are customary law courts recognized?	N	lo	Yes
34. Are personal law courts recognized?		lo	No
55. Is a woman's testimony afforded equal weight to that of a man?	Y	es	Yes
Judicial representation			
36. How many justices are on the constitutional court?		9	29
37. Of those, how many are women?		0	4
88. Is the Chief Justice a woman?	N	lo	No
Efficiency of procedure			
39. Is there a small claims court/fast track procedure?		es	Yes
10. If yes, what is the maximum amount (%GNI/capita)?	45	5%	199%
ROVIDING INCENTIVES TO WORK			
Personal income tax			
11. Are childcare payments tax deductible?	N	lo	No
	Men	Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No	No	No No
Childcare and education			
43. Is childcare subsidized or publicly provided?	Y	es	No
44. Is primary education free and compulsory?	Y	es	No
Financial support and care			
Financial support and care 45. Does the government provide a child allowance to parents?	N	lo	No

BUILDING CREDIT	PANAMA			PAPUA NEW GUINEA				
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 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			I 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	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	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father 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	N/A N/A		
	14//1	. 14/71			14/71	: 14//		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N	lo				: lo		
58. Does the law mandate equal remaineration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Ņ	lo		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Υ	'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Ņ	lo		
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?		/es				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		appropriate	Arduous	Hazardous	Morally ina		Arduous
	No	. \		Yes				No
			/es		Yes		es	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining Yes		Construction Yes		Mining No		Construction Yes	
71. Can women work on these tasks in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other	Mining No	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men:	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining No Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining No Metalwork Yes	Factories Yes Heavy lifting Yes es /A	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes Yes A Yes	Construction Yes Other Yes	Other Yes	Mining No Metalwork Yes	Factories Yes Heavy lifting Yes es /A	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Mining Yes Metalwork Yes Yes Yes Physical	Factories Yes Heavy lifting Yes Heavy lifting Yes A Sexual	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork Yes Y N Physical	Factories Yes Heavy lifting Yes es /A es Sexual	Construction Yes Other Yes Emotional	Other Yes Econom
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes No Regislation Yes Yes No No No No No No No No No N	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Ses es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork Yes Yes Yes Yes Physical Yes Yes Y No	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Sexual Ves es Ses Hoo Hoo Hoo Hoo Hoo Hoo Hoo Hoo Hoo Ho	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes Econom

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	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				
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?16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	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	Ma	Me		
33. Are customary law courts recognized?	No	No No		
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	No Yes	No Yes		
, , , , , , , , , , , , , , , , , , , ,	les	162		
Judicial representation 36. How many justices are on the constitutional court?	3	7		
36. How many justices are on the constitutional court? 37. Of those, how many are women?	1	1		
38. Is the Chief Justice a woman?	No	No		
	IVO	NU		
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		
	11170	IV/A		
PROVIDING INCENTIVES TO WORK		_		
Personal income tax 41 Are children payments tay deductible?	No	Ne		
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		

	PARAGUAY			PERU				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
• • • • • • • • • • • • • • • • • • • •			Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	institutions No		Retailers No	Utilities Yes	institutions Yes	
Discolaria di ca		•				1		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			l Status /es	Gender Yes	
·		NO .	INU		'	ies	162	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity Yes	Parental No	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 63	Yes 2	No N/A		Yes 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?	Y	'es			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?		No				lo		
59. Is it prohibited for prospective employers to ask about family status?		No .				lo		
60. Is dismissal of pregnant workers prohibited?		'es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		'es 'es				es es		
63. Are parents entitled to flexible/part-time schedules?		lo				lo		
·								
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 65	Men 65		
65. When can one retire and get rain 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?	١	Yes			١	/es		
68. Can women and men do the same jobs?	١	Yes			١	/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		'es	Yes	Yes		'es	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:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	'es			V	.		
73. If not, are there aggravated penalties for offenses between spouses/family members?		CJ			T	es		
74. Are there clear criminal penalties for domestic violence?		I/A			N	/A		
	Y	/A es			N Y	/A es		
	Physical	/A /es Sexual	Emotional	Economic	N Y Physical	/A es Sexual	Emotional	
	Physical Yes	/A /es Sexual Yes	Emotional Yes	Economic No	N Y Physical Yes	/A es Sexual Yes	Emotional Yes	Econom No
76. Does domestic violence legislation protect family members?	Physical Yes	/A /es Sexual Yes			Physical Yes	es Sexual Yes		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Physical Yes Yes	//A /es Sexual Yes /es /es			Physical Yes Yes	/A es Sexual Yes es es		
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	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
If yes, does it mention gender? Does the constitution contain a clause on equality?	N/A Yes	No Yes
3. Does the constitution contain a clause on equality:	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? 9. What are the quotas for women as capitalate lists for earliament?	2%	No quota 35%
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local qovernment?	No quota 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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes	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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes
	ICS	162
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 Yes	No Yes
29. Does the law provide for valuation of nonmonetary contributions?	Married Unmarried	Married Unmarried
Property rights 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? 35. Is a woman's testimony afforded equal weight to that of a man?	Yes	No
	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? 46. Must employers provide leave to care for sick relatives?	No	Yes Yes
	No	

	PHILIPPINES			POLAND				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	Yes		No	Yes	N/A	
Discrimination	Marita	l Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		/es	Yes		1	Vo	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?	Υ	es			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			Y	es		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Y	es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
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?	١	/es			١	⁄es		
68. Can women and men do the same jobs?	١	/es			1	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		'es	Yes	No	-	'es	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
<u> </u>	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting			Metalwork	Heavy lifting		
	Yes	Yes	Yes		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
LAURINE STR. VICHERRE								
	Y	PS			Y	PS		
72. Is there domestic violence legislation?		es /A				es /A		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	/A		
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N Y Y Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A ees Sexual Yes es es es es es es ey es es es es es es es es Civil remedies Yes Yes es es es Girls 25	Yes Criminal penalties Yes		N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es es es es es es es es es Civil remedies Yes Yes es es Girls 18	Yes Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N Y Y Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A ees Sexual Yes es es es es er er es	Yes Criminal penalties Yes		N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es e	Yes Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes	//A ees Sexual Yes es es es es er es	Yes Criminal penalties Yes		N Physical Yes	/A lo Sexual Yes es lo es es es es es es es es Civil remedies Yes Yes 18 es es	Yes Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized?	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes	/A ees Sexual Yes es es es es er er es	Yes Criminal penalties Yes		N Physical Yes	/A lo Sexual Yes es e	Yes Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes	//A ees Sexual Yes es e	Yes Criminal penalties Yes		N Physical Yes Yes Y N Y Y Y Y Y Legislation Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es lo es es es es es es es Givil remedies Yes Yes 18 es es	Yes Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical Yes Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Y N Boys 25 Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A ees Sexual Yes es e	Yes Criminal penalties Yes		N Physical Yes Y, N Y Y Y Y Legislation Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es lo lo es es es es es es Civil remedies Yes Yes es lo Girls 18 es	Yes Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N Y Y Physical Yes Yes Y Y Y Y Y Y Y Y Y Y S S S Y Y S S Y Y S S S Y Y S	//A ees Sexual Yes es e	Yes Criminal penalties Yes		N Physical Yes Y Y Y Y Y Legislation Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es lo es es es es es es es Givil remedies Yes Yes 18 es es	Yes Criminal penalties Yes	Economi No

	DODTUCAL	PUERTO RICO (U.S.)		
REGION	PORTUGAL 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	70,0			
Constitutional rights				
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	No oveke	No susta		
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No quota No quota	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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	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		
JSING 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?	Partial community of property Both must agree	Partial community of property Both must agree		
Protecting a wife's interests	Dour mast agree	Both mast agree		
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		
OING TO COURT				
Equality of access	No	No		
83. Are customary law courts recognized? 84. Are personal law courts recognized?	No 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		
88. Is the Chief Justice a woman?	No	Yes		
Efficiency of procedure				
89. Is there a small claims court/fast track procedure?	Yes	Yes		
10. If yes, what is the maximum amount (%GNI/capita)?	91%	77%		
ROVIDING INCENTIVES TO WORK				
Personal income tax 11. Are childcare payments tax deductible?	Yes	Yes		
ттине стисет раутель тах асаастые:				
A) Are there tay deductions or credits execific to man human?	Men Women	Men Women		
12. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education 13. 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		

	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	
Discolario de estado	No	No	N/A		Yes	Yes	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender Yes			<mark>l Status</mark> 'es	Gender 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? 54. How much of such leave is unpaid (days)?	N/A N/A	N/A N/A	100%		100%	N/A N/A	N/A 84	
54. How much or such leave is unpaid (days):	Mother	Father	. 0		Mother	Father	04	
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?	Y	es			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				es		
59. Is it prohibited for prospective employers to ask about family status?	Υ	es			N	lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		/A es				es es		
63. Are parents entitled to flexible/part-time schedules?		es es				lo		
Retirement & pensions 64. When can one retire and get full benefits?	Women 66	Men 66			Women 67	Men 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?	١	′es			١	⁄es		
68. Can women and men do the same jobs?)	'es			١	⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate ⁄es	Arduous Yes	Hazardous Yes		appropriate /es	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?	Y	es			Y	es		
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?	Y	es			Y	es		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?								
J 1 /	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
// Lines domestic violence legislation protect former spouses?	Y	es	Yes	Yes	Y	es		No
	Y		Yes	Yes	Y			No
78. Does domestic violence legislation protect unmarried intimate partners?	Y Y Y	es es	Yes	Yes	Y Y Y	es es		No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Y Y Y Y	es es es es	Yes	Yes	YY YY YY YY	es es es es		No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Y Y Y Y Y	es es es es es	Yes	Yes	Y. Y. Y. Y. Y.	es es es es es		No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Y Y Y Y Y	es es es es	Yes Criminal penalties	Yes	Y. Y. Y. Y. Y.	es es es es		No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y Y Y Y Y	es e	Criminal	Yes	Y Y Y Y Y Y	es e	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Y Y Y Y Y Y Y Y Legislation Yes Yes	es es es es Civil remedies No No	Criminal penalties	Yes	YY YY YY YY Legislation Yes	es ey es es ey es ey es ey	Yes Criminal penalties	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Y Y Y Y Y Y Y Y Legislation Yes Yes	es ses ses ses ses ses No No No lo	Criminal penalties	Yes	Yes Yes Yes	es Yes Yes	Yes Criminal penalties Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Y Y Y Y Y Y Y Y Legislation Yes Yes N	es es es es es es es es es No No lo	Criminal penalties	Yes	Yes Yes Yes	es e	Yes Criminal penalties Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Y Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	es e	Criminal penalties	Yes	Yes Yes Yes Yes 21	es e	Yes Criminal penalties Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Y Y Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	es e	Criminal penalties	Yes	Yes	es e	Yes Criminal penalties Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	es e	Criminal penalties	Yes	Yes	es e	Yes Criminal penalties Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	es e	Criminal penalties	Yes	Yes	es e	Yes Criminal penalties Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Y Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	es e	Criminal penalties	Yes	Yes	es e	Yes Criminal penalties Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18 Y Y Y	es e	Criminal penalties	Yes	Yes	es e	Yes Criminal penalties Yes	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marrital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?	Y Y Y Y Y Y Y Legislation Yes Yes N Boys 18 Y Y Y Y N	es e	Criminal penalties	Yes	Yes	es e	Yes Criminal penalties Yes	No

	OATAR	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
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid No N/A
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
What are the quotas for women in local government? What are the quotas for women an capitalate lists for parliament?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota No quota	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? 14. Can a woman travel outside her home in the same way as a man?	No Yes Yes	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? 18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	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	NI.	Ven
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?	No Yes	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	NI/A	NI/A
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	N/A No	N/A 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? 38. Is the Chief Justice a woman?	0 No	2 No
Efficiency of procedure	NO	110
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	N.	N.
41. Are childcare payments tax deductible?	No ·	No :
(2) And there has deductions as and the second second second	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/.			0	%		
47. Fillillinum loan amount covered by credit agencies (#GM/capita/:	0	!			0			
48. Do the following provide information to credit agencies:	Retailers	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		l Status	Gender			l Status	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Vo	No			No	Yes	
·		10	110			VO	103	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 50	No N/A	No N/A		Yes 126	Yes 15	Yes 302	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Emp	N/A 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	
34. Now mach of such leave is anjula (days):			IVA				303	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 0	Father 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			30	30		
	NA	IVA			30	. 30		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo			V	i: 'es		
58. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es 'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo 		
60. Is dismissal of pregnant workers prohibited?		lo				'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo				'es		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				lo		
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?		/es			\	/es		
68. Can women and men do the same jobs?		No				/es		
· · · · · · · · · · · · · · · · · · ·				A		,		Andresse
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70. Can warran work in these assumptions in the same way as more	No Mining		No Construction	No Other	Yes Mining		/es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting	Other	
· · · · · · · · · · · · · · · · · · ·	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE						•		
Domestic violence			-					
72. Is there domestic violence legislation?								
73. If not, are there aggravated penalties for offenses between spouses/family members?		lo				'es		
	N	lo			N	/A		
74. Are there clear criminal penalties for domestic violence?	N N	lo lo	F	Farancia	N Y	/A es	F	F
74. Are there clear criminal penalties for domestic violence?	N Physical	lo Sexual	Emotional	Economic	N Y Physical	/A es Sexual	Emotional	Economic
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Physical	lo Sexual	Emotional No	Economic No	Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical No	lo Sexual No			Physical Yes	es Sexual Yes		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Physical No	lo Sexual No lo			Physical Yes Yes Y	Yes Yes Yes		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No No N	Sexual No lo			Physical Yes Yes Y	/A es Sexual Yes es es es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical No	Sexual No lo lo lo lo lo lo			Physical Yes Yes Yes Y	/A es Sexual Yes es es es es es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical No	Sexual No lo lo lo lo lo lo lo			Physical Yes Y Y Y Y Y Y	/A ees Sexual Yes es es es es es es es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Physical No	Sexual No lo			Physical Yes Yes Y Y Y Y Y Y Y	/A ees Sexual Yes es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical No	lo lo Sexual No lo	No		Physical Yes Yes Yes Y Y Y Y Y Y Y Y	/A es Sexual Yes es e	Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical No	No lo	No Criminal penalties		Physical Yes Yes Y Y Y Y Y Legislation	/A es Sexual Yes es es es es Civil remedies	Yes Criminal penalties	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical No	lo Sexual No	Criminal penalties Yes		Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Legislation Yes	/A es Sexual Yes es es es es es Civil remedies Yes	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical No	lo Sexual No lo	No Criminal penalties		Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es es es es es Civil remedies Yes	Yes Criminal penalties	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical No	lo Sexual No lo	Criminal penalties Yes		Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes Yes	/A ees Sexual Yes es es ees ees ees ey ey Yes Yes Yes Yes Yes	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Physical No	lo Sexual No lo	Criminal penalties Yes		Physical Yes Yes Y Y Y Y Y Y Y Y Legislation Yes Yes Y N	/A es Sexual Yes es es es es es es ey es ey Yes es e	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Physical No	lo Sexual No lo	Criminal penalties Yes		Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes Yes Soys	/A es Sexual Yes es es es es es es Yes es Yes es Givil remedies Yes Yes Girls	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical No	lo Sexual No lo	Criminal penalties Yes		Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes Yes 18	/A es Sexual Yes es e	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical No	lo Sexual No lo	Criminal penalties Yes		N Y Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes Yes 18	/A es Sexual Yes es e	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical No	lo Sexual No lo	Criminal penalties Yes		Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y S Legislation Yes Yes Yes Yes Yes 18	/A ees Sexual Yes es es es es er ees es	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Physical No	lo Sexual No lo	Criminal penalties Yes		Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y S Legislation Yes Yes Yes Yes Yes 18	/A es Sexual Yes es e	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	Physical No	lo Sexual No lo	Criminal penalties Yes		Physical Yes Yes Y Y Y Y Y Y Y Y Legislation Yes Yes Yes Y N N N N N N N N N N N N N N N N N N	/A es Sexual Yes es e	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	Physical No	lo Sexual No	Criminal penalties Yes		N Y Y Physical Yes Yes Y Y Y Y Y Y Y Y Y Y S S S S S S S S S S	/A es Sexual Yes es es es es es es es es Civil remedies Yes es a la Girls 18 es es	Yes Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Physical No	lo Sexual No lo	Criminal penalties Yes		N Y Y Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es e	Yes Criminal penalties Yes	

	RUSSIAN FEDERATION		TION 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			V.
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	No N/A		Yes Yes
3. Does the constitution contain a clause on equality?		PS PS	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?		juota	No quota
7. What are the quotas for women in parliament?	No q		30%
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		uota	30% No quota
What are the quotas for women on candidate lists for local government?	No quota 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?14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	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	Yes Yes Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes	Yes	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			
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?		es Io	Yes No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?		es	Yes
USING PROPERTY			103
Marital property regime			
25. What is the default marital property regime?	Partial o	community of property	Full community of property
26. Who administers marital property?	E	Both must agree	Both must agree
Protecting a wife's interests			
27. If the husband administers property, is spousal consent required for major transactions?		/A	N/A
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		lo es	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?	Ye	es	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Ye	es	Yes
GOING TO COURT			
Equality of access			
33. Are customary law courts recognized?		lo	No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?		10	No Yes
	Ye	es	162
Judicial representation 36. How many justices are on the constitutional court?	1	9	14
37. Of those, how many are women?		3	7
38. Is the Chief Justice a woman?	N	lo	No
Efficiency of procedure			
39. Is there a small claims court/fast track procedure?		es es	No N/A
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?	N	lo	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?	Ye	es	No
44. Is primary education free and compulsory?	Ye	es	Yes
Financial support and care			ii.
45. Does the government provide a child allowance to parents?		es	No No
46. Must employers provide leave to care for sick relatives?	Ye	es	No

	RUSSIAN FEDERATION			RWANDA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
The manufacture of created by created agencies (work) capitals.		!	Minnellane			!	Minnelinana	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions Yes		Retailers No	Utilities Yes	Microfinance institutions Yes	
Discrimination		•				•		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			l Status No	Gender No	
·		110	: 110			10	. 110	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental Yes		Maternity Yes	Paternity Yes	Parental 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?	١	No.			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	١	Vo			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	1	Vo.			N	lo		
60. Is dismissal of pregnant workers prohibited?		'es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es .				es		
62. Are nursing mothers entitled to nursing breaks?		'es				es		
63. Are parents entitled to flexible/part-time schedules?		'es				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			55	55 55		
65. When can one retire and get partial benefits?	55 N/A	60 N/A			55 N/A	N/A		
66. What is the mandatory retirement age?	IV/A	IV/A			IN/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	,	Yes .			\ \	⁄es		
68. Can women and men do the same jobs?		No No				es /es		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in		Arduous		• Morally in:	appropriate	Arduous
0 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7					Hazardous			
	No	,	/es	No	Yes	Υ	'es	Yes
70. Can women work in these occupations in the same way as men:						Υ		
	No Mining No	Factories	Construction No	No Other	Yes Mining Yes	Y Factories	es Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining No	Factories No	Construction No	No Other	Yes Mining Yes	Factories Yes	es Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No Mining No Metalwork	Factories No Heavy lifting	Construction No Other	No Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Mining No Metalwork	Factories No Heavy lifting	Construction No Other	No Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Mining No Metalwork No	Factories No Heavy lifting	Construction No Other	No Other	Yes Mining Yes Metalwork Yes	Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Mining No Metalwork No	Factories No Heavy lifting No	Construction No Other	No Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Mining No Metalwork No	Factories No Heavy lifting No	Construction No Other	No Other	Yes Mining Yes Metalwork Yes	Yes Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Mining No Metalwork No	Factories No Heavy lifting No	res Construction No Other No	No Other No	Yes Mining Yes Metalwork Yes Yes N N Yes	Yes Yes Heavy lifting Yes es /A	es Construction Yes Other Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Mining No Metalwork No	Factories No Heavy lifting No No Sexual	res Construction No Other No Emotional	No Other No	Yes Mining Yes Metalwork Yes Yes Yes Yes N Physical	Factories Yes Heavy lifting Yes Ves Ses Sexual	es Construction Yes Other Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Mining No Metalwork No Physical No	Factories No Heavy lifting No	res Construction No Other No	No Other No	Yes Mining Yes Metalwork Yes Yes Yes Yes Physical Yes	Yes Yes Heavy lifting Yes es /A	es Construction Yes Other Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Mining No Metalwork No Physical No	Factories No Heavy lifting No lo Sexual	res Construction No Other No Emotional	No Other No	Yes Mining Yes Metalwork Yes Yes N, Yes Physical Yes Yes	Factories Yes Heavy lifting Yes Heavy lifting Yes Sexual Yes	es Construction Yes Other Yes	Yes Other Yes
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	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		
Does the constitution contain a clause on nondiscrimination?	No N/A	No N/A
If yes, does it mention gender? 3. Does the constitution contain a clause on equality?	N/A Yes	N/A No
3. Does the constitution contains a clause on equality.	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%
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?	No quota No quota	No quota No quota
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?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes	No No 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? 18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
19. Can a woman open a bank account in the same way as a man? 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	No Yes
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	Yes	No
USING PROPERTY	103	110
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? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	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	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 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	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		Yes	Yes	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Status No	Gender No	
·		NO .	INU		'	NO	INU	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 90	Yes 0	No N/A		Yes 70	Yes 1	No N/A	
51. How fluction such leave?	Gov	N/A	N/A		Emp	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	1	N/A		0	0	N/A	
1	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?	N	lo			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	N	lo			N	lo		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			N	lo		
62. Are nursing mothers entitled to nursing breaks?		es			Y			
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
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?		Vo				Vo .		
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 in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No		/es	No	No		/es	Yes
70. Can women work in these occupations in the same way as men:	Mining No	Factories Yes	Construction Yes	Other Yes	Mining No	Yes	Construction Yes	Other No
71. Can women work on these tasks in the same way as men:		Heavy lifting		162		Heavy lifting	•	INU
71. Call wollen work on these tasks in the same way as men.	Yes	Yes	Yes		No	Yes	No	
DROTECTING WOMEN FROM WOLFINGE	163				110	103		
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		es			Y			
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A			N			
74. Are there clear criminal penalties for domestic violence?		es	Factional	F	Physical		Frankland	F
75. Door domestic violence legislation cover the following abuse:	Physical Yes	Sexual	Emotional	Economic Yes	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?		Yes es	Yes	162	Yes	Yes es	Yes	No
77. Does domestic violence legislation protect farminy members: 77. Does domestic violence legislation protect former spouses?		es es				lo		
78. Does domestic violence legislation protect unmarried intimate partners?		es				lo		
79. Do protection orders for domestic violence exist?		es				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?		es				lo		
81. Do protection orders for domestic violence prohibit contact?	Y	es			N	lo		
82. Is there a specialized court/procedure for domestic violence?					N	lo		
	Y.	es				Chall	Criminal	
		Civil	Criminal		Legislation	Civil		
Sexual harassment	Legislation	Civil remedies	penalties		Legislation	remedies	penalties	
83. To protect against sexual harassment, do the following exist:	Legislation Yes	Civil remedies No	penalties Yes		No	remedies No	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	Civil remedies No No	penalties		No No	No No		
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	Civil remedies No No	penalties Yes		No No	remedies No No	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes N	Civil remedies No No No	penalties Yes		No No No	No No No No	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes N N Boys	Civil remedies No No lo Girls	penalties Yes		No No	remedies No No	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes Yes N N Boys 18	Civil remedies No No lo lo Girls	penalties Yes		No No No No Boys	No No Girls	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes N N Boys 18	Civil remedies No No lo Girls	penalties Yes		No No No Boys	No No No No	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes N N Boys 18	Civil remedies No No lo lo Girls 18	penalties Yes		No N	No No O O Girls	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes Yes N N Boys 18	Civil remedies No No lo lo lo Girls 18 ess	penalties Yes		No N	No N	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes Yes N N Boys 18	Civil remedies No No lo lo lo Girls 18 ess	penalties Yes		No N	No N	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes N N Boys 18 Y, Y, Y, Y, Y, Y, Y, Y, Y, Y	Civil remedies No No lo lo lo Girls 18 es es	penalties Yes		No N	No No No Oo Oo Oo Girls Oo Oo	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes N N Boys 18 Y, Y, N N N N N N N N N N N N N N N N N	Civil remedies No No No lo lo lo Girls 18 ess	penalties Yes		No N	No No No Oo Oo Girls Oo Oo	No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Legislation Yes Yes N Boys 18 Y, Y, N N N N N N N N N N N N N	Civil remedies No	penalties Yes		No N	No No Oo	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		
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? 10. What are the quotas for women on candidate lists for local government?	50%	30%
•		
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried 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?16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	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	Voc	Ver
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?	Yes No	Yes No
24. Must spouses jointly financially maintain the family?	Yes	Yes
	10	103
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	Ni-	Mr
33. Are customary law courts recognized?	No.	No No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	No Yes	No Yes
	ics	103
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
44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?	Yes	Yes Yes

	SENEGAL			SERBIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	190)3%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
Discrimination	No	No Status	No Gender		No Marital	No	No Gender	
19. Is discrimination in access to credit prohibited based on:		Vo	No			lo Status	No	
ETTING 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	
TT la consideration force in those a matrix that accept he takes how the	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			N/A 0	N/A 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			U	U		
Workplace protections		l ₌				_		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo			N	0 25		
59. Is it prohibited for prospective employers to ask about family status?		lo			N N			
60. Is dismissal of pregnant workers prohibited?		es				25		
61. Are mothers quaranteed an equivalent position after maternity leave?		es			N			
62. Are nursing mothers entitled to nursing breaks?	Y	es			Ye	<u>2</u> S		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			65	65		
55. When can one retire and get partial benefits?	53	53			65	65		
56. 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?	١	es/es			Υ	'es		
68. Can women and men do the same jobs?		Vo			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou
	Yes		No	Yes	Yes		es	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:		Heavy lifting		103		Heavy lifting		103
,	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	es			Ye	2S		
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?	Y	es			Ye	25		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econom
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?		es				<u>2</u> S		
77. Does domestic violence legislation protect former spouses?		lo				2S		
78. Does domestic violence legislation protect unmarried intimate partners?	N	lo			Y			
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?		ı.				25		
80. DO DIOLECTION OLDERS TOL COLLECTE VIOLENCE LELIONE THE DELIDERATOR FLORI THE HOLLE?		lo			Y			
	N	lo			Ye	<u>2</u> S		
81. Do protection orders for domestic violence prohibit contact?	N	lo lo			Ye	2S 2S		
31. Do protection orders for domestic violence prohibit contact? 32. Is there a specialized court/procedure for domestic violence?	N N	lo lo Civil	Criminal		Ye Ye N	es es O Civil	Criminal	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N N Legislation	lo lo Civil remedies	penalties		Yo Yo N Legislation	es o Civil remedies	penalties	
31. Do protection orders for domestic violence prohibit contact? 32. Is there a specialized court/procedure for domestic violence? Sexual harassment 33. To protect against sexual harassment, do the following exist:	Legislation Yes	lo lo Civil remedies	penalties Yes		You You No Legislation Yes	cs 0 Civil remedies Yes	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 56exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	lo lo Civil remedies No No	penalties		Yes Yes	ces ces co Civil remedies Yes	penalties	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	lo lo Civil remedies No No lo	penalties Yes		Yes Yes N Legislation Yes Yes	cs cs co Civil remedies Yes Yes	penalties Yes	
31. Do protection orders for domestic violence prohibit contact? 32. Is there a specialized court/procedure for domestic violence? Sexual harassment 33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: 35. Is there legislation on sexual harassment in education? 36. Is there legislation on sexual harassment in public places?	Legislation Yes Yes N	lo lo lo Civil remedies No No lo	penalties Yes		Yes Yes N N N N N N N N N	civil remedies Yes Yes 0	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes N N Boys	lo lo lo Civil remedies No No lo lo lo Girls	penalties Yes		Yes Yes N N N N N N N N N N N N N N N N N N N	ces cos cos civil remedies Yes Yes o cos cos cos cos cos cos cos cos cos	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	lo Civil remedies No No lo lo Girls 18	penalties Yes		Yes Yes N N N N N N N N N N N N N N N N N N N	ces ces ces ces ces ces ces ces ces ces	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N N N Legislation Yes Yes N N N Boys 18	lo lo lo Civil remedies No No lo lo lo Girls 18	penalties Yes		Yes Ves N Legislation Yes Yes N N Boys 18	ces ces ces ces civil remedies Yes Yes Yes o o Girls 18	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N N Legislation Yes Yes N N N Boys 18	lo Civil remedies No No lo lo Girls 18	penalties Yes		Yes Yes N N N N N N N N N N N N N N N N N N N	Civil remedies Yes Yes 0 Cirils 18	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N N Legislation Yes Yes N N N Boys 18	lo l	penalties Yes		Yes Ves N Legislation Yes Yes N N Boys 18	Civil remedies Yes Yes 0 Cirils 18	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes Yes N Boys 18 Y	lo l	penalties Yes		Yes N Legislation Yes Yes N N Boys 18	ces ces ces co civil remedies Yes Yes 0 0 0 Girls 18	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes Yes N Boys 18 Y Y	lo l	penalties Yes		Yes Ves N Legislation Yes Yes N N Boys 18	ces	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Legislation Yes Yes Yes N N Boys 18 Y Y Y Y Y N N N N N N N N N N N N N N	lo l	penalties Yes		Ves Yes N N N N N N N N N N N N N N N N N N N	Civil remedies Yes Yes 0 Girls 18 25 26 27 4A	penalties Yes	

	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	Yes	Ver
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	No	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 No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas	No queta	No gueta
What are the quotas for women on corporate boards? What are the quotas for women in parliament?	No quota No quota	No quota No quota
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? 12. Can a woman apply for a national ID card in the same way as a man?	No Yes Yes	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? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes	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? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes	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 No	N/A No
28. Are there special provisions governing the marital home? 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? 38. Is the Chief Justice a woman?	2 No	3 No
Efficiency of procedure	NO	no no
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
The chilocale payments tax deductible:		
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
Childcare and education	110	no ; no =
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care	No	No
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	No Yes	No No
22. 22. Suprayers provide react to talle for situ relatives.		

	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 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No		Marital	Status No	Gender No	
·		VO .	INU		<u>'</u>	NO	INU	
GETTING A JOB								
Parental benefits 50 Dees the law madate the following types of leaves:	Maternity	Paternity	Parental		Maternity	Paternity No	Parental No	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 98	No N/A	No N/A		Yes 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?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				0		
60. Is dismissal of pregnant workers prohibited?		es Io				lo lo		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		lo				lo		
63. Are parents entitled to flexible/part-time schedules?		10				0		
·								
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 60	Men 60		
65. When can one retire and get rail 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?	}	/es			١	No		
68. Can women and men do the same jobs?)	/es				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou
, ,	Yes		/es	Yes	Yes	•	es	Yes
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:		Heavy lifting	Other	163		Heavy lifting		163
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	es			Ye	es		
		es /A			N,	/A		
	N N	/A lo			N, Ye	/A es		
74. Are there clear criminal penalties for domestic violence?	N N Physical	/A lo Sexual	Emotional	Economic	N Yo Physical	/A es Sexual	Emotional	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N N Physical No	/A lo Sexual No	Emotional Yes	Economic No	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Econom Yes
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No No Ye	/A lo Sexual No es			Physical Yes Yes	Sexual Yes	•	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	No No Yo	/A lo Sexual No es			N, Yi Physical Yes Yi	Yes Sexual Yes Yes	•	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No No Yi	/A lo Sexual No es es es			N, Yi Physical Yes Yi Yi Yi	/A es Sexual Yes es es	•	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No Physical No Yo	/A lo Sexual No es			N, Yi Physical Yes Yi	/A ses Sexual Yes ses ses ses ses ses ses ses ses ses	•	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Physical No You May	/A lo Sexual No es es es es			N, Yo Physical Yes Yo Yo	Yes Sexual Yes 25 25 25 26 27 28 28 28 28 28 28 28 28 28	•	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Physical No Y:	/A lo Sexual No es es es es es es es es			N, Yi Physical Yes Yi Yi Yi Yi Yi Yi Yi Yi	Yes Sexual Yes es Yes es e	•	
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73. In hot, are there aggravated penalties for domestic violence? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	No Physical No Yi Yi Yi Legislation Yes Yes 18 No No Yi Yi Yi Yi Yi Yi No	/A lo Sexual No es	Criminal penalties Yes		N, Yes Physical Yes Yi Yi Yi Yi Yi Yi Legislation Yes No	YA es Sexual Yes Yes Sexual Yes Yes Sexual Yes Sexual Yes Sexual Yes	Yes Criminal penalties Yes	Yes

SINGAPORE		F	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				′es	
3. Does the constitution contain a clause on equality?					es .	
	Recognized	Invalid	R	ecognized		
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
	Yes	No		No	N/A	
Quotas 5. What are the quotas for women on corporate boards?	No.c	uota		No	quota	
7. What are the quotas for women in parliament?	No				quota	
B. What are the quotas for women in local government?		uota			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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		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?	Υ	2S		Υ	es es	
23. Are wives required to obey their husbands?	N	lo		١	No	
24. Must spouses jointly financially maintain the family?	Y	25		Υ	⁄es	
JSING PROPERTY						
Marital property regime						
25. What is the default marital property regime?		Other			community of property	
26. Who administers marital property?		Original owner			Both must agree	
Protecting a wife's interests	N.	/A		N	I/A	
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?		0			Vo	
29. Does the law provide for valuation of nonmonetary contributions?		25			/es	
Property rights	Married	Unmarried		Married	Unmarried	
80. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
nheritance rights						
B1. Do sons and daughters have equal inheritance rights?	Υ	es		Υ	'es	
82. Do female and male surviving spouses have equal inheritance rights?	Y	25		Υ	es es	
OING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	lo		١	No	
34. Are personal law courts recognized?	Υ	es			No	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es		Υ	'es	
Judicial representation		2			12	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		2			4	
88. Is the Chief Justice a woman?		0			/es	
Efficiency of procedure	l'					
19. Is there a small claims court/fast track procedure?	Υ	es		Υ	'es	
10. If yes, what is the maximum amount (%GNI/capita)?		1%			1%	
ROVIDING INCENTIVES TO WORK						
Personal income tax						
11. Are childcare payments tax deductible?	N	lo		١	No	
	Men	Women		Men	Women	
12. Are there tax deductions or credits specific to men/women?	No	Yes		No	No	
Childcare and education						
13. Is childcare subsidized or publicly provided?	Y	es		Y	es es	
14. Is primary education free and compulsory?	Y	25		Υ	es es	
Financial support and care						
45. Does the government provide a child allowance to parents?		es			'es	
46. Must employers provide leave to care for sick relatives?		0		Y	'es	

	SINGAPORE			SLOVAK REPUBLIC				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		No	No	N/A	
Discrimination	Marita	l Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		Υ	es	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?	N	lo			Y	2S		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo			Ye			
59. Is it prohibited for prospective employers to ask about family status?		lo			Y			
60. Is dismissal of pregnant workers prohibited?		es			Ye			
61. Are mothers guaranteed an equivalent position after maternity leave?		lo			Ye			
62. Are nursing mothers entitled to nursing breaks?		lo			Ye			
63. Are parents entitled to flexible/part-time schedules?	N	lo			Ye	25		
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?		/es				es		
68. Can women and men do the same jobs?)	/es			Y	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		/es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
71. Can warman work on those tacks in the same way as more	Yes	Yes	Yes	Yes	Yes	Yes	Yes Other	Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Yes	Heavy lifting Yes	Yes	
	162	162	ies		162	162	162	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Ye	<u>2</u> S		
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?	N	lo			Ye	<u>2</u> S		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
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?	V				Ye			
77. Does domestic violence legislation protect former spouses?		es						
78. Does domestic violence legislation protect unmarried intimate partners?	Υ	es			Ye	<u>2</u> S		
79. Do protection orders for domestic violence exist?	Y N	es Io			Ye	2S 2S		
	Y N Y	es lo es			Ye Ye Ye	2S 2S 2S		
·	Y N Y	es lo es			Yi Yi Yi	25 25 25 25		
81. Do protection orders for domestic violence prohibit contact?	Y N Y Y	es lo es es			Yo Yo Yo Yo N	25 25 25 25 0		
81. Do protection orders for domestic violence prohibit contact?	Y N Y Y N	es lo es es lo es	Ciminal		Yi Yi Yi	25 25 25 25 0	Circinal	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Y N Y Y	es lo es es	Criminal penalties		Yo Yo Yo Yo N	25 25 25 25 0	Criminal penalties	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y N Y Y N	es lo es lo es			Yi Yi Yi Yi N	25 25 25 25 0 0		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Y N Y Y Y N Legislation	es lo es Civil remedies	penalties		Yo Yo Yo Yo N Legislation	es e	penalties	
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81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Y N Y N Y Legislation Yes Yes	es e	penalties Yes		Yi Yi Yi N N Legislation Yes Yes	ess ess ess o o Civil remedies Yes Yes	penalties No	
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81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	YY N Y Y N Y N Y Legislation Yes Yes N N Boys 21	ess lo ess ess lo ess Civil remedies Yes Yes lo lo Girls 21	penalties Yes		Yes Yes Yes N Boys 18	ess	penalties No	
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81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	YY N Y Y N N Y Legislation Yes Yes N N N S Boys 21 Y	es s lo es es es es lo lo es Civil remedies Yes Yes lo lo lo lo Girls 21 es es	penalties Yes		Yes Yes Yes N Legislation Yes Yes Yes Yes N R N N N N N N N N N N N N N N N N N	25 25 25 25 25 25 25 25 26 26 26 26 26 26 26 26 26 26 26 26 26	penalties No	
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	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		· ·
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	No N/A	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? 8. What are the quotas for women in local government?	No quota No quota	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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes	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? 26. Who administers marital property?	Partial community of property Both must agree	Full community of property Both must agree
Protecting a wife's interests	bott must agree	bour must agree
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	0	
36. How many justices are on the constitutional court? 37. Of those, how many are women?	9 5	11 2
38. Is the Chief Justice a woman?	No	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
41. Are chilocate payments tax deductible!	:	·
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
42. Are there tax deductions of cleans specific to meny women? Childcare and education	NO NO	INO INO
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

		SLO\	ENIA			SOUTH	AFRICA	
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
		:	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	N/A		Yes	Yes	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender Yes			Status Yes	Gender Yes	
·		NO.	162			<i>C</i> 3	163	
GETTING A JOB	Mataurita	Datait-	Donostal		Mataurita	Datait-	Davastal	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity Yes	Parental 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 57. Does the law mandate equal remuneration for work of equal value?		es			V	es		
58. Does the law mandate equal remuneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo		
62. Are nursing mothers entitled to nursing breaks?		es				lo		
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	lo		
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? 66. What is the mandatory retirement age?	65 N/A	65 N/A			N/A N/A	N/A N/A		
	N/A	IN/A			IN/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es			\	⁄es		
68. Can women and men do the same jobs?		Vo				/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. can women work in these types of jobs in the same way as men.	Yes		les	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
71.6	No	Yes	Yes	Yes	Yes	Yes	Yes	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 WOLFINGE	ies	162	ies		162	ies	ies	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		es				es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	/A		
•	N Y	/A es	Fmotional	Fronomic	N N	/A lo	Emotional	Fronomic
73. If not, are there aggravated penalties for offenses between spouses/family members?74. Are there clear criminal penalties for domestic violence?	N	/A es Sexual	Emotional Yes	Economic Yes	N N Physical	/A	Emotional Yes	Economic Yes
73. If not, are there aggravated penalties for offenses between spouses/family members?	N Y Physical Yes	/A es	Emotional Yes	Economic Yes	N Physical Yes	/A lo Sexual		
 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 	N Y Physical Yes	/A es Sexual Yes			N Physical Yes	/A lo Sexual Yes		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N Y Physical Yes Y Y	/A es Sexual Yes es es es			N Physical Yes Yes	/A lo Sexual Yes es es		
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73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	Physical Yes Yes Y Y Y Y Y Y Y Y Legislation Yes Yes Yes Yes Y N N N N N N N N N N N N N N N N N N	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Ses Se	Criminal penalties Yes		N Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes N Legislation Yes Yes N R Boys 18 Yes Yes N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es e	Yes Criminal penalties 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 Pers the contribution contribution advance an application and a contribution and a	Yes	Voc
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	Yes	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	No queta	40%
6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament?	No quota 25%	No quota
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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes	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? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes	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? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes	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? 29. Does the law provide for valuation of nonmonetary contributions?	No No	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?	9	12
37. Of those, how many are women? 38. Is the Chief Justice a woman?	0 No	2 No
Efficiency of procedure	NO	110
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	No	No
41. Are childcare payments tax deductible?	No	No :
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No Yes
42. Are there tax deductions or creats specific to menywomen? Childcare and education	INU : INU	NO 162
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? 46. Must employers provide leave to care for sick relatives?	No No	Yes Yes
To, i rust employers provide leave to tale for sick relatives:	INU	162

	SOUTH SUDAN			SPAIN				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%		
771 minimum tour districts by creat agencies (notify capital).		!	Mino-Conne		,	!	Bai andinana	
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 N/A	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	Yes	
GETTING A JOB			1					
	88 - 1 11	Bullion No.	Donat d		BA . 1 21	D. L	D I. I	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity Yes	Parental 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?	١	lo			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	١	lo			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?	١	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?		lo			Ye	es		
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	N/A N/A			63 N/A	63 N/A		
66. What is the mandatory retirement age?	IN/A	N/A			IN/A	N/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?		No			Λ.	⁄es		
68. Can women and men do the same jobs?		No No				es /es		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
			1		\/		to a contract of the contract	
70. Can women work in these accumations in the same way as mon-	No Mining		es Construction	No Other	Yes Mining		es Construction	Yes
70. Can women work in these occupations in the same way as men:	No Mining No	Factories Yes	Yes Construction Yes	No Other Yes	Yes Mining Yes		es Construction Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining No	Factories	Construction Yes	Other	Mining Yes	Factories	Construction Yes	Other
	Mining No	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes es /A	Construction Yes Other	Other
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	SRI LANKA			ST. KITTS AND I	NEVIS
REGION		South Asia		Latin America & Cari	
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?	Ye	25		Yes	
2. If yes, does it mention gender?	Ye			Yes	
3. Does the constitution contain a clause on equality?	Ye	25		Yes	
	Recognized	Invalid	Recognized		
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No No	No No	N/A N/A	
3. is personal law recognized / invalid in it violates provisions on nondiscrimination of equality? Ouotas	162	INU	INO	N/A	
What are the quotas for women on corporate boards?	No q	uota	No	quota	
7. What are the quotas for women in parliament?	No q	uota	No	quota	
8. What are the quotas for women in local government?	No q			quota	
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No q No q			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? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	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? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes	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? Division of responsibility within marriage	N/A	N/A	N/A	N/A	
22. Do spouses have equal rights to convey citizenship?	Ye	25		Yes	
23. Are wives required to obey their husbands?	N	lo		No	
24. Must spouses jointly financially maintain the family?	Ye	25		Yes	
USING PROPERTY			_		
Marital property regime 25. What is the default marital property regime?	Sen	aration of property	Se	paration of property	
26. Who administers marital property?		Original owner	30	Original owner	
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	N,			N/A	
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	N N			No No	
Property rights		Unmarried		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?	Ye			Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Ye	25		Yes	
GOING TO COURT Equality of access					
33. Are customary law courts recognized?	N	0		No	
34. Are personal law courts recognized?	Ye	es		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	25		Yes	
Judicial representation 36. How many justices are on the constitutional court?	1	1		25	
37. Of those, how many are women?	3			14	
38. Is the Chief Justice a woman?	N	lo		Yes	
Efficiency of procedure					
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Ye O'			Yes 53%	
PROVIDING INCENTIVES TO WORK	- O	70		J.S. 70	
Personal income tax					
41. Are childcare payments tax deductible?	N	0		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?	N	0		Yes	
44. Is primary education free and compulsory?	Ye			Yes	
Financial support and care					
45. Does the government provide a child allowance to parents?	N			No	
46. Must employers provide leave to care for sick relatives?	N	U		No	

	SRI LANKA			ST. KITTS AND NEVIS				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	C	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		al Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No		- 1	No	No	
SETTING 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)? 52. Who pays for such leave?	84 Emp	N/A N/A	N/A N/A		91 Gov	N/A N/A	N/A N/A	
53. What % of wages are paid?	100%	N/A	N/A		65%	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				lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		No				lo		
59. Is it prohibited for prospective employers to ask about family status?		No /os				lo		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		/es No				es Io		
62. Are nursing mothers entitled to nursing breaks?		res				10		
63. Are parents entitled to flexible/part-time schedules?		No				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	55			62	62		
55. When can one retire and get partial benefits?	50	55			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				/es		
68. Can women and men do the same jobs?		No				es ·		,
69. Can women work in these types of jobs in the same way as men:	Hazardous	 	nappropriate	Arduous	Hazardous		appropriate	Arduou
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	Yes Construction	Yes Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men.	No	No	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?	Υ	/es			Y	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	V/A				/A		
74. Are there clear criminal penalties for domestic violence?		/es				es		_
7F. Dans damastic dislance lacislation assumble fellowing above.	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econom
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes	Yes Yes	Yes	No	Yes	Yes 'es	Yes	Yes
77. Does domestic violence legislation protect former spouses?		res				'es		
78. Does domestic violence legislation protect unmarried intimate partners?		/es				'es		
79. Do protection orders for domestic violence exist?	Υ	/es			Y	'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Υ	/es			Y	'es		
81. Do protection orders for domestic violence prohibit contact?		/es				'es		
82. Is there a specialized court/procedure for domestic violence?		res Chall	Colonianal		Y	es	Cuincinal	
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?		/es				lo In		
86. Is there legislation on sexual harassment in public places?		No				lo :		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for: 88. Are there exceptions?	18	18 Yes			18 V	18 'es		
36. Are triefe exceptions? 89. Is child marriage void or prohibited?		res /es				'es		
90. Is child marriage penalized?		/es				lo		
Marital rape								
91. Is marital rape explicitly criminalized?	1	No			N	lo		
92. If not, can a wife or partner file a complaint?		No				'es		
93. Are rape perpetrators exempt if they are married to the victim?		/es				lo		
94. Are rape perpetrators exempt if they marry the victim?		No				lo		

	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	v	
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	Yes Yes	Yes Yes
3. Does the constitution contain a clause on equality?	Yes	No 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? 9. What are the quotas for women on candidate lists for parliament?	No quota No quota	No quota No quota
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?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	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? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	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	Yes No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	No	Yes
USING PROPERTY		1.63
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? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	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 Von
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 Ioan amount covered by credit agencies (%GNI/capita)?	N	/A			N	/A		
			Microfinance		D 1 11		Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		N/A	N/A	N/A	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	No	No		1	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% 0	N/A	N/A	
54. How much of such leave is unpaid (days)?	42	N/A	N/A			N/A	N/A	
EE In uppaid parental leave is there a portion that must be taken by the	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the:	N/A N/A	N/A N/A			N/A N/A	N/A N/A		
	IN/A	IN/A			IN/A	IN/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	'es			N	lo		
58. Does the law mandate equal remaineration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		'es				lo		
59. Is it prohibited for prospective employers to ask about family status?		es es				lo		
60. Is dismissal of pregnant workers prohibited?		'es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		'es				es		
62. Are nursing mothers entitled to nursing breaks?		Vo.				lo		
63. Are parents entitled to flexible/part-time schedules?	N	Vo			N	lo		
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?	١	Yes			١	⁄es		
68. Can women and men do the same jobs?	١	Yes			1	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in these types or jobs in the same way as men.	Yes		Yes	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		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				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	'es			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		I/A				/A		
74. Are there clear criminal penalties for domestic violence?		'es				lo		
	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?	Υ	'es			Y	es		
77. Does domestic violence legislation protect former spouses?	Y	'es			Y	es		
78. Does domestic violence legislation protect unmarried intimate partners?	Y	'es			Y	es		
79. Do protection orders for domestic violence exist?	Y	'es			Y	es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y	'es			Y	es		
81. Do protection orders for domestic violence prohibit contact?	Y	'es				es		
82. Is there a specialized court/procedure for domestic violence?	Y	'es			Y	es		
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.				lo		
86. Is there legislation on sexual harassment in public places?	N	No			N	lo		
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?	18	: 18 'es			Y	es		
	18 Y	•				es es		
88. Are there exceptions?	18 Yı	'es			Y			
88. Are there exceptions? 89. Is child marriage void or prohibited?	18 Yı	es es			Y	es		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	18 Yi Yi	es es			Y Y	es		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	18 Yi Yi Yi	res res res			Y. Y.	es es		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	18 Y Y Y Y	res res res			Y Y N Y	es es lo		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	18 Y Y Y Y N	res res res res			Y, Y, N Y,	es lo es		

		CUDINAME			
	SUDAN		SURINAME		
REGION		Sub-Sahara	an Africa		Latin America & Caribbean
INCOME GROUP		Lower midd	le income		Upper middle income
FEMALE POPULATION		19,318	,117		271,427
FEMALE LABOR FORCE PARTICIPATION		339	6		45%
ACCESSING INSTITUTIONS					
Constitutional rights					
1. Does the constitution contain a clause on nondiscrimination?	Ye	25		Y	⁄es
2. If yes, does it mention gender?	Ye	25		Υ	/es
3. Does the constitution contain a clause on equality?	Ye	25		Y	⁄es
	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 q	uota		No (quota
7. What are the quotas for women in parliament?	30	1%		No (quota
8. What are the quotas for women in local government?	No q	uota		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 q	uota		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		Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	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?	N	0		Y	⁄es
23. Are wives required to obey their husbands?	Ye	25		1	No
24. Must spouses jointly financially maintain the family?	N	0		Y	⁄es
JSING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Sepa	aration of prope	rty	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	I/A
28. Are there special provisions governing the marital home?	N	0		Y	⁄es
29. Does the law provide for valuation of nonmonetary contributions?	N	0		Y	⁄es
Property rights	Married	Unmarried		Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes
nheritance rights					
81. Do sons and daughters have equal inheritance rights?	N	0		Y	⁄es
32. Do female and male surviving spouses have equal inheritance rights?	N	0		Y	⁄es
OING TO COURT					
Equality of access 33. Are customary law courts recognized?	N	0		,	No
33. Are customary law courts recognized? 34. Are personal law courts recognized?		25		_	No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	N N				vo /es
, , , ,	IN	U			
Judicial representation 36. How many justices are on the constitutional court?)			I/A
77. Of those, how many are women?		,		_	I/A
88. Is the Chief Justice a woman?	N			_	I/A
	IV			,	.,
Efficiency of procedure 19. Is there a small claims court/fast track procedure?	N	0			No
10. If yes, what is the maximum amount (%GNI/capita)?	N,				I/A
	IN)			,	· · ·
ROVIDING INCENTIVES TO WORK					
Personal income tax 11. Are childcare payments tax deductible?	N	0			No
n. Are chilocate payments cax deductible!					
	Men	Women		Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No		No	No
Childcare and education					
13. Is childcare subsidized or publicly provided?	Ye			_	/es
44. Is primary education free and compulsory?	Ye	25		١	/es
Financial support and care					
45 B 1b		0			⁄es
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	N N			_	No No

	SUDAN			SURINAME				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			N	/A		
47.7 milliman loan amount covered by creat agencies (2004), capital.		,,,, !				,,,, !		
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						•	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			l Status No	No	
·		10	: 110			10	. 140	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity No	Paternity No	Parental No	
51. How much of such leave is paid (days)?	56	N/A	N/A		N/A	N/A	N/A	
52. Who pays for such leave?	Emp	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		N/A	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?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			N	lo		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				/A		
62. Are nursing mothers entitled to nursing breaks?		es				lo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
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?	50	50			60	60		
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				/es		
68. Can women and men do the same jobs?		No				⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No	١	loc	No	Yes	γ	'es	Yes
			/es					
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Mining No	Factories Yes	Construction Yes		Mining Yes	Factories Yes	Construction Yes	
70. Can women work in these occupations in the same way as men:71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men:	Mining No	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
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	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
If yes, does it mention gender?	Yes	N/A
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
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 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried 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? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes	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? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes No No	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? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes
USING PROPERTY	103	103
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 77 If the husband administers property is enough concert required for major transactions?	No	N/A
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	No No	N/A 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? 32. Do female and male surviving spouses have equal inheritance rights?	No No	Yes Yes
	NO	ies
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

		SWAZ	ILAND			SWE	DEN	
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
47.1 million loan amount covered by creak agencies (North) capitaly.		:	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	institutions Yes		Retailers No	Utilities No	institutions N/A	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	Yes	
·			: 110			10	103	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity Yes	Parental 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?	1	lo			N	i lo		
58. Does the law mandate equal remaindation based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo .		
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Y	'es		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	١	lo			Υ	'es		
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?	1	/es			١	/es		
68. Can women and men do the same jobs?		No			١	/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	Yes		/es	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining No	No No	Construction No	Other Yes	Mining Yes	Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		163		Heavy lifting		163
71. Can women work on these tasks in the same way as men.		ricavy munic	No		Yes	Yes	-	
DROTECTING WOMEN FROM VIOLENCE	Yes	Yes					· Yes	
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes				103	Yes	
	Yes	Yes				163	res	
Domestic violence							Yes	
Domestic violence 72. Is there domestic violence legislation?		Yes lo			Y	es	Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	, n	lo lo			N	es /A	Yes	
Domestic violence 72. Is there domestic violence legislation?	1 1	lo lo			N Y	es /A		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	n n Physical	lo lo Sexual	Emotional	Economic	N Y Physical	es /A es Sexual	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	No	lo lo lo Sexual	Emotional No	Economic No	Physical Yes	es /A es Sexual Yes		Economic No
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical	lo lo Sexual No lo			Physical Yes	es //A es Sexual Yes	Emotional	
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical No Physical No	lo lo lo Sexual No lo	Criminal penalties No		N Y Y Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y S S Y Y S	es //A es Sexual Yes es es es es es Yes es es es es es fies es	Emotional Yes Criminal penalties No	Roomid 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
EMALE LABOR FORCE PARTICIPATION	78%	14%
CCESSING INSTITUTIONS		
Constitutional rights		
I. 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
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid 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
D. What are the quotas for women on candidate lists for parliament? D. What are the quotas for women on candidate lists for local government?	No quota No quota	No quota No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
1. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
2. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
3. Can a woman travel outside the country in the same way as a man? 4. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	No Yes No Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman qet a job in the same way as a man?	Yes Yes	No Yes
6. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
7. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
Can a woman open a bank account in the same way as a man? Gan a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	Yes Yes No Yes
O. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	No No
1. 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		
2. Do spouses have equal rights to convey citizenship?	Yes	No
Are wives required to obey their husbands? Must spouses jointly financially maintain the family?	No Yes	No No
	ies	NO
ISING 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? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	No No
•	Married Unmarried	Married Unmarried
Property rights 10. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
nheritance rights	-	· ·
1. Do sons and daughters have equal inheritance rights?	Yes	No
2. Do female and male surviving spouses have equal inheritance rights?	Yes	No
OING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
4. Are personal law courts recognized?	No	Yes
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	No
Iudicial representation 16. How many justices are on the constitutional court?	N/A	11
77. Of those, how many are women?	N/A	0
18. Is the Chief Justice a woman?	N/A	No
Efficiency of procedure		
9. Is there a small claims court/fast track procedure?	Yes	Yes
0. If yes, what is the maximum amount (%GNI/capita)?	37%	58%
ROVIDING INCENTIVES TO WORK		
Personal income tax 1. Are childcare payments tax deductible?	No	No
т. Але спискате рауниения сах исписките!		;
12. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
22. Are there tax deductions or credits specific to men/women? Childcare and education	INU INU	No No
3. Is childcare subsidized or publicly provided?	Yes	No
4. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
15. 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	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	No	N/A		No	No	Yes	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		- 1	Vo	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? 53. What % of wages are paid?	Gov 59%	N/A N/A	N/A N/A		Emp 100%	N/A N/A	N/A N/A	
54. How much of such leave is unpaid (days)?	14	N/A N/A	N/A N/A		30	N/A	N/A	
34. How much of such leave is unpaid (days):		:	IN/A				N/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father 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	,	,,,,			14/11	,,,,		
57. Does the law mandate equal remuneration for work of equal value?	γ	es			N	i lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				lo		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	64	65			60	60		
55. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	62 69	63 70			60 65	60 65		
	09	70			03	03		
Working hours and industry restrictions 67. Can women and men work the same night hours?	,	/es				Vo		
68. Can women and men do the same jobs?		les les				Vo		
·				A I				A
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous No	Morally ina	ippropriate lo	Arduou No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
70. Call Wollett Work in these occupations in the same way as men.	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?	Y	es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	lo		
74. Are there clear criminal penalties for domestic violence?	Y	es			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econom
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?	Y	ρς			N	lo		
77. Does domestic violence legislation protect former spouses?								
78. Does domestic violence legislation protect unmarried intimate partners?		es				lo		
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Y	es es			N	lo		
81. Do protection orders for domestic violence remove the perpetrator from the nome?	Yı Yı	es es es			N N	lo Io		
on, bu protection orders for domestic violence promibit contact:	Yı Yı Yı	es es es			N N	lo lo		
32. Is there a specialized court/procedure for domestic violence?	Yı Yı Yı	es es es es			N N N	lo lo lo		
	Y. Y. Y. Y.	es es es es es Civil	Criminal		N N N	lo lo lo lo Civil	Criminal	
Sexual harassment	Yi Yi Yi Yi Legislation	es es es es Civil remedies	penalties		N N N Legislation	lo lo lo lo Civil remedies	penalties	
Sexual harassment 33. To protect against sexual harassment, do the following exist:	Yi Yi Yi Legislation	es es es es es es es ey es ey	penalties Yes		N N N N Legislation Yes	lo lo lo Civil remedies No	penalties Yes	
Sexual harassment 33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment:	Yes Yes	es es es es es es es ey es ey	penalties		M N N Legislation Yes No	lo lo lo lo Civil remedies No No	penalties	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes N	es es es es es Civil remedies Yes Yes lo	penalties Yes		No No	lo lo lo lo Civil remedies No No lo	penalties Yes	
Sexual harassment 33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: 35. Is there legislation on sexual harassment in education? 36. Is there legislation on sexual harassment in public places?	Yes Yes N	es es es es es es es Yes Yes lo lo	penalties Yes		M N N N N N N N N N N N N N N N N N N N	lo lo lo Civil remedies No No lo	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes N N N N N N N N N N N N N N N N N N N	es es es es es es Yes Yes lo lo Girls	penalties Yes		No N	lo l	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes N Boys 18	es es es es es es Yes Yes lo lo Girls 18	penalties Yes		M N N N Legislation Yes No N N N N N N N N N N N N N N N N N N	lo l	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes N Boys 18	es es es es es es Yes Yes lo lo Girls	penalties Yes		No N	lo l	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes N N N N N N N N N N N N N N N N N N N	es es es es es es Yes Ves lo lo Girls 18	penalties Yes		No N	lo l	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes N N N N N N N N N N N N N N N N N N N	es es es es es es es es Yes Yes lo lo lo Girls 18 lo lo es	penalties Yes		No N	lo lo lo lo Civil remedies No lo	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes N Boys 18	es es es es es es es es Yes Yes lo lo lo Girls 18 lo lo es	penalties Yes		No N	lo lo lo lo Civil remedies No lo	penalties Yes	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Yes N Boys 18	es Yes Yes	penalties Yes		No N	lo l	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Yes N Boys 18 N Yes N Yes N N N N N N N N N N N N N N N N N N N	es e	penalties Yes		Month of the state	lo l	penalties Yes	

	TAUMAN CHINA	TAJIKISTAN
REGION	TAIWAN, CHINA 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		
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?13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	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?18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes	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	Yes No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY	103	103
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 Married Unmarried
Property rights 30. Do men and women have equal ownership rights to property?	Married Unmarried 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 26 How many justice are on the constitutional court?	15	7
36. How many justices are on the constitutional court? 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	N.	P.
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 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I Status No	Gender No	
GETTING A JOB							: 110	
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	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother 0	Father 0			Mother 0	Father 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?	Y	es			Y	es :		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			Y	'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es .				es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		lo es				es es		
63. Are parents entitled to flexible/part-time schedules?		es es				'es		
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?		/es				No		
68. Can women and men do the same jobs?	`	/es			ı	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	Yes		Yes	Yes	No		es	No
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining No	No	Construction No	Other No
71. Can women work on these tasks in the same way as men:		Heavy lifting		103		Heavy lifting		110
<u> </u>	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Y	'es		
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?	1	lo			N	lo		
	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? 77. Does domestic violence legislation protect former spouses?		es es				es Io		
78. Does domestic violence legislation protect romar spouses:		es				lo		
79. Do protection orders for domestic violence exist?		es				'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y	es			N	lo		
81. Do protection orders for domestic violence prohibit contact?		es				lo		
82. Is there a specialized court/procedure for domestic violence?	Y	es	61.1.1		N	lo	61.1.1	
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?		es				lo		
86. Is there legislation on sexual harassment in public places?		lo :				lo :		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for: 88. Are there exceptions?	18 V	18 es			18 V	18 'es		
89. Is child marriage void or prohibited?		es es				'es		
90. Is child marriage penalized?		es				'es		
Marital rape								
91. Is marital rape explicitly criminalized?	Y	es			N	lo		
92. If not, can a wife or partner file a complaint?		/A				es		
93. Are rape perpetrators exempt if they are married to the victim?		lo				lo		
94. Are rape perpetrators exempt if they marry the victim?	N	lo			N	lo		

	TANTANIA	THAILAND
	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	V	No
Does the constitution contain a clause on nondiscrimination? House does it marting goodes?	Yes	No N/A
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes Yes	N/A Yes
3. Does the constitution contain a clause on equality:		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid No N/A
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Ouotas	100 : 10/11	100 1100
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? 13. Can a woman travel outside the country in the same way as a man?	N/A N/A Yes Yes	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	Yes Yes Yes Yes
19. Can a woman choose where to live in the same way as a man? 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	N/A 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	Me	Voe
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	No N/A	Yes 174%
	IVA	17470
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	No
e amocare payments tax accadetuse:		
42. Are there tay deductions or credits execific to man humans?	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
43. Is criticate subsidized or publicly provided? 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	%			
The manufacture of created by created general (notify capital).		!	National Community		,	!	Minnelinana		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions No		
Discrimination		l Status	Gender			l Status	Gender		
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No		
GETTING A JOB									
	88 - 1 21	Date of the	Donat d		BA . 1 21	Balana Na	Donatal .		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental 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?	Y	es			N	lo			
58. Does the law mandate nondiscrimination based on gender in hiring?	Υ	'es			N	lo			
59. Is it prohibited for prospective employers to ask about family status?		lo				lo			
60. Is dismissal of pregnant workers prohibited?		es				'es			
61. Are mothers guaranteed an equivalent position after maternity leave?		es				lo			
62. Are nursing mothers entitled to nursing breaks?		es				lo			
63. Are parents entitled to flexible/part-time schedules?		lo			N	lo			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	60	60			55	55 55			
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	55 N/A	55 N/A			55 N/A	N/A			
	IV/A	IN/A			IN/A	IN/A			
Working hours and industry restrictions 67. Can women and men work the same night hours?	1	/es			\ \	/es			
68. Can women and men do the same jobs?		res /es				No .			
·						,			
69 (an women work in these types of jobs in the same way as mon-									
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	Morally in		Arduous	
	Yes	١	/es	Yes	Yes	Υ	'es	Yes	
70. Can women work in these occupations in the same way as men:						Υ			
	Yes Mining Yes	Factories	Construction Yes	Yes Other	Yes Mining No	Y Factories	es Construction No	Yes Other	
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	Yes Other	Yes Mining No	Factories Yes	es Construction No	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining No Metalwork	Factories Yes Heavy lifting	es Construction No Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining No Metalwork	Factories Yes Heavy lifting	es Construction No Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining No Metalwork Yes	Y Factories Yes Heavy lifting No	es Construction No Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining No Metalwork Yes	Factories Yes Heavy lifting No	es Construction No Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining No Metalwork Yes	Factories Yes Yes Heavy lifting No	es Construction No Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other Yes	Yes Other Yes	Yes Mining No Metalwork Yes Yi N N Yi	Factories Yes Heavy lifting No es /A	es Construction No Other No	Yes Other Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	res Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining No Metalwork Yes Yes Yes Physical	Factories Yes Heavy lifting No es /A es Sexual	es Construction No Other No	Yes Other Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes	/es Construction Yes Other Yes	Yes Other Yes	Yes Mining No Metalwork Yes Yes Yes Physical Yes	Factories Yes Heavy lifting No es /A	es Construction No Other No	Yes Other Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo Sexual No	res Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining No Metalwork Yes Yes Yes Physical Yes Yes	Factories Yes Heavy lifting No No Ses JA Heavy lifting No No	es Construction No Other No	Yes Other Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No	res Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining No Metalwork Yes Yi N, Yi Physical Yes	Yes Yes Heavy lifting No es //A es Sexual No es	es Construction No Other No	Yes Other Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No	res Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining No Metalwork Yes Yi N, Yi Physical Yes Yi Yes	Factories Yes Heavy lifting No es Sexual No es es	es Construction No Other No	Yes Other Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Mining Yes Metalwork Yes No	Factories Yes Yes Heavy lifting Yes lo lo lo lo Sexual No lo lo lo lo lo	res Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No Ses A Sexual No Ses	es Construction No Other No	Yes Other Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Mining Yes Metalwork Yes No	Factories Yes Heavy lifting Yes loo loo Sexual No loo loo loo loo loo loo loo loo loo	res Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No es Sexual No es es es es es es es es es	es Construction No Other No	Yes Other Yes	
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		TOGO		
	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				
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?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes		
14. 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		
ROVIDING 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				
• • • • • • • • • • • • • • • • • • • •		W ₁ .		
45. Does the government provide a child allowance to parents?	No	Yes		

		TIMOR-LESTE				TOG0			
BUILDING CREDIT									
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			173	35%			
47.1 million loan amount covered by creak agencies (want/capita):	0	/u !	Minnelinana		17.	!	Minnefinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions No		
Discrimination		Status	Gender			l Status	Gender		
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No		
			: 110			10			
GETTING A JOB									
Parental benefits 50. Does the law mandate the following types of leave:	Maternity	Paternity	Parental No		Maternity Yes	Paternity Yes	Parental No		
51. How much of such leave is paid (days)?	Yes 84	Yes 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		
3 William Meet of Seel reare is alpaid (ad)3).	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			
	14/11	, IN/IN			14/11	: 14/71			
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N.	lo			V	i: 'es			
58. Does the law mandate equal remaneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?	Ye					lo			
59. Is it prohibited for prospective employers to ask about family status?	N					lo			
60. Is dismissal of pregnant workers prohibited?	Ye					es es			
61. Are mothers quaranteed an equivalent position after maternity leave?	Ye					'es			
62. Are nursing mothers entitled to nursing breaks?	Ye					'es			
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo			
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?	}	es es			\	/es			
68. Can women and men do the same jobs?		es es				No			
•	Hazardous	Morally in	anneneista.	Arduous	Hazardous	Morally in	annenriate i	Arduous	
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	No		appropriate 'es	Arduous Yes	
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other	
70. Can women work in these occupations in the same way as men.	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									
// IS There domestic violence ledislation?	V					L			
72. Is there domestic violence legislation?		es				lo			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			N	lo			
·	N, Ye	/A es	Facilities	Farancia	N N	lo lo	F	F	
73. If not, are there aggravated penalties for offenses between spouses/family members?74. Are there clear criminal penalties for domestic violence?	N, Ye Physical	/A es Sexual	Emotional	Economic	N Physical	lo Sexual	Emotional		
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73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N. Yes Physical Yes	/A es Sexual Yes es es es es es es es No No No	Yes Criminal penalties		Physical No No No No No No No No No No	No N	No Criminal penalties		
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	TONCA	TRINIDAD AND TORAGO		
	TONGA	TRINIDAD AND TOBAGO		
REGION	East Asia & Pacific	Latin America & Caribbean		
NCOME GROUP	Upper middle income	High income		
FEMALE POPULATION	52,748	679,957		
EMALE LABOR FORCE PARTICIPATION	56%	60%		
CCESSING INSTITUTIONS				
Constitutional rights		Y.		
Does the constitution contain a clause on nondiscrimination? Of the constitution contain a clause on nondiscrimination?	No N/A	Yes		
2. If yes, does it mention gender? B. Does the constitution contain a clause on equality?	N/A Yes	Yes Yes		
s. Does the constitution contain a clause on equality?				
4 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A No N/A	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 5. What are the quotas for women on corporate boards?	No quota	No quota		
What are the quotas for women in parliament?	No quota	No quota		
B. What are the quotas for women in local government?	No quota	No quota		
What are the quotas for women on candidate lists for parliament?	No quota	No quota		
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		
Can a woman apply for a passport in the same way as a man?	Yes Yes	No Yes		
Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		
Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
4. 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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes		
8. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
9. 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		
11. 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		
JSING 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		
80. Do men and women have equal ownership rights to property?	No No	Yes Yes		
nheritance rights				
1. Do sons and daughters have equal inheritance rights?	No	Yes		
2. Do female and male surviving spouses have equal inheritance rights?	No	Yes		
OING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No	No		
34. Are personal law courts recognized?	No	No		
85. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
Judicial representation				
86. How many justices are on the constitutional court?	3	11		
37. Of those, how many are women?	0	3		
88. Is the Chief Justice a woman?	No	No		
Efficiency of procedure				
89. Is there a small claims court/fast track procedure?	Yes	Yes		
10. If yes, what is the maximum amount (%GNI/capita)?	130%	47%		
ROVIDING INCENTIVES TO WORK				
Personal income tax				
1. Are childcare payments tax deductible?	No	No		
	Men Women	Men Women		
12. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education				
3. Is childcare subsidized or publicly provided?	Yes	Yes		
14. Is primary education free and compulsory?	No	Yes		
Financial support and care				
45. Does the government provide a child allowance to parents?	No	Yes		

	TONGA				TRINIDAD AND TOBAGO			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions		Retailers No	Utilities Yes	institutions	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			es	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?		lo				lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status?		lo .				lo .		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		lo /A				lo es		
62. Are nursing mothers entitled to nursing breaks?		lo				lo		
63. Are parents entitled to flexible/part-time schedules?		lo				lo		
·	Women							
Retirement & pensions 64. When can one retire and get full benefits?	60	Men 60			Women 65	Men 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?	\	es/es			Y	/es		
68. Can women and men do the same jobs?		es/es				⁄es		
68. Can women and men do the same jobs?	١		annronriato	Arduous	Y		annronriate	Arduous
· · · · · · · · · · · · · · · · · · ·	Hazardous	Morally in	appropriate /es	Arduous Yes	Y Hazardous	Morally in	appropriate ⁄es	Arduous Yes
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men:	١	Morally in	appropriate /es Construction	Arduous Yes Other	Y	Morally in	appropriate 'es Construction	Arduous Yes Other
68. Can women and men do the same jobs?	Hazardous Yes	Morally in	/es	Yes	Hazardous Yes	Morally in	'es	Yes
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men:	Hazardous Yes Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Hazardous Yes Mining Yes Metalwork	Morally in. Y Factories Yes Heavy lifting	Yes Other	Yes Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Hazardous Yes Mining Yes	Morally in Factories Yes	Construction Yes	Yes Other	Hazardous Yes Mining Yes	Morally in Y Factories Yes	res Construction Yes	Yes Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Hazardous Yes Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Hazardous Yes Mining Yes Metalwork	Morally in. Y Factories Yes Heavy lifting	Yes Other	Yes Other
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68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Hazardous Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Hazardous Yes Mining Yes Metalwork Yes	Morally in Y Factories Yes Heavy lifting Yes	Yes Other	Yes Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Hazardous Yes Mining Yes Metalwork Yes	Morally in Y Factories Yes Heavy lifting Yes	Yes Other	Yes Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Hazardous Yes Mining Yes Metalwork Yes	Morally in. Y Factories Yes Heavy lifting Yes	Yes Other	Yes Other
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68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Victories Yes Heavy lifting Yes 4 Sexual Yes Sexual	res Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yi N, Yi Physical Yes Yi	Morally in. Yes Factories Yes Heavy lifting Yes Yes Ses Sexual Yes Yes	Construction Yes Other Yes Yes	Yes Other Yes
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	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	Ver	Ver
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	Yes Yes	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	No queto	No gueta
6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament?	No quota No quota	No quota No quota
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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes Yes	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? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	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? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes Yes	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? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes
USING PROPERTY	ies	les
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	AL/A	N/A
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	N/A No	N/A 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? 32. Do female and male surviving spouses have equal inheritance rights?	No No	Yes Yes
	NO	162
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
36. How many justices are on the constitutional court? 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	%			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
Discrimination	No Marita	No I Status	No Gender		No Marital	No Status	No Gender		
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No		
GETTING A JOB			•				<u>.</u>		
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?		lo				es			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo			
59. Is it prohibited for prospective employers to ask about family status?		lo				lo			
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		es Io				es Io			
62. Are nursing mothers entitled to nursing breaks?		es es				es			
63. Are parents entitled to flexible/part-time schedules?		lo				lo			
·	Women								
Retirement & pensions 64. When can one retire and get full benefits?	60	Men 60			Women 58	Men 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			١	No			
68. Can women and men do the same jobs?		No			1	Vo			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in		A	Hazardous	Morally in	appropriate	Arduous	
os. can nomen work in diese types or jobs in die same way as men.			appropriate /es	Arduous Yes					
	Yes Mining		/es Construction	Yes Other	Yes Mining	Υ	es Construction	Yes Other	
70. Can women work in these occupations in the same way as men:	Yes	١	/es	Yes	Yes	Υ	'es	Yes	
	Yes Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining No Metalwork	Factories Yes Heavy lifting	Yes Other	Yes Other	
70. Can women work in these occupations in the same way as men:	Yes Mining No	Factories Yes	Construction Yes	Yes Other	Yes Mining No	Factories Yes	res Construction Yes	Yes Other	
70. Can women work in these occupations in the same way as men:	Yes Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining No Metalwork	Factories Yes Heavy lifting	Yes Other	Yes Other	
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining No Metalwork No	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	Yes Mining No Metalwork Yes	Yes Heavy lifting Yes	Yes Other	Yes Other	
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What are the quotes for moments or approach bounds? No opacts			
White are the quotes for more in parlament? 29% 100 appets 100			
What are the causar for recens in load government? 33 k No casts No c	6. What are the quotas for women on corporate boards?	No quota	No quota
10 Must as the quarter to women considerable lists for particular memory No quarter			· · · · · · · · · · · · · · · · · · ·
Fights of more to encode to exceed the control process of the cont			
Fights of matried and unmarried women Name			
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32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT			
GOING TO COURT Equality of access 33. Are customary law courts recognized? No			
Equality of access 33. Are customary law courts recognized? No		NO	Yes
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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		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			
	46. Must employers provide leave to care for sick relatives?	No	Yes

		UGA	NDA			UKR	AINE	
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	
Discription of the control of the co	No	No	Yes		No	No	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			Status Vo	Gender No	
GETTING A JOB		10	. 140		· ·	10	. 110	
Parental benefits	Mataraitu	Datamitu	Darantal		Maternity	Datamitu	Darental	
50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental 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: 56. In paid parental leave is there a portion that must be taken by the:	N/A N/A	N/A N/A			N/A 0	N/A 0		
	IN/A	: IN/A			U	U		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	es			N	ln .		
58. Does the law mandate equal remaineration for work of equal value: 58. Does the law mandate nondiscrimination based on gender in hirring?		lo				25		
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		lo				es		
63. Are parents entitled to flexible/part-time schedules?		lo :				es		
Retirement & pensions 64. When can one retire and get full benefits?	Women 55	Men 55			Women 60	Men 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?	`	/es			١	No		
68. Can women and men do the same jobs?	`	/es			1	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		es .	Yes	No		es	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:		Heavy lifting		162		Heavy lifting		INO
	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?								
74. Are there clear criminal penalties for domestic violence?		/A			N.	/A		
	Y	/A es			N,			
TER I WILL I THE WAR TO SEE THE SECOND SECON	Physical Physical		Emotional	Economic			Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Physical Yes	es Sexual Yes	Emotional Yes	Economic Yes	Physical Yes	Sexual Yes	Emotional Yes	Economic Yes
76. Does domestic violence legislation protect family members?	Physical Yes	Sexual Yes			Physical Yes	Sexual Yes		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Physical Yes Y	Sexual Yes es			Physical Yes Yes	Sexual Yes		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes Y	Sexual Yes es es es			Physical Yes N	Yes		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Yes Y Y Y	Yes es es es es es			Physical Yes Yes N N N Yes	Yes es lo		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes Y Y Y Y	Sexual Yes es es es			Physical Yes Yes N N N N N N	Yes es lo		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Yes Y Y Y Y Y Y	es Sexual Yes Yes es e	Yes		Physical Yes Yes N N N Yi	Sexual Yes es lo lo lo es ses ses	Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Y Y Y Y Y Y	es Sexual Yes es e	Yes		Physical Yes Yes N N N Yi	Sexual Yes Ses 10 10 10 10 10 10 10 10 10 1	Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes Yes Y Y Y Y Y Y Y	es Sexual Yes es es es es es control Civil remedies	Yes Criminal penalties		Physical Yes Yes N N N Ye N Yes	Sexual Yes es lo lo lo es ses ses	Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes	es Sexual Yes es e	Yes		Physical Yes Yes N N N Ye N Legislation	Sexual Yes es lo lo lo es crivil remedies	Yes Criminal penalties	
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76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical Yes Yes Yes Yes Yes Yes Yes Nes Nes Nes Nes Nes Nes Nes Nes Nes N	es Sexual Yes es e	Criminal penalties Yes		Physical Yes Yes N N N Yes N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	yes es lo	Yes Criminal penalties No	
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	UNITED ARAB EMIRATES		UNITED KINGDOM			
REGION		Middle East & N			High income: OECD	
INCOME GROUP		High inco	ome	High income		
FEMALE POPULATION		2,854,2	92		32,702,700	
FEMALE LABOR FORCE PARTICIPATION		47%			70%	
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	Ye N			_	No//A	
3. Does the constitution contain a clause on equality?	Ye				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 q				quota	
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No q No q				quota	
9. What are the quotas for women on candidate lists for parliament?	No q			_	quota	
10. What are the quotas for women on candidate lists for local government?	No q	uota		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? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		N/A Yes	N/A 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? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		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? 21. Can a woman be "head of household" in the same way as a man?	No No	Yes Yes		Yes N/A	Yes N/A	
Division of responsibility within marriage	INO	163		IV/A	IVA	
22. Do spouses have equal rights to convey citizenship?	N	0		Y	'es	
23. Are wives required to obey their husbands?	Ye	25		1	No	
24. Must spouses jointly financially maintain the family?	N	0		<u> </u>	'és	
JSING PROPERTY				_		
Marital property regime 25. What is the default marital property regime?	Son	aration of propert	W	Çor	paration of property	
26. Who administers marital property?		Original owner	·Y	3ct	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?	N				· ·	
29. Does the law provide for valuation of nonmonetary contributions?	N				es :	
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Yes	Unmarried Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	N	0		Y	'es	
32. Do female and male surviving spouses have equal inheritance rights?	N	0		١	'es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N			_	No .	
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?		25		_	Vo 'es	
Judicial representation	It	:5		'	es	
36. How many justices are on the constitutional court?)		N	/A	
37. Of those, how many are women?	()		N	/A	
38. Is the Chief Justice a woman?	N	0		N	/A	
Efficiency of procedure	-11				<i>t.</i> .	
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Ye 64	2S .%		_	'es 7%	
PROVIDING INCENTIVES TO WORK	04	70		3	1 10	
Personal income tax						
41. Are childcare payments tax deductible?	N	0		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	'es	
	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?	Ye			_	'es	
44. Is primary education free and compulsory?	Ye	25		1	'es	
Financial support and care 45. Does the government provide a child allowance to parents?	N	0			'es	
government provide a sima anomanice to parents.	10	-				

	UN	ITED ARA	B EMIRAT	ES		UNITED I	KINGDOM	
BUILDING CREDIT								
Credit agencies		10/			0	0/		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	· ·	%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
Discription with a	Yes	Yes	No		Yes	Yes	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No		Marita	es es	Gender Yes	
·		NU	INU			C 3	163	
GETTING A JOB	Matamita	Determite	Donostal		Mataurita	Datath-	Donantal	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity Yes	Parental 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			
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			Y			
58. Does the law mandate nondiscrimination based on gender in hiring?		No .			Y			
59. Is it prohibited for prospective employers to ask about family status?		No.			N			
60. Is dismissal of pregnant workers prohibited?		lo lo			Y			
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		es			N N			
63. Are parents entitled to flexible/part-time schedules?		lo			Y			
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 67	Men 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			١	'es		
68. Can women and men do the same jobs?		No			١	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can nomen nom in diese types of jobs in the same not as men	No		Vo	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
	No	No	Yes	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other			Heavy lifting		
					Yes	Yes		
	No	No	No		103	103	Yes	
PROTECTING WOMEN FROM VIOLENCE	No	No	No		163	103	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	No	No	No		10	1.03	Yes	
		No No	No		ү		Yes	
Domestic violence	1		No			25	Yes	
Domestic violence 72. Is there domestic violence legislation?	!	No	No		Y	es /A 0	Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	i i Physical	No No No Sexual	Emotional	Economic	Y N N Physical	es /A 0 Sexual	Emotional	Economic
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical No Physical No I I I I I I I I I I I I I I I I I I	No N	Emotional No Criminal penalties Yes		Physical Yes Yes Yes Yes Legislation Yes Yes 18	25	Emotional Yes Criminal penalties Yes	
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical No Physical No Physical No Physical No Physical No Physical Physic	No N	Emotional No Criminal penalties Yes		Physical Yes Yes Yes Yes Legislation Yes Yes 18	255 A/A O O Sexual NO O Sexual NO O SES O O O O O O O O O O O O O O O O	Emotional Yes Criminal penalties Yes	

	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
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. is personal law recognized / invalid in it violates provisions on nondiscrimination or equality? Ouotas	NO N/A	No N/A
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? 10. What are the quotas for women on candidate lists for local government?	No quota 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? 13. Can a woman travel outside the country in the same way as a man?	N/A N/A Yes Yes	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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes	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? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes Yes Yes	Yes Yes N/A N/A
Division of responsibility within marriage	165	1971
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? 28. Are there special provisions governing the marital home?	N/A No	N/A 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	V	V.
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes Yes
GOING TO COURT	i.e	i.es
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	V	V
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Yes 9%	Yes 87%
PROVIDING INCENTIVES TO WORK	370	0,10
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			URUC	GUAY	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0)%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	Yes	N/A		Yes	Yes	Yes	
Discrimination	Marita	Il Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:	`	Yes	Yes		١	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?	1	Vo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es/es			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?		Vo				lo		
60. Is dismissal of pregnant workers prohibited?		/es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		I/A				0		
62. Are nursing mothers entitled to nursing breaks?		/es				es		
63. Are parents entitled to flexible/part-time schedules?	1	No			N	0		
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				'es		
68. Can women and men do the same jobs?	`	Yes			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		'es	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	/es			Ye	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	1/A						
74. Are there clear criminal penalties for domestic violence?		I/A			N,	/A		
	Υ	res				/A lo		
75. Does domestic violence legislation cover the following abuse:	Physical Physical		Emotional	Economic			Emotional	Economi
76. Does domestic violence legislation protect family members?		/es	Emotional Yes	Economic No	N	О	Emotional Yes	Economi Yes
7 or boes domestic violence registation protect family members.	Physical Yes	es Sexual			Physical Yes	o Sexual		
	Physical Yes	Yes Yes			Physical Yes	Sexual Yes		
77. Does domestic violence legislation protect former spouses?	Physical Yes Y	Yes Yes			Physical Yes	Sexual Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes Y	Yes Yes Yes			Physical Yes Yes	Sexual Yes es es		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Yes Y Y Y	Yes Yes Yes Yes Yes			Physical Yes Yes Yes Yes Yes	Sexual Yes es es es es es es		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical Yes Yes Y Y Y Y Y Y Y Y	Yes			Physical Yes Yes Yes Yes Yes Yes	Sexual Yes es e		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical Yes Yes Y Y Y Y Y Y Y Y	Yes	Yes		Physical Yes Yes Yes Yes Yes	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Y Y Y Y Y Y Y Y	Yes	Yes		Physical Yes Yes Yes Yes Yes Yes	Sexual Yes es es es cos cos cos cos cos cos cos cos cos co	Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes Yes Y Y Y Y Y Y Y Legislation	Yes	Yes Criminal penalties		Physical Yes	Sexual Yes es es es comparison of the comparison	Yes Criminal penalties	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical Yes	Yes	Yes Criminal penalties No		Physical Yes	Sexual Yes es es es es corrections Civil remedies No	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes	Yes	Yes Criminal penalties		Physical Yes	Sexual Yes es es es es es es No No	Yes Criminal penalties	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes	Yes	Yes Criminal penalties No		Physical Yes	Yes Sexual Yes Ses Ses Ses Ses Ses Ses No No No No Ses	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes	Yes	Yes Criminal penalties No		Physical Yes	Sexual Yes es es es es es No No es No	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes	Yes	Yes Criminal penalties No		Physical Yes	Yes Sexual Yes Ses Ses Ses Ses Ses Ses No No No No Ses	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes Yes 18	Yes	Yes Criminal penalties No		Physical Yes Yes Yi Ses	yes es e	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical Yes Yes Y Y Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Yes	Yes Criminal penalties No		Physical Yes	yes es e	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes	Yes	Yes Criminal penalties No		Physical Yes	yes es e	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Physical Yes	Yes	Yes Criminal penalties No		Physical Yes	yes es e	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical Yes	Yes	Yes Criminal penalties No		Physical Yes	yes es e	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes	Yes	Yes Criminal penalties No		Physical Yes	yes es e	Yes Criminal penalties No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Physical Yes Yes Y Y Y Y Y Y Legislation Yes Yes Y 18 N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes	Yes Criminal penalties No		Physical Yes	yes es e	Yes Criminal penalties No	Yes

	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 contains a clause on populisation?	Voc	Vec
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	Yes Yes	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	No queto	No queta
What are the quotas for women on corporate boards? What are the quotas for women in parliament?	No quota No quota	No quota No quota
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? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes N/A N/A	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? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	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? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes Yes	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 No	N/A No
28. Are there special provisions governing the marital home? 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? 37. Of those, how many are women?	7	7 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
2 2.mocare payments can deadcubic	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
	103	IC3
46. Must employers provide leave to care for sick relatives?	Yes	No

		UZBEI	KISTAN			VENEZU	IELA, RB	
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
	5		Microfinance		D 1 11		Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
Discolarity attent	No	No	Yes		No	No	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			I Status No	Gender No	
GETTING A JOB		10	: 140			10	: 140	
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	N/A N/A		
56. In paid parental leave is there a portion that must be taken by the:	U	U			N/A	N/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo				lo		
58. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?	Y	es				es		
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	lo		
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? 66. What is the mandatory retirement age?	55 55	60 60			55 N/A	60 N/A		
		00			IN/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es			\	⁄es		
68. Can women and men do the same jobs?		Vo				es es		
· · · · · · · · · · · · · · · · · · ·			annronriato	Arduous	Hazardous		ista	Arduous
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		nappropriate Yes	Arduous Yes	Yes	-	appropriate /es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
<u> </u>	No	No	No	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting	-			Heavy lifting		
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	N	lo			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		lo				/A		
74. Are there clear criminal penalties for domestic violence?		0	Employed	F		es	For Const	F
75. Door domortic violence legislation cover the following abuses:	Physical No	Sexual No	Emotional No	Economic No	Physical Yes	Sexual Yes	Emotional Yes	Yes Yes
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?		lo	INU	INU		es	162	162
77. Does domestic violence legislation protect former spouses?		lo				es		
78. Does domestic violence legislation protect unmarried intimate partners?		lo				es		
79. Do protection orders for domestic violence exist?	N	lo			Y	es		
80. Do protection orders for domestic violence remove the perpetrator from the home?					Y	es		
81. Do protection orders for domestic violence prohibit contact?		lo						
82. Is there a specialized court/procedure for domestic violence?	N	lo				es		
	N	lo lo	Chila			es	Civial	
Sexual harassment	N	lo	Criminal penalties				Criminal penalties	
·	N	lo Civil			Y	es Civil		
Sexual harassment	Legislation	lo Civil remedies	penalties		Y Legislation	Civil remedies	penalties	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation No No	lo Civil remedies No No	penalties No		Legislation Yes Yes Yes	Civil remedies Yes Yes	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation No No No	lo Civil remedies No No lo lo lo	penalties No		Yes Yes Yes	civil remedies Yes Yes Yes lo	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation No No No Boys	lo lo Civil remedies No No lo lo Girls	penalties No		Legislation Yes Yes Yes Yes Boys	ces Civil remedies Yes Yes Yes O Girls	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation No No No Boys 18	lo lo Civil remedies No No lo lo lo lo 17	penalties No		Legislation Yes Yes Yes M Boys 18	remedies Yes Yes Yes lo Girls 18	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation No No No Boys 18	lo Civil remedies No No lo lo Girls 17	penalties No		Yes Yes Yes Yes N Boys 18	remedies Yes Yes Yes lo Girls 18	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation No	lo Civil remedies No No lo lo lo Girls 17	penalties No		Yes Yes Yes Yes N Boys 18	remedies Yes Yes es lo Girls 18 es es	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation No	lo Civil remedies No No lo lo Girls 17	penalties No		Yes Yes Yes Yes N Boys 18	remedies Yes Yes Yes lo Girls 18	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation No No No September 18 Yell Yell Yell Yell Yell Yell Yell Yel	lo Civil remedies No No lo lo lo Girls 17	penalties No		Yes Yes Yes Yes Yes Yes Yes Yes Ye	remedies Yes Yes es lo Girls 18 es es	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation No	lo Civil remedies No No lo lo lo lo Siris 17	penalties No		Yes Yes Yes Yes N Boys 18 Y Y	remedies Yes Yes es lo Girls 18 es es es	penalties Yes	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation No No No No Service Servi	lo Civil remedies No No lo lo lo lo Ses	penalties No		Legislation Yes Yes Yes N Boys 18 Y Y N N N N N	remedies Yes Yes Yes Io O Girls 18 es es es	penalties Yes	

	METALON	WEST DANK AND CATA
	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%
CCESSING INSTITUTIONS		
Constitutional rights	V	
Does the constitution contain a clause on nondiscrimination? Of the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes Yes	Yes Yes
3. Does the constitution contain a clause on equality?		
4 1 1 1 1 1 1 1 1 1	Recognized Invalid	Recognized Invalid
 Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	No N/A No N/A	No N/A Yes Yes
	INO INJA	163 163
Quotas 5. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the guotas for women in parliament?	No quota	No quota
B. What are the quotas for women in local government?	No quota	20%
D. What are the quotas for women on candidate lists for parliament?	No quota	> 0
0. 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
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? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes Yes	No Yes No Yes
15. 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
8. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
9. 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? 24. Must spouses jointly financially maintain the family?	No Yes	Yes No
	ies	INU
JSING PROPERTY		_
Marital property regime	Dartial community of property	Constration of property
25. What is the default marital property regime? 26. Who administers marital property?	Partial community of property Both must agree	Separation of property Original owner
	Botti 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
nheritance rights	•	
11. Do sons and daughters have equal inheritance rights?	Yes	No
2. Do female and male surviving spouses have equal inheritance rights?	Yes	No
OING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
4. Are personal law courts recognized?	No	Yes
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	No
ludicial representation		
6. How many justices are on the constitutional court?	N/A	9
77. Of those, how many are women?	N/A	1
8. Is the Chief Justice a woman?	N/A	No
Efficiency of procedure		
9. Is there a small claims court/fast track procedure?	No	Yes
0. If yes, what is the maximum amount (%GNI/capita)?	N/A	150%
ROVIDING INCENTIVES TO WORK		
Personal income tax		
1. Are childcare payments tax deductible?	No ·	No .
	Men Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
13. Is childcare subsidized or publicly provided?	Yes	No
14. Is primary education free and compulsory?	Yes	Yes
inancial support and care		
15. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	Yes	No

		VIET	NAM		W	EST BANK	(AND GAZ	A
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
• • • • • • • • • • • • • • • • • • • •	Datailana		Microfinance		Datailana	I I ATTICATION	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities Yes	institutions	
		No	Yes		Yes		Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender Yes			I Status No	Gender No	
SETTING A JOB							110	
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)?	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	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father 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	14/1	,,,,			14/11	,,		
57. Does the law mandate equal remuneration for work of equal value?	Y	es			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		es es				lo es		
63. Are parents entitled to flexible/part-time schedules?		lo lo				lo		
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?		/es				Vo		
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		appropriate	Arduous	Hazardous	-	appropriate	Arduous
70. Can warmen work in these assumptions in the same way as many	No Mining		Yes Construction	No Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	No	Yes	No	No	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	
	No	No	No		No	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	lo		
74. Are there clear criminal penalties for domestic violence?		lo				lo		
75 Development's telephone heighting according fellowing	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes	Yes	Yes	Yes	No N	No Io	No	No
77. Does domestic violence legislation protect farmly members:		es				lo		
78. Does domestic violence legislation protect unmarried intimate partners?		es				lo		
79. Do protection orders for domestic violence exist?	Y	es			N	lo		
	N	lo				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?						lo		
81. Do protection orders for domestic violence prohibit contact?		es						
	Y	es	Criminal			lo Civil	Criminal	
81. Do protection orders for domestic violence prohibit contact?			Criminal penalties		Legislation	lo Civil remedies	Criminal penalties	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Legislation Yes	Civil remedies	penalties No		Legislation Yes	Civil remedies No	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	Civil remedies No No	penalties		Legislation Yes No	Civil remedies No No	penalties	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	es Civil remedies No No	penalties No		Legislation Yes No	Civil remedies No No	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes N	es Civil remedies No No No	penalties No		Legislation Yes No No	Civil remedies No No No lo	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes N Boys	civil remedies No No No Girls	penalties No		Legislation Yes No No Boys	Civil remedies No No lo Girls	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes Yes N Boys 20	es Civil remedies No No No	penalties No		Legislation Yes No No Boys 16	Civil remedies No No No lo	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes N Boys 20	remedies No No lo Girls 18	penalties No		Legislation Yes No No Boys 16	Civil remedies No No lo lo Girls	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes N Boys 20 N Yes	Civil remedies No No lo Girls 18	penalties No		Legislation Yes No No No No No No No No No N	Civil remedies No No No lo lo Girls 15	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes N Boys 20 N Yes	remedies No No No Ido Ido Ido Ido Ido Ido Ido Ido Ido Id	penalties No		Legislation Yes No	Civil remedies No No lo lo lo Girls 15 lo es	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Yes N Boys 20 Y Yes	remedies No No No Ido Ido Ido Ido Ido Ido Ido Ido Ido Id	penalties No		Legislation Yes No	Civil remedies No No Io	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes N Boys 20 Y Y Y	remedies No No No Ido Ido Ido Ido Ido Ido Ido Ido Ido Id	penalties No		Legislation Yes No No Boys 16 N N N N N N N N N N N N N	Civil remedies No No lo lo lo Girls 15	penalties 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
 Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	No N/A Yes No	Yes No No N/A
3. is personal law recognized / invalid in it violates provisions of nondiscrimination or equality: Ouotas	TES INU	NO N/A
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?12. Can a woman apply for a national ID card in the same way as a man?	No Yes Yes Yes	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? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes	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		210
27. If the husband administers property, is spousal consent required for major transactions?	N/A No	N/A No
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	No 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	No	Ni.
41. Are childcare payments tax deductible?	No :	No ;
42 And the sector of the secto	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

		YEME	N, REP.			ZAM	IBIA	
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	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			l Status No	Gender No	
GETTING A JOB		10	NO			10	NO	
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)?	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	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father 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?		lo				lo		
58. Does the law mandate equal remaineration for work or equal value:		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		lo				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo		
62. Are nursing mothers entitled to nursing breaks?		es				lo		
63. Are parents entitled to flexible/part-time schedules?		lo :				lo :		
Retirement & pensions 64. When can one retire and qet full benefits?	Women 55	Men 60			Women 55	Men 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			١	es/es		
68. Can women and men do the same jobs?		Vo			١	⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
70.6	No		No	No	Yes Mining		es Construction	Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Yes	Yes	Yes	Other Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting Yes				Heavy lifting Yes	•	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	١	lo			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		lo				/A		
74. Are there clear criminal penalties for domestic violence?	N	lo			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
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? 77. Does domestic violence legislation protect former spouses?		lo lo				es es		
77. Does domestic violence legislation protect ionner spouses? 78. Does domestic violence legislation protect unmarried intimate partners?		lo				es		
79. Do protection orders for domestic violence exist?		lo				es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	1	lo			Υ	es		
81. Do protection orders for domestic violence prohibit contact?		lo				es		
82. Is there a specialized court/procedure for domestic violence?	1	lo	Criminal		Y	es	Criminal	
Sexual harassment		Chall			Legislation	Civil remedies	Criminal penalties	
	Legislation	Civil remedies	penalties			remedies		
83. To protect against sexual harassment, do the following exist:	Yes	remedies No	penalties Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes No	No No	penalties		Yes Yes	Yes No	Yes Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes No	remedies No No	penalties Yes		Yes Yes	Yes No es	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes No	No N	penalties Yes		Yes Yes Yes	Yes No es es	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes No	remedies No No	penalties Yes		Yes Yes	Yes No es	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes No No Boys	No No lo Girls	penalties Yes		Yes Yes Yes Yes Yes 21	Yes No es es Girls	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes No No Boys 15	No No lo lo Girls	penalties Yes		Yes Yes Yes Yes Yes Yes Yes	Yes No es Girls 21	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes No	No N	penalties Yes		Yes	Yes No es es 21	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes No	No N	penalties Yes		Yes	Yes No	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No	No No No lo lo Girls 15 lo ess	penalties Yes		Yes	Yes No es Ses SirIs 21 es Ses No	·	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes No	No N	penalties Yes		Yes	Yes No	·	

		ZIMB	ABWE
REGION		Sub-Saha	ran Africa
INCOME GROUP		Low in	
FEMALE POPULATION			
		7,38	
FEMALE LABOR FORCE PARTICIPATION		85	-%
ACCESSING INSTITUTIONS			
Constitutional rights			
1. Does the constitution contain a clause on nondiscrimination?	Ye	<u>?</u> S	
2. If yes, does it mention gender?	Ye	<u>!</u> S	
3. Does the constitution contain a clause on equality?	Ye	<u>?</u> S	
	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 q	unta	
· · · · · · · · · · · · · · · · · · ·	22		
7. What are the quotas for women in parliament?			
8. What are the quotas for women in local government?	No q		
9. What are the quotas for women on candidate lists for parliament?	No q		
10. What are the quotas for women on candidate lists for local government?	No q		
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? 15. Can a woman qet 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	
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?	Ye	<u>!</u> S	
23. Are wives required to obey their husbands?	N	0	
24. Must spouses jointly financially maintain the family?	Ye	2S	
USING PROPERTY			
Marital property regime 25 What is the default marital property regime?	Con-	eration of prop	ort.
25. What is the default marital property regime?		aration of prop	<u> </u>
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/		
28. Are there special provisions governing the marital home?	N		
29. Does the law provide for valuation of nonmonetary contributions?	Ye	25	
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?	Ye	25	
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	Ye Ye		
32. Do female and male surviving spouses have equal inheritance rights?			
32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT			
32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access	Ye	25	
32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized?	Ye Ye	25	
32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized?	Ye Ye N	es es 0	
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32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible?	Ye N Ye 0 N Ye 4 N Ye 583	25 0 0 25 0 1 0 0	
32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education	Ye	25 25 25 20 25 25 25 20 20 25 25 20 20 25 25 20 20 25 25 20 20 25 25 25 20 20 20 25 25 20 20 25 25 20 20 20 20 20 20 20 20 20 20 20 20 20	
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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	Utilities	Microfinance institutions	
	Yes	Yes	Yes	
Discrimination 40 to discrimination in access to easily easily included based on		l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No	
GETTING A JOB		1	1	
Parental benefits	Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 98	No N/A	No 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	
EE In unnoid parastal laws is there a parties that must be taken butter	Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	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		
Workplace protections 57. Does the law mondate equal representation for work of equal value?	V	'oc		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		'es 'es		
59. Is it prohibited for prospective employers to ask about family status?		lo		
60. Is dismissal of pregnant workers prohibited?		Vo		
61. Are mothers guaranteed an equivalent position after maternity leave?		'es		
62. Are nursing mothers entitled to nursing breaks?	Υ	'es		
63. Are parents entitled to flexible/part-time schedules?	1	Vo.		
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		appropriate	Arduous
70. Can women work in these occupations in the same way as mon-	Yes Mining	Factories	'es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	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?	Υ	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A		
74. Are there clear criminal penalties for domestic violence?		'es		
75.5	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? 77. Does domestic violence legislation protect former spouses?		es es		
78. Does domestic violence legislation protect former spouses:		es es		
79. Do protection orders for domestic violence exist?		'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		'es		
81. Do protection orders for domestic violence prohibit contact?	Υ	'es		
82. Is there a specialized court/procedure for domestic violence?	Y	'es		
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 87. What is the legal age of marriage for:	Boys 18	Girls 18		
88. Are there exceptions?		'es		
89. Is child marriage void or prohibited?		'es		
90. Is child marriage penalized?	Y	'es		
Marital rape				
91. Is marital rape explicitly criminalized?		'es		
92. If not, can a wife or partner file a complaint?		/A		
93. Are rape perpetrators exempt if they are married to the victim?		lo L		
94. Are rape perpetrators exempt if they marry the victim?	N	lo .		

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Acknowledgments

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